

**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	138.307	12,153,026	87,870	417,074	3,016	1,630,654	11,790	25.79
02	0.400	27,432	68,580			4,646	11,616	31.51
03	0.550	63,927	116,231	1,340	2,436	6,389	11,616	30.45
12	2.300	201,806	87,742	180	78	26,717	11,616	27.25
13	1.750	133,138	76,079	300	171	20,328	11,616	19.90
14	2.850	229,066	80,374	240	84	33,106	11,616	28.84
21	29.161	2,621,777	89,907	89,715	3,077	280,654	9,624	26.67
23	0.883	104,940	118,845					
24	6.994	779,731	111,486	11,968	1,711	34,778	4,973	22.45
31	14.150	1,209,726	85,493	77,781	5,497	173,659	12,273	25.80
34	3.200	195,253	61,017	5,290	1,653	37,171	11,616	23.76
45	2.450	210,269	85,824	26,772	10,927	28,459	11,616	21.11
51	7.550	601,745	79,701	3,288	435	87,701	11,616	24.42
55	8.000	731,002	91,375	9,455	1,182	92,928	11,616	26.38
56	2.000	207,238	103,619	16,257	8,129	23,232	11,616	26.44
58				203,504				
64	0.200	18,329	91,645			2,323	11,616	22.61
65	3.700	325,874	88,074	7,359	1,989	42,979	11,616	25.78
74	0.480	58,235	121,323	1,174	2,446	5,576	11,616	14.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	5.835	550,780	94,392	3,856	661	67,779	11,616	24.88
97	1.250	239,533	191,626	36,693	29,354	14,520	11,616	10.17
K-12 Program 02 Instructional	0.400	27,432	68,580			4,646	11,616	31.51
Program 21 Instructional	23.361	1,959,773	83,891	82,146	3,516	271,361	11,616	26.34
Program 21 Administrative	0.800	122,004	152,505			9,293	11,616	32.24
K-12 Program 21 Instructional	21.346	1,762,740	82,579	1,003	47	247,955	11,616	26.58
Program 26, 56, and 59 Instructional	2.000	207,238	103,619	4,349	2,175	23,232	11,616	26.44
Program 31 Instructional	13.450	1,102,972	82,005	59,746	4,442	165,528	12,307	25.29
Program 31 Administrative	0.700	106,754	152,506			8,131	11,616	32.05
Program 34 Instructional	3.000	164,752	54,917	4,385	1,462	34,848	11,616	22.26
Program 34 Administrative	0.200	30,501	152,505			2,323	11,616	32.05
K-3 BEA Instructional	49.984	4,210,114	84,229			598,886	11,982	25.73
4-6 BEA Instructional	20.133	1,596,960	79,321			233,865	11,616	27.52
7-8 BEA Instructional	29.470	2,345,731	79,597	5,412	184	342,324	11,616	24.74
9-12 BEA Instructional	48.900	4,198,677	85,863	16,678	341	577,315	11,806	25.97
K-12 BEA Instructional	148.487	12,351,482	83,182	27,544	185	1,752,390	11,802	25.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	5.720	812,691	142,079			72,252	12,631	23.13
BEA	160.307	14,099,166	87,951	564,950	3,524	1,895,499	11,824	25.47
Instructional	207.627	17,443,018	84,011	681,420	3,282	2,439,360	11,749	25.82
Administrative	14.500	2,105,069	145,177	27,500	1,897	174,240	12,017	23.12
Other				9,586				
Active	222.127	19,548,087	88,004	718,506	3,235	2,613,600	11,766	25.53
K-12 Program 21 Contracted	4.750	516,375	108,711					
On Leave				193,740				
Certificated Total	232.010	20,662,827	89,060	912,246	3,932	2,613,600	11,265	25.53
Instructional for Funding Purposes	215.510	18,350,520	85,149	677,071	3,142	2,416,128	11,211	25.81
Instructional for Compliance Purposes	205.627	17,235,780	83,821	677,071	3,293	2,416,128	11,750	25.81

**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	31.514	2,498,398	79,279	101,221	3,212	364,045	11,552	22.14
14	2.000	122,997	61,499			23,232	11,616	22.84
21	3.000	196,019	65,340			34,848	11,616	27.27
31	3.140	252,495	80,412	16,413	5,227	36,474	11,616	22.17
34	0.520	40,716	78,300	1,853	3,563	6,040	11,616	22.24
51	0.375	28,017	74,712			8,712	23,232	23.08
52				5,200				
55	0.125	9,339	74,712			2,904	23,232	23.08
58				18,315				
74				7,956				
97	1.308	180,500	137,997			17,424	13,321	19.58
Program 21 Instructional	3.000	196,019	65,340			34,848	11,616	27.27
K-12 Program 21 Instructional	3.000	196,019	65,340			34,848	11,616	27.27
Program 31 Instructional	3.140	252,495	80,412	8,413	2,679	36,474	11,616	22.17
Program 31 Administrative				8,000				
Program 34 Instructional	0.520	40,716	78,300	1,853	3,563	6,040	11,616	22.24
K-3 BEA Instructional	9.668	724,759	74,965	34,975	3,618	112,303	11,616	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
4-6 BEA Instructional	5.332	381,846	71,614	4,324	811	61,937	11,616	22.64
7-8 BEA Instructional	1.190	83,632	70,279	6,696	5,627	15,682	13,178	22.77
9-12 BEA Instructional	16.984	1,370,231	80,678	53,027	3,122	193,406	11,388	21.68
K-12 BEA Instructional	33.174	2,560,468	77,183	99,022	2,985	383,328	11,555	22.17
BEA	36.482	2,972,109	81,468	119,487	3,275	423,984	11,622	22.00
Instructional	38.674	2,916,840	75,421	137,372	3,552	453,024	11,714	22.48
Administrative	3.308	411,641	124,438	8,000	2,418	40,656	12,290	20.85
Other				5,586				
Active	41.982	3,328,481	79,284	150,958	3,596	493,680	11,759	22.29
Certificated Total	41.982	3,328,481	79,284	150,958	3,596	493,680	11,759	22.29
Instructional for Funding Purposes	38.674	2,916,840	75,421	137,372	3,552	453,024	11,714	22.48
Instructional for Compliance Purposes	38.674	2,916,840	75,421	137,372	3,552	453,024	11,714	22.48

**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	9.200	538,094	58,488	2,500	272	121,968	13,257	21.85
21	1.000	43,340	43,340			11,616	11,616	21.74
51	0.300	24,506	81,687			3,485	11,616	21.82
55	0.200	16,337	81,685			2,323	11,616	21.82
Program 21 Instructional	1.000	43,340	43,340			11,616	11,616	21.74
K-12 Program 21 Instructional	1.000	43,340	43,340			11,616	11,616	21.74
K-3 BEA Instructional	4.000	197,133	49,283	1,250	313	46,464	11,616	21.79
4-6 BEA Instructional	2.000	134,421	67,211			34,848	17,424	22.81
7-8 BEA Instructional	3.200	206,540	64,544			40,656	12,705	21.34
K-12 BEA Instructional	9.200	538,094	58,488	1,250	136	121,968	13,257	21.85
BEA	9.200	538,094	58,488	2,500	272	121,968	13,257	21.85
Instructional	10.700	622,277	58,157	2,500	234	139,392	13,027	21.84
Active	10.700	622,277	58,157	2,500	234	139,392	13,027	21.84
Certificated Total	10.700	622,277	58,157	2,500	234	139,392	13,027	21.84
Instructional for Funding Purposes	10.700	622,277	58,157	2,500	234	139,392	13,027	21.84
Instructional for Compliance Purposes	10.700	622,277	58,157	2,500	234	139,392	13,027	21.84

**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	132.105	12,563,033	95,099	750,264	5,679	1,542,442	11,676	22.17
02	2.200	187,533	85,242			34,848	15,840	20.79
14	12.206	1,144,572	93,771	8,193	671	151,008	12,372	22.60
21	24.412	2,234,365	91,527	12,415	509	297,706	12,195	22.04
22	1.113	81,564	73,283			5,820	5,229	24.83
31	5.814	495,334	85,197	19,506	3,355	67,535	11,616	22.22
34	0.400	42,946	107,365	720	1,800	4,646	11,616	22.46
51	2.000	159,442	79,721			23,232	11,616	20.53
58	0.300	32,209	107,363					23.45
65	1.370	113,583	82,907	1,893	1,382	15,914	11,616	20.88
74	0.500	44,928	89,856			5,808	11,616	22.66
97	1.000	204,970	204,970	3,500	3,500	11,616	11,616	20.16
K-12 Program 02 Instructional	2.200	187,533	85,242			34,848	15,840	20.79
Program 21 Instructional	22.912	1,995,529	87,095	12,415	542	280,282	12,233	22.08
Program 21 Administrative	1.500	238,836	159,224			17,424	11,616	21.68
K-12 Program 21 Instructional	20.773	1,794,157	86,370	773	37	252,532	12,157	22.19
Program 31 Instructional	5.481	459,582	83,850	1,576	288	63,667	11,616	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 31 Administrative	0.333	35,752	107,363	17,930	53,844	3,868	11,616	22.11
Program 34 Instructional	0.400	42,946	107,365	720	1,800	4,646	11,616	22.46
K-3 BEA Instructional	43.500	3,872,376	89,020			499,081	11,473	22.17
4-6 BEA Instructional	20.902	1,803,803	86,298			238,535	11,412	22.20
7-8 BEA Instructional	24.000	2,360,362	98,348	8,328	347	283,430	11,810	22.49
9-12 BEA Instructional	41.284	3,719,507	90,096	5,095	123	502,589	12,174	21.77
K-12 BEA Instructional	129.686	11,756,048	90,650	13,423	104	1,523,636	11,749	22.11
K-12 BEA Administrative	3.333	413,585	124,088			38,716	11,616	22.14
BEA	141.519	13,493,816	95,350	773,990	5,469	1,661,088	11,738	22.12
Instructional	170.087	15,327,875	90,118	768,034	4,516	2,005,700	11,792	22.13
Administrative	13.333	1,976,604	148,249	28,457	2,134	154,876	11,616	22.14
Active	183.420	17,304,479	94,343	796,491	4,342	2,160,576	11,779	22.13
Certificated Total	183.420	17,304,479	94,343	796,491	4,342	2,160,576	11,779	22.13
Instructional for Funding Purposes	170.087	15,327,875	90,118	768,034	4,516	2,005,700	11,792	22.13
Instructional for Compliance Purposes	170.087	15,327,875	90,118	768,034	4,516	2,005,700	11,792	22.13



**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	258.447	25,014,302	96,787	2,494,333	9,651	3,008,347	11,640	22.30
02	8.665	712,096	82,181	59,634	6,882	106,461	12,286	22.56
03	1.550	114,613	73,944	10,957	7,069	18,005	11,616	22.45
13	16.915	1,763,871	104,279	170,684	10,091	197,472	11,674	22.00
14				5,000				
19				2,250				
21	47.294	4,306,093	91,049	569,116	12,034	563,376	11,912	21.75
24	6.500	605,136	93,098	94,481	14,536	81,312	12,510	22.42
31	16.900	1,612,240	95,399	235,250	13,920	196,310	11,616	21.53
34	2.300	160,793	69,910	22,030	9,578	26,717	11,616	22.42
51	3.107	297,596	95,782	30,663	9,869	37,148	11,956	21.63
52				38,053				
55	7.204	685,260	95,122	77,544	10,764	83,682	11,616	22.46
58				164,430				
64	0.369	34,906	94,596	3,596	9,745	4,286	11,616	22.37
65	1.631	154,522	94,741	15,925	9,764	18,946	11,616	22.38
74	1.000	94,467	94,467	9,733	9,733	11,616	11,616	22.22
78	0.200	22,059	110,295	5,286	26,430	2,323	11,616	22.31
97	2.500	505,940	202,376	10,500	4,200	29,040	11,616	18.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	0.500	80,379	160,758			5,808	11,616	21.07
K-12 Program 02 Instructional	7.665	554,490	72,341	57,134	7,454	94,845	12,374	23.08
Program 21 Instructional	46.294	4,137,281	89,370	569,116	12,294	551,760	11,919	21.81
Program 21 Administrative	1.000	168,812	168,812			11,616	11,616	20.02
K-12 Program 21 Instructional	44.294	3,964,420	89,502	536,835	12,120	528,528	11,932	21.81
Program 31 Instructional	16.100	1,483,633	92,151	235,250	14,612	187,018	11,616	21.66
Program 31 Administrative	0.800	128,607	160,759			9,293	11,616	19.85
Program 34 Instructional	2.300	160,793	69,910	22,030	9,578	26,717	11,616	22.42
K-3 BEA Instructional	96.865	8,837,009	91,230	921,508	9,513	1,127,763	11,643	22.89
4-6 BEA Instructional	35.970	3,203,114	89,050	327,743	9,112	419,152	11,653	22.72
7-8 BEA Instructional	53.812	4,829,468	89,747	538,082	9,999	630,888	11,724	22.10
9-12 BEA Instructional	79.215	7,295,446	92,097	949,211	11,983	922,485	11,645	22.07
K-12 BEA Instructional	265.862	24,165,037	90,893	2,736,544	10,293	3,100,287	11,661	22.45
K-12 BEA Administrative	13.050	2,015,569	154,450	49,162	3,767	151,589	11,616	21.23
BEA	290.362	28,119,984	96,845	2,832,704	9,756	3,384,879	11,657	22.20
Instructional	348.167	31,830,397	91,423	3,946,429	11,335	4,077,216	11,711	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
Administrative	26.915	4,333,876	161,021	73,036	2,714	313,632	11,653	20.52
Active	375.082	36,164,273	96,417	4,019,465	10,716	4,390,848	11,706	22.13
Certificated Total	375.082	36,164,273	96,417	4,019,465	10,716	4,390,848	11,706	22.13
Instructional for Funding Purposes	348.167	31,830,397	91,423	3,946,429	11,335	4,077,216	11,711	22.34
Instructional for Compliance Purposes	348.167	31,830,397	91,423	3,946,429	11,335	4,077,216	11,711	22.34



**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	36.370	2,652,920	72,943	141,330	3,886	428,282	11,776	22.89
12	3.000	168,613	56,204	8,431	2,810	34,848	11,616	23.11
21	4.202	263,366	62,676	16,523	3,932	52,284	12,443	22.92
24	0.340	48,786	143,488			3,949	11,616	21.55
31	3.015	255,110	84,614	38,415	12,741	35,022	11,616	23.50
34	0.220	18,506	84,118	739	3,359	2,556	11,616	23.00
51	0.625	55,286	88,458			7,260	11,616	22.49
52	0.394	16,513	41,911			4,577	11,616	23.05
55	0.725	69,579	95,971	3,732	5,148	8,422	11,616	22.30
58				17,115				
97	0.310	44,482	143,490			3,601	11,616	21.55
Program 21 Instructional	4.202	263,366	62,676	16,523	3,932	52,284	12,443	22.92
K-12 Program 21 Instructional	4.202	263,366	62,676	14,384	3,423	52,284	12,443	22.92
Program 31 Instructional	2.800	232,484	83,030	38,415	13,720	32,525	11,616	23.59
Program 31 Administrative	0.215	22,626	105,237			2,497	11,616	22.47
Program 34 Instructional	0.200	16,606	83,030	739	3,695	2,323	11,616	23.04
Program 34 Administrative	0.020	1,900	95,000			232	11,616	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
K-3 BEA Instructional	13.405	943,857	70,411	49,991	3,729	156,874	11,703	22.85
4-6 BEA Instructional	6.390	397,454	62,199	14,688	2,299	74,226	11,616	23.06
7-8 BEA Instructional	5.010	348,418	69,545	20,382	4,068	58,196	11,616	23.44
9-12 BEA Instructional	11.800	922,643	78,190	52,047	4,411	141,715	12,010	22.99
K-12 BEA Instructional	36.605	2,612,372	71,367	137,108	3,746	431,012	11,775	23.01
K-12 BEA Administrative	3.000	314,164	104,721			34,848	11,616	22.40
BEA	39.915	2,971,018	74,434	180,484	4,522	469,461	11,762	22.93
Instructional	45.201	3,135,508	69,368	226,285	5,006	534,336	11,821	23.01
Administrative	4.000	457,653	114,413			46,464	11,616	22.12
Active	49.201	3,593,161	73,030	226,285	4,599	580,800	11,805	22.90
Certificated Total	49.201	3,593,161	73,030	226,285	4,599	580,800	11,805	22.90
Instructional for Funding Purposes	45.201	3,135,508	69,368	226,285	5,006	534,336	11,821	23.01
Instructional for Compliance Purposes	45.201	3,135,508	69,368	226,285	5,006	534,336	11,821	23.01

**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	879.952	77,503,511	88,077	11,777,093	13,384	11,334,680	12,881	11.87
02	1.000	96,618	96,618	12,614	12,614	11,616	11,616	9.29
12	41.064	3,197,027	77,855	474,061	11,544	599,145	14,591	15.30
13	1.200	111,510	92,925	49,345	41,121	13,939	11,616	9.13
21	151.983	12,541,390	82,518	2,461,641	16,197	1,941,124	12,772	12.33
24	8.800	947,454	107,665	134,943	15,334	104,981	11,930	9.25
31	37.836	3,197,270	84,503	685,836	18,127	535,858	14,163	12.84
34	8.700	763,928	87,808	144,564	16,617	107,976	12,411	11.55
51	17.479	1,641,672	93,923	229,968	13,157	222,177	12,711	10.79
52	1.246	192,597	154,572	10,495	8,423	18,353	14,729	8.27
55	34.061	3,339,598	98,048	520,184	15,272	464,089	13,625	11.02
58	0.060	10,026	167,100	547	9,117	769	12,816	6.93
64	2.190	217,954	99,522	18,396	8,400	26,399	12,054	10.44
65	39.325	3,033,077	77,128	395,977	10,069	554,942	14,112	14.93
68	0.200	20,181	100,905	3,285	16,425	2,323	11,616	9.55
69	1.000	100,907	100,907	44,973	44,973	11,616	11,616	7.73
74	2.000	201,815	100,908	33,846	16,923	23,232	11,616	9.63
79	1.309	118,183	90,285	11,080	8,464	32,306	24,680	20.90
97	6.236	1,207,602	193,650	115,269	18,484	79,921	12,816	5.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	1.000	178,171	178,171	9,718	9,718	12,816	12,816	6.74
K-12 Program 02 Instructional	1.000	96,618	96,618			11,616	11,616	9.29
Program 21 Instructional	147.852	11,880,581	80,355	2,425,706	16,406	1,888,181	12,771	12.56
Program 21 Administrative	4.131	660,809	159,963	35,935	8,699	52,943	12,816	7.49
K-12 Program 21 Instructional	133.666	10,811,918	80,888	2,500	19	1,711,734	12,806	12.48
Program 31 Instructional	37.536	3,152,338	83,982	683,385	18,206	532,013	14,173	12.90
Program 31 Administrative	0.300	44,932	149,773	2,451	8,170	3,845	12,816	7.99
Program 34 Instructional	8.200	689,041	84,029	140,479	17,132	101,568	12,386	11.89
Program 34 Administrative	0.500	74,887	149,774	4,085	8,170	6,408	12,816	7.99
K-3 BEA Instructional	311.564	25,632,491	82,270			3,949,011	12,675	12.67
4-6 BEA Instructional	149.902	12,340,871	82,326	8,802	59	1,856,911	12,387	12.29
7-8 BEA Instructional	150.326	12,320,349	81,958	12,739	85	1,944,977	12,938	12.60
9-12 BEA Instructional	249.148	21,409,120	85,929	63,972	257	3,374,039	13,542	12.18
K-12 BEA Instructional	860.940	71,702,831	83,284	85,513	99	11,124,937	12,922	12.44
BEA	933.724	82,768,929	88,644	12,735,376	13,639	12,070,050	12,927	11.82
Instructional	1,150.375	95,417,202	82,944	16,342,792	14,206	14,977,979	13,020	12.56



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	85.466	13,065,387	152,872	791,043	9,256	1,110,029	12,988	7.48
Other	0.800	137,902	172,378			10,253	12,816	6.94
Active	1,236.641	108,620,491	87,835	17,133,835	13,855	16,098,261	13,018	11.99
Certificated Total	1,236.641	108,620,491	87,835	17,133,835	13,855	16,098,261	13,018	11.99
Instructional for Funding Purposes	1,150.375	95,417,202	82,944	16,342,792	14,206	14,977,979	13,020	12.56
Instructional for Compliance Purposes	1,150.375	95,417,202	82,944	16,342,792	14,206	14,977,979	13,020	12.56

**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	189.242	17,667,235	93,358	1,052,771	5,563	2,282,393	12,061	22.27
02	2.758	225,984	81,938	15,075	5,466	33,338	12,088	23.37
13	0.299	31,902	106,696					8.89
14	0.596	63,379	106,341	13,478	22,614	7,852	13,175	19.05
19	0.400	70,950	177,375			4,646	11,616	19.88
21	33.094	3,049,728	92,154	160,450	4,848	413,588	12,497	21.94
24	5.387	508,123	94,324	26,006	4,828	67,373	12,507	22.31
31	16.269	1,532,566	94,202	97,247	5,977	180,768	11,111	21.93
34	3.510	306,641	87,362	25,159	7,168	41,550	11,838	22.17
51	0.650	69,120	106,338	3,627	5,580	7,550	11,616	22.38
52	0.465	44,707	96,144	432	929	5,657	12,166	20.72
55	1.500	154,566	103,044	13,454	8,969	20,328	13,552	22.01
58				13,200				
65	0.600	48,167	80,278	2,183	3,638	6,970	11,616	21.99
74	0.800	76,363	95,454	2,806	3,508	10,873	13,591	22.01
97	1.600	305,633	191,021	17,823	11,139	18,586	11,616	19.36
K-12 Program 02 Instructional	2.758	225,984	81,938	8,300	3,009	33,338	12,088	23.37
Program 21 Instructional	32.094	2,901,102	90,394	160,450	4,999	401,972	12,525	22.06

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 21 Administrative	1.000	148,626	148,626			11,616	11,616	19.79
K-12 Program 21 Instructional	28.730	2,568,597	89,405	120,100	4,180	360,723	12,556	22.06
Program 31 Instructional	15.269	1,384,414	90,668	97,247	6,369	169,152	11,078	22.10
Program 31 Administrative	1.000	148,152	148,152			11,616	11,616	20.25
Program 34 Instructional	3.366	287,806	85,504	25,159	7,474	39,878	11,847	22.15
Program 34 Administrative	0.144	18,835	130,799			1,673	11,616	22.49
K-3 BEA Instructional	60.961	5,426,593	89,017	344,203	5,646	742,762	12,184	22.89
4-6 BEA Instructional	38.930	3,496,936	89,826	129,967	3,338	458,867	11,787	22.59
7-8 BEA Instructional	27.933	2,584,833	92,537	147,292	5,273	334,262	11,967	22.49
9-12 BEA Instructional	67.873	6,144,078	90,523	358,144	5,277	793,071	11,685	22.16
K-12 BEA Instructional	195.697	17,652,440	90,203	979,606	5,006	2,328,962	11,901	22.51
K-12 BEA Administrative	8.846	1,280,347	144,737			104,544	11,818	20.63
BEA	213.379	20,038,059	93,908	1,208,075	5,662	2,556,635	11,982	22.21
Instructional	238.088	21,549,869	90,512	1,424,688	5,984	2,857,536	12,002	22.40
Administrative	15.846	2,405,630	151,813	19,023	1,200	185,856	11,729	20.25
Other	3.236	199,565	61,670			58,080	17,948	17.51
Active	257.170	24,155,064	93,926	1,443,711	5,614	3,101,472	12,060	22.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	257.170	24,155,064	93,926	1,443,711	5,614	3,101,472	12,060	22.13
Instructional for Funding Purposes	238.088	21,549,869	90,512	1,424,688	5,984	2,857,536	12,002	22.40
Instructional for Compliance Purposes	238.088	21,549,869	90,512	1,424,688	5,984	2,857,536	12,002	22.40



**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	515.511	43,581,992	84,541	2,967,757	5,757	6,057,097	11,750	23.57
02	79.180	6,951,436	87,793	448,836	5,669	940,664	11,880	24.44
03	0.590	54,241	91,934	2,577	4,368	6,853	11,616	23.80
11	4.790	686,582	143,337			55,641	11,616	22.67
12	5.400	381,470	70,643	74,785	13,849	58,080	10,756	30.63
13	6.000	356,434	59,406	23,352	3,892	69,696	11,616	24.83
14				349,510				
19	1.000	90,389	90,389	7,319	7,319	11,616	11,616	24.07
21	129.180	10,036,626	77,695	1,196,980	9,266	1,529,595	11,841	24.02
23				40,594				
24				33,170				
31	44.400	3,583,249	80,704	689,170	15,522	534,336	12,035	23.83
34	3.350	281,257	83,957	21,322	6,365	43,560	13,003	22.23
38	1.400	110,484	78,917			16,262	11,616	23.76
51	7.483	697,293	93,184	59,987	8,016	86,923	11,616	23.39
52	1.000	93,485	93,485	32,197	32,197	11,616	11,616	24.58
55	12.816	1,168,479	91,173	94,933	7,407	148,871	11,616	23.88
58				264,863				
64	0.917	75,784	82,643	4,542	4,953	10,652	11,616	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
65	5.483	449,057	81,900	35,145	6,410	63,691	11,616	23.91
74	7.000	645,528	92,218	47,568	6,795	81,312	11,616	23.01
79				1,118				
97	4.750	781,983	164,628	30,409	6,402	55,176	11,616	20.80
99	0.250	35,376	141,504			2,904	11,616	21.76
K-12 Program 02 Instructional	73.750	6,255,259	84,817	116,435	1,579	871,781	11,821	24.50
Program 21 Instructional	127.180	9,745,291	76,626	1,193,140	9,382	1,506,363	11,844	24.07
Program 21 Administrative	2.000	291,335	145,668	3,840	1,920	23,232	11,616	22.43
K-12 Program 21 Instructional	121.320	9,302,478	76,677	117,488	968	1,435,505	11,832	24.07
Program 31 Instructional	43.550	3,462,972	79,517	687,250	15,781	524,462	12,043	23.86
Program 31 Administrative	0.850	120,277	141,502	1,920	2,259	9,874	11,616	22.92
Program 34 Instructional	3.062	250,293	81,742	21,322	6,963	37,171	12,140	23.14
Program 34 Administrative	0.150	21,225	141,500			1,742	11,616	22.92
K-3 BEA Instructional	194.167	15,430,599	79,471	193,406	996	2,278,687	11,736	23.85
4-6 BEA Instructional	126.237	10,340,402	81,913	133,291	1,056	1,469,161	11,638	23.62
7-8 BEA Instructional	92.569	7,441,887	80,393	144,066	1,556	1,092,961	11,807	23.48
9-12 BEA Instructional	183.501	15,376,713	83,796	375,904	2,049	2,170,078	11,826	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
K-12 BEA Instructional	596.474	48,589,601	81,461	846,667	1,419	7,010,887	11,754	23.74
K-12 BEA Administrative	6.500	854,932	131,528	6,960	1,071	81,312	12,510	23.86
BEA	647.781	55,234,158	85,267	4,160,071	6,422	7,637,686	11,791	23.65
Instructional	771.903	62,363,963	80,792	6,275,783	8,130	9,073,064	11,754	23.83
Administrative	55.500	7,500,417	135,143	150,351	2,709	650,496	11,721	23.09
Other	2.097	119,481	56,977			49,368	23,542	15.06
Active	829.500	69,983,861	84,369	6,426,134	7,747	9,772,928	11,782	23.73
On Leave	1.000	77,284	77,284			11,616	11,616	24.01
Certificated Total	830.500	70,061,145	84,360	6,426,134	7,738	9,784,544	11,782	23.73
Instructional for Funding Purposes	771.903	62,363,963	80,792	6,275,783	8,130	9,073,064	11,754	23.83
Instructional for Compliance Purposes	771.903	62,363,963	80,792	6,275,783	8,130	9,073,064	11,754	23.83



**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	1,089.640	101,247,951	92,919	12,654,378	11,613	12,921,116	11,858	22.57
12	28.983	2,215,537	76,443	335,766	11,585	336,864	11,623	23.28
14	3.911	275,304	70,392	27,626	7,064	46,464	11,880	29.83
21	178.855	14,764,045	82,548	2,536,014	14,179	2,172,146	12,145	22.42
23	1.499	133,769	89,239	31,572	21,062	17,691	11,802	21.14
24	24.122	2,090,771	86,675	352,193	14,600	286,973	11,897	22.68
31	32.066	2,827,798	88,187	434,590	13,553	387,719	12,091	21.55
34	11.726	983,012	83,832	117,228	9,997	143,190	12,211	21.10
51	7.068	578,409	81,835	106,898	15,124	83,728	11,846	19.87
52	0.950	97,404	102,531	27,773	29,235	11,035	11,616	22.44
55	13.141	1,237,069	94,138	153,336	11,669	168,897	12,853	22.56
58	1.550	170,128	109,760	25,992	16,769	18,005	11,616	23.69
64	2.300	196,833	85,580	51,408	22,351	34,848	15,151	21.62
65	29.820	2,762,273	92,632	311,027	10,430	353,243	11,846	21.87
73	0.201	20,507	102,025	2,866	14,259	2,335	11,616	22.39
74	3.550	358,710	101,045	55,818	15,723	48,776	13,740	22.84
79	4.400	409,021	92,959	104,185	23,678	51,110	11,616	23.38
88	0.702	57,888	82,462	14,574	20,761	13,951	19,873	21.33
97	7.400	1,173,022	158,516	167,293	22,607	85,958	11,616	19.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
CP	0.200	42,640	213,200	14,800	74,000	2,323	11,616	18.07
Program 21 Instructional	174.958	14,130,938	80,768	2,527,421	14,446	2,125,682	12,150	22.43
Program 21 Administrative	3.897	633,107	162,460	8,593	2,205	46,464	11,923	22.30
K-12 Program 21 Instructional	174.958	14,130,938	80,768			2,125,682	12,150	22.43
Program 31 Instructional	31.116	2,689,110	86,422	433,190	13,922	376,684	12,106	21.46
Program 31 Administrative	0.950	138,688	145,987	1,400	1,474	11,035	11,616	23.98
Program 34 Instructional	11.426	941,762	82,423	116,628	10,207	139,706	12,227	21.03
Program 34 Administrative	0.300	41,250	137,500	600	2,000	3,485	11,616	22.95
K-3 BEA Instructional	341.651	29,526,455	86,423			4,041,485	11,829	22.77
4-6 BEA Instructional	161.094	13,963,652	86,680			1,922,041	11,931	22.94
7-8 BEA Instructional	219.569	19,524,818	88,923			2,610,208	11,888	22.38
9-12 BEA Instructional	321.084	28,863,925	89,895			3,825,753	11,915	22.14
K-12 BEA Instructional	1,043.408	91,887,937	88,065			12,399,615	11,884	22.51
BEA	1,140.832	106,231,783	93,118	13,373,489	11,723	13,537,983	11,867	22.50
Instructional	1,337.114	116,102,302	86,831	17,075,066	12,770	15,953,914	11,932	22.50
Administrative	98.370	15,023,845	152,728	450,271	4,577	1,155,792	11,749	22.39
Other	4.000	275,582	68,896			46,464	11,616	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
Active	1,439.484	131,401,729	91,284	17,525,337	12,175	17,156,170	11,918	22.49
On Leave	2.600	240,362	92,447			30,202	11,616	22.24
Certificated Total	1,442.084	131,642,091	91,286	17,525,337	12,153	17,186,371	11,918	22.49
Instructional for Funding Purposes	1,337.114	116,102,302	86,831	17,075,066	12,770	15,953,914	11,932	22.50
Instructional for Compliance Purposes	1,337.114	116,102,302	86,831	17,075,066	12,770	15,953,914	11,932	22.50

**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	603.375	58,079,522	96,258	3,582,867	5,938	7,285,416	12,074	22.10
02	10.885	1,115,995	102,526	40,353	3,707	130,483	11,987	20.86
12	36.499	3,222,285	88,284	185,679	5,087	435,635	11,936	22.51
14	1.000	73,409	73,409			11,616	11,616	22.23
19	4.000	308,766	77,192	22,904	5,726	46,464	11,616	21.78
21	122.450	10,781,601	88,049	687,351	5,613	1,505,468	12,295	22.62
24	14.546	1,281,214	88,080	88,918	6,113	179,293	12,326	22.89
31	37.786	3,248,140	85,961	214,953	5,689	496,410	13,137	21.67
34	4.431	399,142	90,079	21,924	4,948	61,460	13,871	23.04
51	11.998	1,046,672	87,237	42,678	3,557	149,800	12,485	22.23
52	2.500	276,910	110,764	16,823	6,729	29,040	11,616	20.16
55	19.696	1,939,288	98,461	101,323	5,144	261,918	13,298	22.17
58	0.280	36,099	128,925	1,051,532	3,755,471	3,252	11,616	21.22
65	9.651	922,471	95,583	32,862	3,405	134,746	13,962	21.74
71	0.167	18,475	110,629	1,748	10,467	1,940	11,616	19.85
74	3.110	290,563	93,429	16,226	5,217	35,092	11,284	21.93
79	2.000	200,078	100,039	8,658	4,329	23,232	11,616	22.37
97	3.000	646,044	215,348	69,350	23,117	34,848	11,616	15.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	9.385	883,520	94,142			113,059	12,047	21.23
Program 21 Instructional	119.450	10,328,214	86,465	687,351	5,754	1,470,620	12,312	22.74
Program 21 Administrative	3.000	453,387	151,129			34,848	11,616	19.92
K-12 Program 21 Instructional	112.131	9,740,823	86,870	57,554	513	1,384,499	12,347	22.78
Program 31 Instructional	36.976	3,119,887	84,376	205,175	5,549	487,001	13,171	21.73
Program 31 Administrative	0.810	128,253	158,337	9,778	12,072	9,409	11,616	20.19
Program 34 Instructional	4.131	350,660	84,885	21,924	5,307	57,975	14,034	23.41
Program 34 Administrative	0.300	48,482	161,607			3,485	11,616	20.29
K-3 BEA Instructional	222.786	19,932,821	89,471	27,253	122	2,666,929	11,971	22.38
4-6 BEA Instructional	107.762	9,886,351	91,742	6,470	60	1,297,333	12,039	22.39
7-8 BEA Instructional	97.786	8,903,092	91,047	22,979	235	1,199,340	12,265	22.57
9-12 BEA Instructional	178.313	16,647,806	93,363	48,200	270	2,224,720	12,476	21.97
K-12 BEA Instructional	606.647	55,370,070	91,272	104,902	173	7,388,322	12,179	22.28
K-12 BEA Administrative	14.000	2,097,140	149,796	3,000	214	162,624	11,616	20.44
BEA Instructional	659.477	63,488,843	96,272	3,929,447	5,958	8,008,616	12,144	21.99
BEA Instructional	829.344	75,021,961	90,459	5,995,249	7,229	10,140,768	12,227	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
Administrative	53.030	8,304,418	156,598	173,447	3,271	627,264	11,828	19.89
Other	4.000	449,531	112,383	17,453	4,363	46,464	11,616	22.38
Active	886.374	83,775,910	94,515	6,186,149	6,979	10,814,496	12,201	22.10
On Leave	1.000	110,764	110,764			11,616	11,616	22.44
Certificated Total	887.374	83,886,674	94,534	6,186,149	6,971	10,826,112	12,200	22.10
Instructional for Funding Purposes	829.344	75,021,961	90,459	5,995,249	7,229	10,140,768	12,227	22.34
Instructional for Compliance Purposes	829.344	75,021,961	90,459	5,995,249	7,229	10,140,768	12,227	22.34

**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	120,703	60,352	1,114	557	23,232	11,616	20.96
K-3 BEA Instructional	1.000	60,356	60,356	1,114	1,114	11,616	11,616	20.96
4-6 BEA Instructional	1.000	60,347	60,347			11,616	11,616	20.96
K-12 BEA Instructional	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
BEA	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
Instructional	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
Active	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
Certificated Total	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
Instructional for Funding Purposes	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96
Instructional for Compliance Purposes	2.000	120,703	60,352	1,114	557	23,232	11,616	20.96

**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	1,047.793	73,926,592	70,555	19,972,114	19,061	12,187,147	11,631	22.13
02	42.865	3,384,440	78,956	871,684	20,336	500,011	11,665	20.57
12	6.501	630,140	96,930	293,074	45,081	81,312	12,508	22.17
13				45,726				
14	6.274	366,082	58,349	460,158	73,344	72,879	11,616	22.11
19				15,600				
21	191.762	12,493,971	65,154	3,268,699	17,046	1,898,194	9,899	22.52
24	10.200	722,465	70,830	203,235	19,925	118,483	11,616	21.99
31	62.075	4,142,561	66,735	1,102,173	17,756	701,351	11,298	20.44
34	13.600	929,992	68,382	260,826	19,178	164,947	12,128	20.79
45	16.000	1,105,835	69,115	421,377	26,336	162,624	10,164	22.63
51	17.147	1,317,171	76,816	598,079	34,880	191,048	11,142	22.53
52	4.000	273,531	68,383	93,609	23,402	46,464	11,616	21.04
55	33.897	2,448,464	72,232	702,626	20,728	389,078	11,478	21.41
58	1.500	111,185	74,123	832,120	554,747	17,424	11,616	22.07
64	0.700	41,464	59,234	13,166	18,809	8,131	11,616	21.93
65	14.300	1,029,536	71,996	272,400	19,049	166,109	11,616	22.77
68	0.780	55,498	71,151	14,979	19,204	9,060	11,616	22.34
69				14,303				



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
74	7.000	529,719	75,674	148,996	21,285	81,312	11,616	22.44
79	0.800	39,047	48,809	10,488	13,110	9,293	11,616	22.24
88	8.893	502,346	56,488	136,494	15,348	103,382	11,625	23.15
97	1.400	307,722	219,801	37,640	26,886	16,262	11,616	15.00
K-12 Program 02 Instructional	38.765	2,827,711	72,945	3,000	77	452,385	11,670	20.46
Program 21 Instructional	155.458	10,002,492	64,342	3,209,289	20,644	1,811,655	11,654	22.55
Program 21 Administrative	7.304	910,303	124,631	59,410	8,134	86,539	11,848	22.06
K-12 Program 21 Instructional	143.056	9,233,996	64,548			1,667,163	11,654	22.49
Program 31 Instructional	60.875	3,956,168	64,988	1,088,601	17,883	687,412	11,292	20.43
Program 31 Administrative	1.200	186,393	155,328	13,572	11,310	13,939	11,616	20.49
Program 34 Instructional	12.400	786,109	63,396	249,675	20,135	151,008	12,178	20.32
Program 34 Administrative	1.200	143,883	119,903	11,151	9,293	13,939	11,616	24.52
K-3 BEA Instructional	435.643	28,105,397	64,515	24,379	56	5,061,800	11,619	22.05
4-6 BEA Instructional	220.761	14,022,842	63,520	47,573	215	2,559,992	11,596	22.25
7-8 BEA Instructional	145.974	9,721,549	66,598	107,982	740	1,705,589	11,684	21.34
9-12 BEA Instructional	280.849	18,505,121	65,890	334,795	1,192	3,224,776	11,482	21.87

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 BEA Instructional	1,083.227	70,354,909	64,949	514,729	475	12,552,157	11,588	21.94
K-12 BEA Administrative	24.004	3,249,463	135,372	74,252	3,093	279,667	11,651	22.30
BEA	1,183.733	83,797,142	70,791	22,665,814	19,148	13,732,342	11,601	21.94
Instructional	1,345.727	87,801,510	65,245	28,658,050	21,296	15,600,288	11,592	22.02
Administrative	110.760	14,754,570	133,212	1,121,159	10,122	1,300,992	11,746	21.97
Other	1.000	138,977	138,977	10,357	10,357	11,616	11,616	21.28
Active	1,457.487	102,695,057	70,460	29,789,566	20,439	16,912,896	11,604	22.01
K-12 Program 21 Contracted	24.949	1,359,725	54,500					
On Leave	1.000	81,528	81,528			11,616	11,616	22.69
Certificated Total	1,487.487	104,357,761	70,157	29,789,566	20,027	16,924,512	11,378	22.01
Instructional for Funding Purposes	1,374.727	89,382,686	65,018	28,658,050	20,846	15,600,288	11,348	22.02
Instructional for Compliance Purposes	1,345.727	87,801,510	65,245	28,658,050	21,296	15,600,288	11,592	22.02

**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	13.000	997,912	76,762	15,725	1,210	162,624	12,510	22.11
97	0.500	63,303	126,606	415	830	6,336	12,672	20.38
99	0.500	63,303	126,606	290	580	6,336	12,672	20.38
K-3 BEA Instructional	3.540	237,819	67,181	1,700	480	44,859	12,672	22.39
4-6 BEA Instructional	1.620	134,325	82,917			20,529	12,672	22.18
7-8 BEA Instructional	2.336	179,433	76,812			28,722	12,295	22.20
9-12 BEA Instructional	4.504	319,729	70,988	6,000	1,332	55,842	12,398	22.57
K-12 BEA Instructional	12.000	871,306	72,609	7,700	642	149,952	12,496	22.39
BEA	13.500	1,061,215	78,609	16,140	1,196	168,960	12,516	22.00
Instructional	12.000	871,306	72,609	12,700	1,058	149,952	12,496	22.39
Administrative	1.500	189,909	126,606	1,000	667	19,008	12,672	20.38
Other	0.500	63,303	126,606	2,730	5,460	6,336	12,672	20.38
Active	14.000	1,124,518	80,323	16,430	1,174	175,296	12,521	21.91
Certificated Total	14.000	1,124,518	80,323	16,430	1,174	175,296	12,521	21.91
Instructional for Funding Purposes	12.000	871,306	72,609	12,700	1,058	149,952	12,496	22.39
Instructional for Compliance Purposes	12.000	871,306	72,609	12,700	1,058	149,952	12,496	22.39

**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	115.924	10,117,469	87,277	724,731	6,252	1,519,039	13,104	22.24
02	3.400	311,097	91,499	26,020	7,653	55,402	16,295	16.54
12	2.800	290,400	103,714			36,795	13,141	22.45
13	2.000	200,768	100,384	13,824	6,912	26,210	13,105	21.74
21	25.179	1,960,125	77,848	116,516	4,628	334,749	13,295	22.20
24	3.250	256,806	79,017	16,335	5,026	42,591	13,105	22.13
31	5.765	519,456	90,105	57,240	9,929	75,554	13,106	21.93
34	0.601	55,722	92,715	2,690	4,476	7,880	13,111	21.97
51	1.750	155,530	88,874	9,334	5,334	22,934	13,105	21.93
52	0.100	8,370	83,700	23,012	230,120	2,189	21,885	20.29
55	2.650	244,188	92,146	12,791	4,827	34,741	13,110	28.36
58				96,985				
65	2.000	134,452	67,226	8,341	4,171	26,210	13,105	22.34
74	0.200	27,600	138,000	13,904	69,520	2,628	13,141	24.58
79	0.310	24,587	79,313	12,328	39,768	6,251	20,165	20.60
97	1.000	193,740	193,740			13,141	13,141	17.49
K-12 Program 02 Instructional	3.300	295,297	89,484			54,088	16,390	16.33
Program 21 Instructional	24.329	1,842,825	75,746	116,516	4,789	323,579	13,300	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 21 Administrative	0.850	117,300	138,000			11,170	13,141	21.20
K-12 Program 21 Instructional	21.699	1,652,073	76,136			286,597	13,208	22.08
Program 31 Instructional	5.665	506,242	89,363	52,240	9,222	74,240	13,105	21.96
Program 31 Administrative	0.100	13,214	132,140	5,000	50,000	1,314	13,141	21.09
Program 34 Instructional	0.501	42,508	84,846	2,690	5,369	6,566	13,105	22.24
Program 34 Administrative	0.100	13,214	132,140			1,314	13,141	21.09
K-3 BEA Instructional	41.719	3,238,544	77,628			557,020	13,352	22.25
4-6 BEA Instructional	23.872	2,047,402	85,766			303,909	12,731	22.08
7-8 BEA Instructional	16.679	1,442,581	86,491	397	24	222,464	13,338	22.93
9-12 BEA Instructional	34.620	3,078,513	88,923	397	11	458,839	13,254	21.83
K-12 BEA Instructional	116.890	9,807,040	83,900	794	7	1,542,233	13,194	22.18
BEA	126.690	11,197,484	88,385	810,681	6,399	1,671,015	13,190	21.97
Instructional	152.929	12,631,766	82,599	1,071,422	7,006	2,022,339	13,224	22.27
Administrative	14.000	1,868,544	133,467	40,138	2,867	183,974	13,141	20.88
Other				22,491				
Active	166.929	14,500,310	86,865	1,134,051	6,794	2,206,313	13,217	22.10
Certificated Total	166.929	14,500,310	86,865	1,134,051	6,794	2,206,313	13,217	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
Instructional for Funding Purposes	152.929	12,631,766	82,599	1,071,422	7,006	2,022,339	13,224	22.27
Instructional for Compliance Purposes	152.929	12,631,766	82,599	1,071,422	7,006	2,022,339	13,224	22.27

**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	3.980	233,376	58,637	861	216	46,333	11,641	24.04
12	0.503	30,495	60,626			5,874	11,678	20.93
21	1.000	61,936	61,936			11,647	11,647	22.31
51	0.452	25,534	56,491			5,271	11,662	22.53
55	0.565	31,714	56,131			6,587	11,658	23.03
97	0.500	54,407	108,814			5,820	11,639	20.75
Program 21 Instructional	1.000	61,936	61,936			11,647	11,647	22.31
K-12 Program 21 Instructional	1.000	61,936	61,936			11,647	11,647	22.31
K-3 BEA Instructional	1.450	62,750	43,276			16,874	11,637	29.93
4-6 BEA Instructional	2.030	116,219	57,251	861	424	23,640	11,645	22.41
K-12 BEA Instructional	3.480	178,969	51,428	861	247	40,513	11,642	25.10
BEA	4.480	287,783	64,237	861	192	52,152	11,641	23.39
Instructional	6.000	328,648	54,775	861	144	69,892	11,649	23.76
Administrative	1.000	108,814	108,814			11,639	11,639	20.75
Active	7.000	437,462	62,495	861	123	81,531	11,647	22.99
Certificated Total	7.000	437,462	62,495	861	123	81,531	11,647	22.99
Instructional for Funding Purposes	6.000	328,648	54,775	861	144	69,892	11,649	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
Instructional for Compliance Purposes	6.000	328,648	54,775	861	144	69,892	11,649	23.76



**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	210.688	19,513,963	92,620	603,678	2,865	2,467,386	11,711	21.95
02	7.650	766,288	100,168	16,326	2,134	88,862	11,616	22.50
03	1.000	82,853	82,853	906	906	11,616	11,616	22.55
12	13.996	1,384,501	98,921	27,064	1,934	162,659	11,622	22.74
13	8.000	773,309	96,664	50,709	6,339	92,928	11,616	21.75
21	49.939	4,539,245	90,896	84,514	1,692	580,045	11,615	22.14
24	6.300	538,030	85,402	6,093	967	73,181	11,616	21.60
31	18.900	1,794,722	94,959	173,003	9,154	224,189	11,862	21.66
34	6.200	482,770	77,866	15,139	2,442	72,019	11,616	21.67
45	13.000	1,211,910	93,224	35,606	2,739	162,624	12,510	22.17
51	10.115	970,918	95,988	10,383	1,026	124,849	12,343	21.81
52	1.799	182,616	101,510	1,205	670	20,897	11,616	21.96
55	21.462	2,074,138	96,642	22,447	1,046	255,900	11,923	22.34
58	0.300	42,439	141,463	453,340	1,511,133	3,485	11,616	22.46
65	1.900	170,213	89,586	2,169	1,142	22,070	11,616	20.16
74	0.990	81,722	82,547	5,348	5,402	11,500	11,616	22.57
79	8.399	843,758	100,459	21,208	2,525	97,563	11,616	26.11
89	0.200	22,067	110,335	241	1,205	2,323	11,616	22.43
97	1.000	195,046	195,046	51,078	51,078	11,616	11,616	20.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	7.400	728,758	98,481			85,958	11,616	22.52
Program 21 Instructional	48.564	4,317,805	88,910	81,514	1,678	564,073	11,615	22.21
Program 21 Administrative	1.375	221,440	161,047	3,000	2,182	15,972	11,616	20.67
K-12 Program 21 Instructional	42.068	3,712,754	88,256			488,325	11,608	22.12
Program 31 Instructional	17.300	1,555,680	89,924	173,003	10,000	205,603	11,885	21.46
Program 31 Administrative	1.600	239,042	149,401			18,586	11,616	23.28
Program 34 Instructional	6.000	451,444	75,241	15,139	2,523	69,696	11,616	21.64
Program 34 Administrative	0.200	31,326	156,630			2,323	11,616	22.13
K-3 BEA Instructional	88.076	7,483,974	84,972			1,026,332	11,653	22.04
4-6 BEA Instructional	44.146	3,728,749	84,464			519,185	11,761	22.31
7-8 BEA Instructional	34.391	3,015,825	87,692			399,486	11,616	21.86
9-12 BEA Instructional	71.100	6,611,322	92,986	100,224	1,410	852,568	11,991	21.80
K-12 BEA Instructional	237.713	20,839,870	87,668	100,224	422	2,797,570	11,769	21.98
K-12 BEA Administrative	9.325	1,387,182	148,759			108,319	11,616	21.83
BEA Instructional	258.438	24,047,552	93,050	895,736	3,466	3,038,312	11,756	21.93
BEA Instructional	355.838	31,684,393	89,042	1,525,779	4,288	4,183,696	11,757	22.11

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	26.000	3,986,115	153,312	54,678	2,103	302,016	11,616	21.77
Active	381.838	35,670,508	93,418	1,580,457	4,139	4,485,712	11,748	22.07
Certificated Total	381.838	35,670,508	93,418	1,580,457	4,139	4,485,712	11,748	22.07
Instructional for Funding Purposes	355.838	31,684,393	89,042	1,525,779	4,288	4,183,696	11,757	22.11
Instructional for Compliance Purposes	355.838	31,684,393	89,042	1,525,779	4,288	4,183,696	11,757	22.11

**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	51.324	3,585,787	69,866	159,872	3,115	584,900	11,396	21.89
02	0.617	53,138	86,123	1,740	2,820	11,616	18,827	8.96
11	1.695	135,866	80,157			19,689	11,616	21.46
21	5.500	423,978	77,087	11,074	2,013	63,888	11,616	21.93
31	5.125	378,952	73,942	5,922	1,156	59,532	11,616	20.97
51	0.425	38,121	89,696	387	911	4,937	11,616	22.35
53	0.540	32,276	59,770	538	996	6,273	11,616	21.14
55	2.696	194,241	72,048	2,520	935	31,363	11,633	22.07
58				12,750				
64	0.310	18,653	60,171	320	1,032	3,601	11,616	21.79
65	3.250	198,276	61,008	2,900	892	26,136	8,042	20.58
74	0.102	7,988	78,314	266	2,608	1,185	11,616	22.47
97	1.000	138,724	138,724	29,095	29,095	11,616	11,616	17.06
K-12 Program 02 Instructional	0.617	53,138	86,123	1,740	2,820	11,616	18,827	8.96
Program 21 Instructional	5.000	364,454	72,891	11,074	2,215	58,080	11,616	21.86
Program 21 Administrative	0.500	59,524	119,048			5,808	11,616	22.38
K-12 Program 21 Instructional	5.000	364,454	72,891	7,600	1,520	58,080	11,616	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
Program 31 Instructional	4.875	349,190	71,629	5,922	1,215	56,628	11,616	20.65
Program 31 Administrative	0.250	29,762	119,048			2,904	11,616	25.91
K-3 BEA Instructional	21.428	1,398,585	65,269	54,188	2,529	237,292	11,074	22.39
4-6 BEA Instructional	10.620	721,255	67,915	23,633	2,225	123,362	11,616	22.37
7-8 BEA Instructional	7.780	571,287	73,430	25,867	3,325	90,372	11,616	21.29
9-12 BEA Instructional	14.488	1,019,097	70,341	47,375	3,270	173,078	11,946	20.18
K-12 BEA Instructional	54.316	3,710,224	68,308	151,063	2,781	624,104	11,490	21.57
K-12 BEA Administrative	2.500	277,891	111,156	11,350	4,540	29,040	11,616	22.76
BEA	58.066	4,156,601	71,584	196,629	3,386	667,664	11,498	21.43
Instructional	67.584	4,610,813	68,223	188,289	2,786	766,656	11,344	21.54
Administrative	4.750	565,425	119,037	39,095	8,231	55,176	11,616	20.92
Other	0.250	29,762	119,048			2,904	11,616	20.86
Active	72.584	5,206,000	71,724	227,384	3,133	824,736	11,363	21.47
Certificated Total	72.584	5,206,000	71,724	227,384	3,133	824,736	11,363	21.47
Instructional for Funding Purposes	67.584	4,610,813	68,223	188,289	2,786	766,656	11,344	21.54
Instructional for Compliance Purposes	67.584	4,610,813	68,223	188,289	2,786	766,656	11,344	21.54

**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	43.998	3,026,505	68,787	103,321	2,348	512,626	11,651	21.41
12	0.500	36,193	72,386			5,808	11,616	20.83
21	3.000	196,361	65,454	10,500	3,500	34,848	11,616	23.64
31	3.107	221,625	71,331	9,986	3,214	36,091	11,616	20.87
51	1.592	133,759	84,019	1,750	1,099	18,493	11,616	18.18
52				2,250				
53	0.250	21,667	86,668	8,200	32,800	2,904	11,616	7.95
55	2.803	215,997	77,059	7,000	2,497	32,560	11,616	19.13
58				46,225				
64				4,000				
65	2.257	155,858	69,055	5,500	2,437	26,217	11,616	21.01
74				4,800				
88	0.360	31,200	86,667			4,182	11,616	22.36
97	1.000	129,770	129,770	500	500	11,616	11,616	20.23
Program 21 Instructional	3.000	196,361	65,454	10,500	3,500	34,848	11,616	23.64
K-12 Program 21 Instructional	3.000	196,361	65,454	10,500	3,500	34,848	11,616	23.64
Program 31 Instructional	2.857	195,976	68,595	9,986	3,495	33,187	11,616	20.96
Program 31 Administrative	0.250	25,649	102,596			2,904	11,616	20.08

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	16.740	1,035,733	61,872	2,060	123	194,452	11,616	21.34
4-6 BEA Instructional	7.517	524,655	69,796			87,317	11,616	22.05
7-8 BEA Instructional	5.700	385,123	67,565	17,300	3,035	66,211	11,616	21.98
9-12 BEA Instructional	13.898	983,130	70,739	57,860	4,163	162,984	11,727	21.01
K-12 BEA Instructional	43.855	2,928,641	66,780	77,220	1,761	510,965	11,651	21.43
K-12 BEA Administrative	2.000	189,871	94,936			23,232	11,616	21.37
BEA	48.105	3,377,900	70,219	113,807	2,366	560,333	11,648	21.31
Instructional	53.867	3,642,730	67,625	144,195	2,677	627,264	11,645	21.21
Administrative	5.000	526,205	105,241	26,500	5,300	58,080	11,616	20.52
Other				33,337				
Active	58.867	4,168,935	70,820	204,032	3,466	685,344	11,642	21.12
Certificated Total	58.867	4,168,935	70,820	204,032	3,466	685,344	11,642	21.12
Instructional for Funding Purposes	53.867	3,642,730	67,625	144,195	2,677	627,264	11,645	21.21
Instructional for Compliance Purposes	53.867	3,642,730	67,625	144,195	2,677	627,264	11,645	21.21

**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	4.000	235,984	58,996	5,265	1,316	45,496	11,374	21.98
02				563				
14	1.000	52,821	52,821			11,616	11,616	22.12
19				12,009				
21	0.613	41,913	68,374	885	1,444	7,121	11,616	22.05
51	0.195	11,398	58,451	146	749	2,265	11,616	22.12
52				3,690				
58				9,140				
97	1.192	123,848	103,899	219	184	13,846	11,616	21.89
Program 21 Instructional	0.513	30,052	58,581	885	1,725	5,959	11,616	22.12
Program 21 Administrative	0.100	11,861	118,610			1,162	11,616	21.85
K-12 Program 21 Instructional	0.513	30,052	58,581			5,959	11,616	22.12
K-3 BEA Instructional	2.312	136,033	58,838	1,265	547	26,554	11,485	21.89
4-6 BEA Instructional	1.325	77,248	58,300			14,725	11,113	22.12
7-8 BEA Instructional	0.363	22,703	62,543			4,217	11,616	22.12
K-12 BEA Instructional	4.000	235,984	58,996	1,265	316	45,496	11,374	21.98
K-12 BEA Administrative	0.900	106,753	118,614			10,454	11,616	21.85



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	5.192	359,832	69,305	6,047	1,165	59,342	11,430	21.95
Instructional	5.708	330,255	57,858	31,698	5,553	65,336	11,446	22.02
Administrative	1.292	135,709	105,038	219	170	15,008	11,616	21.89
Active	7.000	465,964	66,566	31,917	4,560	80,344	11,478	21.99
Certificated Total	7.000	465,964	66,566	31,917	4,560	80,344	11,478	21.99
Instructional for Funding Purposes	5.708	330,255	57,858	31,698	5,553	65,336	11,446	22.02
Instructional for Compliance Purposes	5.708	330,255	57,858	31,698	5,553	65,336	11,446	22.02

**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	166.501	15,663,896	94,077	528,570	3,175	2,113,283	12,692	21.59
12	9.000	773,526	85,947	35,276	3,920	111,186	12,354	21.56
13	11.000	1,222,981	111,180	19,295	1,754	135,174	12,289	21.92
14	2.500	248,713	99,485	4,076	1,630	36,702	14,681	21.54
21	35.310	3,313,867	93,851	61,441	1,740	439,232	12,439	21.46
23	1.000	57,034	57,034	935	935	12,354	12,354	22.06
24	6.000	538,515	89,753	8,828	1,471	74,124	12,354	21.60
31	16.341	1,457,349	89,184	138,349	8,466	214,813	13,146	22.03
34	2.200	189,618	86,190	5,796	2,635	27,179	12,354	21.95
51	3.800	395,134	103,983	10,366	2,728	46,945	12,354	21.72
52	0.850	88,167	103,726	8,946	10,525	10,501	12,354	22.07
53	0.100	11,297	112,970	1,420	14,200	1,235	12,354	22.50
55	7.340	790,756	107,732	17,325	2,360	90,549	12,336	21.35
58				293,995				
64	0.400	45,188	112,970	5,680	14,200	4,942	12,354	22.50
65	7.500	682,452	90,994	16,990	2,265	92,655	12,354	21.70
74	0.900	95,342	105,936	6,415	7,128	8,792	9,769	18.16
97	1.000	200,137	200,137	28,420	28,420	11,634	11,634	15.76
99				720				

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	34.690	3,205,338	92,399	58,031	1,673	432,019	12,454	21.53
Program 21 Administrative	0.620	108,529	175,047	3,410	5,500	7,213	11,634	19.40
K-12 Program 21 Instructional	30.793	2,839,363	92,208	370	12	383,410	12,451	21.51
Program 31 Instructional	15.741	1,364,506	86,685	136,429	8,667	207,833	13,203	22.13
Program 31 Administrative	0.600	92,843	154,738	1,920	3,200	6,980	11,634	20.39
Program 34 Instructional	2.200	189,618	86,190	5,796	2,635	27,179	12,354	21.95
K-3 BEA Instructional	57.127	5,087,584	89,057	1,250	22	734,898	12,864	21.78
4-6 BEA Instructional	28.307	2,352,959	83,123	1,144	40	349,705	12,354	22.21
7-8 BEA Instructional	30.616	2,588,988	84,563	4,252	139	379,398	12,392	21.48
9-12 BEA Instructional	56.292	5,290,060	93,975			742,442	13,189	21.71
K-12 BEA Instructional	172.342	15,319,591	88,891	6,646	39	2,206,443	12,803	21.77
BEA	186.042	17,511,000	94,124	701,135	3,769	2,366,909	12,722	21.55
Instructional	256.242	23,296,047	90,914	1,090,254	4,255	3,249,892	12,683	21.71
Administrative	14.000	2,308,468	164,891	80,925	5,780	162,876	11,634	19.86
Other	1.000	112,971	112,971	21,664	21,664	12,354	12,354	22.28
Active	271.242	25,717,486	94,814	1,192,843	4,398	3,425,122	12,628	21.55
On Leave	0.500	56,486	112,972			6,177	12,354	21.49

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	271.742	25,773,972	94,847	1,192,843	4,390	3,431,299	12,627	21.55
Instructional for Funding Purposes	256.242	23,296,047	90,914	1,090,254	4,255	3,249,892	12,683	21.71
Instructional for Compliance Purposes	256.242	23,296,047	90,914	1,090,254	4,255	3,249,892	12,683	21.71

**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	388.925	34,607,319	88,982	3,919,526	10,078	4,606,871	11,845	22.77
21	53.568	4,502,357	84,049	426,306	7,958	638,299	11,916	23.23
23	3.000	183,587	61,196			34,848	11,616	26.03
24	6.000	487,860	81,310	51,065	8,511	69,696	11,616	23.03
31	19.144	1,517,527	79,269	128,720	6,724	223,608	11,680	22.94
34	2.200	197,028	89,558	10,563	4,801	25,555	11,616	22.47
51	1.000	91,374	91,374	5,417	5,417	11,616	11,616	22.44
52				1,591				
55	4.199	374,246	89,127	14,914	3,552	58,115	13,840	23.27
58				399,709				
65				1,505				
73	0.600	50,912	84,853	67,354	112,257	6,970	11,616	22.25
74	1.300	121,622	93,555	13,040	10,031	15,101	11,616	22.91
89	0.250	35,057	140,228	150	600	2,904	11,616	22.49
97	1.850	339,204	183,354	10,200	5,514	21,490	11,616	20.38
Program 21 Instructional	51.618	4,188,424	81,143	424,956	8,233	615,648	11,927	23.37
Program 21 Administrative	1.950	313,933	160,991	1,350	692	22,651	11,616	21.17
K-12 Program 21 Instructional	49.618	4,043,444	81,491	1,814	37	586,608	11,822	23.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	18.344	1,378,332	75,138	128,120	6,984	214,315	11,683	23.16
Program 31 Administrative	0.800	139,195	173,994	600	750	9,293	11,616	20.48
Program 34 Instructional	2.000	162,229	81,115	10,563	5,282	23,232	11,616	22.87
Program 34 Administrative	0.200	34,799	173,995			2,323	11,616	20.48
K-3 BEA Instructional	118.612	9,859,972	83,128	114,637	966	1,401,377	11,815	22.95
4-6 BEA Instructional	78.572	6,699,465	85,265	45,455	579	929,199	11,826	22.73
7-8 BEA Instructional	66.113	5,718,626	86,498	20,792	314	783,174	11,846	23.06
9-12 BEA Instructional	119.822	10,011,864	83,556	92,570	773	1,426,909	11,909	22.89
K-12 BEA Instructional	383.119	32,289,927	84,282	273,454	714	4,540,660	11,852	22.90
K-12 BEA Administrative	23.200	3,414,971	147,197			269,491	11,616	21.68
BEA	412.119	36,661,078	88,958	4,069,009	9,873	4,877,524	11,835	22.76
Instructional	450.536	37,743,003	83,774	5,012,910	11,127	5,349,168	11,873	22.97
Administrative	31.000	4,717,376	152,173	37,150	1,198	360,096	11,616	21.53
Active	481.536	42,460,379	88,177	5,050,060	10,487	5,709,264	11,856	22.82
On Leave	0.500	47,714	95,428			5,808	11,616	22.81
Certificated Total	482.036	42,508,093	88,184	5,050,060	10,477	5,715,072	11,856	22.82
Instructional for Funding Purposes	450.536	37,743,003	83,774	5,012,910	11,127	5,349,168	11,873	22.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	450.536	37,743,003	83,774	5,012,910	11,127	5,349,168	11,873	22.97

**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	38.548	2,969,839	77,043	151,932	3,941	448,958	11,647	22.13
02	1.500	131,702	87,801	2,967	1,978	17,424	11,616	20.66
12	1.000	73,565	73,565			11,616	11,616	22.71
21	3.500	285,762	81,646	4,988	1,425	40,656	11,616	21.55
24				5,000				
29	1.000	59,792	59,792	332	332	11,616	11,616	30.88
31	1.000	88,610	88,610	1,477	1,477	11,616	11,616	22.07
52	0.250	24,822	99,288			2,904	11,616	21.96
55	0.911	73,680	80,878	1,278	1,403	12,778	14,026	22.78
58				31,779				
68	0.533	52,952	99,347			11,616	21,794	22.54
97	1.000	136,931	136,931			11,616	11,616	22.74
K-12 Program 02 Instructional	1.500	131,702	87,801			17,424	11,616	20.66
Program 21 Instructional	3.500	285,762	81,646	4,988	1,425	40,656	11,616	21.55
K-12 Program 21 Instructional	3.500	285,762	81,646	1,110	317	40,656	11,616	21.55
Program 31 Instructional	1.000	88,610	88,610	1,477	1,477	11,616	11,616	22.07
K-3 BEA Instructional	11.050	740,029	66,971	10,231	926	128,357	11,616	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
4-6 BEA Instructional	5.700	503,985	88,418	6,440	1,130	66,211	11,616	20.23
7-8 BEA Instructional	4.806	310,664	64,641	5,419	1,128	58,080	12,085	22.44
9-12 BEA Instructional	16.480	1,259,130	76,404	27,238	1,653	191,664	11,630	22.04
K-12 BEA Instructional	38.036	2,813,808	73,977	49,328	1,297	444,312	11,681	22.10
BEA	42.048	3,327,082	79,126	156,376	3,719	489,614	11,644	22.09
Instructional	45.130	3,372,853	74,736	194,106	4,301	534,336	11,840	22.23
Administrative	4.112	524,802	127,627	5,647	1,373	46,464	11,300	22.07
Active	49.242	3,897,655	79,153	199,753	4,057	580,800	11,795	22.21
Certificated Total	49.242	3,897,655	79,153	199,753	4,057	580,800	11,795	22.21
Instructional for Funding Purposes	45.130	3,372,853	74,736	194,106	4,301	534,336	11,840	22.23
Instructional for Compliance Purposes	45.130	3,372,853	74,736	194,106	4,301	534,336	11,840	22.23



**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	11.050	918,830	83,152			141,605	12,815	20.86
21	0.850	58,998	69,409			10,532	12,391	22.14
51	0.450	41,061	91,247			5,362	11,916	22.10
55	0.150	10,356	69,040			1,859	12,391	22.14
97	1.000	110,240	110,240			12,391	12,391	19.02
Program 21 Instructional	0.850	58,998	69,409			10,532	12,391	22.14
K-12 Program 21 Instructional	0.850	58,998	69,409			10,532	12,391	22.14
K-3 BEA Instructional	4.480	359,164	80,171			58,000	12,946	21.95
4-6 BEA Instructional	3.570	299,211	83,813			45,955	12,872	20.99
7-8 BEA Instructional	3.000	260,455	86,818			37,651	12,550	19.17
K-12 BEA Instructional	11.050	918,830	83,152			141,605	12,815	20.86
BEA	12.050	1,029,070	85,400			153,996	12,780	20.64
Instructional	12.500	1,029,245	82,340			159,358	12,749	20.99
Administrative	1.000	110,240	110,240			12,391	12,391	19.02
Active	13.500	1,139,485	84,406			171,749	12,722	20.78
Certificated Total	13.500	1,139,485	84,406			171,749	12,722	20.78
Instructional for Funding Purposes	12.500	1,029,245	82,340			159,358	12,749	20.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	12.500	1,029,245	82,340			159,358	12,749	20.99

**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	64.133	5,020,101	78,276	228,616	3,565	744,969	11,616	22.18
02	2.000	104,441	52,221	10,062	5,031	23,232	11,616	23.11
13	4.000	290,039	72,510	2,334	584	46,464	11,616	21.36
14	1.000	84,514	84,514	6,727	6,727	11,616	11,616	22.49
21	11.300	870,359	77,023	27,845	2,464	133,584	11,822	23.73
31	7.037	509,700	72,431	93,678	13,312	87,550	12,441	21.99
34	2.330	165,261	70,927	18,709	8,030	27,065	11,616	22.02
51	2.500	206,208	82,483	11,236	4,494	29,040	11,616	22.19
53	0.333	23,062	69,255			3,868	11,616	21.40
55	1.200	82,237	68,531	6,626	5,522	13,939	11,616	20.07
58				114,100				
65	2.467	172,298	69,841	1,539	624	28,657	11,616	20.69
97	1.000	145,000	145,000	10,850	10,850	11,616	11,616	19.72
K-12 Program 02 Instructional	2.000	104,441	52,221	4,062	2,031	23,232	11,616	23.11
Program 21 Instructional	10.300	742,801	72,117	27,845	2,703	121,968	11,842	23.15
Program 21 Administrative	1.000	127,558	127,558			11,616	11,616	28.11
K-12 Program 21 Instructional	9.500	672,045	70,742	20,967	2,207	110,352	11,616	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	7.037	509,700	72,431	93,678	13,312	87,550	12,441	21.99
Program 34 Instructional	2.330	165,261	70,927	18,709	8,030	27,065	11,616	22.02
K-3 BEA Instructional	19.500	1,395,538	71,566	74,532	3,822	226,512	11,616	22.22
4-6 BEA Instructional	10.500	804,294	76,599	28,229	2,688	121,968	11,616	22.01
7-8 BEA Instructional	15.500	1,096,811	70,762	52,388	3,380	180,048	11,616	22.18
9-12 BEA Instructional	24.000	1,782,571	74,274	157,107	6,546	284,592	11,858	22.38
K-12 BEA Instructional	69.500	5,079,214	73,082	325,171	4,679	813,120	11,700	22.24
K-12 BEA Administrative	4.000	497,582	124,396	12,626	3,157	46,464	11,616	22.04
BEA	76.500	5,944,503	77,706	361,915	4,731	894,432	11,692	22.11
Instructional	91.300	6,680,373	73,169	498,846	5,464	1,068,672	11,705	22.22
Administrative	7.000	891,048	127,293	33,476	4,782	81,312	11,616	22.14
Other	1.000	101,799	101,799			11,616	11,616	21.01
Active	99.300	7,673,220	77,273	532,322	5,361	1,161,600	11,698	22.20
Certificated Total	99.300	7,673,220	77,273	532,322	5,361	1,161,600	11,698	22.20
Instructional for Funding Purposes	91.300	6,680,373	73,169	498,846	5,464	1,068,672	11,705	22.22
Instructional for Compliance Purposes	91.300	6,680,373	73,169	498,846	5,464	1,068,672	11,705	22.22

**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	78.074	6,192,925	79,321	280,718	3,596	910,056	11,656	21.55
12	3.234	239,017	73,908	2,923	904	43,560	13,469	20.56
14	1.000	87,670	87,670			11,616	11,616	20.57
21	11.999	876,451	73,044	16,188	1,349	148,220	12,353	21.23
24	1.490	110,189	73,952	1,377	924	17,308	11,616	22.24
31	6.167	497,040	80,597	91,734	14,875	69,696	11,301	21.99
34	2.790	228,585	81,930	20,805	7,457	32,409	11,616	21.01
51	2.100	166,150	79,119	1,148	547	24,394	11,616	22.02
52	0.550	38,490	69,982	7,467	13,576	6,389	11,616	21.06
53	0.900	73,239	81,377	1,037	1,152	10,454	11,616	21.89
55	3.140	260,609	82,996	4,341	1,382	37,404	11,912	21.63
65	1.620	136,564	84,299	2,627	1,622	24,626	15,201	19.38
74	0.344	19,404	56,407	197	573	4,066	11,819	22.46
79	0.125	10,959	87,672	183	1,464	1,452	11,616	22.02
88	0.500	41,972	83,944	700	1,400	5,808	11,616	20.96
97	1.000	167,904	167,904	8,029	8,029	11,616	11,616	20.01
Program 21 Instructional	11.499	821,277	71,422	16,188	1,408	142,412	12,385	20.95
Program 21 Administrative	0.500	55,174	110,348			5,808	11,616	26.31

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	10.989	783,799	71,326			136,488	12,420	20.94
Program 31 Instructional	5.917	475,123	80,298	82,766	13,988	66,792	11,288	21.99
Program 31 Administrative	0.250	21,917	87,668	8,968	35,872	2,904	11,616	22.01
Program 34 Instructional	2.790	228,585	81,930	18,305	6,561	32,409	11,616	21.01
Program 34 Administrative				2,500				
K-3 BEA Instructional	27.514	1,961,022	71,274			319,440	11,610	21.93
4-6 BEA Instructional	15.203	1,227,884	80,766			176,598	11,616	21.15
7-8 BEA Instructional	12.187	926,234	76,002			141,564	11,616	21.54
9-12 BEA Instructional	24.877	1,985,194	79,800			290,342	11,671	21.56
K-12 BEA Instructional	79.781	6,100,334	76,463			927,944	11,631	21.58
K-12 BEA Administrative	0.250	21,917	87,668			2,904	11,616	22.01
BEA	88.031	7,086,454	80,500	401,286	4,558	1,023,776	11,630	21.53
Instructional	105.783	8,050,700	76,106	337,087	3,187	1,251,624	11,832	21.43
Administrative	8.250	1,012,696	122,751	101,550	12,309	95,832	11,616	21.58
Other	1.000	83,772	83,772	837	837	11,616	11,616	22.14
Active	115.033	9,147,168	79,518	439,474	3,820	1,359,072	11,815	21.45
Certificated Total	115.033	9,147,168	79,518	439,474	3,820	1,359,072	11,815	21.45



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	105.783	8,050,700	76,106	337,087	3,187	1,251,624	11,832	21.43
Instructional for Compliance Purposes	105.783	8,050,700	76,106	337,087	3,187	1,251,624	11,832	21.43

**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	73.851	5,287,737	71,600	385,897	5,225	901,784	12,211	22.51
12				2,277				
21	11.018	772,446	70,108	79,473	7,213	133,704	12,135	21.59
24	2.858	222,247	77,763			34,296	12,000	21.32
31	3.330	161,968	48,639	45,225	13,581	28,960	8,697	25.69
34	0.111	9,210	82,973			1,332	12,000	22.60
38				202				
51	1.375	99,213	72,155	1,287	936	16,500	12,000	22.30
52				2,830				
55	2.853	261,116	91,523	31,602	11,077	34,236	12,000	19.46
58				17,115				
65	0.099	5,893	59,525			1,188	12,000	22.90
97	1.000	169,000	169,000	26,678	26,678	12,000	12,000	20.36
Program 21 Instructional	9.018	667,866	74,059	77,151	8,555	108,216	12,000	21.45
Program 21 Administrative	2.000	104,580	52,290	2,322	1,161	25,488	12,744	22.25
K-12 Program 21 Instructional	8.836	651,969	73,786	47,097	5,330	106,032	12,000	21.45
Program 31 Instructional	3.330	161,968	48,639	45,225	13,581	28,960	8,697	25.69

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 34 Instructional	0.111	9,210	82,973			1,332	12,000	22.60
K-3 BEA Instructional	23.446	1,596,220	68,081	94,167	4,016	305,924	13,048	22.67
4-6 BEA Instructional	14.849	1,039,699	70,018	52,463	3,533	178,188	12,000	22.84
7-8 BEA Instructional	10.244	709,142	69,225	56,376	5,503	122,928	12,000	23.09
9-12 BEA Instructional	21.503	1,404,844	65,332	153,697	7,148	247,036	11,488	22.79
K-12 BEA Instructional	70.042	4,749,905	67,815	356,703	5,093	854,076	12,194	22.80
K-12 BEA Administrative	5.000	538,905	107,781	25,399	5,080	60,000	12,000	23.18
BEA	78.292	5,627,915	71,884	457,800	5,847	944,076	12,058	22.55
Instructional	85.745	5,953,046	69,427	508,187	5,927	1,042,512	12,158	22.57
Administrative	9.750	998,828	102,444	84,399	8,656	121,488	12,460	21.17
Other	1.000	36,956	36,956					9.07
Active	96.495	6,988,830	72,427	592,586	6,141	1,164,000	12,063	22.29
Certificated Total	96.495	6,988,830	72,427	592,586	6,141	1,164,000	12,063	22.29
Instructional for Funding Purposes	85.745	5,953,046	69,427	508,187	5,927	1,042,512	12,158	22.57
Instructional for Compliance Purposes	85.745	5,953,046	69,427	508,187	5,927	1,042,512	12,158	22.57

**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	19.275	1,157,994	60,078	600	31	216,154	11,214	24.02
21	2.115	155,791	73,660			24,568	11,616	22.98
51	0.595	34,829	58,536			6,912	11,616	23.42
52	0.081	5,637	69,593			941	11,616	23.36
74	0.068	10,752	158,118			790	11,616	22.04
97	0.866	138,624	160,074	600	693	10,059	11,616	22.06
Program 21 Instructional	1.865	115,791	62,086			21,664	11,616	23.31
Program 21 Administrative	0.250	40,000	160,000			2,904	11,616	22.03
K-12 Program 21 Instructional	1.865	115,791	62,086			21,664	11,616	23.31
K-3 BEA Instructional	12.919	704,863	54,560			150,067	11,616	24.54
4-6 BEA Instructional	3.540	209,507	59,183			41,121	11,616	23.75
7-8 BEA Instructional	2.000	113,000	56,500			15,488	7,744	23.64
K-12 BEA Instructional	18.459	1,027,370	55,657			206,676	11,196	24.30
K-12 BEA Administrative	1.682	269,248	160,076	1,200	713	19,538	11,616	22.04
BEA	20.141	1,296,618	64,377	1,200	60	226,214	11,232	23.80
Instructional	21.000	1,183,627	56,363			236,192	11,247	24.16
Administrative	2.000	320,000	160,000	1,200	600	23,232	11,616	22.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	23.000	1,503,627	65,375	1,200	52	259,424	11,279	23.69
Certificated Total	23.000	1,503,627	65,375	1,200	52	259,424	11,279	23.69
Instructional for Funding Purposes	21.000	1,183,627	56,363			236,192	11,247	24.16
Instructional for Compliance Purposes	21.000	1,183,627	56,363			236,192	11,247	24.16

**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	6.000	428,545	71,424	17,690	2,948	69,760	11,627	21.12
52				2,404				
97	0.107	18,778	175,495	1,000	9,346			7.46
K-3 BEA Instructional	2.500	165,864	66,346			29,040	11,616	19.75
4-6 BEA Instructional	1.500	87,135	58,090			17,424	11,616	21.27
7-8 BEA Instructional	1.000	82,438	82,438			11,616	11,616	21.65
K-12 BEA Instructional	5.000	335,437	67,087			58,080	11,616	20.63
K-12 BEA Administrative	0.107	18,778	175,495	1,000	9,346			7.46
BEA	6.107	447,323	73,248	18,690	3,060	69,760	11,423	20.53
Instructional	5.000	335,437	67,087	17,694	3,539	58,080	11,616	20.63
Administrative	1.107	111,886	101,071	3,400	3,071	11,680	10,551	20.22
Active	6.107	447,323	73,248	21,094	3,454	69,760	11,423	20.53
On Leave								
Certificated Total	6.107	447,323	73,248	21,094	3,454	69,760	11,423	20.53
Instructional for Funding Purposes	5.000	335,437	67,087	17,694	3,539	58,080	11,616	20.63
Instructional for Compliance Purposes	5.000	335,437	67,087	17,694	3,539	58,080	11,616	20.63

**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	558.535	54,212,729	97,062	1,131,039	2,025	6,533,396	11,697	21.52
02	22.893	2,443,007	106,714	106,673	4,660	268,248	11,717	21.20
12	5.064	586,937	115,904	6,072	1,199	58,452	11,543	20.38
13	2.000	178,893	89,447	130,828	65,414	23,232	11,616	20.50
14	13.000	1,156,075	88,929			151,008	11,616	21.93
19	0.534	97,660	182,884			6,203	11,616	19.71
21	134.273	12,096,391	90,088	419,478	3,124	1,575,838	11,736	24.82
29	3.000	293,305	97,768	6,000	2,000	34,848	11,616	21.77
31	29.014	2,897,113	99,852	160,856	5,544	337,131	11,620	20.76
34	5.647	541,080	95,817	28,013	4,961	66,478	11,772	20.46
38	0.384	43,905	114,336	4,264	11,104	4,461	11,616	21.35
51	6.000	666,140	111,023	3,235	539	69,696	11,616	22.13
52	1.401	146,903	104,856	8,660	6,181	16,274	11,616	20.00
55	9.402	1,006,893	107,093	3,483	370	109,214	11,616	22.03
58				465,528				
65	0.900	94,638	105,153	5,823	6,470	11,616	12,907	20.86
74	0.799	92,417	115,666	65,845	82,409	9,281	11,616	21.49
79	1.500	171,453	114,302	37,305	24,870	17,424	11,616	19.97
86	0.200	22,860	114,300	5,169	25,845			19.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
89	1.000	114,301	114,301			11,616	11,616	21.12
97	2.000	413,016	206,508	5,000	2,500	67,110	33,555	18.76
K-12 Program 02 Instructional	21.800	2,263,455	103,828			255,552	11,723	21.26
Program 21 Instructional	108.579	9,718,097	89,503	419,478	3,863	1,272,742	11,722	21.83
Program 21 Administrative	6.093	887,327	145,631			70,776	11,616	21.30
K-12 Program 21 Instructional	100.476	8,960,034	89,176	43,426	432	1,178,281	11,727	21.70
Program 31 Instructional	27.107	2,599,828	95,910	160,856	5,934	314,979	11,620	20.73
Program 31 Administrative	1.907	297,285	155,891			22,152	11,616	21.02
Program 34 Instructional	4.724	396,699	83,975	28,013	5,930	55,757	11,803	20.37
Program 34 Administrative	0.923	144,381	156,426			10,722	11,616	20.74
K-3 BEA Instructional	221.541	20,335,366	91,791			2,585,815	11,672	21.80
4-6 BEA Instructional	110.977	10,294,655	92,764			1,293,465	11,655	21.53
7-8 BEA Instructional	83.519	7,938,633	95,052	35,254	422	975,105	11,675	21.26
9-12 BEA Instructional	161.241	15,665,366	97,155	354,057	2,196	1,888,866	11,715	20.99
K-12 BEA Instructional	577.278	54,234,020	93,948	389,311	674	6,743,251	11,681	21.42
K-12 BEA Administrative	4.830	718,000	148,654			56,105	11,616	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
BEA	618.089	60,506,945	97,894	1,431,581	2,316	7,272,364	11,766	21.44
Instructional	727.907	68,147,817	93,622	2,588,271	3,556	8,502,912	11,681	21.49
Administrative	47.038	7,294,029	155,067	5,000	106	601,446	12,786	21.17
Active	774.945	75,441,846	97,351	2,593,271	3,346	9,104,358	11,748	21.46
K-12 Program 21 Contracted	18.136	1,378,813	76,026			214,977	11,854	
On Leave	3.000	342,903	114,301			34,848	11,616	30.02
Certificated Total	797.546	77,275,716	96,892	2,593,271	3,252	9,371,526	11,750	21.91
Instructional for Funding Purposes	747.508	69,638,784	93,161	2,588,271	3,463	8,735,232	11,686	21.95
Instructional for Compliance Purposes	727.907	68,147,817	93,622	2,588,271	3,556	8,502,912	11,681	21.49

**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	797.209	69,506,292	87,187	2,758,191	3,460	8,451,802	10,602	22.40
02	4.150	349,606	84,242	177,085	42,671	61,952	14,928	19.95
13	32.868	2,359,006	71,772	46,322	1,409	258,456	7,863	19.28
14	8.000	665,512	83,189	14,096	1,762	61,952	7,744	22.10
21	156.517	12,016,875	76,777	419,944	2,683	1,721,143	10,997	23.66
24	19.380	1,749,401	90,268	51,236	2,644	225,118	11,616	23.87
31	40.580	3,373,758	83,138	156,671	3,861	430,179	10,601	24.03
34	3.700	338,901	91,595	6,674	1,804	37,558	10,151	19.59
45	2.000	178,783	89,392	5,165	2,583	23,232	11,616	24.59
51	19.111	1,803,496	94,370	61,482	3,217	211,605	11,072	23.09
52	2.650	231,891	87,506	16,224	6,122	23,038	8,694	24.44
55	19.700	1,745,239	88,591	72,477	3,679	199,021	10,103	22.36
65	7.000	612,981	87,569	17,081	2,440	73,568	10,510	23.26
74	2.750	241,431	87,793	7,070	2,571	31,944	11,616	26.43
97	6.000	1,005,167	167,528	2,050	342	29,040	4,840	8.74
K-12 Program 02 Instructional	3.650	265,708	72,797			60,984	16,708	24.35
Program 21 Instructional	154.517	11,749,592	76,041	419,944	2,718	1,713,399	11,089	24.01
Program 21 Administrative	2.000	267,283	133,642			7,744	3,872	7.33

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 Program 21 Instructional	143.040	10,813,185	75,596			1,575,246	11,013	24.02
Program 31 Instructional	39.380	3,247,907	82,476	155,287	3,943	417,789	10,609	24.18
Program 31 Administrative	0.200	27,007	135,035			774	3,872	7.32
Program 34 Instructional	3.000	244,375	81,458	6,674	2,225	34,848	11,616	24.13
Program 34 Administrative	0.700	94,526	135,037			2,710	3,872	7.32
K-3 BEA Instructional	312.800	25,773,124	82,395			3,557,594	11,373	23.77
4-6 BEA Instructional	126.842	10,445,856	82,353			1,386,718	10,933	24.00
7-8 BEA Instructional	122.062	9,736,118	79,764			1,340,912	10,986	24.67
9-12 BEA Instructional	224.335	19,194,023	85,560			2,446,717	10,907	24.57
K-12 BEA Instructional	786.039	65,149,121	82,883			8,731,941	11,109	24.18
K-12 BEA Administrative	3.650	340,664	93,333			34,654	9,494	21.12
BEA	853.639	74,752,507	87,569	3,105,836	3,638	9,033,763	10,583	22.28
Instructional	1,046.465	85,637,556	81,835	3,683,782	3,520	11,501,002	10,990	24.06
Administrative	74.150	10,441,939	140,822	126,602	1,707	326,990	4,410	8.78
Active	1,120.615	96,079,495	85,738	3,810,384	3,400	11,827,992	10,555	22.44
On Leave	1.000	98,844	98,844	1,384	1,384	11,616	11,616	23.40
Certificated Total	1,121.615	96,178,339	85,750	3,811,768	3,398	11,839,608	10,556	22.45

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	1,046.465	85,637,556	81,835	3,683,782	3,520	11,501,002	10,990	24.06
Instructional for Compliance Purposes	1,046.465	85,637,556	81,835	3,683,782	3,520	11,501,002	10,990	24.06



**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	149.948	12,405,109	82,729	913,410	6,092	1,746,055	11,644	22.71
12	12.198	677,922	55,576	61,817	5,068	124,872	10,237	19.67
21	32.839	2,611,401	79,521	218,831	6,664	337,251	10,270	23.61
31	9.900	826,683	83,503	74,359	7,511	119,645	12,085	23.04
34	2.250	205,275	91,233	9,542	4,241	26,136	11,616	22.37
51	9.684	726,619	75,033	17,994	1,858	112,489	11,616	23.14
52	0.555	48,854	88,025	5,011	9,029	6,447	11,616	22.85
53	0.160	9,952	62,200	1,506	9,413	1,859	11,616	20.59
55	12.812	999,196	77,989	52,343	4,085	145,285	11,340	24.49
58	0.267	22,679	84,940	157,119	588,461	3,101	11,616	23.29
64	0.170	10,574	62,200	1,601	9,418	1,975	11,616	20.59
65	3.535	250,537	70,873	24,172	6,838	47,533	13,446	23.57
74	1.000	49,874	49,874	2,287	2,287	11,616	11,616	22.93
97	1.000	195,000	195,000			11,616	11,616	20.88
Program 21 Instructional	26.950	2,056,974	76,326	209,025	7,756	318,859	11,832	24.00
Program 21 Administrative	1.000	132,853	132,853	6,643	6,643	11,616	11,616	21.73
K-12 Program 21 Instructional	25.450	1,962,480	77,111	124,020	4,873	295,627	11,616	24.03
Program 31 Instructional	9.400	762,122	81,077	71,131	7,567	113,837	12,110	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 31 Administrative	0.500	64,561	129,122	3,228	6,456	5,808	11,616	23.29
Program 34 Instructional	2.000	172,995	86,498	7,928	3,964	23,232	11,616	22.21
Program 34 Administrative	0.250	32,280	129,120	1,614	6,456	2,904	11,616	23.29
K-3 BEA Instructional	66.706	5,318,301	79,727	348,678	5,227	781,443	11,715	22.70
4-6 BEA Instructional	25.592	1,879,803	73,453	105,218	4,111	300,030	11,724	23.62
7-8 BEA Instructional	19.377	1,525,225	78,713	132,297	6,828	229,730	11,856	23.79
9-12 BEA Instructional	39.106	3,212,388	82,146	324,820	8,306	449,590	11,497	22.06
K-12 BEA Instructional	150.781	11,935,717	79,159	911,013	6,042	1,760,792	11,678	22.79
K-12 BEA Administrative	10.369	1,370,395	132,163	68,799	6,635	120,032	11,576	22.31
BEA	163.098	13,632,067	83,582	997,311	6,115	1,903,452	11,671	22.71
Instructional	212.232	16,468,065	77,595	1,451,323	6,838	2,487,760	11,722	23.10
Administrative	13.869	1,899,536	136,963	85,506	6,165	160,688	11,586	22.02
Other	7.217	348,076	48,230	3,163	438	47,432	6,572	12.44
Active	233.318	18,715,677	80,215	1,539,992	6,600	2,695,880	11,555	22.83
K-12 Program 21 Contracted	3.000	323,998	107,999					
Certificated Total	236.318	19,039,675	80,568	1,539,992	6,517	2,695,880	11,408	22.83
Instructional for Funding Purposes	215.232	16,792,063	78,018	1,451,323	6,743	2,487,760	11,559	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
Instructional for Compliance Purposes	212.232	16,468,065	77,595	1,451,323	6,838	2,487,760	11,722	23.10



**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	147.546	12,997,627	88,092	557,281	3,777	1,730,381	11,728	22.33
02	2.000	161,884	80,942	9,996	4,998	23,232	11,616	22.44
14	1.193	110,240	92,406			13,916	11,665	21.67
21	30.500	2,636,936	86,457	94,483	3,098	354,288	11,616	21.80
24	0.500	27,692	55,384			5,808	11,616	18.23
31	9.100	768,731	84,476	49,308	5,418	110,352	12,127	23.10
51	3.468	330,812	95,390	259,783	74,909	39,030	11,254	22.22
52	0.250	22,026	88,104			2,904	11,616	21.06
55	2.120	175,915	82,979			24,626	11,616	22.35
56	12.643	1,101,378	87,114	59,558	4,711	154,609	12,229	23.95
57	1.830	120,337	65,758	23,752	12,979	21,257	11,616	23.64
58	0.500	46,888	93,776	72,153	144,306	11,616	23,232	7.97
65	0.598	49,080	82,074	2,879	4,814	8,689	14,530	22.46
74	0.501	45,819	91,455			6,412	12,798	21.94
97	2.000	371,124	185,562			23,232	11,616	24.66
K-12 Program 02 Instructional	2.000	161,884	80,942			23,232	11,616	22.44
Program 21 Instructional	29.500	2,501,969	84,813	94,483	3,203	342,672	11,616	21.84
Program 21 Administrative	1.000	134,967	134,967			11,616	11,616	20.97

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	26.820	2,267,925	84,561			311,541	11,616	21.83
Program 26, 56, and 59 Instructional	11.643	956,078	82,116	55,223	4,743	142,993	12,281	24.48
Program 26, 56, and 59 Administrative	1.000	145,300	145,300	4,335	4,335	11,616	11,616	20.58
Program 31 Instructional	8.800	725,905	82,489	49,308	5,603	106,867	12,144	23.24
Program 31 Administrative	0.300	42,826	142,753			3,485	11,616	20.64
K-3 BEA Instructional	48.836	4,093,161	83,814			578,895	11,854	22.48
4-6 BEA Instructional	29.897	2,446,205	81,821			351,860	11,769	22.99
7-8 BEA Instructional	21.843	1,857,614	85,044			253,728	11,616	22.07
9-12 BEA Instructional	47.070	4,048,671	86,014			551,706	11,721	22.48
K-12 BEA Instructional	147.646	12,445,651	84,294			1,736,189	11,759	22.51
K-12 BEA Administrative	4.900	682,893	139,366			56,918	11,616	21.07
BEA	160.646	14,299,366	89,012	616,585	3,838	1,887,197	11,748	22.42
Instructional	199.749	16,832,507	84,268	1,114,995	5,582	2,356,112	11,795	22.46
Administrative	14.000	1,996,329	142,595	10,835	774	162,624	11,616	21.66
Other	1.000	137,653	137,653	3,363	3,363	11,616	11,616	21.03
Active	214.749	18,966,489	88,319	1,129,193	5,258	2,530,352	11,783	22.37

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	214.749	18,966,489	88,319	1,129,193	5,258	2,530,352	11,783	22.37
Instructional for Funding Purposes	188.106	15,876,429	84,402	1,059,772	5,634	2,213,119	11,765	22.34
Instructional for Compliance Purposes	188.106	15,876,429	84,402	1,059,772	5,634	2,213,119	11,765	22.34

**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	251.151	18,979,967	75,572	1,066,864	4,248	2,916,127	11,611	22.16
02	5.992	494,921	82,597	28,599	4,773	73,181	12,213	21.78
12	13.823	1,013,217	73,299	31,140	2,253	166,027	12,011	22.11
19	2.000	121,518	60,759	3,376	1,688	23,232	11,616	20.93
21	58.767	4,433,936	75,449	162,637	2,767	697,773	11,874	22.03
24	9.200	659,089	71,640	27,646	3,005	106,867	11,616	23.12
31	22.030	1,607,912	72,987	132,676	6,023	262,475	11,914	21.27
34	6.014	450,477	74,905	23,820	3,961	71,717	11,925	20.44
51	9.501	728,547	76,681	23,234	2,445	110,933	11,676	22.35
55	15.523	1,252,557	80,690	51,764	3,335	182,638	11,766	22.84
58	1.800	135,864	75,480	208,249	115,694	20,909	11,616	22.64
65	6.000	348,493	58,082	22,850	3,808	69,696	11,616	21.54
74	0.710	71,171	100,241	5,986	8,431	8,712	12,270	21.66
79	0.500	44,432	88,864	1,484	2,968	5,808	11,616	22.32
97	2.000	327,242	163,621	23,450	11,725	23,232	11,616	20.16
K-12 Program 02 Instructional	4.992	369,979	74,114			61,565	12,333	22.06
Program 21 Instructional	56.767	4,168,745	73,436	146,437	2,580	674,541	11,883	22.09
Program 21 Administrative	2.000	265,191	132,596	16,200	8,100	23,232	11,616	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
K-12 Program 21 Instructional	51.467	3,770,037	73,252	4,666	91	612,976	11,910	22.05
Program 31 Instructional	22.030	1,607,912	72,987	132,676	6,023	262,475	11,914	21.27
Program 34 Instructional	6.014	450,477	74,905	23,820	3,961	71,717	11,925	20.44
K-3 BEA Instructional	98.051	7,099,775	72,409	1,770	18	1,134,024	11,566	22.35
4-6 BEA Instructional	37.950	2,508,088	66,089	1,293	34	447,843	11,801	22.08
7-8 BEA Instructional	55.948	4,128,116	73,785	3,795	68	652,285	11,659	22.15
9-12 BEA Instructional	70.944	5,113,876	72,083			826,200	11,646	21.54
K-12 BEA Instructional	262.893	18,849,855	71,702	6,858	26	3,060,351	11,641	22.04
K-12 BEA Administrative	5.577	704,039	126,240			64,782	11,616	21.94
BEA	287.187	21,860,519	76,119	1,275,409	4,441	3,346,732	11,653	22.01
Instructional	377.717	27,274,128	72,208	1,544,077	4,088	4,418,099	11,697	22.12
Administrative	26.294	3,302,215	125,588	247,684	9,420	309,613	11,775	21.72
Other	1.000	93,000	93,000	22,014	22,014	11,616	11,616	22.26
Active	405.011	30,669,343	75,725	1,813,775	4,478	4,739,328	11,702	22.07
Certificated Total	405.011	30,669,343	75,725	1,813,775	4,478	4,739,328	11,702	22.07
Instructional for Funding Purposes	377.717	27,274,128	72,208	1,544,077	4,088	4,418,099	11,697	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
Instructional for Compliance Purposes	377.717	27,274,128	72,208	1,544,077	4,088	4,418,099	11,697	22.12

**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	32.648	2,336,828	71,576	223,841	6,856	378,531	11,594	21.76
02	4.849	398,954	82,276	27,905	5,755	56,326	11,616	22.96
03	0.550	36,194	65,807			6,389	11,616	21.67
12	2.485	140,093	56,375	2,624	1,056	26,543	10,681	21.71
14	3.471	218,635	62,989			40,319	11,616	22.77
21	4.394	340,766	77,553	47,999	10,924	53,434	12,161	23.67
24	1.600	127,910	79,944			18,586	11,616	23.29
31	4.089	309,234	75,626	38,910	9,516	41,624	10,180	19.72
34	0.700	45,641	65,201	6,758	9,654	8,131	11,616	23.18
51	2.640	202,572	76,732	4,867	1,844	30,782	11,660	24.51
55	1.448	120,737	83,382	4,971	3,433	16,820	11,616	26.32
58				22,820				
74	0.260	14,370	55,269			3,020	11,616	22.28
97	1.000	140,000	140,000			11,616	11,616	22.33
K-12 Program 02 Instructional	4.149	319,766	77,071	1,200	289	48,195	11,616	23.03
Program 21 Instructional	3.894	300,879	77,267	47,999	12,326	47,626	12,231	23.31
Program 21 Administrative	0.500	39,887	79,774			5,808	11,616	26.54
K-12 Program 21 Instructional	3.854	298,472	77,445	1,200	311	47,045	12,207	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
Program 31 Instructional	3.122	227,584	72,897	38,910	12,463	35,816	11,472	21.63
Program 34 Instructional	0.700	45,641	65,201	6,758	9,654	8,131	11,616	23.18
K-3 BEA Instructional	12.936	834,257	64,491	3,600	278	149,149	11,530	21.98
4-6 BEA Instructional	6.281	406,971	64,794	600	96	72,960	11,616	23.05
7-8 BEA Instructional	5.287	379,020	71,689	5,200	984	61,100	11,557	22.79
9-12 BEA Instructional	13.362	992,677	74,291	37,550	2,810	154,125	11,535	21.39
K-12 BEA Instructional	37.866	2,612,925	69,005	46,950	1,240	437,335	11,550	22.01
K-12 BEA Administrative	1.700	206,171	121,277			19,747	11,616	22.81
BEA	43.836	3,266,851	74,524	297,414	6,785	502,617	11,466	21.75
Instructional	53.594	3,732,227	69,639	380,695	7,103	620,101	11,570	22.44
Administrative	4.300	512,475	119,180			49,949	11,616	22.96
Other	2.240	187,232	83,586			22,070	9,853	14.07
Active	60.134	4,431,934	73,701	380,695	6,331	692,120	11,510	22.20
Certificated Total	60.134	4,431,934	73,701	380,695	6,331	692,120	11,510	22.20
Instructional for Funding Purposes	53.594	3,732,227	69,639	380,695	7,103	620,101	11,570	22.44
Instructional for Compliance Purposes	53.594	3,732,227	69,639	380,695	7,103	620,101	11,570	22.44



**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	49.219	3,899,148	79,220			684,633	13,910	25.96
51	8.000	884,787	110,598	26,769	3,346	107,651	13,456	24.68
55	0.206	19,347	93,917			12,368	60,039	34.81
68	25.325	1,971,501	77,848	62,873	2,483	375,084	14,811	24.01
69				3,000				
88	3.044	219,864	72,229			65,043	21,368	32.20
97	2.000	289,394	144,697			24,740	12,370	22.52
K-3 BEA Instructional	12.752	929,967	72,927			187,052	14,668	26.19
4-6 BEA Instructional	6.576	494,234	75,157			100,387	15,266	24.21
7-8 BEA Instructional	6.240	485,192	77,755			97,767	15,668	29.21
9-12 BEA Instructional	20.651	1,547,947	74,957			264,145	12,791	25.46
K-12 BEA Instructional	46.219	3,457,340	74,803			649,351	14,049	26.04
BEA	51.219	4,188,542	81,777			709,373	13,850	25.74
Instructional	78.794	6,066,360	76,990	92,642	1,176	1,174,080	14,901	25.71
Administrative	9.000	1,217,681	135,298			95,439	10,604	23.72
Active	87.794	7,284,041	82,967	92,642	1,055	1,269,519	14,460	25.36
Certificated Total	87.794	7,284,041	82,967	92,642	1,055	1,269,519	14,460	25.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	78.794	6,066,360	76,990	92,642	1,176	1,174,080	14,901	25.71
Instructional for Compliance Purposes	78.794	6,066,360	76,990	92,642	1,176	1,174,080	14,901	25.71

**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	37.750	3,080,722	81,609	255,076	6,757	447,990	11,867	22.16
02	3.000	183,667	61,222	7,139	2,380	33,880	11,293	22.71
12	2.700	202,289	74,922	6,605	2,446	31,363	11,616	22.50
13	0.109	6,142	56,349	2,202	20,202	5,808	53,284	21.05
14				53,505				
21	5.509	472,707	85,806	26,405	4,793	76,666	13,916	22.62
23	0.300	25,940	86,467	2,521	8,403	3,485	11,616	21.73
24	1.600	139,399	87,124	5,417	3,386	18,586	11,616	22.56
31	0.900	68,240	75,822	8,945	9,939	10,454	11,616	22.58
51	2.000	172,386	86,193	18,020	9,010	23,232	11,616	21.95
55	0.750	60,467	80,623	5,481	7,308	8,712	11,616	22.09
58				25,820				
73				4,068				
97	1.000	152,251	152,251			11,616	11,616	22.40
K-12 Program 02 Instructional	3.000	183,667	61,222			33,880	11,293	22.71
Program 21 Instructional	5.009	418,965	83,642	26,405	5,272	70,858	14,146	22.60
Program 21 Administrative	0.500	53,742	107,484			5,808	11,616	22.76
K-12 Program 21 Instructional	4.939	413,661	83,754			69,696	14,111	22.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	0.800	57,106	71,383	8,945	11,181	9,293	11,616	22.54
Program 31 Administrative	0.100	11,134	111,340			1,162	11,616	22.76
K-3 BEA Instructional	16.450	1,173,950	71,365	5,801	353	193,019	11,734	22.42
4-6 BEA Instructional	5.600	478,943	85,526	3,915	699	65,050	11,616	21.67
7-8 BEA Instructional	0.325	27,880	85,785			5,227	16,084	22.63
9-12 BEA Instructional	14.925	1,163,704	77,970	36,256	2,429	178,499	11,960	22.00
K-12 BEA Instructional	37.300	2,844,477	76,259	67,497	1,810	441,795	11,844	22.12
K-12 BEA Administrative	3.750	423,276	112,874			43,560	11,616	22.70
BEA	42.650	3,484,880	81,709	271,160	6,358	503,941	11,816	22.21
Instructional	49.618	3,853,576	77,665	402,986	8,122	602,096	12,135	22.19
Administrative	6.000	710,634	118,439	13,131	2,189	69,696	11,616	22.65
Other				5,087				
Active	55.618	4,564,210	82,064	421,204	7,573	671,792	12,079	22.26
Certificated Total	55.618	4,564,210	82,064	421,204	7,573	671,792	12,079	22.26
Instructional for Funding Purposes	49.618	3,853,576	77,665	402,986	8,122	602,096	12,135	22.19
Instructional for Compliance Purposes	49.618	3,853,576	77,665	402,986	8,122	602,096	12,135	22.19

**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	119.615	9,651,760	80,690	449,898	3,761	1,427,787	11,937	22.75
02	5.438	447,728	82,333	12,616	2,320	66,902	12,303	22.77
03	1.000	81,112	81,112	1,577	1,577	12,336	12,336	22.77
13	5.000	312,252	62,450	10,409	2,082	61,680	12,336	22.92
21	21.668	1,753,063	80,906	131,087	6,050	266,792	12,313	22.75
24	0.711	57,344	80,653	2,514	3,536	8,771	12,336	22.76
31	8.870	724,590	81,690	80,835	9,113	97,444	10,986	23.14
51	1.400	123,446	88,176	2,401	1,715	17,270	12,336	22.72
52				24,940				
55	4.700	332,079	70,655	21,078	4,485	57,763	12,290	22.83
65	0.500	44,088	88,176	1,108	2,216	6,168	12,336	22.70
74	1.200	100,811	84,009	1,960	1,633	14,803	12,336	22.71
79	0.370	30,340	82,000			4,298	11,616	22.77
97	1.000	171,581	171,581			11,616	11,616	21.50
K-12 Program 02 Instructional	4.838	377,632	78,055	5,793	1,197	59,933	12,388	22.78
Program 21 Instructional	20.968	1,663,774	79,348	122,858	5,859	258,661	12,336	22.75
Program 21 Administrative	0.700	89,289	127,556	8,229	11,756	8,131	11,616	22.64
K-12 Program 21 Instructional	19.020	1,513,878	79,594	110,421	5,806	234,631	12,336	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	8.370	667,250	79,719	75,012	8,962	91,636	10,948	23.18
Program 31 Administrative	0.500	57,340	114,680	5,823	11,646	5,808	11,616	22.68
K-3 BEA Instructional	39.988	3,040,724	76,041	81,686	2,043	481,676	12,046	22.79
4-6 BEA Instructional	24.000	1,806,823	75,284	36,612	1,526	272,832	11,368	22.79
7-8 BEA Instructional	18.800	1,482,960	78,881	65,023	3,459	233,664	12,429	22.76
9-12 BEA Instructional	41.135	3,292,120	80,032	181,625	4,415	487,802	11,859	22.82
K-12 BEA Instructional	123.923	9,622,627	77,650	364,946	2,945	1,475,974	11,910	22.80
K-12 BEA Administrative	11.900	1,441,388	121,125	79,001	6,639	138,950	11,677	22.54
BEA	135.923	11,076,771	81,493	544,926	4,009	1,616,086	11,890	22.76
Instructional	158.472	12,248,494	77,291	644,964	4,070	1,901,904	12,002	22.79
Administrative	13.000	1,581,700	121,669	95,459	7,343	151,728	11,671	22.55
Active	171.472	13,830,194	80,656	740,423	4,318	2,053,632	11,976	22.77
Certificated Total	171.472	13,830,194	80,656	740,423	4,318	2,053,632	11,976	22.77
Instructional for Funding Purposes	158.472	12,248,494	77,291	644,964	4,070	1,901,904	12,002	22.79
Instructional for Compliance Purposes	158.472	12,248,494	77,291	644,964	4,070	1,901,904	12,002	22.79

**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	50.087	3,751,988	74,909	269,594	5,383	591,371	11,807	21.16
02	1.000	79,838	79,838	9,016	9,016	11,616	11,616	17.93
21	7.101	437,744	61,645	22,794	3,210	81,130	11,425	20.31
24	1.000	46,353	46,353	735	735	11,616	11,616	19.06
31	4.306	280,804	65,212	11,569	2,687	52,737	12,247	21.34
34	0.380	32,940	86,684			5,808	15,284	19.04
51	1.249	87,524	70,075	2,672	2,139	14,508	11,616	21.53
55	1.000	73,101	73,101	12,766	12,766	11,616	11,616	20.62
58	1.000	47,744	47,744	4,514	4,514	11,616	11,616	21.53
65	0.150	7,837	52,247	124	827	1,742	11,616	21.39
97	1.000	162,000	162,000			11,616	11,616	23.96
K-12 Program 02 Instructional	1.000	79,838	79,838	9,016	9,016	11,616	11,616	17.93
Program 21 Instructional	6.451	365,716	56,691	20,794	3,223	73,580	11,406	20.20
Program 21 Administrative	0.650	72,028	110,812	2,000	3,077	7,550	11,616	20.89
K-12 Program 21 Instructional	6.451	365,716	56,691	19,117	2,963	73,580	11,406	20.20
Program 31 Instructional	3.886	239,437	61,615	11,569	2,977	44,605	11,478	22.45
Program 31 Administrative	0.420	41,367	98,493			8,131	19,360	18.19

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 34 Instructional	0.200	15,211	76,055			2,323	11,616	20.73
Program 34 Administrative	0.180	17,729	98,494			3,485	19,360	18.19
K-3 BEA Instructional	16.177	1,193,811	73,797	62,967	3,892	197,472	12,207	20.42
4-6 BEA Instructional	7.000	586,756	83,822	25,248	3,607	81,312	11,616	21.23
7-8 BEA Instructional	10.750	751,328	69,891	40,315	3,750	124,872	11,616	21.38
9-12 BEA Instructional	17.146	1,113,681	64,953	90,192	5,260	198,634	11,585	21.24
K-12 BEA Instructional	51.073	3,645,576	71,380	281,581	5,513	602,290	11,793	21.00
K-12 BEA Administrative	5.700	661,994	116,139	3,000	526	70,858	12,431	22.05
BEA	56.773	4,307,570	75,874	290,179	5,111	673,147	11,857	21.15
Instructional	61.673	4,246,148	68,849	323,928	5,252	724,064	11,740	20.92
Administrative	6.600	761,725	115,413	5,000	758	81,312	12,320	21.89
Other				4,856				
Active	68.273	5,007,873	73,351	333,784	4,889	805,376	11,796	21.06
Certificated Total	68.273	5,007,873	73,351	333,784	4,889	805,376	11,796	21.06
Instructional for Funding Purposes	61.673	4,246,148	68,849	323,928	5,252	724,064	11,740	20.92
Instructional for Compliance Purposes	61.673	4,246,148	68,849	323,928	5,252	724,064	11,740	20.92



**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	625.836	53,258,010	85,099	7,423,080	11,861	7,191,560	11,491	22.92
03	4.401	364,743	82,877	37,776	8,584	51,122	11,616	22.40
12	2.996	200,613	66,960	38,726	12,926	35,285	11,777	23.07
13	1.000	69,110	69,110			11,616	11,616	22.55
21	121.365	10,482,759	86,374	1,404,599	11,573	1,401,355	11,547	23.05
23	1.000	227,120	227,120	13,910	13,910	11,616	11,616	22.31
24	16.478	1,624,456	98,583	195,961	11,892	203,408	12,344	21.89
26	8.252	759,257	92,009	101,945	12,354	96,049	11,639	22.00
29				20,719				
31	29.994	2,651,492	88,401	470,849	15,698	348,501	11,619	22.54
34	11.129	994,448	89,356	67,860	6,098	132,178	11,877	22.75
51	24.493	2,244,398	91,634	273,814	11,179	284,511	11,616	23.68
52	0.829	83,265	100,440	320,048	386,065	9,630	11,616	22.29
55	43.334	3,609,880	83,304	471,964	10,891	491,752	11,348	22.90
56	0.805	65,437	81,288	19,024	23,632	9,351	11,616	22.36
58	1.928	180,638	93,692	1,217,069	631,260	22,396	11,616	22.28
61	0.401	30,061	74,965	9,544	23,800	4,658	11,616	22.38
64				8,670				
65	24.909	2,039,525	81,879	258,920	10,395	289,343	11,616	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
74	4.000	333,640	83,410	43,485	10,871	46,464	11,616	22.32
79	0.501	49,979	99,758	32,463	64,796	5,820	11,616	22.37
88	0.599	45,092	75,279	611	1,020	6,958	11,616	22.38
89				825				
97	4.000	826,235	206,559	300,229	75,057	46,464	11,616	18.53
99				620				
Program 21 Instructional	120.365	9,486,478	78,814	1,398,347	11,618	1,389,739	11,546	23.08
Program 21 Administrative	1.000	180,129	180,129	5,588	5,588	11,616	11,616	21.18
K-12 Program 21 Instructional	109.446	8,682,288	79,329			1,263,872	11,548	23.08
Program 26, 56, and 59 Instructional	7.957	569,661	71,592	112,928	14,192	92,622	11,640	22.37
Program 26, 56, and 59 Administrative	1.100	191,452	174,047	8,041	7,310	12,778	11,616	20.88
Program 31 Instructional	28.994	2,471,363	85,237	452,410	15,604	336,885	11,619	22.47
Program 31 Administrative	1.000	180,129	180,129	18,439	18,439	11,616	11,616	23.97
Program 34 Instructional	10.379	877,827	84,577	43,263	4,168	120,562	11,616	22.72
Program 34 Administrative	0.750	116,621	155,495	24,597	32,796	11,616	15,488	23.00
K-3 BEA Instructional	270.866	20,875,795	77,071			3,094,957	11,426	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
4-6 BEA Instructional	123.773	9,971,144	80,560			1,436,951	11,610	22.74
7-8 BEA Instructional	81.590	6,818,949	83,576			947,947	11,618	22.65
9-12 BEA Instructional	138.777	11,343,910	81,742			1,588,898	11,449	22.81
K-12 BEA Instructional	615.006	49,009,798	79,690			7,068,754	11,494	23.01
BEA	675.360	58,094,928	86,021	8,299,794	12,289	7,769,826	11,505	22.84
Instructional	857.996	68,607,403	79,962	11,904,069	13,874	9,883,966	11,520	23.01
Administrative	68.254	10,330,192	151,349	776,265	11,373	792,838	11,616	21.85
Other	2.000	195,668	97,834	52,377	26,189	23,232	11,616	22.44
Active	928.250	79,133,263	85,250	12,732,711	13,717	10,700,036	11,527	22.88
K-12 Program 21 Contracted		816,152						
Certificated Total	928.250	80,140,158	86,335	12,732,711	13,717	10,700,036	11,527	22.88
Instructional for Funding Purposes	850.039	68,981,056	81,150	11,791,141	13,871	9,791,343	11,519	23.02
Instructional for Compliance Purposes	850.039	68,037,742	80,041	11,791,141	13,871	9,791,343	11,519	23.02



**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	29.343	2,136,198	72,801	101,195	3,449	350,788	11,955	22.79
13	1.000	54,641	54,641			11,616	11,616	25.70
21	2.830	218,087	77,063	10,179	3,597	33,880	11,972	22.91
31	3.657	204,021	55,789	31,624	8,648	37,764	10,326	22.33
34	0.956	34,907	36,514	362	379	6,389	6,683	20.18
51	1.167	75,027	64,290			17,424	14,931	21.42
55	0.500	32,630	65,260	1,088	2,176	11,616	23,232	22.51
74	0.167	9,963	59,659			1,940	11,616	22.41
97	1.000	145,133	145,133			11,616	11,616	20.42
Program 21 Instructional	2.580	193,381	74,954	8,371	3,245	30,976	12,006	22.98
Program 21 Administrative	0.250	24,706	98,824	1,808	7,232	2,904	11,616	22.33
K-12 Program 21 Instructional	2.580	193,381	74,954			30,976	12,006	22.98
Program 31 Instructional	3.007	184,094	61,222	30,539	10,156	36,021	11,979	22.76
Program 31 Administrative	0.150	14,824	98,827	1,085	7,233	1,742	11,616	22.08
Program 34 Instructional	0.406	24,863	61,239			5,808	14,305	22.47
Program 34 Administrative	0.050	4,941	98,820	362	7,240	581	11,616	22.08
K-3 BEA Instructional	8.720	645,901	74,071			101,388	11,627	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
4-6 BEA Instructional	6.874	487,130	70,866			91,537	13,316	22.58
7-8 BEA Instructional	4.723	327,814	69,408			54,061	11,446	22.32
9-12 BEA Instructional	10.555	709,866	67,254			123,746	11,724	22.41
K-12 BEA Instructional	30.872	2,170,711	70,313	1,370	44	370,732	12,009	22.82
BEA	34.956	2,520,259	72,098	133,181	3,810	406,556	11,631	22.56
Instructional	36.119	2,526,390	69,946	117,189	3,245	442,364	12,247	22.84
Administrative	3.167	352,746	111,382	14,463	4,567	36,788	11,616	21.50
Other	1.334	31,471	23,591	12,796	9,592	3,880	2,908	17.61
Active	40.620	2,910,607	71,655	144,448	3,556	483,032	11,891	22.61
Certificated Total	40.620	2,910,607	71,655	144,448	3,556	483,032	11,891	22.61
Instructional for Funding Purposes	36.119	2,526,390	69,946	117,189	3,245	442,364	12,247	22.84
Instructional for Compliance Purposes	36.119	2,526,390	69,946	117,189	3,245	442,364	12,247	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	82.240	6,252,211	76,024	147,504	1,794	955,300	11,616	22.45
12	2.000	180,738	90,369			23,232	11,616	22.12
13	1.000	83,056	83,056	334	334	11,616	11,616	22.16
21	12.923	1,008,173	78,014	25,700	1,989	150,114	11,616	23.72
31	7.800	558,626	71,619	5,880	754	90,605	11,616	21.80
51	1.700	106,928	62,899			19,747	11,616	22.28
52	0.200	23,573	117,865	9,000	45,000	2,323	11,616	21.35
55	3.900	332,313	85,208	2,555	655	45,302	11,616	21.88
64	0.007	731	104,429			81	11,616	21.47
65	1.193	104,665	87,733	1,113	933	13,858	11,616	21.83
74	0.360	31,812	88,367	308	856	4,182	11,616	22.33
88	0.477	35,912	75,287			5,541	11,616	22.78
97	1.200	177,404	147,837	23,891	19,909	13,939	11,616	19.20
Program 21 Instructional	12.323	942,718	76,501	25,700	2,086	143,144	11,616	23.90
Program 21 Administrative	0.600	65,455	109,092			6,970	11,616	21.47
K-12 Program 21 Instructional	11.800	903,343	76,554	10,631	901	137,069	11,616	23.95
Program 31 Instructional	7.450	513,174	68,882	5,880	789	86,539	11,616	21.79

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	0.350	45,452	129,863			4,066	11,616	21.94
K-3 BEA Instructional	30.020	2,141,862	71,348	4,435	148	348,712	11,616	23.13
4-6 BEA Instructional	18.430	1,458,812	79,154			214,083	11,616	22.03
7-8 BEA Instructional	12.070	979,116	81,120			140,205	11,616	22.12
9-12 BEA Instructional	24.320	1,621,912	66,690	1,425	59	282,501	11,616	22.00
K-12 BEA Instructional	84.840	6,201,702	73,099	7,933	94	985,501	11,616	22.41
K-12 BEA Administrative	6.400	786,539	122,897	19,497	3,046	74,342	11,616	21.49
BEA	91.240	6,988,241	76,592	177,275	1,943	1,059,844	11,616	22.30
Instructional	107.000	7,929,793	74,110	146,727	1,371	1,242,912	11,616	22.55
Administrative	8.000	966,349	120,794	69,558	8,695	92,928	11,616	21.48
Active	115.000	8,896,142	77,358	216,285	1,881	1,335,840	11,616	22.43
Certificated Total	115.000	8,896,142	77,358	216,285	1,881	1,335,840	11,616	22.43
Instructional for Funding Purposes	107.000	7,929,793	74,110	146,727	1,371	1,242,912	11,616	22.55
Instructional for Compliance Purposes	107.000	7,929,793	74,110	146,727	1,371	1,242,912	11,616	22.55



**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	15.618	1,066,116	68,262	79,483	5,089	184,381	11,806	22.40
13	0.500	27,449	54,898			5,808	11,616	22.93
14	0.300	22,717	75,723			3,485	11,616	22.51
21	0.900	73,521	81,690	3,101	3,446	11,035	12,261	22.26
31	1.000	80,175	80,175	21,492	21,492	11,616	11,616	22.59
51	0.200	16,036	80,180			2,323	11,616	22.56
52	0.133	7,597	57,120			2,056	15,459	22.97
55	0.350	19,093	54,551			4,066	11,616	22.88
58				17,235				
79	0.100	8,018	80,180			1,162	11,616	22.43
97	0.500	59,885	119,770	12,767	25,534	5,808	11,616	22.62
99	0.050	5,988	119,760			581	11,616	22.62
Program 21 Instructional	0.850	68,149	80,175			9,874	11,616	22.69
Program 21 Administrative	0.050	5,372	107,440	3,101	62,020	1,162	23,232	17.78
K-12 Program 21 Instructional	0.850	68,149	80,175			9,874	11,616	22.69
Program 31 Instructional	1.000	80,175	80,175	19,933	19,933	11,616	11,616	22.59
Program 31 Administrative				1,500				

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	5.430	337,078	62,077	938	173	62,227	11,460	22.70
4-6 BEA Instructional	1.737	99,633	57,359			19,457	11,201	22.83
7-8 BEA Instructional	2.375	158,313	66,658	12,085	5,088	26,206	11,034	22.59
9-12 BEA Instructional	6.176	449,021	72,704	56,144	9,091	72,426	11,727	22.61
K-12 BEA Instructional	15.718	1,044,045	66,424	69,167	4,400	180,315	11,472	22.66
K-12 BEA Administrative				1,500				
BEA	17.118	1,206,176	70,462	113,742	6,645	201,805	11,789	22.42
Instructional	18.151	1,213,104	66,834	109,911	6,055	209,088	11,519	22.66
Administrative	1.500	173,491	115,661	17,742	11,828	23,232	15,488	20.85
Active	19.651	1,386,595	70,561	127,653	6,496	232,320	11,822	22.44
On Leave				6,425				
Certificated Total	19.651	1,386,595	70,561	134,078	6,823	232,320	11,822	22.44
Instructional for Funding Purposes	18.151	1,213,104	66,834	109,911	6,055	209,088	11,519	22.66
Instructional for Compliance Purposes	18.151	1,213,104	66,834	109,911	6,055	209,088	11,519	22.66

**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	11.320	715,162	63,177	5,665	500	132,295	11,687	23.09
21	1.000	73,022	73,022	1,596	1,596	11,616	11,616	22.85
31	1.161	77,493	66,747	4,130	3,557	13,486	11,616	21.31
52				3,060				
55	0.450	21,335	47,411			5,227	11,616	21.68
58				18,910				
68				3,200				
97	0.400	44,000	110,000	3,120	7,800			22.07
Program 21 Instructional	1.000	73,022	73,022	1,596	1,596	11,616	11,616	22.85
K-12 Program 21 Instructional	1.000	73,022	73,022	1,596	1,596	11,616	11,616	22.85
Program 31 Instructional	1.161	77,493	66,747	4,130	3,557	13,486	11,616	21.31
K-3 BEA Instructional	2.732	181,464	66,422			29,040	10,630	22.29
4-6 BEA Instructional	1.500	87,192	58,128			17,424	11,616	27.57
7-8 BEA Instructional	1.856	107,669	58,011	612	330	24,626	13,268	21.86
9-12 BEA Instructional	5.393	317,187	58,815	6,073	1,126	63,075	11,696	21.90
K-12 BEA Instructional	11.481	693,512	60,405	6,685	582	134,165	11,686	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
K-12 BEA Administrative	1.000	99,143	99,143	3,120	3,120	11,616	11,616	26.73
BEA	12.881	836,655	64,953	12,915	1,003	145,781	11,318	22.87
Instructional	12.931	787,869	60,929	36,561	2,827	151,008	11,678	22.51
Administrative	1.400	143,143	102,245	3,120	2,229	11,616	8,297	25.07
Active	14.331	931,012	64,965	39,681	2,769	162,624	11,348	22.84
Certificated Total	14.331	931,012	64,965	39,681	2,769	162,624	11,348	22.84
Instructional for Funding Purposes	12.931	787,869	60,929	36,561	2,827	151,008	11,678	22.51
Instructional for Compliance Purposes	12.931	787,869	60,929	36,561	2,827	151,008	11,678	22.51

**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	41.589	3,356,548	80,708	173,173	4,164	483,098	11,616	22.16
21	6.000	387,164	64,527	13,859	2,310	69,696	11,616	22.91
31	3.000	264,534	88,178	48,246	16,082	34,848	11,616	22.53
51	1.000	90,261	90,261	2,640	2,640	11,616	11,616	22.50
55	3.071	239,760	78,072	10,706	3,486	37,996	12,372	22.41
65	0.140	12,601	90,007	350	2,500	1,626	11,616	22.47
97	1.000	157,647	157,647	17,500	17,500	11,616	11,616	19.63
Program 21 Instructional	6.000	387,164	64,527	13,859	2,310	69,696	11,616	22.91
K-12 Program 21 Instructional	6.000	387,164	64,527	5,401	900	69,696	11,616	22.91
Program 31 Instructional	3.000	264,534	88,178	48,246	16,082	34,848	11,616	22.53
K-3 BEA Instructional	15.335	1,156,025	75,385	9,924	647	178,131	11,616	22.89
4-6 BEA Instructional	6.998	536,503	76,665	2,874	411	81,289	11,616	22.42
7-8 BEA Instructional	6.698	489,343	73,058	3,427	512	77,804	11,616	21.56
9-12 BEA Instructional	11.878	996,383	83,885	72,958	6,142	137,975	11,616	21.85
K-12 BEA Instructional	40.909	3,178,254	77,691	89,183	2,180	475,199	11,616	22.26
K-12 BEA Administrative	0.700	77,125	110,179	14,918	21,311	8,131	11,616	21.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	45.589	3,778,729	82,887	238,919	5,241	529,562	11,616	22.07
Instructional	50.800	3,868,154	76,145	197,274	3,883	592,416	11,662	22.34
Administrative	4.700	607,307	129,214	66,050	14,053	54,595	11,616	21.20
Other	0.300	33,054	110,180	3,150	10,500	3,485	11,616	21.41
Active	55.800	4,508,515	80,798	266,474	4,776	650,496	11,658	22.17
Certificated Total	55.800	4,508,515	80,798	266,474	4,776	650,496	11,658	22.17
Instructional for Funding Purposes	50.800	3,868,154	76,145	197,274	3,883	592,416	11,662	22.34
Instructional for Compliance Purposes	50.800	3,868,154	76,145	197,274	3,883	592,416	11,662	22.34

**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	79.512	6,029,663	75,833	165,206	2,078	933,810	11,744	22.23
02	2.400	197,967	82,486	4,400	1,833	27,878	11,616	21.39
12	5.000	282,310	56,462	8,154	1,631	58,080	11,616	22.46
19	1.000	88,647	88,647	7,614	7,614	11,616	11,616	22.87
21	13.270	916,840	69,091	39,595	2,984	156,468	11,791	23.63
23	0.720	63,826	88,647	3,191	4,432	8,364	11,616	22.66
24	4.230	264,952	62,636	15,155	3,583	51,459	12,165	22.61
31	6.460	515,711	79,831	30,471	4,717	75,039	11,616	21.91
34	1.300	105,085	80,835	2,335	1,796	15,101	11,616	22.87
45	1.000	64,684	64,684	3,234	3,234	11,616	11,616	29.86
51	2.170	138,589	63,866	3,740	1,724	25,207	11,616	22.17
52	0.970	81,121	83,630	1,803	1,859	11,268	11,616	22.24
55	5.198	453,594	87,263	8,163	1,570	61,449	11,822	22.44
58				39,935				
65	0.299	26,595	88,946	1,972	6,595	11,616	38,849	23.26
74	0.400	33,275	83,188	739	1,848	4,646	11,616	22.11
97	1.000	164,783	164,783			11,616	11,616	23.24
K-12 Program 02 Instructional	2.400	197,967	82,486	4,400	1,833	27,878	11,616	21.39

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	12.550	831,307	66,240	39,595	3,155	148,104	11,801	23.77
Program 21 Administrative	0.720	85,533	118,796			8,364	11,616	22.29
K-12 Program 21 Instructional	12.408	819,410	66,039	39,175	3,157	146,455	11,803	23.80
Program 31 Instructional	5.460	394,838	72,315	30,471	5,581	63,423	11,616	22.60
Program 31 Administrative	1.000	120,873	120,873			11,616	11,616	19.76
Program 34 Instructional	1.300	105,085	80,835	2,335	1,796	15,101	11,616	22.87
K-3 BEA Instructional	27.398	1,885,460	68,817	41,623	1,519	328,454	11,988	22.47
4-6 BEA Instructional	15.913	1,131,924	71,132	26,200	1,646	184,845	11,616	22.46
7-8 BEA Instructional	13.861	1,048,061	75,612	25,987	1,875	161,009	11,616	22.59
9-12 BEA Instructional	26.480	2,043,489	77,171	106,836	4,035	307,592	11,616	22.16
K-12 BEA Instructional	83.652	6,108,934	73,028	200,646	2,399	981,900	11,738	22.38
K-12 BEA Administrative	5.580	661,967	118,632			64,817	11,616	20.66
BEA Instructional	91.672	7,077,893	77,209	205,646	2,243	1,075,061	11,727	22.26
BEA Administrative	114.021	8,142,853	71,415	330,707	2,900	1,347,456	11,818	22.53
BEA Other	9.908	1,190,870	120,193			116,160	11,724	21.59
BEA Active	1.000	93,919	93,919	5,000	5,000	11,616	11,616	24.26
BEA Total	124.929	9,427,642	75,464	335,707	2,687	1,475,232	11,809	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
Certificated Total	124.929	9,427,642	75,464	335,707	2,687	1,475,232	11,809	22.43
Instructional for Funding Purposes	114.021	8,142,853	71,415	330,707	2,900	1,347,456	11,818	22.53
Instructional for Compliance Purposes	114.021	8,142,853	71,415	330,707	2,900	1,347,456	11,818	22.53



**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	27.443	2,280,546	83,101	99,990	3,644	324,203	11,814	21.90
02	0.510	57,066	111,894	1,727	3,386	2,091	4,100	13.09
14	1.390	111,861	80,476			16,146	11,616	21.82
21	3.596	259,392	72,133	4,647	1,292	41,771	11,616	21.02
24	1.094	76,670	70,082			12,708	11,616	36.42
31	2.740	223,533	81,581	7,256	2,648	31,828	11,616	21.17
34	0.380	37,171	97,818	501	1,318	4,414	11,616	21.03
51	0.100	11,700	117,000			1,162	11,616	21.59
52				18,860				
55	1.767	166,518	94,238	1,221	691	20,096	11,373	21.65
58				32,115				
97	0.880	138,600	157,500	14,400	16,364	10,222	11,616	19.04
K-12 Program 02 Instructional	0.330	34,206	103,655					7.65
Program 21 Instructional	3.196	212,592	66,518	4,647	1,454	37,125	11,616	20.92
Program 21 Administrative	0.400	46,800	117,000			4,646	11,616	21.59
K-12 Program 21 Instructional	3.196	212,592	66,518	1,299	406	37,125	11,616	20.92
Program 31 Instructional	2.660	210,933	79,298	7,256	2,728	30,899	11,616	21.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.080	12,600	157,500			929	11,616	19.04
Program 34 Instructional	0.340	30,871	90,797	501	1,474	3,949	11,616	21.46
Program 34 Administrative	0.040	6,300	157,500			465	11,616	19.04
K-3 BEA Instructional	10.828	813,000	75,083			131,203	12,117	21.89
4-6 BEA Instructional	7.045	563,851	80,036			81,835	11,616	22.19
7-8 BEA Instructional	3.680	289,103	78,561			42,747	11,616	21.69
9-12 BEA Instructional	7.400	659,462	89,116	875	118	82,125	11,098	20.71
K-12 BEA Instructional	28.953	2,325,416	80,317	875	30	337,909	11,671	21.59
K-12 BEA Administrative	1.100	139,700	127,000			12,778	11,616	22.14
BEA	31.953	2,736,916	85,654	123,874	3,877	372,757	11,666	21.49
Instructional	35.900	2,834,557	78,957	166,317	4,633	418,176	11,648	21.78
Administrative	4.000	528,500	132,125	14,400	3,600	46,464	11,616	21.05
Active	39.900	3,363,057	84,287	180,717	4,529	464,640	11,645	21.67
Certificated Total	39.900	3,363,057	84,287	180,717	4,529	464,640	11,645	21.67
Instructional for Funding Purposes	35.900	2,834,557	78,957	166,317	4,633	418,176	11,648	21.78
Instructional for Compliance Purposes	35.900	2,834,557	78,957	166,317	4,633	418,176	11,648	21.78

**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	25.251	2,267,073	89,782	139,098	5,509	299,089	11,845	23.16
21	1.968	208,909	106,153	26,246	13,336	22,860	11,616	22.68
51	0.550	51,809	94,198	2,589	4,707	6,389	11,616	22.56
52	0.100	7,310	73,100	3,365	33,650	1,162	11,616	22.81
53	0.106	11,320	106,792	531	5,009	1,231	11,616	22.47
55	0.375	39,665	105,773	2,124	5,664	4,356	11,616	22.47
58				25,010				
65	0.153	16,280	106,405	796	5,203	1,777	11,616	22.47
74				3,726				
97	1.000	155,738	155,738			11,616	11,616	21.22
Program 21 Instructional	1.968	208,909	106,153	26,246	13,336	22,860	11,616	22.68
K-12 Program 21 Instructional	1.968	208,909	106,153			22,860	11,616	22.68
K-3 BEA Instructional	12.619	1,037,409	82,210			152,355	12,073	22.89
4-6 BEA Instructional	6.016	552,538	91,845			69,882	11,616	24.19
7-8 BEA Instructional	5.616	543,800	96,830			65,235	11,616	22.60
K-12 BEA Instructional	24.251	2,133,747	87,986			287,473	11,854	23.14
BEA	26.251	2,422,811	92,294	139,098	5,299	310,705	11,836	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
Instructional	27.397	2,457,720	89,708	202,954	7,408	324,017	11,827	23.06
Administrative	2.106	300,384	142,632	531	252	24,463	11,616	22.31
Active	29.503	2,758,104	93,486	203,485	6,897	348,480	11,812	22.99
Certificated Total	29.503	2,758,104	93,486	203,485	6,897	348,480	11,812	22.99
Instructional for Funding Purposes	27.397	2,457,720	89,708	202,954	7,408	324,017	11,827	23.06
Instructional for Compliance Purposes	27.397	2,457,720	89,708	202,954	7,408	324,017	11,827	23.06

**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	11.746	789,860	67,245			146,942	12,510	21.61
12	0.900	71,631	79,590			10,454	11,616	21.29
21	0.600	53,117	88,528			6,970	11,616	20.63
51	0.080	7,082	88,525	2,750	34,375	929	11,616	20.63
52	0.074	4,516	61,027			1,975	26,685	20.98
55				2,750				
88	0.100	7,959	79,590			1,162	11,616	21.29
97	0.500	61,965	123,930			5,808	11,616	27.19
Program 21 Instructional	0.600	53,117	88,528			6,970	11,616	20.63
K-12 Program 21 Instructional	0.600	53,117	88,528			6,970	11,616	20.63
K-3 BEA Instructional	8.877	577,474	65,053			109,550	12,341	21.10
4-6 BEA Instructional	2.369	150,421	63,496			31,584	13,332	21.83
K-12 BEA Instructional	11.246	727,895	64,725			141,134	12,550	21.24
BEA	12.246	851,825	69,559			152,750	12,473	21.93
Instructional	13.000	872,200	67,092	5,500	423	162,624	12,510	21.20
Administrative	1.000	123,930	123,930			11,616	11,616	27.19
Active	14.000	996,130	71,152	5,500	393	174,240	12,446	21.79

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	14.000	996,130	71,152	5,500	393	174,240	12,446	21.79
Instructional for Funding Purposes	13.000	872,200	67,092	5,500	423	162,624	12,510	21.20
Instructional for Compliance Purposes	13.000	872,200	67,092	5,500	423	162,624	12,510	21.20



**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	14.441	952,425	65,953	23,269	1,611	182,952	12,669	21.79
12	0.285	13,220	46,386			4,646	16,303	21.75
21	0.940	60,381	64,235			10,919	11,616	22.71
31	1.928	111,261	57,708	7,162	3,715	24,394	12,652	22.00
51	0.350	27,330	78,086			4,066	11,616	22.60
52	0.280	15,806	56,450			3,252	11,616	22.74
55	0.180	14,912	82,844			2,091	11,616	22.61
74				1,085				
88	0.477	26,207	54,941			11,616	24,352	19.80
97	1.000	67,181	67,181			11,616	11,616	16.66
Program 21 Instructional	0.840	49,718	59,188			9,757	11,616	22.73
Program 21 Administrative	0.100	10,663	106,630			1,162	11,616	22.62
K-12 Program 21 Instructional	0.840	49,718	59,188			9,757	11,616	22.73
Program 31 Instructional	1.928	111,261	57,708	3,545	1,839	24,394	12,652	22.00
Program 31 Administrative				3,617				
K-3 BEA Instructional	5.040	300,789	59,680	6,375	1,265	59,799	11,865	21.71
4-6 BEA Instructional	2.360	171,763	72,781	4,400	1,864	28,250	11,970	20.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	8.099	498,364	61,534	14,231	1,757	109,190	13,482	22.04
K-12 BEA Instructional	15.499	970,916	62,644	25,006	1,613	197,240	12,726	21.74
K-12 BEA Administrative	0.870	92,770	106,632	3,617	4,157	10,106	11,616	22.62
BEA	17.369	1,130,867	65,108	30,431	1,752	218,962	12,606	21.45
Instructional	17.781	1,107,101	62,263	26,814	1,508	231,158	13,000	21.77
Administrative	2.100	181,622	86,487	4,702	2,239	24,394	11,616	20.05
Active	19.881	1,288,723	64,822	31,516	1,585	255,552	12,854	21.52
Certificated Total	19.881	1,288,723	64,822	31,516	1,585	255,552	12,854	21.52
Instructional for Funding Purposes	17.781	1,107,101	62,263	26,814	1,508	231,158	13,000	21.77
Instructional for Compliance Purposes	17.781	1,107,101	62,263	26,814	1,508	231,158	13,000	21.77

**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	55.894	5,227,630	93,528	355,752	6,365	650,496	11,638	22.04
03				28,373				
14	3.000	208,744	69,581			34,848	11,616	22.19
19				12,000				
21	9.419	866,011	91,943	15,122	1,605	109,411	11,616	21.94
24	2.080	219,788	105,667			24,161	11,616	21.92
31	1.000	98,482	98,482	1,641	1,641	11,616	11,616	22.43
51	1.001	85,982	85,896			11,628	11,616	19.28
52	0.900	63,679	70,754	24,486	27,207	10,454	11,616	22.15
53	0.240	21,573	89,888			3,485	14,520	22.45
55	1.600	137,593	85,996			18,586	11,616	20.01
56	1.000	110,655	110,655	24,590	24,590	11,616	11,616	20.99
58				34,230				
65	0.400	35,955	89,888			5,808	14,520	22.45
74	0.160	14,382	89,888			2,323	14,520	22.45
97	1.000	182,970	182,970			11,616	11,616	20.02
Program 21 Instructional	8.419	732,138	86,963	15,122	1,796	97,795	11,616	21.99
Program 21 Administrative	1.000	133,873	133,873			11,616	11,616	21.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	8.000	706,389	88,299	9,953	1,244	92,928	11,616	21.98
Program 26, 56, and 59 Instructional	1.000	110,655	110,655	24,590	24,590	11,616	11,616	20.99
Program 31 Instructional	1.000	98,482	98,482	1,641	1,641	11,616	11,616	22.43
K-3 BEA Instructional	17.510	1,498,938	85,605	109,753	6,268	203,396	11,616	21.77
4-6 BEA Instructional	10.713	1,044,529	97,501	615	57	124,442	11,616	21.98
7-8 BEA Instructional	7.667	731,618	95,424	33,414	4,358	89,060	11,616	22.38
9-12 BEA Instructional	17.834	1,580,307	88,612	204,439	11,463	208,391	11,685	22.41
K-12 BEA Instructional	53.724	4,855,392	90,377	348,221	6,482	625,289	11,639	22.11
K-12 BEA Administrative	3.000	452,973	150,991			34,848	11,616	21.23
BEA	57.894	5,509,082	95,158	385,766	6,663	673,728	11,637	21.98
Instructional	72.524	6,485,881	89,431	496,194	6,842	845,993	11,665	21.98
Administrative	5.000	769,816	153,963			58,080	11,616	21.01
Other	0.170	17,747	104,394			1,975	11,616	22.48
Active	77.694	7,273,444	93,617	496,194	6,387	906,048	11,662	21.89
Certificated Total	77.694	7,273,444	93,617	496,194	6,387	906,048	11,662	21.89
Instructional for Funding Purposes	71.524	6,375,226	89,134	471,604	6,594	834,377	11,666	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
Instructional for Compliance Purposes	71.524	6,375,226	89,134	471,604	6,594	834,377	11,666	22.01

**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	17.753	1,362,946	76,773	74,231	4,181	212,817	11,988	21.86
02	3.351	280,024	83,564	31,130	9,290	48,218	14,389	20.82
12	1.000	4,291	4,291					7.53
14	0.301	29,184	96,957			4,995	16,594	20.11
21	2.200	143,033	65,015			25,555	11,616	23.02
31	0.400	20,502	51,255			4,646	11,616	21.93
51	0.699	43,684	62,495			8,120	11,616	21.64
55	0.334	23,587	70,620					7.31
58				22,992				
97	0.799	99,552	124,596			9,281	11,616	22.23
K-12 Program 02 Instructional	2.200	164,401	74,728			34,848	15,840	20.01
Program 21 Instructional	2.000	122,331	61,166			23,232	11,616	23.14
Program 21 Administrative	0.200	20,702	103,510			2,323	11,616	22.31
K-12 Program 21 Instructional	2.000	122,331	61,166			23,232	11,616	23.14
Program 31 Instructional	0.400	20,502	51,255			4,646	11,616	21.93
K-3 BEA Instructional	5.942	430,045	72,374			75,899	12,773	21.65
4-6 BEA Instructional	3.874	289,487	74,726			47,509	12,264	21.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.489	200,574	80,584	2,189	879	30,771	12,363	21.46
9-12 BEA Instructional	7.198	538,715	74,842	5,387	748	88,258	12,262	21.62
K-12 BEA Instructional	19.503	1,458,821	74,800	7,576	388	242,438	12,431	21.59
BEA	22.303	1,763,024	79,049	105,361	4,724	274,962	12,328	21.69
Instructional	23.837	1,681,898	70,558	115,425	4,842	278,784	11,695	21.40
Administrative	3.000	324,905	108,302	12,928	4,309	34,848	11,616	22.23
Active	26.837	2,006,803	74,777	128,353	4,783	313,632	11,687	21.53
Certificated Total	26.837	2,006,803	74,777	128,353	4,783	313,632	11,687	21.53
Instructional for Funding Purposes	23.837	1,681,898	70,558	115,425	4,842	278,784	11,695	21.40
Instructional for Compliance Purposes	23.837	1,681,898	70,558	115,425	4,842	278,784	11,695	21.40

**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	8.972	624,190	69,571	6,182	689	114,432	12,754	21.38
21	1.000	74,929	74,929	4,166	4,166	11,616	11,616	35.52
52	0.250	11,564	46,256			2,904	11,616	22.48
97	1.000	132,060	132,060			11,616	11,616	26.85
Program 21 Instructional	1.000	74,929	74,929	4,166	4,166	11,616	11,616	35.52
K-12 Program 21 Instructional	1.000	74,929	74,929			11,616	11,616	35.52
K-3 BEA Instructional	2.500	170,264	68,106			29,040	11,616	21.49
4-6 BEA Instructional	2.250	153,781	68,347			26,136	11,616	22.23
7-8 BEA Instructional	3.000	185,856	61,952			34,848	11,616	21.09
9-12 BEA Instructional	0.222	13,209	59,500			11,616	52,324	20.23
K-12 BEA Instructional	7.972	523,110	65,618			101,640	12,750	21.51
K-12 BEA Administrative	1.000	101,080	101,080			12,792	12,792	20.72
BEA	9.972	756,250	75,837	6,182	620	126,048	12,640	22.16
Instructional	9.222	609,603	66,103	4,166	452	116,160	12,596	23.27
Administrative	2.000	233,140	116,570			24,408	12,204	23.79
Other				6,182				
Active	11.222	842,743	75,097	10,348	922	140,568	12,526	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
Certificated Total	11.222	842,743	75,097	10,348	922	140,568	12,526	23.41
Instructional for Funding Purposes	9.222	609,603	66,103	4,166	452	116,160	12,596	23.27
Instructional for Compliance Purposes	9.222	609,603	66,103	4,166	452	116,160	12,596	23.27

**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	14.902	922,665	61,916	7,700	517	182,755	12,264	23.69
21	2.000	107,166	53,583	5,000	2,500	23,232	11,616	22.52
31	1.000	47,160	47,160			11,616	11,616	22.48
51	1.017	68,112	66,973			11,813	11,616	28.11
55	2.134	159,206	74,604			26,136	12,247	20.30
97	1.000	72,542	72,542			11,616	11,616	20.20
Program 21 Instructional	2.000	107,166	53,583	5,000	2,500	23,232	11,616	22.52
K-12 Program 21 Instructional	2.000	107,166	53,583	5,000	2,500	23,232	11,616	22.52
Program 31 Instructional	1.000	47,160	47,160			11,616	11,616	22.48
K-3 BEA Instructional	3.940	225,467	57,225			49,972	12,683	25.54
4-6 BEA Instructional	3.000	173,466	57,822			34,848	11,616	25.79
7-8 BEA Instructional	2.535	141,620	55,866			29,447	11,616	21.48
9-12 BEA Instructional	6.027	390,306	64,760	7,700	1,278	75,458	12,520	22.56
K-12 BEA Instructional	15.502	930,859	60,048	7,700	497	189,724	12,239	23.69
BEA	16.902	1,042,367	61,671	7,700	456	205,987	12,187	23.38
Instructional	20.653	1,265,343	61,267	12,700	615	250,906	12,149	23.37
Administrative	1.400	111,508	79,649			16,262	11,616	20.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	22.053	1,376,851	62,434	12,700	576	267,168	12,115	23.17
Certificated Total	22.053	1,376,851	62,434	12,700	576	267,168	12,115	23.17
Instructional for Funding Purposes	20.653	1,265,343	61,267	12,700	615	250,906	12,149	23.37
Instructional for Compliance Purposes	20.653	1,265,343	61,267	12,700	615	250,906	12,149	23.37

**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	16.167	1,138,205	70,403	12,250	758	187,715	11,611	21.96
02	1.999	137,242	68,655			34,848	17,433	17.98
12	2.000	161,241	80,621			23,232	11,616	22.31
21	1.500	125,640	83,760			17,745	11,830	22.18
31	0.833	39,113	46,954			9,676	11,616	22.61
51	0.250	20,230	80,920			2,904	11,616	21.59
55	0.750	63,331	84,441			8,712	11,616	22.24
58				10,000				
74	0.500	41,270	82,540			5,781	11,562	22.42
K-12 Program 02 Instructional	1.999	137,242	68,655			34,848	17,433	17.98
Program 21 Instructional	1.500	125,640	83,760			17,745	11,830	22.18
K-12 Program 21 Instructional	1.500	125,640	83,760			17,745	11,830	22.18
Program 31 Instructional	0.833	39,113	46,954			9,676	11,616	22.61
K-3 BEA Instructional	5.263	389,126	73,936			61,390	11,664	21.48
4-6 BEA Instructional	4.535	305,085	67,273			58,173	12,827	22.05
7-8 BEA Instructional	2.139	139,242	65,097			25,021	11,697	21.76
9-12 BEA Instructional	7.062	481,107	68,126	1,250	177	87,656	12,412	21.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	18.999	1,314,560	69,191	1,250	66	232,239	12,224	21.47
BEA	18.999	1,314,560	69,191	12,250	645	232,239	12,224	21.47
Instructional	22.999	1,647,402	71,629	12,250	533	278,997	12,131	21.60
Administrative				10,000				
Other	1.000	78,870	78,870			11,616	11,616	22.70
Active	23.999	1,726,272	71,931	22,250	927	290,613	12,109	21.64
Certificated Total	23.999	1,726,272	71,931	22,250	927	290,613	12,109	21.64
Instructional for Funding Purposes	22.999	1,647,402	71,629	12,250	533	278,997	12,131	21.60
Instructional for Compliance Purposes	22.999	1,647,402	71,629	12,250	533	278,997	12,131	21.60

**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	2.000	145,344	72,672			23,232	11,616	21.98
97	1.000	18,000	18,000			11,616	11,616	6.50
K-3 BEA Instructional	1.273	81,846	64,294			14,787	11,616	22.00
4-6 BEA Instructional	0.727	63,498	87,343			8,445	11,616	21.97
K-12 BEA Instructional	2.000	145,344	72,672			23,232	11,616	21.98
BEA	3.000	163,344	54,448			34,848	11,616	20.28
Instructional	2.000	145,344	72,672			23,232	11,616	21.98
Administrative	1.000	18,000	18,000			11,616	11,616	6.50
Active	3.000	163,344	54,448			34,848	11,616	20.28
Certificated Total	3.000	163,344	54,448			34,848	11,616	20.28
Instructional for Funding Purposes	2.000	145,344	72,672			23,232	11,616	21.98
Instructional for Compliance Purposes	2.000	145,344	72,672			23,232	11,616	21.98

**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	19.920	1,548,109	77,716	63,944	3,210	231,391	11,616	21.98
02	1.000	108,068	108,068	3,602	3,602	11,616	11,616	17.72
12	4.000	390,227	97,557	13,008	3,252	46,464	11,616	21.42
21	2.000	160,834	80,417	6,137	3,069	23,232	11,616	22.22
24	0.670	53,026	79,143	3,526	5,263	7,783	11,616	22.16
31	1.930	177,141	91,783	36,944	19,142	22,419	11,616	20.21
55	0.930	73,495	79,027	2,023	2,175	10,803	11,616	22.20
74	0.050	6,420	128,400			581	11,616	21.71
97	0.500	77,500	155,000			5,808	11,616	20.78
K-12 Program 02 Instructional	1.000	108,068	108,068			11,616	11,616	17.72
Program 21 Instructional	1.500	96,634	64,423	6,137	4,091	17,424	11,616	22.54
Program 21 Administrative	0.500	64,200	128,400			5,808	11,616	21.71
K-12 Program 21 Instructional	1.500	96,634	64,423			17,424	11,616	22.54
Program 31 Instructional	1.830	164,301	89,782	36,944	20,188	21,257	11,616	20.12
Program 31 Administrative	0.100	12,840	128,400			1,162	11,616	21.71
K-3 BEA Instructional	8.890	598,032	67,270			103,266	11,616	22.39
4-6 BEA Instructional	2.190	202,126	92,295			25,439	11,616	21.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	3.060	287,389	93,918			35,545	11,616	21.71
9-12 BEA Instructional	7.860	623,331	79,304			91,302	11,616	20.71
K-12 BEA Instructional	22.000	1,710,878	77,767			255,552	11,616	21.52
K-12 BEA Administrative	0.750	109,600	146,133			8,712	11,616	21.05
BEA	23.350	1,910,818	81,834	104,490	4,475	271,234	11,616	21.47
Instructional	29.100	2,324,260	79,871	113,187	3,890	338,026	11,616	21.58
Administrative	1.900	270,560	142,400			22,070	11,616	21.18
Other				15,997				
Active	31.000	2,594,820	83,704	129,184	4,167	360,096	11,616	21.54
Certificated Total	31.000	2,594,820	83,704	129,184	4,167	360,096	11,616	21.54
Instructional for Funding Purposes	29.100	2,324,260	79,871	113,187	3,890	338,026	11,616	21.58
Instructional for Compliance Purposes	29.100	2,324,260	79,871	113,187	3,890	338,026	11,616	21.58



**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	33.251	2,514,034	75,608	61,038	1,836	391,448	11,773	21.62
13	1.000	82,425	82,425			11,616	11,616	20.97
14	2.000	129,968	64,984			23,232	11,616	20.89
21	2.780	188,927	67,959	6,460	2,324	32,292	11,616	21.07
24	0.800	65,940	82,425			11,616	14,520	22.83
31	2.983	192,705	64,601	31,513	10,564	34,651	11,616	22.23
34	0.968	80,341	82,997			11,244	11,616	22.06
52	0.365	26,513	72,638	3,000	8,219	4,298	11,775	21.68
55	1.000	43,930	43,930			11,616	11,616	23.15
58				10,000				
74	0.200	12,144	60,720			2,323	11,616	21.86
79				6,194				
97	1.000	141,105	141,105			11,616	11,616	19.27
Program 21 Instructional	2.780	188,927	67,959			32,292	11,616	21.07
Program 21 Administrative				6,460				
K-12 Program 21 Instructional	2.780	188,927	67,959			32,292	11,616	21.07
Program 31 Instructional	2.983	192,705	64,601	27,206	9,120	34,651	11,616	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 31 Administrative				4,307				
Program 34 Instructional	0.968	80,341	82,997			11,244	11,616	22.06
K-3 BEA Instructional	11.987	869,646	72,549			140,124	11,690	21.60
4-6 BEA Instructional	4.830	358,138	74,149			56,547	11,707	21.81
7-8 BEA Instructional	7.466	582,404	78,008	500	67	90,303	12,095	21.57
9-12 BEA Instructional	10.756	746,014	69,358	45,089	4,192	125,244	11,644	22.03
K-12 BEA Instructional	35.039	2,556,202	72,953	45,589	1,301	412,217	11,765	21.75
K-12 BEA Administrative	2.000	216,879	108,440	6,107	3,054	23,232	11,616	21.24
BEA	38.202	2,928,185	76,650	92,551	2,423	448,958	11,752	21.55
Instructional	43.184	3,106,049	71,926	80,298	1,859	509,211	11,792	21.69
Administrative	3.000	357,984	119,328	15,567	5,189	34,848	11,616	20.44
Other	0.163	13,999	85,883	22,340	137,055	1,893	11,616	17.12
Active	46.347	3,478,032	75,043	118,205	2,550	545,952	11,780	21.53
Certificated Total	46.347	3,478,032	75,043	118,205	2,550	545,952	11,780	21.53
Instructional for Funding Purposes	43.184	3,106,049	71,926	80,298	1,859	509,211	11,792	21.69
Instructional for Compliance Purposes	43.184	3,106,049	71,926	80,298	1,859	509,211	11,792	21.69

**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	27.238	1,915,022	70,307	114,527	4,205	314,526	11,547	23.60
12	1.000	52,229	52,229	870	870	11,616	11,616	18.26
31	2.473	173,087	69,991	11,249	4,549	28,726	11,616	24.35
34	1.500	106,029	70,686			17,424	11,616	24.24
51	0.330	24,108	73,055			3,833	11,616	23.45
55	1.970	143,802	72,996			22,884	11,616	22.97
58				36,970				
79	0.650	22,850	35,154	4,100	6,308	7,550	11,616	21.30
97	1.000	129,000	129,000			11,616	11,616	25.76
Program 31 Instructional	2.473	173,087	69,991	11,249	4,549	28,726	11,616	24.35
Program 34 Instructional	1.500	106,029	70,686			17,424	11,616	24.24
K-3 BEA Instructional	9.095	617,778	67,925	14,117	1,552	105,648	11,616	24.56
4-6 BEA Instructional	5.642	372,119	65,955	3,049	540	57,151	10,130	25.65
7-8 BEA Instructional	4.787	362,837	75,796	4,819	1,007	55,606	11,616	23.25
9-12 BEA Instructional	9.687	651,336	67,238	100,791	10,405	119,041	12,289	22.39
K-12 BEA Instructional	29.211	2,004,070	68,607	122,776	4,203	337,445	11,552	23.73
K-12 BEA Administrative	2.000	190,068	95,034	3,000	1,500	23,232	11,616	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
BEA	32.211	2,323,138	72,123	125,776	3,905	372,293	11,558	23.80
Instructional	33.161	2,247,059	67,762	164,716	4,967	383,328	11,560	23.51
Administrative	3.000	319,068	106,356	3,000	1,000	34,848	11,616	24.29
Active	36.161	2,566,127	70,964	167,716	4,638	418,176	11,564	23.60
Certificated Total	36.161	2,566,127	70,964	167,716	4,638	418,176	11,564	23.60
Instructional for Funding Purposes	33.161	2,247,059	67,762	164,716	4,967	383,328	11,560	23.51
Instructional for Compliance Purposes	33.161	2,247,059	67,762	164,716	4,967	383,328	11,560	23.51

**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	117.278	8,764,340	74,731	289,401	2,468	1,429,100	12,186	21.05
02	10.700	799,668	74,735	25,643	2,397	137,119	12,815	20.38
12	2.000	182,240	91,120	3,240	1,620	24,432	12,216	18.91
14	5.200	407,925	78,447	7,252	1,395	62,923	12,101	19.61
21	21.600	1,601,952	74,164	36,416	1,686	264,346	12,238	22.13
24	1.000	46,846	46,846	833	833	12,216	12,216	21.52
31	5.650	453,715	80,304	46,078	8,155	69,170	12,243	18.82
51	2.100	192,525	91,679	5,040	2,400	25,714	12,245	21.25
52				2,000				
55	6.500	501,189	77,106	15,675	2,412	79,464	12,225	21.21
58				114,100				
74				8,300				
88	0.100	13,200	132,000			1,282	12,816	22.23
97	2.000	325,000	162,500	1,200	600	24,432	12,216	20.72
K-12 Program 02 Instructional	9.700	680,720	70,177	2,253	232	124,303	12,815	20.04
Program 21 Instructional	20.800	1,496,352	71,940	35,216	1,693	254,093	12,216	22.12
Program 21 Administrative	0.800	105,600	132,000	1,200	1,500	10,253	12,816	22.23
K-12 Program 21 Instructional	17.940	1,266,126	70,576			219,155	12,216	22.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	5.400	426,199	78,926	46,078	8,533	65,966	12,216	18.46
Program 31 Administrative	0.250	27,516	110,064			3,204	12,816	26.78
K-3 BEA Instructional	44.269	3,172,928	71,674	20,579	465	534,853	12,082	21.35
4-6 BEA Instructional	27.652	1,943,147	70,271	1,056	38	339,587	12,281	21.51
7-8 BEA Instructional	18.257	1,231,829	67,472	9,537	522	227,759	12,475	20.65
9-12 BEA Instructional	34.550	2,688,046	77,802	42,736	1,237	419,933	12,154	19.53
K-12 BEA Instructional	124.728	9,035,950	72,445	73,908	593	1,522,132	12,204	20.71
K-12 BEA Administrative	8.900	981,773	110,312			113,258	12,726	22.55
BEA	135.628	10,342,723	76,258	362,322	2,671	1,659,822	12,238	20.88
Instructional	162.128	11,839,542	73,026	510,344	3,148	1,978,410	12,203	20.84
Administrative	12.000	1,449,058	120,755	44,834	3,736	151,788	12,649	22.11
Active	174.128	13,288,600	76,315	555,178	3,188	2,130,198	12,234	20.97
Certificated Total	174.128	13,288,600	76,315	555,178	3,188	2,130,198	12,234	20.97
Instructional for Funding Purposes	162.128	11,839,542	73,026	510,344	3,148	1,978,410	12,203	20.84
Instructional for Compliance Purposes	162.128	11,839,542	73,026	510,344	3,148	1,978,410	12,203	20.84



**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	76.413	6,641,972	86,922	1,398,108	18,297	894,041	11,700	21.49
12	2.125	194,014	91,301			24,684	11,616	21.33
13	1.600	130,220	81,388			18,586	11,616	21.19
21	14.322	1,259,381	87,933	76,137	5,316	174,135	12,159	21.60
34	1.231	117,668	95,587	22,856	18,567	14,299	11,616	21.56
51	0.523	37,893	72,453	1,500	2,868	10,106	19,323	22.41
52	0.060	4,356	72,600			1,162	19,360	22.41
55	1.000	100,572	100,572	1,500	1,500	11,616	11,616	22.13
58				119,805				
64				4,500				
65	0.100	14,600	146,000	1,500	15,000	1,162	11,616	21.26
74	0.100	14,600	146,000			1,162	11,616	21.26
88	1.000	83,290	83,290			11,616	11,616	22.17
97	1.000	181,356	181,356	14,564	14,564	11,616	11,616	19.49
Program 21 Instructional	13.622	1,157,181	84,949	76,137	5,589	166,004	12,186	21.62
Program 21 Administrative	0.700	102,200	146,000			8,131	11,616	21.26
K-12 Program 21 Instructional	12.622	1,073,892	85,081			154,388	12,232	21.58
Program 34 Instructional	1.231	117,668	95,587	22,856	18,567	14,299	11,616	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
K-3 BEA Instructional	37.905	3,109,917	82,045	42,890	1,132	448,939	11,844	21.55
4-6 BEA Instructional	23.389	1,982,992	84,783			271,687	11,616	21.62
7-8 BEA Instructional	12.150	1,041,504	85,720	26,589	2,188	141,251	11,626	21.67
K-12 BEA Instructional	73.444	6,134,413	83,525	69,479	946	861,876	11,735	21.59
K-12 BEA Administrative	2.000	297,390	148,695			23,232	11,616	20.51
BEA	78.644	6,940,996	88,258	1,435,528	18,253	919,956	11,698	21.44
Instructional	93.274	7,827,339	83,918	1,457,849	15,630	1,104,488	11,841	21.60
Administrative	6.000	929,962	154,994	46,460	7,743	69,696	11,616	20.34
Active	99.274	8,757,301	88,213	1,504,309	15,153	1,174,184	11,828	21.48
K-12 BEA Contracted	0.200	22,621	113,105					
On Leave				136,161				
Certificated Total	99.474	8,779,922	88,263	1,640,470	16,491	1,174,184	11,804	21.48
Instructional for Funding Purposes	93.474	7,849,960	83,980	1,457,849	15,596	1,104,488	11,816	21.60
Instructional for Compliance Purposes	93.274	7,827,339	83,918	1,457,849	15,630	1,104,488	11,841	21.60

**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	127,065	59,655			21,216	9,961	21.90
51	0.200	15,211	76,055			2,400	12,000	22.08
97	0.670	21,846	32,606					22.41
K-3 BEA Instructional	1.250	74,475	59,580			14,616	11,693	21.73
4-6 BEA Instructional	0.550	41,830	76,055			6,600	12,000	22.08
K-12 BEA Instructional	1.800	116,305	64,614			21,216	11,787	21.86
BEA	2.800	148,911	53,183			21,216	7,577	21.98
Instructional	2.000	131,516	65,758			23,616	11,808	21.88
Administrative	1.000	32,606	32,606					22.41
Active	3.000	164,122	54,707			23,616	7,872	21.99
Certificated Total	3.000	164,122	54,707			23,616	7,872	21.99
Instructional for Funding Purposes	2.000	131,516	65,758			23,616	11,808	21.88
Instructional for Compliance Purposes	2.000	131,516	65,758			23,616	11,808	21.88

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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	170.736	14,677,390	85,965	273,993	1,605	2,118,610	12,409	22.27
02	9.504	802,127	84,399	11,218	1,180	119,473	12,571	21.27
13	12.784	1,047,337	81,926			159,456	12,473	21.49
14	2.000	168,015	84,008			24,552	12,276	22.19
21	48.900	4,119,309	84,239	107,234	2,193	619,527	12,669	21.32
23	1.000	63,992	63,992			12,276	12,276	22.35
31	9.618	842,401	87,586	12,526	1,302	119,270	12,401	21.01
34	2.000	191,518	95,759			24,552	12,276	20.67
51	6.000	545,845	90,974			73,656	12,276	21.93
52	1.800	141,278	78,488			24,420	13,567	24.88
55	9.752	953,598	97,785	6,000	615	120,256	12,331	21.45
58				244,004				
65	1.499	129,005	86,061			18,402	12,276	21.76
74	1.000	98,216	98,216			12,276	12,276	22.11
88	0.200	30,840	154,200			2,563	12,816	19.80
97	2.800	455,210	162,575	26,400	9,429	34,685	12,387	21.33
K-12 Program 02 Instructional	8.504	668,077	78,560	10,018	1,178	106,657	12,542	21.81
Program 21 Instructional	47.900	3,981,202	83,115	101,234	2,113	606,711	12,666	21.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	138,107	138,107	6,000	6,000	12,816	12,816	21.98
K-12 Program 21 Instructional	45.900	3,804,318	82,883	101,234	2,206	582,159	12,683	21.35
Program 31 Instructional	9.118	776,911	85,206	12,526	1,374	112,862	12,378	21.11
Program 31 Administrative	0.500	65,490	130,980			6,408	12,816	19.72
Program 34 Instructional	2.000	191,518	95,759			24,552	12,276	20.67
K-3 BEA Instructional	69.880	5,697,235	81,529	90,335	1,293	872,530	12,486	22.99
4-6 BEA Instructional	36.198	2,851,290	78,769			447,952	12,375	22.08
7-8 BEA Instructional	25.737	2,192,104	85,173	56,102	2,180	316,205	12,286	22.23
9-12 BEA Instructional	46.043	4,001,014	86,897	132,200	2,871	565,794	12,288	21.53
K-12 BEA Instructional	177.858	14,741,643	82,884	278,637	1,567	2,202,480	12,383	22.28
K-12 BEA Administrative	12.000	1,518,802	126,567	2,400	200	153,792	12,816	21.11
BEA	194.658	16,968,646	87,172	324,137	1,665	2,416,589	12,415	22.11
Instructional	260.593	21,732,024	83,395	626,275	2,403	3,241,668	12,440	22.03
Administrative	19.000	2,534,057	133,371	55,100	2,900	242,304	12,753	21.02
Active	279.593	24,266,081	86,791	681,375	2,437	3,483,972	12,461	21.93
Certificated Total	279.593	24,266,081	86,791	681,375	2,437	3,483,972	12,461	21.93
Instructional for Funding Purposes	260.593	21,732,024	83,395	626,275	2,403	3,241,668	12,440	22.03

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 Compliance Purposes	260.593	21,732,024	83,395	626,275	2,403	3,241,668	12,440	22.03

**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	172.272	13,541,537	78,606	2,266,733	13,158	2,265,281	13,149	21.83
12	1.000	150,887	150,887	2,400	2,400	11,616	11,616	22.85
14	6.000	368,676	61,446	61,444	10,241	79,296	13,216	21.59
21	25.490	1,910,009	74,932	312,945	12,277	338,985	13,299	21.84
24	0.260	30,310	116,577	2,026	7,792	3,212	12,354	21.47
31	8.618	689,717	80,032	146,165	16,960	113,547	13,176	21.06
34	1.265	81,851	64,704	13,114	10,367	16,667	13,176	22.74
51	2.300	197,095	85,693	41,347	17,977	30,397	13,216	22.30
55	7.364	557,063	75,647	105,581	14,337	98,612	13,391	21.89
64				13,497				
65	1.048	103,712	98,962	10,459	9,980	13,370	12,758	20.89
74	0.333	29,426	88,366	4,904	14,727	4,401	13,216	19.75
76	1.700	124,710	73,359	20,784	12,226	28,275	16,632	22.86
79				7,500				
97	1.000	232,684	232,684	3,480	3,480	11,616	11,616	18.40
Program 21 Instructional	24.630	1,780,246	72,280	310,881	12,622	328,995	13,357	21.85
Program 21 Administrative	0.860	129,763	150,887	2,064	2,400	9,990	11,616	21.71
K-12 Program 21 Instructional	22.630	1,640,586	72,496			302,563	13,370	21.94

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	8.400	658,975	78,449	145,641	17,338	111,014	13,216	21.03
Program 31 Administrative	0.218	30,742	141,018	524	2,404	2,532	11,616	22.02
Program 34 Instructional	1.233	77,371	62,750	13,038	10,574	16,295	13,216	22.77
Program 34 Administrative	0.032	4,480	140,000	76	2,375	372	11,616	22.02
K-3 BEA Instructional	59.232	4,221,054	71,263			788,198	13,307	22.00
4-6 BEA Instructional	38.753	2,805,714	72,400			514,755	13,283	22.00
7-8 BEA Instructional	25.430	1,886,692	74,192			338,960	13,329	21.32
9-12 BEA Instructional	44.040	3,250,190	73,801			582,826	13,234	21.52
K-12 BEA Instructional	167.455	12,163,650	72,638			2,224,740	13,286	21.76
BEA Instructional	183.155	14,545,789	79,418	2,429,492	13,265	2,407,111	13,142	21.74
BEA Administrative	209.150	15,180,271	72,581	2,953,662	14,122	2,780,555	13,295	21.77
BEA Other	18.500	2,730,138	147,575	58,717	3,174	223,104	12,060	21.74
BEA Active	1.000	107,268	107,268			11,616	11,616	22.64
Certificated Total	228.650	18,017,677	78,800	3,012,379	13,175	3,015,275	13,187	21.77
Instructional for Funding Purposes	209.150	15,180,271	72,581	2,953,662	14,122	2,780,555	13,295	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
Instructional for Compliance Purposes	209.150	15,180,271	72,581	2,953,662	14,122	2,780,555	13,295	21.77



**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	278.383	22,783,373	81,842	3,859,619	13,864	3,270,926	11,750	23.28
02	9.660	730,450	75,616	32,550	3,370	112,211	11,616	22.80
11	12.518	1,336,254	106,747	11,570	924	159,929	12,776	22.01
12	27.825	1,668,531	59,965	54,024	1,942	325,806	11,709	24.79
13				1,450,160				
19	0.250	38,304	153,216			2,904	11,616	21.41
21	50.113	3,811,600	76,060	250,609	5,001	618,111	12,334	23.36
31	19.003	1,552,196	81,682	208,465	10,970	220,739	11,616	23.56
34	6.447	489,595	75,942	72,484	11,243	74,888	11,616	23.57
51	7.800	665,291	85,294	22,254	2,853	93,509	11,988	23.49
52	0.802	66,286	82,651	9,711	12,108	9,316	11,616	24.26
53	3.300	255,086	77,299	8,106	2,456	38,333	11,616	22.49
55	22.102	1,765,103	79,862	90,884	4,112	272,244	12,318	23.23
56	0.850	78,340	92,165	2,612	3,073	9,874	11,616	20.27
57	0.150	13,825	92,167	460	3,067	1,742	11,616	20.27
58				367,328				
65	8.052	641,433	79,661	20,388	2,532	93,532	11,616	23.71
74	1.000	60,696	60,696	5,396	5,396	11,616	11,616	23.65
88	1.383	109,468	79,153	12,582	9,098	16,065	11,616	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
89				2,477				
97	1.000	216,224	216,224	60,763	60,763	11,616	11,616	15.16
K-12 Program 02 Instructional	9.160	649,815	70,941	21,684	2,367	106,403	11,616	22.97
Program 21 Instructional	48.810	3,634,091	74,454	230,558	4,724	602,975	12,354	23.43
Program 21 Administrative	1.303	177,509	136,231	10,283	7,892	15,136	11,616	21.74
K-12 Program 21 Instructional	44.898	3,336,838	74,320	114,346	2,547	557,533	12,418	23.40
Program 26, 56, and 59 Instructional	0.850	78,340	92,165	2,612	3,073	9,874	11,616	20.27
Program 31 Instructional	18.403	1,461,488	79,416	190,305	10,341	213,769	11,616	23.72
Program 31 Administrative	0.600	90,708	151,180	11,868	19,780	6,970	11,616	20.86
Program 34 Instructional	6.047	429,123	70,965	63,053	10,427	70,242	11,616	23.93
Program 34 Administrative	0.400	60,472	151,180	5,236	13,090	4,646	11,616	20.86
K-3 BEA Instructional	93.878	7,053,742	75,137	534,959	5,698	1,119,295	11,923	23.97
4-6 BEA Instructional	59.869	4,536,927	75,781	318,298	5,317	700,236	11,696	23.63
7-8 BEA Instructional	43.683	3,470,093	79,438	250,873	5,743	511,046	11,699	23.08
9-12 BEA Instructional	92.020	7,394,732	80,360	521,172	5,664	1,068,904	11,616	23.28
K-12 BEA Instructional	289.450	22,455,494	77,580	1,625,302	5,615	3,399,480	11,745	23.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	314.493	25,771,838	81,947	4,233,881	13,463	3,690,380	11,734	23.19
Instructional	391.397	30,280,976	77,366	5,661,844	14,466	4,643,914	11,865	23.49
Administrative	29.462	4,316,198	146,501	424,127	14,396	350,943	11,912	21.03
Other	29.179	1,629,582	55,848			341,534	11,705	24.74
Active	450.038	36,226,756	80,497	6,085,971	13,523	5,336,390	11,858	23.24
On Leave	0.600	55,299	92,165	456,471	760,785	6,970	11,616	19.37
Certificated Total	450.638	36,282,055	80,513	6,542,442	14,518	5,343,360	11,857	23.23
Instructional for Funding Purposes	390.547	30,202,636	77,334	5,659,232	14,491	4,634,041	11,866	23.50
Instructional for Compliance Purposes	390.547	30,202,636	77,334	5,659,232	14,491	4,634,041	11,866	23.50

**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	10.711	718,270	67,059	6,954	649	110,352	10,303	20.32
21	0.500	44,656	89,312			5,808	11,616	20.81
24	0.500	44,656	89,312			5,808	11,616	20.81
97	1.500	172,889	115,259			17,424	11,616	17.60
Program 21 Instructional	0.500	44,656	89,312			5,808	11,616	20.81
K-12 Program 21 Instructional	0.500	44,656	89,312			5,808	11,616	20.81
K-3 BEA Instructional	1.500	110,679	73,786	1,000	667	17,424	11,616	20.99
4-6 BEA Instructional	3.500	210,963	60,275	1,000	286	40,656	11,616	24.10
7-8 BEA Instructional	1.000	49,428	49,428					19.93
9-12 BEA Instructional	4.211	286,784	68,104	1,000	237	46,464	11,034	20.10
K-12 BEA Instructional	10.211	657,854	64,426	3,000	294	104,544	10,238	21.38
K-12 BEA Administrative	0.500	60,416	120,832			5,808	11,616	8.06
BEA	12.211	891,159	72,980	6,954	569	127,776	10,464	19.86
Instructional	11.211	747,166	66,646	6,954	620	116,160	10,361	21.32
Administrative	1.000	120,832	120,832			11,616	11,616	8.06
Active	12.211	867,998	71,083	6,954	569	127,776	10,464	19.56
On Leave	1.000	112,473	112,473			11,616	11,616	23.82

Salary and Benefits by Program for 2021-2022

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	13.211	980,471	74,216	6,954	526	139,392	10,551	19.95
Instructional for Funding Purposes	11.211	747,166	66,646	6,954	620	116,160	10,361	21.32
Instructional for Compliance Purposes	11.211	747,166	66,646	6,954	620	116,160	10,361	21.32

**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	89.916	7,534,590	83,796	642,507	7,146	1,089,685	12,119	22.13
02	0.800	72,494	90,618	30,477	38,096	15,309	19,137	13.69
12	1.000	51,792	51,792	6,961	6,961	11,758	11,758	21.59
13	0.600	41,046	68,410	43,918	73,197	7,055	11,758	22.54
21	13.819	1,016,779	73,578	65,462	4,737	175,576	12,705	21.74
31	7.350	582,994	79,319	67,373	9,166	86,457	11,763	21.16
34	1.380	135,975	98,533	9,104	6,597	16,245	11,772	21.54
51	1.100	102,921	93,565	1,459	1,326	12,958	11,780	22.25
52	0.461	47,824	103,740			5,531	11,998	22.91
55	2.599	215,654	82,976	37,892	14,579	30,583	11,767	23.92
58				17,115				
65	0.030	4,685	156,167	234	7,800	360	11,998	20.34
74	0.500	32,950	65,900	1,995	3,990	5,879	11,758	23.11
88	1.251	70,850	56,635			14,709	11,758	22.69
97	1.000	175,000	175,000	14,488	14,488	20,748	20,748	20.52
K-12 Program 02 Instructional	0.700	60,592	86,560	30,477	43,539	14,110	20,157	11.96
Program 21 Instructional	13.249	927,770	70,026	56,941	4,298	168,738	12,736	21.88
Program 21 Administrative	0.570	89,009	156,156	4,080	7,158	6,839	11,998	20.34



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-12 Program 21 Instructional	11.889	847,316	71,269	33,553	2,822	152,747	12,848	21.81
Program 31 Instructional	7.200	561,570	77,996	44,159	6,133	84,658	11,758	21.13
Program 31 Administrative	0.150	21,424	142,827	21,000	140,000	1,800	11,998	22.05
Program 34 Instructional	1.300	125,692	96,686	8,718	6,706	15,285	11,758	21.20
Program 34 Administrative	0.080	10,283	128,538	386	4,825	960	11,998	27.37
K-3 BEA Instructional	34.724	2,639,498	76,014	57,404	1,653	425,018	12,240	21.66
4-6 BEA Instructional	11.417	977,980	85,660	18,228	1,597	134,241	11,758	22.21
7-8 BEA Instructional	19.145	1,637,985	85,557	125,602	6,561	243,170	12,702	22.45
9-12 BEA Instructional	25.360	1,977,072	77,960	133,271	5,255	299,829	11,823	21.26
K-12 BEA Instructional	90.646	7,232,535	79,789	334,505	3,690	1,102,258	12,160	21.79
K-12 BEA Administrative	3.000	370,035	123,345	10,364	3,455	35,994	11,998	22.44
BEA	100.446	8,501,053	84,633	763,949	7,606	1,228,445	12,230	21.94
Instructional	111.206	8,692,110	78,162	795,326	7,152	1,357,069	12,203	21.88
Administrative	10.000	1,334,408	133,441	114,227	11,423	128,730	12,873	22.78
Other	0.600	59,036	98,393			7,055	11,758	19.98
Active	121.806	10,085,554	82,800	909,553	7,467	1,492,854	12,256	21.98
On Leave				29,432				

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	121.806	10,085,554	82,800	938,985	7,709	1,492,854	12,256	21.98
Instructional for Funding Purposes	111.206	8,692,110	78,162	795,326	7,152	1,357,069	12,203	21.88
Instructional for Compliance Purposes	111.206	8,692,110	78,162	795,326	7,152	1,357,069	12,203	21.88

**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	986.049	106,103,082	107,604	870,300	883	12,262,315	12,436	22.42
02	40.000	4,197,923	104,948	32,757	819	531,418	13,285	22.16
12	32.046	3,002,314	93,688	24,947	778	399,938	12,480	22.71
13	5.995	543,291	90,624			80,760	13,471	20.09
21	212.171	22,050,420	103,928	210,445	992	2,747,830	12,951	22.46
24	12.500	1,306,345	104,508			153,616	12,289	21.89
31	45.740	4,684,665	102,419	20,660	452	583,719	12,762	21.74
34	5.040	579,445	114,969			61,569	12,216	21.57
51	15.400	1,650,178	107,154			205,449	13,341	22.93
52	1.960	221,620	113,071			23,943	12,216	21.69
55	34.149	3,565,004	104,396	4,048	119	444,927	13,029	23.09
58	1.900	224,152	117,975			23,210	12,216	21.88
65	30.104	3,220,035	106,964	7,926	263	382,802	12,716	23.19
74	3.400	370,411	108,944	1,482	436	41,294	12,145	21.79
79	4.500	489,885	108,863	3,051,474	678,105	43,356	9,635	21.23
88	2.300	211,372	91,901			28,097	12,216	22.16
97	1.977	465,784	235,601	95,692	48,403	23,232	11,751	22.61
CP	19.679	2,139,000	108,695	7,989	406	246,324	12,517	22.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	38.000	3,889,295	102,350			508,186	13,373	22.20
Program 21 Instructional	203.552	20,726,512	101,824	153,762	755	2,636,316	12,952	22.29
Program 21 Administrative	8.619	1,323,908	153,603	56,683	6,577	111,514	12,938	25.68
K-12 Program 21 Instructional	195.852	20,023,161	102,236	47,478	242	2,539,810	12,968	22.29
Program 31 Instructional	45.740	4,684,665	102,419	20,660	452	583,719	12,762	21.74
Program 34 Instructional	5.040	579,445	114,969			61,569	12,216	21.57
K-3 BEA Instructional	380.976	38,814,750	101,882	84,632	222	4,736,721	12,433	22.89
4-6 BEA Instructional	208.364	21,877,694	104,997			2,608,729	12,520	22.48
7-8 BEA Instructional	138.282	14,520,321	105,005	6,965	50	1,753,168	12,678	22.26
9-12 BEA Instructional	288.278	30,770,456	106,739	1,933	7	3,620,892	12,560	21.74
K-12 BEA Instructional	1,015.900	105,983,221	104,324	93,530	92	12,719,510	12,520	22.37
K-12 BEA Administrative	3.000	458,907	152,969	230	77	34,848	11,616	21.67
BEA Instructional	1,078.806	116,030,899	107,555	1,019,409	945	13,462,253	12,479	22.38
BEA Administrative	75.468	11,987,023	158,836	656,011	8,693	906,048	12,006	22.95
Other	2.000	221,452	110,726			29,318	14,659	19.26
Active	1,453.910	154,905,832	106,544	4,327,720	2,977	18,283,200	12,575	22.42

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	119,094	119,094			600	600	21.09
Certificated Total	1,454.910	155,024,926	106,553	4,327,720	2,975	18,283,800	12,567	22.41
Instructional for Funding Purposes	1,376.442	142,697,357	103,671	3,671,709	2,668	17,347,834	12,603	22.38
Instructional for Compliance Purposes	1,376.442	142,697,357	103,671	3,671,709	2,668	17,347,834	12,603	22.38



**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	168.842	14,238,331	84,329	351,385	2,081	2,004,675	11,873	22.12
02	4.000	369,251	92,313	6,892	1,723	47,664	11,916	21.40
14	4.500	393,568	87,460	1,848	411	61,680	13,707	20.35
21	21.731	1,662,233	76,491	98,098	4,514	267,471	12,308	21.82
24	6.000	365,609	60,935	18,281	3,047	69,696	11,616	22.53
31	10.435	804,196	77,067	110,507	10,590	124,434	11,925	22.54
34	1.465	120,131	82,001	11,302	7,715	21,726	14,830	23.51
51	3.070	268,542	87,473	5,748	1,872	35,745	11,643	22.48
55	1.000	90,960	90,960	2,021	2,021	11,616	11,616	20.99
65	2.601	190,721	73,326	4,238	1,629	30,213	11,616	21.72
74	0.802	54,683	68,183	1,217	1,517	11,616	14,484	22.79
97	1.500	241,348	160,899			18,024	12,016	20.46
K-12 Program 02 Instructional	3.000	242,693	80,898			34,848	11,616	20.85
Program 21 Instructional	20.801	1,530,507	73,579	98,098	4,716	255,552	12,286	21.79
Program 21 Administrative	0.930	131,726	141,641			11,919	12,816	22.21
K-12 Program 21 Instructional	17.873	1,313,062	73,466			218,427	12,221	21.74
Program 31 Instructional	9.632	716,585	74,396	110,507	11,473	114,335	11,870	22.61

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 31 Administrative	0.803	87,611	109,105			10,099	12,576	21.95
Program 34 Instructional	1.400	113,027	80,734	11,302	8,073	20,909	14,935	23.61
Program 34 Administrative	0.065	7,104	109,292			817	12,576	21.95
K-3 BEA Instructional	58.822	4,654,386	79,127	3,087	52	698,505	11,875	22.80
4-6 BEA Instructional	34.196	2,611,055	76,356	133	4	398,487	11,653	22.16
7-8 BEA Instructional	28.703	2,262,077	78,810	1,971	69	343,601	11,971	22.12
9-12 BEA Instructional	48.734	4,170,512	85,577	29,917	614	575,270	11,804	21.55
K-12 BEA Instructional	170.455	13,698,030	80,362	35,108	206	2,015,863	11,826	22.17
K-12 BEA Administrative	1.000	128,056	128,056			12,816	12,816	21.14
BEA	186.242	15,773,257	84,692	480,086	2,578	2,216,523	11,901	22.12
Instructional	206.159	16,272,298	78,931	611,537	2,966	2,452,636	11,897	22.13
Administrative	18.987	2,424,831	127,710			241,671	12,728	21.54
Other	0.800	102,444	128,055			10,253	12,816	21.86
Active	225.946	18,799,573	83,204	611,537	2,707	2,704,560	11,970	22.05
Certificated Total	225.946	18,799,573	83,204	611,537	2,707	2,704,560	11,970	22.05
Instructional for Funding Purposes	206.159	16,272,298	78,931	611,537	2,966	2,452,636	11,897	22.13



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	206.159	16,272,298	78,931	611,537	2,966	2,452,636	11,897	22.13

**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	70.905	6,401,243	90,279	282,107	3,979	847,271	11,949	21.99
02	0.945	90,883	96,172	1,045	1,106	13,300	14,074	20.80
03	1.500	156,988	104,659	1,748	1,165	17,424	11,616	21.16
12	1.405	147,924	105,284			15,554	11,070	23.44
21	14.420	1,341,635	93,040	725	50	167,503	11,616	21.65
23	0.600	52,198	86,997			6,970	11,616	21.95
24	0.180	11,898	66,100			2,091	11,616	22.94
31	9.320	786,610	84,400	74,130	7,954	114,383	12,273	21.10
34	3.700	285,925	77,277	12,090	3,268	43,572	11,776	21.29
51	0.318	29,668	93,296			11,616	36,528	22.09
52				35,837				
55	2.301	221,658	96,331	2,589	1,125	30,550	13,277	20.86
65	0.578	60,108	103,993	382	661	6,714	11,616	21.27
74	0.315	26,827	85,165	294	933	4,066	12,907	22.79
88	0.720	47,593	66,101			8,364	11,616	22.94
97	2.000	293,012	146,506			23,232	11,616	22.19
K-12 Program 02 Instructional	0.834	77,664	93,122	1,045	1,253	12,011	14,402	20.84
Program 21 Instructional	13.500	1,223,864	90,657	725	54	156,816	11,616	21.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.920	117,771	128,012			10,687	11,616	22.80
K-12 Program 21 Instructional	11.800	1,079,861	91,514	725	61	137,069	11,616	21.41
Program 31 Instructional	8.294	657,776	79,307	74,130	8,938	102,465	12,354	20.91
Program 31 Administrative	1.026	128,834	125,569			11,918	11,616	22.23
Program 34 Instructional	3.534	265,230	75,051	12,090	3,421	41,643	11,784	21.20
Program 34 Administrative	0.166	20,695	124,669			1,928	11,616	22.46
K-3 BEA Instructional	26.382	2,156,582	81,744	82,554	3,129	308,358	11,688	22.26
4-6 BEA Instructional	9.639	805,607	83,578			112,722	11,694	22.49
7-8 BEA Instructional	15.722	1,401,895	89,168	52,809	3,359	192,826	12,265	22.07
9-12 BEA Instructional	24.303	2,134,258	87,819	231,858	9,540	296,568	12,203	20.78
K-12 BEA Instructional	76.046	6,498,342	85,453	367,221	4,829	910,474	11,973	21.72
K-12 BEA Administrative	7.141	950,898	133,160			85,784	12,013	22.18
BEA	88.370	8,014,661	90,694	371,120	4,200	1,059,182	11,986	21.84
Instructional	94.651	8,164,683	86,261	410,947	4,342	1,137,973	12,023	21.69
Administrative	11.373	1,517,078	133,393			134,943	11,865	22.33
Other	3.183	272,409	85,582			39,692	12,470	23.46
Active	109.207	9,954,170	91,150	410,947	3,763	1,312,608	12,019	21.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	109.207	9,954,170	91,150	410,947	3,763	1,312,608	12,019	21.82
Instructional for Funding Purposes	94.651	8,164,683	86,261	410,947	4,342	1,137,973	12,023	21.69
Instructional for Compliance Purposes	94.651	8,164,683	86,261	410,947	4,342	1,137,973	12,023	21.69

**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	12.673	870,128	68,660	16,733	1,320	155,259	12,251	22.48
21	1.000	77,500	77,500	2,153	2,153	11,616	11,616	22.65
55	0.130	7,196	55,354			1,510	11,616	22.03
88	0.504	23,080	45,794			5,854	11,616	22.93
97	0.500	61,513	123,026			11,616	23,232	22.40
Program 21 Instructional	1.000	77,500	77,500	2,153	2,153	11,616	11,616	22.65
K-12 Program 21 Instructional	1.000	77,500	77,500			11,616	11,616	22.65
K-3 BEA Instructional	2.935	182,444	62,161	1,076	367	37,531	12,787	22.68
4-6 BEA Instructional	1.603	98,849	61,665			23,232	14,493	22.88
7-8 BEA Instructional	4.735	336,101	70,982	1,076	227	55,002	11,616	22.22
9-12 BEA Instructional	2.400	152,432	63,513			27,878	11,616	22.69
K-12 BEA Instructional	11.673	769,826	65,949	2,152	184	143,643	12,306	22.50
K-12 BEA Administrative	1.000	100,302	100,302			11,616	11,616	22.35
BEA	13.173	931,641	70,724	16,733	1,270	166,875	12,668	22.48
Instructional	13.307	877,602	65,950	6,759	508	162,624	12,221	22.52
Administrative	1.500	161,815	107,877			23,232	15,488	22.37
Other				12,127				

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	14.807	1,039,417	70,198	18,886	1,275	185,856	12,552	22.50
Certificated Total	14.807	1,039,417	70,198	18,886	1,275	185,856	12,552	22.50
Instructional for Funding Purposes	13.307	877,602	65,950	6,759	508	162,624	12,221	22.52
Instructional for Compliance Purposes	13.307	877,602	65,950	6,759	508	162,624	12,221	22.52

**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	21.567	1,735,537	80,472	51,453	2,386	250,580	11,619	21.56
12	2.317	153,862	66,406	8,809	3,802	27,100	11,696	22.26
21	1.000	58,763	58,763	8,508	8,508	11,616	11,616	23.09
51	1.000	86,609	86,609	6,500	6,500	11,616	11,616	21.71
55	1.500	131,088	87,392	9,387	6,258	17,424	11,616	23.07
65	0.700	46,570	66,529	6,000	8,571	8,131	11,616	8.49
74				2,000				
97	0.850	106,542	125,344			10,396	12,231	21.85
Program 21 Instructional	1.000	58,763	58,763	2,630	2,630	11,616	11,616	23.09
Program 21 Administrative				5,878				
K-12 Program 21 Instructional	0.950	55,825	58,763			11,035	11,616	23.09
K-3 BEA Instructional	8.190	599,268	73,171	5,701	696	95,135	11,616	21.40
4-6 BEA Instructional	3.636	283,525	77,977			42,236	11,616	21.52
7-8 BEA Instructional	3.174	268,589	84,622			36,869	11,616	22.94
9-12 BEA Instructional	5.050	429,063	84,963			58,661	11,616	20.79
K-12 BEA Instructional	20.050	1,580,445	78,825	5,701	284	232,901	11,616	21.51
BEA	22.417	1,842,079	82,173	51,453	2,295	260,977	11,642	21.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	25.583	2,011,171	78,614	58,010	2,268	297,172	11,616	21.37
Administrative	2.267	249,100	109,881	33,878	14,944	26,856	11,847	21.97
Other	1.084	58,700	54,151	769	709	12,836	11,841	22.79
Active	28.934	2,318,971	80,147	92,657	3,202	336,864	11,642	21.47
Certificated Total	28.934	2,318,971	80,147	92,657	3,202	336,864	11,642	21.47
Instructional for Funding Purposes	25.583	2,011,171	78,614	58,010	2,268	297,172	11,616	21.37
Instructional for Compliance Purposes	25.583	2,011,171	78,614	58,010	2,268	297,172	11,616	21.37



**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	209.409	18,929,175	90,393	1,265,561	6,043	2,442,251	11,663	22.23
12				1,500				
19				31,000				
21	39.150	3,382,141	86,389	185,508	4,738	465,221	11,883	21.88
24	6.000	483,300	80,550	34,777	5,796	69,696	11,616	21.91
31	19.340	1,672,688	86,489	187,728	9,707	231,623	11,976	22.16
34	1.400	135,656	96,897	9,270	6,621	22,070	15,765	22.07
51	1.951	174,183	89,279	5,094	2,611	19,747	10,122	19.97
52				20,025				
55	4.952	467,813	94,470	19,509	3,940	63,307	12,784	22.50
58				204,681				
64	0.150	15,090	100,600			1,742	11,616	21.68
65	2.910	254,162	87,341	11,332	3,894	34,267	11,776	22.03
74	1.000	58,098	58,098	2,582	2,582	11,616	11,616	22.86
88	0.950	143,680	151,242	5,090	5,358	11,035	11,616	21.73
97	2.000	367,003	183,502	43,599	21,800	23,232	11,616	19.59
Program 21 Instructional	37.250	3,103,163	83,306	168,620	4,527	443,150	11,897	22.04
Program 21 Administrative	1.900	278,978	146,831	16,888	8,888	22,070	11,616	20.17

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-12 Program 21 Instructional	29.750	2,503,926	84,166			350,222	11,772	22.06
Program 31 Instructional	18.740	1,587,657	84,720	173,278	9,246	224,653	11,988	22.28
Program 31 Administrative	0.600	85,031	141,718	14,450	24,083	6,970	11,616	20.12
Program 34 Instructional	1.200	107,312	89,427	9,270	7,725	19,747	16,456	22.68
Program 34 Administrative	0.200	28,344	141,720			2,323	11,616	20.12
K-3 BEA Instructional	78.996	6,631,069	83,942			923,884	11,695	22.22
4-6 BEA Instructional	43.153	3,712,274	86,026			500,268	11,593	22.44
7-8 BEA Instructional	33.681	2,951,919	87,643			399,486	11,861	22.22
9-12 BEA Instructional	58.273	5,159,858	88,546	49,700	853	685,611	11,766	22.26
K-12 BEA Instructional	214.103	18,455,120	86,197	49,700	232	2,509,250	11,720	22.28
K-12 BEA Administrative	1.000	108,238	108,238			11,616	11,616	21.90
BEA	232.149	21,104,522	90,909	1,506,158	6,488	2,719,176	11,713	22.17
Instructional	268.066	22,970,515	85,690	1,763,654	6,579	3,149,872	11,750	22.23
Administrative	21.146	3,112,474	147,190	263,602	12,466	245,936	11,630	21.31
Active	289.212	26,082,989	90,186	2,027,256	7,010	3,395,808	11,742	22.12
Certificated Total	289.212	26,082,989	90,186	2,027,256	7,010	3,395,808	11,742	22.12
Instructional for Funding Purposes	268.066	22,970,515	85,690	1,763,654	6,579	3,149,872	11,750	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
Instructional for Compliance Purposes	268.066	22,970,515	85,690	1,763,654	6,579	3,149,872	11,750	22.23

**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	127.288	10,607,013	83,331	991,505	7,789	1,488,834	11,697	22.14
21	17.424	1,326,759	76,145	65,117	3,737	206,079	11,827	21.76
31	9.249	764,289	82,635	89,697	9,698	107,436	11,616	22.68
34	2.313	193,133	83,499	9,630	4,163	26,868	11,616	22.98
51	3.099	272,950	88,077	10,390	3,353	35,998	11,616	22.38
52				8,500				
55	8.711	741,377	85,108	27,915	3,205	101,187	11,616	21.56
58				15,500				
64	0.330	24,860	75,333	650	1,970	4,763	14,432	22.69
65	1.949	149,066	76,483	5,653	2,900	24,034	12,331	22.43
74	0.416	36,318	87,303	1,303	3,132	4,832	11,616	22.46
88	0.871	63,388	72,776	2,403	2,759	10,118	11,616	22.13
97	1.950	316,445	162,279	17,905	9,182	22,651	11,616	19.48
Program 21 Instructional	16.474	1,190,959	72,293	65,117	3,953	195,044	11,840	21.03
Program 21 Administrative	0.950	135,800	142,947			11,035	11,616	32.71
K-12 Program 21 Instructional	15.974	1,158,722	72,538	24,536	1,536	189,236	11,847	21.01
Program 31 Instructional	8.899	718,082	80,692	89,697	10,079	103,371	11,616	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
Program 31 Administrative	0.350	46,207	132,020			4,066	11,616	22.19
Program 34 Instructional	2.163	173,330	80,134	9,630	4,452	25,125	11,616	23.06
Program 34 Administrative	0.150	19,803	132,020			1,742	11,616	22.19
K-3 BEA Instructional	45.377	3,546,794	78,163	57,470	1,267	533,291	11,752	22.39
4-6 BEA Instructional	24.428	1,814,742	74,289	20,919	856	287,438	11,767	22.33
7-8 BEA Instructional	21.057	1,721,548	81,757	38,394	1,823	244,598	11,616	22.05
9-12 BEA Instructional	38.493	3,124,410	81,168	74,533	1,936	447,518	11,626	22.05
K-12 BEA Instructional	129.355	10,207,494	78,911	191,316	1,479	1,512,845	11,695	22.21
K-12 BEA Administrative	5.500	804,864	146,339	5,592	1,017	63,888	11,616	21.90
BEA	140.800	11,880,880	84,381	1,108,737	7,875	1,645,790	11,689	22.12
Instructional	160.350	12,585,933	78,490	727,788	4,539	1,878,888	11,717	22.07
Administrative	12.750	1,839,599	144,282	15,926	1,249	148,104	11,616	22.04
Other	0.500	70,066	140,132	305,651	611,302	5,808	11,616	22.21
Active	173.600	14,495,598	83,500	1,049,365	6,045	2,032,800	11,710	22.07
On Leave				196,803				
Certificated Total	173.600	14,495,598	83,500	1,246,168	7,178	2,032,800	11,710	22.07
Instructional for Funding Purposes	160.350	12,585,933	78,490	727,788	4,539	1,878,888	11,717	22.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	160.350	12,585,933	78,490	727,788	4,539	1,878,888	11,717	22.07



**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	4.000	220,526	55,132	20,312	5,078	46,464	11,616	22.03
21	0.498	25,085	50,371			5,785	11,616	22.17
51	0.502	25,039	49,878	2,000	3,984	5,831	11,616	22.17
55				500				
74				1,000				
Program 21 Instructional	0.498	25,085	50,371			5,785	11,616	22.17
K-12 Program 21 Instructional	0.498	25,085	50,371			5,785	11,616	22.17
K-3 BEA Instructional	3.000	169,713	56,571	7,384	2,461	34,848	11,616	22.12
4-6 BEA Instructional	1.000	50,813	50,813	2,123	2,123	11,616	11,616	21.75
K-12 BEA Instructional	4.000	220,526	55,132	9,507	2,377	46,464	11,616	22.03
BEA	4.000	220,526	55,132	20,312	5,078	46,464	11,616	22.03
Instructional	5.000	270,650	54,130	21,312	4,262	58,080	11,616	22.06
Administrative				2,500				
Active	5.000	270,650	54,130	23,812	4,762	58,080	11,616	22.06
Certificated Total	5.000	270,650	54,130	23,812	4,762	58,080	11,616	22.06
Instructional for Funding Purposes	5.000	270,650	54,130	21,312	4,262	58,080	11,616	22.06



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	5.000	270,650	54,130	21,312	4,262	58,080	11,616	22.06



**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	1,000.851	97,580,514	97,498	17,245,886	17,231	11,839,887	11,830	21.91
02	22.466	2,424,386	107,914	439,849	19,578	257,480	11,461	21.09
13	28.128	2,289,575	81,398	328,630	11,683	295,046	10,489	20.80
14	5.000	323,710	64,742	52,960	10,592	58,080	11,616	22.62
21	186.670	17,583,775	94,197	3,823,812	20,484	2,262,797	12,122	21.95
24	26.035	2,608,047	100,175	55,023	2,113	321,798	12,360	22.33
31	47.510	4,713,614	99,213	984,452	20,721	558,846	11,763	21.51
34	15.389	1,548,496	100,624	293,134	19,048	183,510	11,925	21.44
51	8.795	856,487	97,383	150,023	17,058	108,563	12,344	21.70
52	3.100	314,679	101,509	65,383	21,091	36,010	11,616	20.18
55	21.929	2,206,771	100,633	402,799	18,368	255,517	11,652	22.31
58	1.500	160,962	107,308	35,646	23,764	17,424	11,616	20.21
64	1.567	161,127	102,825	40,120	25,603	18,202	11,616	22.39
65	18.237	1,666,128	91,360	313,866	17,210	212,445	11,649	22.22
69	1.000	81,140	81,140	22,759	22,759	11,616	11,616	21.10
74	0.400	72,566	181,415	999	2,498	4,646	11,616	15.66
79	1.000	109,164	109,164	21,902	21,902	11,616	11,616	22.22
88	0.800	116,572	145,715	4,153	5,191	9,293	11,616	22.42
97	6.050	1,131,983	187,105	31,628	5,228	70,277	11,616	16.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
CP	0.700	115,209	164,584			8,131	11,616	15.36
K-12 Program 02 Instructional	20.466	2,095,293	102,379			234,248	11,446	21.52
Program 21 Instructional	182.670	16,898,333	92,507	3,810,603	20,861	2,216,333	12,133	22.07
Program 21 Administrative	4.000	685,442	171,361	13,209	3,302	46,464	11,616	18.48
K-12 Program 21 Instructional	172.470	15,969,047	92,590	10,951	63	2,087,395	12,103	22.04
Program 31 Instructional	46.659	4,568,070	97,903	983,196	21,072	548,961	11,765	21.52
Program 31 Administrative	0.851	145,544	171,027	1,256	1,476	9,885	11,616	21.04
Program 34 Instructional	14.840	1,456,545	98,150	292,385	19,702	177,132	11,936	21.40
Program 34 Administrative	0.549	91,951	167,488	749	1,364	6,377	11,616	22.14
K-3 BEA Instructional	392.087	35,342,482	90,139	69,077	176	4,628,058	11,804	22.32
4-6 BEA Instructional	204.998	18,940,763	92,395	1,933	9	2,404,919	11,731	22.16
7-8 BEA Instructional	157.871	14,915,992	94,482	16,710	106	1,863,079	11,801	22.04
9-12 BEA Instructional	255.118	24,688,306	96,772	21,902	86	3,055,589	11,977	21.77
K-12 BEA Instructional	1,010.074	93,887,543	92,951	109,622	109	11,951,644	11,832	22.10
BEA	1,092.266	107,398,993	98,327	18,994,949	17,390	12,909,999	11,819	21.82
Instructional	1,304.779	120,944,842	92,694	23,967,674	18,369	15,462,882	11,851	22.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	89.519	14,792,294	165,242	261,751	2,924	1,045,440	11,678	19.48
Other	1.829	218,605	119,522	61,697	33,733	21,246	11,616	19.77
Active	1,396.127	135,955,741	97,381	24,291,122	17,399	16,529,568	11,840	21.83
On Leave	1.000	109,164	109,164	21,902	21,902	11,616	11,616	22.22
Certificated Total	1,397.127	136,064,905	97,389	24,313,024	17,402	16,541,184	11,839	21.83
Instructional for Funding Purposes	1,304.779	120,944,842	92,694	23,967,674	18,369	15,462,882	11,851	22.07
Instructional for Compliance Purposes	1,304.779	120,944,842	92,694	23,967,674	18,369	15,462,882	11,851	22.07

**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	1,165.528	103,833,966	89,087	9,044,760	7,760	13,648,342	11,710	22.42
02	14.138	1,264,687	89,453	161,227	11,404	172,202	12,180	21.54
03	1.000	76,727	76,727	6,752	6,752	11,616	11,616	22.62
12	35.277	3,240,909	91,870	295,204	8,368	410,161	11,627	22.16
13	1.000	94,927	94,927	8,354	8,354	11,616	11,616	22.47
14	30.000	2,462,871	82,096	216,734	7,224	348,480	11,616	22.27
21	278.826	22,705,441	81,432	2,064,634	7,405	3,324,946	11,925	22.31
31	112.187	9,196,364	81,974	992,521	8,847	1,341,718	11,960	22.27
34	11.321	922,426	81,479	81,178	7,171	133,514	11,794	22.51
45	27.008	2,255,701	83,520	284,768	10,544	325,248	12,043	22.14
51	28.359	2,499,564	88,140	225,388	7,948	354,474	12,500	22.22
52	7.167	654,174	91,276	55,412	7,732	83,926	11,710	21.86
55	47.948	4,280,870	89,282	459,904	9,592	577,129	12,037	22.29
58				1,734,075				
64				7,857				
65	17.100	1,474,019	86,200	113,600	6,643	200,376	11,718	23.12
74	51.632	4,470,014	86,574	400,688	7,760	608,481	11,785	22.11
79	0.019	2,723	143,316	1,000	52,632	290	15,284	38.67
97	4.000	792,364	198,091	109,833	27,458	46,464	11,616	19.78

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 Program 02 Instructional	12.410	1,001,496	80,701			152,019	12,250	21.41
Program 21 Instructional	270.983	21,629,943	79,820	2,064,634	7,619	3,231,536	11,925	22.32
Program 21 Administrative	7.843	1,075,498	137,128			93,410	11,910	22.14
K-12 Program 21 Instructional	257.661	20,528,192	79,671			3,069,935	11,915	22.37
Program 31 Instructional	108.187	8,624,260	79,716	992,521	9,174	1,295,254	11,972	22.25
Program 31 Administrative	4.000	572,104	143,026			46,464	11,616	22.59
Program 34 Instructional	11.321	922,426	81,479	81,178	7,171	133,514	11,794	22.51
K-3 BEA Instructional	429.421	35,887,636	83,572			5,013,377	11,675	22.54
4-6 BEA Instructional	240.595	19,839,759	82,461			2,814,510	11,698	22.56
7-8 BEA Instructional	159.044	13,430,654	84,446			1,878,272	11,810	22.49
9-12 BEA Instructional	399.675	32,999,633	82,566	1,671	4	4,735,471	11,848	22.28
K-12 BEA Instructional	1,228.735	102,157,682	83,141	1,671	1	14,441,631	11,753	22.45
K-12 BEA Administrative	13.440	2,017,727	150,128			156,119	11,616	21.70
BEA	1,335.182	118,342,235	88,634	10,681,039	8,000	15,679,104	11,743	22.38
Instructional	1,710.698	141,971,034	82,990	15,999,054	9,352	20,179,656	11,796	22.40
Administrative	116.812	17,626,792	150,899	259,388	2,221	1,361,248	11,653	21.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	5.000	629,921	125,984	5,447	1,089	58,080	11,616	23.43
Active	1,832.510	160,227,747	87,436	16,263,889	8,875	21,598,984	11,787	22.35
Certificated Total	1,832.510	160,227,747	87,436	16,263,889	8,875	21,598,984	11,787	22.35
Instructional for Funding Purposes	1,710.698	141,971,034	82,990	15,999,054	9,352	20,179,656	11,796	22.40
Instructional for Compliance Purposes	1,710.698	141,971,034	82,990	15,999,054	9,352	20,179,656	11,796	22.40



**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	2.541	142,362	56,026			32,165	12,658	21.16
13	0.210	9,048	43,086			4,066	19,360	21.31
14	0.048	2,068	43,083			929	19,360	21.31
21	0.230	14,514	63,104			2,672	11,616	20.44
51	0.151	6,463	42,801			1,754	11,616	22.40
97	0.420	25,072	59,695			4,879	11,616	20.24
Program 21 Instructional	0.070	4,963	70,900			813	11,616	20.85
Program 21 Administrative	0.160	9,551	59,694			1,859	11,616	20.24
K-12 Program 21 Instructional	0.070	4,963	70,900			813	11,616	20.85
K-3 BEA Instructional	1.221	62,995	51,593			14,183	11,616	21.72
4-6 BEA Instructional	0.900	54,295	60,328			13,103	14,559	20.97
K-12 BEA Instructional	2.121	117,290	55,299			27,286	12,865	21.37
BEA	2.961	167,434	56,546			37,043	12,510	21.01
Instructional	2.600	139,832	53,782			34,848	13,403	21.39
Administrative	1.000	59,695	59,695			11,616	11,616	20.24
Active	3.600	199,527	55,424			46,464	12,907	21.03
Certificated Total	3.600	199,527	55,424			46,464	12,907	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	2.600	139,832	53,782			34,848	13,403	21.39
Instructional for Compliance Purposes	2.600	139,832	53,782			34,848	13,403	21.39

**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	1,058.477	84,845,675	80,158	12,026,888	11,362	12,343,503	11,662	21.25
02	32.372	2,798,065	86,435	473,397	14,624	377,279	11,654	19.24
03	4.231	316,278	74,753	34,669	8,194	51,476	12,166	19.29
11	0.333	32,542	97,724			3,867	11,613	20.25
14	1.000	169,069	169,069			11,613	11,613	20.88
21	191.494	14,885,765	77,735	2,754,698	14,385	2,233,758	11,665	20.63
23	5.000	372,879	74,576	61,786	12,357	58,065	11,613	17.71
24	35.711	2,761,286	77,323	425,560	11,917	426,780	11,951	18.90
31	64.921	5,389,806	83,021	804,301	12,389	749,989	11,552	20.58
34	5.309	411,604	77,529	54,989	10,358	61,335	11,553	20.69
51	49.418	3,950,837	79,947	609,545	12,334	589,470	11,928	20.24
52	2.000	228,938	114,469	18,018	9,009	23,226	11,613	19.71
55	41.626	3,813,476	91,613	495,020	11,892	492,370	11,828	21.26
58	4.000	351,219	87,805	62,432	15,608	46,452	11,613	19.49
64	0.835	106,403	127,429			9,677	11,589	18.65
65	58.000	4,648,753	80,151	734,675	12,667	702,587	12,114	20.68
74				5,875				
79	1.500	162,102	108,068	11,364	7,576	17,420	11,613	22.43
88	0.200	14,131	70,655	2,160	10,800	2,903	14,516	17.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	7.625	1,421,980	186,489	37,669	4,940	92,904	12,184	16.61
K-12 Program 02 Instructional	31.939	2,733,921	85,598	16,018	502	371,210	11,622	19.42
Program 21 Instructional	187.494	14,314,418	76,346	2,754,698	14,692	2,187,306	11,666	20.63
Program 21 Administrative	4.000	571,347	142,837			46,452	11,613	20.67
K-12 Program 21 Instructional	174.555	13,502,966	77,357			2,036,337	11,666	20.67
Program 31 Instructional	61.411	4,872,269	79,339	804,301	13,097	709,248	11,549	20.71
Program 31 Administrative	3.510	517,537	147,446			40,742	11,607	19.24
Program 34 Instructional	5.234	399,293	76,288	54,989	10,506	60,464	11,552	20.78
Program 34 Administrative	0.075	12,311	164,147			871	11,613	17.59
K-3 BEA Instructional	403.889	29,853,501	73,915	5,334	13	4,704,571	11,648	21.46
4-6 BEA Instructional	184.383	13,641,213	73,983	3,445	19	2,152,476	11,674	21.25
7-8 BEA Instructional	206.272	15,677,515	76,004	18,761	91	2,400,076	11,635	20.66
9-12 BEA Instructional	284.133	22,194,974	78,115			3,314,201	11,664	20.95
K-12 BEA Instructional	1,078.677	81,367,203	75,432	27,540	26	12,571,324	11,654	21.12
K-12 BEA Administrative	0.103	16,256	157,825			2,236	21,710	5.90
BEA	1,172.935	95,183,408	81,150	13,431,913	11,452	13,676,486	11,660	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	1,463.794	112,010,898	76,521	18,473,420	12,620	17,119,833	11,696	20.93
Administrative	95.114	14,159,370	148,867	42,669	449	1,107,095	11,640	20.57
Other	4.144	397,251	95,862	94,602	22,829	56,132	13,545	22.64
Active	1,563.052	126,567,519	80,975	18,610,691	11,907	18,283,060	11,697	20.90
On Leave	1.000	113,289	113,289	2,355	2,355	11,613	11,613	22.64
Certificated Total	1,564.052	126,680,808	80,995	18,613,046	11,901	18,294,673	11,697	20.90
Instructional for Funding Purposes	1,463.794	112,010,898	76,521	18,473,420	12,620	17,119,833	11,696	20.93
Instructional for Compliance Purposes	1,463.794	112,010,898	76,521	18,473,420	12,620	17,119,833	11,696	20.93

**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	235.781	21,396,442	90,747	1,099,302	4,662	2,820,720	11,963	22.68
02	1.000	96,643	96,643	3,951	3,951	11,616	11,616	22.62
12	16.898	1,477,199	87,419	60,386	3,574	197,472	11,686	22.48
21	50.048	4,328,418	86,485	178,725	3,571	615,648	12,301	22.46
24	0.458	60,858	132,878	824	1,799	5,808	12,681	102.76
31	12.333	1,135,121	92,039	145,088	11,764	149,068	12,087	23.23
34	1.000	86,659	86,659	3,543	3,543	11,616	11,616	22.94
51	3.667	285,297	77,801	19,763	5,389	44,141	12,037	23.68
52	0.400	68,493	171,233	3,792	9,480	4,646	11,616	20.24
55	10.070	877,677	87,158	35,877	3,563	152,019	15,096	22.77
58				200,797				
65	4.100	367,047	89,524	15,003	3,659	47,626	11,616	23.58
74	0.901	85,114	94,466	3,479	3,861	11,616	12,892	23.31
97	1.835	375,423	204,590	35,429	19,307	29,040	15,826	17.30
K-12 Program 02 Instructional	1.000	96,643	96,643	3,951	3,951	11,616	11,616	22.62
Program 21 Instructional	48.466	4,153,617	85,702	169,003	3,487	592,416	12,223	22.52
Program 21 Administrative	1.000	143,135	143,135	8,366	8,366	11,616	11,616	23.81
K-12 Program 21 Instructional	45.802	3,912,144	85,414	105,986	2,314	565,699	12,351	22.58

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	12.333	1,135,121	92,039	145,088	11,764	149,068	12,087	23.23
Program 34 Instructional	1.000	86,659	86,659	3,543	3,543	11,616	11,616	22.94
K-3 BEA Instructional	86.395	7,154,900	82,816	339,570	3,930	1,023,776	11,850	22.96
4-6 BEA Instructional	40.897	3,554,651	86,917	61,349	1,500	476,779	11,658	23.32
7-8 BEA Instructional	41.250	3,524,786	85,449	208,930	5,065	500,076	12,123	22.21
9-12 BEA Instructional	60.458	5,597,719	92,589	390,074	6,452	729,868	12,072	22.67
K-12 BEA Instructional	229.000	19,832,056	86,603	999,923	4,366	2,730,499	11,924	22.80
K-12 BEA Administrative	16.750	2,296,157	137,084	36,852	2,200	194,568	11,616	21.60
BEA	251.949	23,090,288	91,647	1,287,313	5,109	3,022,061	11,995	22.60
Instructional	313.102	27,078,007	86,483	1,552,450	4,958	3,775,788	12,059	22.76
Administrative	23.251	3,376,009	145,198	243,935	10,491	278,784	11,990	21.47
Other	0.582	31,666	54,409	9,574	16,450	11,616	19,959	14.68
Active	336.935	30,485,682	90,479	1,805,959	5,360	4,066,188	12,068	22.61
On Leave	1.556	154,709	99,427			34,848	22,396	28.48
Certificated Total	338.491	30,640,391	90,521	1,805,959	5,335	4,101,036	12,116	22.63
Instructional for Funding Purposes	313.102	27,078,007	86,483	1,552,450	4,958	3,775,788	12,059	22.76
Instructional for Compliance Purposes	313.102	27,078,007	86,483	1,552,450	4,958	3,775,788	12,059	22.76

**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	201.056	18,999,382	94,498	1,010,470	5,026	2,355,376	11,715	21.80
13	6.600	542,478	82,194	19,639	2,976	81,312	12,320	21.07
21	31.800	3,132,564	98,508	110,729	3,482	375,197	11,799	21.36
24	3.200	274,512	85,785	6,273	1,960	37,171	11,616	21.21
31	16.600	1,632,364	98,335	64,431	3,881	197,472	11,896	21.60
34	1.830	161,705	88,363	9,470	5,175	21,257	11,616	21.94
51	2.500	227,026	90,810			29,040	11,616	22.14
55	7.500	711,173	94,823	21,227	2,830	87,120	11,616	22.39
58				8,500				
65	4.000	431,970	107,993	18,569	4,642	46,464	11,616	21.83
79	1.500	181,663	121,109	9,209	6,139	17,424	11,616	19.51
97	2.400	411,178	171,324	73,965	30,819	27,878	11,616	19.28
Program 21 Instructional	30.100	2,882,316	95,758	100,079	3,325	355,450	11,809	21.37
Program 21 Administrative	1.700	250,248	147,205	10,650	6,265	19,747	11,616	21.26
K-12 Program 21 Instructional	27.100	2,604,467	96,106	1,455	54	320,602	11,830	21.37
Program 31 Instructional	15.500	1,471,488	94,935	57,831	3,731	184,694	11,916	21.73
Program 31 Administrative	1.100	160,876	146,251	6,600	6,000	12,778	11,616	20.45



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	1.830	161,705	88,363	9,470	5,175	21,257	11,616	21.94
K-3 BEA Instructional	71.331	6,309,119	88,448			840,650	11,785	22.32
4-6 BEA Instructional	43.370	3,898,498	89,889	768	18	503,786	11,616	22.13
7-8 BEA Instructional	28.304	2,460,552	86,933	1,374	49	328,849	11,618	22.07
9-12 BEA Instructional	56.580	5,224,337	92,335	2,566	45	667,688	11,801	21.45
K-12 BEA Instructional	199.585	17,892,506	89,649	4,708	24	2,340,972	11,729	21.98
BEA	221.886	21,204,629	95,565	1,158,336	5,220	2,601,984	11,727	21.73
Instructional	254.485	23,070,518	90,656	1,130,444	4,442	2,989,145	11,746	21.86
Administrative	23.831	3,562,777	149,502	208,663	8,756	278,784	11,698	20.48
Other	0.670	72,720	108,537	13,375	19,963	7,783	11,616	20.94
Active	278.986	26,706,015	95,725	1,352,482	4,848	3,275,712	11,741	21.67
Certificated Total	278.986	26,706,015	95,725	1,352,482	4,848	3,275,712	11,741	21.67
Instructional for Funding Purposes	254.485	23,070,518	90,656	1,130,444	4,442	2,989,145	11,746	21.86
Instructional for Compliance Purposes	254.485	23,070,518	90,656	1,130,444	4,442	2,989,145	11,746	21.86

**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	45.250	3,633,191	80,292	55,019	1,216	525,624	11,616	22.02
13	1.400	95,724	68,374	169,284	120,917	16,262	11,616	25.23
21	7.950	622,578	78,312	14,549	1,830	96,994	12,200	21.95
31	3.900	321,281	82,380	51,972	13,326	45,302	11,616	19.31
34	0.300	21,405	71,350	156	520	3,485	11,616	17.48
51	0.950	92,170	97,021	816	859	11,035	11,616	22.26
55	1.550	146,450	94,484	1,322	853	18,005	11,616	22.13
58				53,525				
65	1.300	106,005	81,542	4,335	3,335	15,101	11,616	22.34
74				6,000				
97	2.000	291,872	145,936			23,232	11,616	20.61
Program 21 Instructional	7.400	553,800	74,838	14,549	1,966	90,605	12,244	21.89
Program 21 Administrative	0.550	68,778	125,051			6,389	11,616	22.47
K-12 Program 21 Instructional	6.800	517,236	76,064	13,940	2,050	78,989	11,616	21.83
Program 31 Instructional	3.900	321,281	82,380	51,972	13,326	45,302	11,616	19.31
Program 34 Instructional	0.300	21,405	71,350	156	520	3,485	11,616	17.48
K-3 BEA Instructional	14.850	1,120,080	75,426	24,887	1,676	172,498	11,616	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
4-6 BEA Instructional	8.390	579,615	69,084	4,922	587	97,458	11,616	22.98
7-8 BEA Instructional	7.060	517,376	73,283	10,406	1,474	82,009	11,616	21.52
9-12 BEA Instructional	15.100	1,237,999	81,987	66,932	4,433	175,402	11,616	20.82
K-12 BEA Instructional	45.400	3,455,070	76,103	107,147	2,360	527,366	11,616	21.66
K-12 BEA Administrative	2.000	259,070	129,535			23,232	11,616	22.31
BEA	51.450	4,267,749	82,949	107,147	2,083	597,643	11,616	21.67
Instructional	57.600	4,399,198	76,375	342,978	5,954	673,728	11,697	21.79
Administrative	6.500	870,490	133,922	14,000	2,154	75,504	11,616	21.74
Other	0.500	60,988	121,976			5,808	11,616	22.34
Active	64.600	5,330,676	82,518	356,978	5,526	755,040	11,688	21.79
Certificated Total	64.600	5,330,676	82,518	356,978	5,526	755,040	11,688	21.79
Instructional for Funding Purposes	57.600	4,399,198	76,375	342,978	5,954	673,728	11,697	21.79
Instructional for Compliance Purposes	57.600	4,399,198	76,375	342,978	5,954	673,728	11,697	21.79



**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	400.121	33,980,433	84,925	2,532,684	6,330	4,667,821	11,666	22.16
12	10.981	1,003,231	91,361	3,771	343	127,776	11,636	21.66
13				21,000				
14				28,750				
21	98.138	8,096,130	82,497	828,573	8,443	1,148,822	11,706	22.19
31	26.641	2,038,554	76,519	138,870	5,213	315,607	11,847	20.83
34	3.800	270,360	71,147	9,012	2,372	44,141	11,616	24.33
51	11.280	936,260	83,002	151,505	13,431	142,761	12,656	20.61
52	3.004	288,520	96,045	18,317	6,098	34,894	11,616	18.90
55	26.150	2,280,940	87,225	236,480	9,043	318,859	12,193	21.94
58	0.200	20,070	100,350	889,534	4,447,670	2,323	11,616	29.10
64	0.500	44,217	88,434	14,608	29,216	5,808	11,616	17.93
65	11.983	1,001,766	83,599	49,827	4,158	139,392	11,632	21.74
74	2.000	188,224	94,112	10,274	5,137	23,232	11,616	21.13
79	1.000	74,375	74,375	10,069	10,069	11,616	11,616	21.46
97	1.000	204,871	204,871	47,076	47,076	11,616	11,616	18.27
Program 21 Instructional	95.500	7,763,048	81,288	797,685	8,353	1,122,106	11,750	22.24
Program 21 Administrative	2.638	333,082	126,263	30,888	11,709	26,717	10,128	20.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	83.290	6,724,226	80,733	12,000	144	980,274	11,769	22.22
Program 31 Instructional	25.641	1,916,376	74,739	127,947	4,990	303,991	11,856	20.73
Program 31 Administrative	1.000	122,178	122,178	10,923	10,923	11,616	11,616	22.48
Program 34 Instructional	3.800	270,360	71,147	9,012	2,372	44,141	11,616	24.33
K-3 BEA Instructional	144.579	11,244,820	77,776	2,000	14	1,698,690	11,749	22.63
4-6 BEA Instructional	83.200	6,438,958	77,391	12,000	144	966,451	11,616	22.76
7-8 BEA Instructional	56.181	4,414,653	78,579	4,000	71	653,365	11,630	21.78
9-12 BEA Instructional	108.586	8,877,620	81,757	1,372	13	1,267,654	11,674	21.34
K-12 BEA Instructional	392.546	30,976,051	78,911	19,372	49	4,586,160	11,683	22.15
BEA Instructional	431.562	36,494,218	84,563	2,727,642	6,320	5,039,184	11,677	22.07
Administrative	552.444	44,201,920	80,012	4,392,876	7,952	6,483,564	11,736	22.07
Other	43.338	6,137,249	141,614	596,019	13,753	499,488	11,525	21.56
Other	0.500	43,663	87,326	1,455	2,910	5,715	11,430	22.09
Active	596.282	50,382,832	84,495	4,990,350	8,369	6,988,767	11,721	22.01
On Leave	0.516	45,119	87,440			5,901	11,436	22.09
Certificated Total	596.798	50,427,951	84,498	4,990,350	8,362	6,994,668	11,720	22.01
Instructional for Funding Purposes	552.444	44,201,920	80,012	4,392,876	7,952	6,483,564	11,736	22.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	552.444	44,201,920	80,012	4,392,876	7,952	6,483,564	11,736	22.07

**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	46.630	3,508,922	75,250	76,828	1,648	543,977	11,666	21.43
02	0.400	31,627	79,068			4,646	11,616	18.97
12	1.000	88,300	88,300			11,616	11,616	20.33
21	7.100	515,915	72,664			82,474	11,616	20.82
24	0.900	57,497	63,886	5,000	5,556	10,454	11,616	23.78
31	6.050	404,985	66,940	12,500	2,066	58,661	9,696	20.67
34	1.920	155,787	81,139			17,656	9,196	19.44
51	0.300	26,490	88,300	3,500	11,667	5,808	19,360	17.44
55	0.500	37,006	74,012			8,131	16,262	18.60
74				1,120				
97	1.000	147,554	147,554	31,608	31,608	11,616	11,616	19.12
K-12 Program 02 Instructional	0.400	31,627	79,068			4,646	11,616	18.97
Program 21 Instructional	6.100	415,189	68,064			70,858	11,616	20.39
Program 21 Administrative	1.000	100,726	100,726			11,616	11,616	22.66
K-12 Program 21 Instructional	5.600	389,319	69,521			65,050	11,616	20.05
Program 31 Instructional	5.800	374,787	64,618			55,757	9,613	20.55
Program 31 Administrative	0.250	30,198	120,792	12,500	50,000	2,904	11,616	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
Program 34 Instructional	1.770	138,571	78,289			15,914	8,991	19.16
Program 34 Administrative	0.150	17,216	114,773			1,742	11,616	22.03
K-3 BEA Instructional	14.310	960,538	67,124			168,548	11,778	21.92
4-6 BEA Instructional	11.110	868,503	78,173			129,054	11,616	20.77
7-8 BEA Instructional	8.394	632,115	75,306	10,910	1,300	91,302	10,877	20.99
9-12 BEA Instructional	17.186	1,190,426	69,267	41,598	2,420	189,573	11,031	21.21
K-12 BEA Instructional	51.000	3,651,582	71,600	52,508	1,030	578,477	11,343	21.25
K-12 BEA Administrative	3.500	400,040	114,297	12,500	3,571	40,656	11,616	21.51
BEA	56.000	4,248,875	75,873	120,936	2,160	636,557	11,367	21.15
Instructional	59.800	4,276,064	71,506	63,718	1,066	685,344	11,461	21.13
Administrative	5.500	648,320	117,876	47,608	8,656	63,888	11,616	21.03
Other	0.500	49,699	99,398	19,230	38,460	5,808	11,616	18.72
Active	65.800	4,974,083	75,594	130,556	1,984	755,040	11,475	21.09
Certificated Total	65.800	4,974,083	75,594	130,556	1,984	755,040	11,475	21.09
Instructional for Funding Purposes	59.800	4,276,064	71,506	63,718	1,066	685,344	11,461	21.13
Instructional for Compliance Purposes	59.800	4,276,064	71,506	63,718	1,066	685,344	11,461	21.13

**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	10.368	710,561	68,534	1,148	111	124,872	12,044	21.18
21	1.000	52,980	52,980			11,616	11,616	22.49
31	1.000	77,238	77,238	16,728	16,728	11,616	11,616	22.08
51	0.750	40,540	54,053			8,712	11,616	21.49
97	0.500	59,410	118,820			5,808	11,616	20.52
Program 21 Instructional	1.000	52,980	52,980			11,616	11,616	22.49
K-12 Program 21 Instructional	1.000	52,980	52,980			11,616	11,616	22.49
Program 31 Instructional	1.000	77,238	77,238	16,728	16,728	11,616	11,616	22.08
K-3 BEA Instructional	3.309	217,419	65,705	574	173	40,656	12,286	21.82
7-8 BEA Instructional	6.559	433,732	66,128	574	88	78,408	11,954	20.97
9-12 BEA Instructional	1.000	77,238	77,238	16,728	16,728	11,616	11,616	22.08
K-12 BEA Instructional	10.868	728,389	67,021	17,876	1,645	130,680	12,024	21.34
BEA	11.868	847,209	71,386	17,876	1,506	142,296	11,990	21.22
Instructional	12.468	813,801	65,271	17,876	1,434	149,266	11,972	21.41
Administrative	1.150	126,928	110,372			13,358	11,616	20.58
Active	13.618	940,729	69,080	17,876	1,313	162,624	11,942	21.30
Certificated Total	13.618	940,729	69,080	17,876	1,313	162,624	11,942	21.30

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	12.468	813,801	65,271	17,876	1,434	149,266	11,972	21.41
Instructional for Compliance Purposes	12.468	813,801	65,271	17,876	1,434	149,266	11,972	21.41

**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	10.459	825,925	78,968	30,767	2,942	121,492	11,616	24.26
68	0.041	2,731	66,610			476	11,616	23.86
73				4,600				
97	0.500	70,000	140,000			5,808	11,616	40.72
K-3 BEA Instructional	2.588	212,658	82,171			30,062	11,616	22.88
4-6 BEA Instructional	1.907	139,540	73,173			22,152	11,616	23.80
7-8 BEA Instructional	2.700	189,792	70,293			31,363	11,616	23.58
9-12 BEA Instructional	2.764	213,935	77,401			32,107	11,616	23.33
K-12 BEA Instructional	9.959	755,925	75,904			115,684	11,616	23.35
BEA	10.959	895,925	81,752	30,767	2,807	127,300	11,616	25.07
Instructional	10.000	758,656	75,866	9,993	999	116,160	11,616	23.35
Administrative	1.000	140,000	140,000	7,360	7,360	11,616	11,616	40.72
Other				17,256				
Active	11.000	898,656	81,696	34,609	3,146	127,776	11,616	25.07
On Leave				758				
Certificated Total	11.000	898,656	81,696	35,367	3,215	127,776	11,616	25.07
Instructional for Funding Purposes	10.000	758,656	75,866	9,993	999	116,160	11,616	23.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.000	758,656	75,866	9,993	999	116,160	11,616	23.35

**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	43.538	3,262,703	74,939	54,073	1,242	516,331	11,859	21.59
02	45.430	2,268,172	49,927					
14	3.000	215,987	71,996			34,848	11,616	15.74
19				12,159				
31	4.000	285,582	71,396	34,059	8,515	46,464	11,616	21.44
34	1.200	94,124	78,437	18,258	15,215	13,939	11,616	20.87
51	1.730	126,543	73,146	847	490	20,096	11,616	21.33
53	0.050	3,839	76,780			581	11,616	21.90
55	3.609	232,208	64,341			42,050	11,651	21.21
58				34,764				
74	0.393	25,967	66,074	3,155	8,028	7,550	19,212	19.52
79	0.300	18,287	60,957	847	2,823	3,485	11,616	22.16
97	1.000	148,194	148,194			11,616	11,616	20.06
K-12 Program 02 Instructional	45.430	2,268,172	49,927					
Program 31 Instructional	3.800	265,224	69,796	34,059	8,963	44,141	11,616	21.40
Program 31 Administrative	0.200	20,358	101,790			2,323	11,616	22.07
Program 34 Instructional	1.200	94,124	78,437	18,258	15,215	13,939	11,616	20.87

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	15.249	1,098,943	72,067	3,500	230	184,114	12,074	21.85
4-6 BEA Instructional	6.240	459,007	73,559	800	128	72,484	11,616	22.21
7-8 BEA Instructional	8.010	581,707	72,623	23,706	2,960	97,110	12,124	21.05
9-12 BEA Instructional	15.389	1,065,454	69,235	36,377	2,364	178,306	11,587	21.17
K-12 BEA Instructional	44.888	3,205,111	71,402	64,383	1,434	532,013	11,852	21.51
K-12 BEA Administrative	1.400	170,488	121,777			16,262	11,616	21.71
BEA	95.168	6,058,775	63,664	106,390	1,118	588,350	6,182	21.49
Instructional	53.820	3,811,015	70,810	148,002	2,750	638,880	11,871	21.15
Administrative	4.600	561,702	122,109			53,434	11,616	21.38
Other	0.400	40,717	101,793	10,160	25,400	4,646	11,616	22.07
Active	58.820	4,413,434	75,033	158,162	2,689	696,960	11,849	21.19
K-12 BEA Contracted	45.430	2,268,172	49,927					
Certificated Total	104.250	6,681,606	64,092	158,162	1,517	696,960	6,685	21.19
Instructional for Funding Purposes	99.250	6,079,187	61,251	148,002	1,491	638,880	6,437	21.15
Instructional for Compliance Purposes	53.820	3,811,015	70,810	148,002	2,750	638,880	11,871	21.15

**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	38.510	2,581,804	67,042	98,684	2,563	447,797	11,628	22.92
02	0.650	63,594	97,837			7,550	11,616	21.40
13	2.200	126,466	57,485			13,939	6,336	23.27
14	1.000	84,645	84,645			11,616	11,616	22.30
21	1.071	94,872	88,583	3,552	3,317	16,483	15,390	22.03
24	2.098	137,218	65,404	796	379	24,370	11,616	21.72
29	0.043	4,811	111,884			1,510	35,118	20.28
31	2.399	144,867	60,386	14,627	6,097	32,443	13,524	21.58
34	1.194	67,033	56,142			12,510	10,478	20.96
51	0.162	14,604	90,148			3,403	21,009	21.46
52	0.270	17,182	63,637			3,136	11,616	21.14
55	1.263	95,120	75,313	2,072	1,641	15,449	12,232	22.06
58	0.170	8,737	51,394	43,920	258,353	1,975	11,616	22.05
74	0.007	741	105,857			232	33,189	20.28
97	1.000	130,960	130,960			18,164	18,164	20.71
K-12 Program 02 Instructional	0.650	63,594	97,837			7,550	11,616	21.40
Program 21 Instructional	0.902	75,738	83,967	2,822	3,129	10,478	11,616	22.50
Program 21 Administrative	0.169	19,134	113,219			6,005	35,535	20.28



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	0.902	75,738	83,967			10,478	11,616	22.50
Program 31 Instructional	2.299	135,083	58,757	14,627	6,362	31,282	13,607	21.59
Program 31 Administrative	0.100	9,784	97,840			1,162	11,616	21.40
Program 34 Instructional	1.144	62,141	54,319			11,930	10,428	20.93
Program 34 Administrative	0.050	4,892	97,840			581	11,616	21.40
K-3 BEA Instructional	10.465	693,883	66,305			121,561	11,616	22.51
4-6 BEA Instructional	7.554	508,922	67,371			87,747	11,616	23.25
7-8 BEA Instructional	3.697	204,615	55,346	4,528	1,225	42,944	11,616	22.05
9-12 BEA Instructional	16.874	1,081,405	64,087	12,615	748	199,377	11,816	22.48
K-12 BEA Instructional	38.590	2,488,825	64,494	17,143	444	451,630	11,703	22.61
K-12 BEA Administrative	0.150	14,676	97,840			1,742	11,616	21.40
BEA	43.753	2,988,258	68,298	113,311	2,590	518,465	11,850	22.67
Instructional	46.360	3,018,124	65,102	155,682	3,358	530,270	11,438	22.57
Administrative	5.677	554,530	97,680			80,310	14,146	22.77
Active	52.037	3,572,654	68,656	155,682	2,992	610,580	11,734	22.60
On Leave				7,969				
Certificated Total	52.037	3,572,654	68,656	163,651	3,145	610,580	11,734	22.60

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 Funding Purposes	46.360	3,018,124	65,102	155,682	3,358	530,270	11,438	22.57
Instructional for Compliance Purposes	46.360	3,018,124	65,102	155,682	3,358	530,270	11,438	22.57

**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	179.934	14,112,568	78,432	537,965	2,990	2,114,511	11,752	21.45
02	1.350	121,681	90,134	31,135	23,063	15,682	11,616	22.87
14	4.000	293,965	73,491	7,911	1,978	46,464	11,616	21.67
21	25.400	1,783,485	70,216	124,073	4,885	300,854	11,845	23.78
31	13.485	1,063,399	78,858	141,244	10,474	169,477	12,568	21.34
34	2.760	218,771	79,265	8,678	3,144	32,060	11,616	22.88
51	6.100	465,434	76,301	142,721	23,397	70,858	11,616	21.60
53	0.150	21,044	140,293	1,871	12,473	1,742	11,616	21.10
55	10.399	871,947	83,849	220,280	21,183	120,795	11,616	21.54
58				166,998				
64				15,000				
65	7.250	609,060	84,008	46,595	6,427	84,216	11,616	20.67
74	0.050	6,717	134,340	451	9,020	581	11,616	20.78
79				12,000				
97	1.000	211,131	211,131	71,598	71,598	16,416	16,416	18.85
K-12 Program 02 Instructional	1.350	121,681	90,134	31,135	23,063	15,682	11,616	22.87
Program 21 Instructional	21.500	1,457,761	67,803	112,487	5,232	255,552	11,886	21.31
Program 21 Administrative	0.900	120,902	134,336	8,577	9,530	10,454	11,616	20.78

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 Program 21 Instructional	20.000	1,336,338	66,817	105,047	5,252	232,320	11,616	21.32
Program 31 Instructional	12.629	980,338	77,626	138,228	10,945	155,027	12,275	21.70
Program 31 Administrative	0.500	64,849	129,698	3,016	6,032	5,808	11,616	20.96
Program 34 Instructional	2.710	212,286	78,334	8,678	3,202	31,479	11,616	22.94
Program 34 Administrative	0.050	6,485	129,700			581	11,616	20.96
K-3 BEA Instructional	68.455	5,088,088	74,327	174,839	2,554	806,673	11,784	21.31
4-6 BEA Instructional	39.455	2,922,807	74,080	55,594	1,409	459,022	11,634	21.82
7-8 BEA Instructional	27.873	2,026,412	72,702	95,660	3,432	336,283	12,065	21.52
9-12 BEA Instructional	44.551	3,278,802	73,597	285,623	6,411	523,754	11,756	21.77
K-12 BEA Instructional	180.334	13,316,109	73,841	611,716	3,392	2,125,732	11,788	21.57
K-12 BEA Administrative	13.334	1,727,452	129,552	69,635	5,222	155,654	11,673	21.11
BEA	198.529	15,727,550	79,220	790,620	3,982	2,348,146	11,828	21.43
Instructional	228.833	16,909,054	73,893	1,326,807	5,798	2,694,904	11,777	21.51
Administrative	18.334	2,519,681	137,432	148,355	8,092	218,534	11,920	20.76
Other	1.289	110,485	85,714	3,729	2,893	20,467	15,879	17.16
Active	248.456	19,539,220	78,643	1,478,891	5,952	2,933,906	11,809	21.39
K-12 Program 21 Contracted	3.000	204,822	68,274			34,848	11,616	

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	0.422	35,160	83,318	49,629	117,604	4,902	11,616	42.35
Certificated Total	251.878	19,779,202	78,527	1,528,520	6,068	2,973,656	11,806	21.61
Instructional for Funding Purposes	231.833	17,113,876	73,820	1,326,807	5,723	2,729,752	11,775	21.75
Instructional for Compliance Purposes	228.833	16,909,054	73,893	1,326,807	5,798	2,694,904	11,777	21.51

**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	71.658	5,703,795	79,597	46,369	647	836,662	11,676	19.48
21	11.950	798,038	66,781	10,000	837	138,811	11,616	19.64
31	8.640	702,310	81,286	39,009	4,515	100,362	11,616	19.14
34	1.600	146,087	91,304	550	344	18,586	11,616	18.82
51	3.300	253,147	76,711			38,333	11,616	20.03
53	0.510	47,715	93,559			5,924	11,616	19.40
55	4.419	402,637	91,115	6,239	1,412	55,292	12,512	18.40
65	0.130	8,146	62,662			1,510	11,616	19.11
88	1.000	86,739	86,739	4,592	4,592	11,616	11,616	19.40
97	1.250	199,966	159,973	7,800	6,240	14,520	11,616	17.98
Program 21 Instructional	11.000	681,804	61,982	10,000	909	127,776	11,616	19.54
Program 21 Administrative	0.950	116,234	122,352			11,035	11,616	20.29
K-12 Program 21 Instructional	10.000	595,065	59,507			116,160	11,616	19.53
Program 31 Instructional	8.490	682,293	80,364	29,830	3,514	98,620	11,616	19.08
Program 31 Administrative	0.150	20,017	133,447	9,179	61,193	1,742	11,616	21.16
Program 34 Instructional	1.600	146,087	91,304	550	344	18,586	11,616	18.82
K-3 BEA Instructional	27.100	1,917,378	70,752	5,250	194	314,794	11,616	19.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	14.970	1,137,250	75,969			173,892	11,616	19.91
7-8 BEA Instructional	12.510	1,028,532	82,217	11,245	899	145,316	11,616	19.70
9-12 BEA Instructional	21.318	1,715,621	80,478	33,774	1,584	251,912	11,817	18.51
K-12 BEA Instructional	75.898	5,798,781	76,402	76,749	1,011	885,914	11,672	19.27
K-12 BEA Administrative	6.000	753,411	125,569	9,179	1,530	69,696	11,616	20.74
BEA	83.148	6,752,158	81,206	93,728	1,127	970,130	11,668	19.38
Instructional	94.457	7,073,793	74,889	92,988	984	1,105,456	11,703	19.26
Administrative	10.000	1,274,787	127,479	21,571	2,157	116,160	11,616	20.01
Active	104.457	8,348,580	79,924	114,559	1,097	1,221,616	11,695	19.37
Certificated Total	104.457	8,348,580	79,924	114,559	1,097	1,221,616	11,695	19.37
Instructional for Funding Purposes	94.457	7,073,793	74,889	92,988	984	1,105,456	11,703	19.26
Instructional for Compliance Purposes	94.457	7,073,793	74,889	92,988	984	1,105,456	11,703	19.26

**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	98.396	8,295,944	84,312	730,774	7,427	1,153,039	11,718	23.12
02	10.150	947,020	93,302	107,962	10,637	117,902	11,616	23.37
03	1.850	174,898	94,539	15,324	8,283	21,490	11,616	22.99
13				70,500				
19	1.000	57,234	57,234	4,663	4,663	11,616	11,616	21.59
21	20.500	1,604,352	78,261	212,266	10,354	241,613	11,786	22.74
24	2.150	188,991	87,903	6,913	3,215	24,974	11,616	20.69
31	9.900	1,031,957	104,238	79,112	7,991	114,998	11,616	22.61
34	3.717	248,789	66,933	34,250	9,214	43,177	11,616	24.85
51	0.810	77,219	95,332	10,493	12,954	9,409	11,616	22.37
55	1.685	186,214	110,513	15,464	9,177	19,573	11,616	22.01
58	0.875	69,970	79,966	42,523	48,598	10,164	11,616	23.00
79	0.050	8,063	161,260			581	11,616	22.74
97	0.750	161,989	215,985	3,000	4,000	8,712	11,616	20.52
K-12 Program 02 Instructional	9.400	823,654	87,623	29,202	3,107	109,190	11,616	23.57
Program 21 Instructional	19.550	1,451,153	74,228	209,266	10,704	230,578	11,794	22.74
Program 21 Administrative	0.950	153,199	161,262	3,000	3,158	11,035	11,616	22.74
K-12 Program 21 Instructional	17.750	1,297,337	73,089	1,120	63	209,669	11,812	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
Program 31 Instructional	7.700	648,655	84,241	76,112	9,885	89,443	11,616	23.31
Program 31 Administrative	2.200	383,302	174,228	3,000	1,364	25,555	11,616	21.29
Program 34 Instructional	3.717	248,789	66,933	34,250	9,214	43,177	11,616	24.85
K-3 BEA Instructional	39.783	2,963,220	74,485	49,991	1,257	466,092	11,716	23.68
4-6 BEA Instructional	17.294	1,383,380	79,992	8,266	478	208,914	12,080	22.53
7-8 BEA Instructional	17.536	1,408,721	80,333	24,044	1,371	204,093	11,639	23.91
9-12 BEA Instructional	39.600	3,416,108	86,265	24,066	608	457,670	11,557	23.16
K-12 BEA Instructional	114.213	9,171,429	80,301	121,393	1,063	1,336,769	11,704	23.34
K-12 BEA Administrative	2.000	316,449	158,225			23,232	11,616	21.42
BEA	124.763	10,860,597	87,050	970,422	7,778	1,459,318	11,697	23.09
Instructional	139.833	11,124,641	79,557	1,297,244	9,277	1,637,856	11,713	23.18
Administrative	11.500	1,854,363	161,249	36,000	3,130	133,584	11,616	21.71
Other	0.500	73,636	147,272			5,808	11,616	22.27
Active	151.833	13,052,640	85,967	1,333,244	8,781	1,777,248	11,705	22.98
Certificated Total	151.833	13,052,640	85,967	1,333,244	8,781	1,777,248	11,705	22.98
Instructional for Funding Purposes	139.833	11,124,641	79,557	1,297,244	9,277	1,637,856	11,713	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
Instructional for Compliance Purposes	139.833	11,124,641	79,557	1,297,244	9,277	1,637,856	11,713	23.18

**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	14.300	1,108,293	77,503	41,007	2,868	177,725	12,428	21.20
12	1.950	116,110	59,544			22,651	11,616	21.67
21	1.000	89,500	89,500	1,492	1,492	11,616	11,616	19.64
51	0.650	50,180	77,200	6,220	9,569	7,550	11,616	21.00
52	0.354	18,502	52,266					27.45
74				622				
79	0.100	7,720	77,200	2,488	24,880	1,162	11,616	21.00
97	0.400	72,732	181,830			11,616	29,040	9.28
Program 21 Instructional	1.000	89,500	89,500	1,492	1,492	11,616	11,616	19.64
K-12 Program 21 Instructional	1.000	89,500	89,500	1,492	1,492	11,616	11,616	19.64
K-3 BEA Instructional	6.244	503,257	80,598	16,375	2,623	72,530	11,616	21.71
4-6 BEA Instructional	4.040	284,177	70,341	11,925	2,952	58,545	14,491	21.21
7-8 BEA Instructional	3.016	199,099	66,014	7,354	2,438	35,034	11,616	19.15
K-12 BEA Instructional	13.300	986,533	74,175	35,654	2,681	166,109	12,489	21.05
BEA	14.700	1,181,025	80,342	41,007	2,790	189,341	12,880	20.59
Instructional	17.354	1,268,545	73,098	51,829	2,987	209,088	12,048	21.07
Administrative	1.400	194,492	138,923			23,232	16,594	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	18.754	1,463,037	78,012	51,829	2,764	232,320	12,388	20.70
Certificated Total	18.754	1,463,037	78,012	51,829	2,764	232,320	12,388	20.70
Instructional for Funding Purposes	17.354	1,268,545	73,098	51,829	2,987	209,088	12,048	21.07
Instructional for Compliance Purposes	17.354	1,268,545	73,098	51,829	2,987	209,088	12,048	21.07

**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	3.630	241,041	66,402			46,464	12,800	18.76
21	0.500	42,379	84,758					21.01
97	1.000	32,000	32,000					7.38
Program 21 Instructional	0.500	42,379	84,758					21.01
K-12 Program 21 Instructional	0.500	42,379	84,758					21.01
K-3 BEA Instructional	2.359	140,542	59,577			29,853	12,655	19.72
4-6 BEA Instructional	1.271	100,499	79,071			16,611	13,069	17.63
K-12 BEA Instructional	3.630	241,041	66,402			46,464	12,800	18.76
BEA	4.630	273,041	58,972			46,464	10,035	17.57
Instructional	4.130	283,420	68,625			46,464	11,250	19.08
Administrative	1.000	32,000	32,000					7.38
Active	5.130	315,420	61,485			46,464	9,057	18.01
Certificated Total	5.130	315,420	61,485			46,464	9,057	18.01
Instructional for Funding Purposes	4.130	283,420	68,625			46,464	11,250	19.08
Instructional for Compliance Purposes	4.130	283,420	68,625			46,464	11,250	19.08



**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	10.218	679,402	66,491	20,492	2,005	118,692	11,616	22.93
12	0.257	16,683	64,914			2,985	11,616	22.72
51	0.236	15,320	64,915			2,741	11,616	22.72
52	0.022	2,563	116,500			256	11,616	22.99
55	0.267	17,332	64,914			3,101	11,616	22.72
97	0.550	81,102	147,458			10,652	19,367	22.98
99	0.050	7,370	147,400			964	19,283	22.98
K-3 BEA Instructional	4.240	305,648	72,087	9,668	2,280	49,252	11,616	22.92
4-6 BEA Instructional	3.000	148,173	49,391	7,102	2,367	34,848	11,616	23.18
7-8 BEA Instructional	2.000	111,638	55,819	3,722	1,861	23,232	11,616	22.56
K-12 BEA Instructional	9.240	565,459	61,197	20,492	2,218	107,332	11,616	22.91
K-12 BEA Administrative	0.550	81,102	147,458			10,652	19,367	22.98
BEA	10.768	760,504	70,626	20,492	1,903	129,344	12,012	22.93
Instructional	10.022	617,357	61,600	20,492	2,045	116,416	11,616	22.90
Administrative	1.578	202,415	128,273			22,976	14,560	22.98
Active	11.600	819,772	70,670	20,492	1,767	139,392	12,017	22.92
Certificated Total	11.600	819,772	70,670	20,492	1,767	139,392	12,017	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 Funding Purposes	10.022	617,357	61,600	20,492	2,045	116,416	11,616	22.90
Instructional for Compliance Purposes	10.022	617,357	61,600	20,492	2,045	116,416	11,616	22.90





**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	36.547	3,345,858	91,549	119,885	3,280	452,768	12,389	22.31
13	0.963	71,597	74,348			11,186	11,616	22.24
21	4.652	400,066	85,999			56,291	12,100	22.42
55	0.054	5,532	102,444			1,243	23,017	19.25
58				22,820				
74	0.072	7,376	102,444			1,661	23,071	19.25
97	1.963	242,675	123,625	52,998	26,998	22,802	11,616	16.44
Program 21 Instructional	4.070	349,737	85,930			49,531	12,170	22.19
Program 21 Administrative	0.582	50,329	86,476			6,761	11,616	23.86
K-12 Program 21 Instructional	3.665	299,631	81,755			44,826	12,231	21.97
K-3 BEA Instructional	15.465	1,384,294	89,511	1,687	109	186,646	12,069	22.46
4-6 BEA Instructional	9.538	892,062	93,527			113,314	11,880	22.87
7-8 BEA Instructional	9.169	775,828	84,614			120,864	13,182	21.56
K-12 BEA Instructional	34.172	3,052,184	89,318	1,687	49	420,824	12,315	22.34
BEA	38.510	3,588,533	93,184	172,883	4,489	475,571	12,349	21.91
Instructional	39.205	3,473,518	88,599	142,705	3,640	481,541	12,283	22.32
Administrative	5.046	599,586	118,824			64,411	12,765	19.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	44.251	4,073,104	92,045	142,705	3,225	545,952	12,338	21.95
On Leave				52,998				
Certificated Total	44.251	4,073,104	92,045	195,703	4,423	545,952	12,338	21.95
Instructional for Funding Purposes	39.205	3,473,518	88,599	142,705	3,640	481,541	12,283	22.32
Instructional for Compliance Purposes	39.205	3,473,518	88,599	142,705	3,640	481,541	12,283	22.32

**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	14.800	971,564	65,646	61,507	4,156			21.08
21	0.680	40,918	60,174	4,500	6,618			19.98
31	1.657	135,926	82,031	10,905	6,581			20.99
34	0.200	17,159	85,795					20.65
51	0.200	12,035	60,175					19.98
55	0.120	7,221	60,175					19.98
89				2,000				
97				50,000				
Program 21 Instructional	0.680	40,918	60,174	4,500	6,618			19.98
K-12 Program 21 Instructional	0.680	40,918	60,174	4,500	6,618			19.98
Program 31 Instructional	1.657	135,926	82,031	10,905	6,581			20.99
Program 34 Instructional	0.200	17,159	85,795					20.65
K-3 BEA Instructional	3.030	208,185	68,708	7,497	2,474			20.90
4-6 BEA Instructional	2.230	160,691	72,059					20.99
7-8 BEA Instructional	1.781	126,178	70,847	16,726	9,391			20.96
9-12 BEA Instructional	7.616	522,973	68,668	45,039	5,914			20.95

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	14.657	1,018,027	69,457	69,262	4,726			20.95
BEA	16.657	1,124,649	67,518	122,412	7,349			21.06
Instructional	15.657	1,078,201	68,864	76,812	4,906			20.88
Administrative	2.000	106,622	53,311	50,000	25,000			22.23
Other				2,100				
Active	17.657	1,184,823	67,102	128,912	7,301			21.00
Certificated Total	17.657	1,184,823	67,102	128,912	7,301			21.00
Instructional for Funding Purposes	15.657	1,078,201	68,864	76,812	4,906			20.88
Instructional for Compliance Purposes	15.657	1,078,201	68,864	76,812	4,906			20.88

**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	55.160	4,296,195	77,886			645,850	11,709	20.00
12	2.000	101,806	50,903			23,232	11,616	18.48
13	0.752	122,872	163,394			16,866	22,429	23.94
21	7.204	538,492	74,749	1,032	143	83,682	11,616	20.41
24	0.106	9,815	92,594			1,231	11,616	21.33
31	3.000	253,361	84,454			34,848	11,616	18.62
51	1.890	138,127	73,083			21,954	11,616	23.49
53	0.300	34,892	116,307			3,485	11,616	21.56
55	2.898	295,485	101,962			33,663	11,616	21.81
64	0.200	12,569	62,845			2,323	11,616	21.79
65	2.150	203,033	94,434			24,974	11,616	19.59
74	0.200	16,660	83,300			2,323	11,616	16.70
97	1.000	166,866	166,866			11,616	11,616	15.50
Program 21 Instructional	6.654	473,089	71,098	1,032	155	77,293	11,616	20.22
Program 21 Administrative	0.550	65,403	118,915			6,389	11,616	21.94
K-12 Program 21 Instructional	6.000	412,530	68,755			69,696	11,616	20.06
Program 31 Instructional	3.000	253,361	84,454			34,848	11,616	18.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	16.060	1,180,835	73,526			191,664	11,934	19.28
4-6 BEA Instructional	12.500	861,053	68,884			145,200	11,616	21.01
7-8 BEA Instructional	6.600	477,212	72,305			76,666	11,616	20.05
9-12 BEA Instructional	18.000	1,464,700	81,372			209,088	11,616	19.26
K-12 BEA Instructional	53.160	3,983,800	74,940			622,618	11,712	19.72
K-12 BEA Administrative	3.000	341,745	113,915			34,848	11,616	21.86
BEA	59.160	4,716,422	79,723			692,314	11,702	19.72
Instructional	66.560	4,923,998	73,978	1,032	16	778,272	11,693	19.80
Administrative	10.300	1,266,175	122,930			127,776	12,405	20.82
Active	76.860	6,190,173	80,538	1,032	13	906,048	11,788	20.00
Certificated Total	76.860	6,190,173	80,538	1,032	13	906,048	11,788	20.00
Instructional for Funding Purposes	66.560	4,923,998	73,978	1,032	16	778,272	11,693	19.80
Instructional for Compliance Purposes	66.560	4,923,998	73,978	1,032	16	778,272	11,693	19.80

**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	953.561	83,054,087	87,099	7,673,435	8,047	11,274,001	11,823	22.00
02	2.098	191,721	91,383	26,237	12,506	24,370	11,616	21.35
03	1.500	155,002	103,335	8,388	5,592	17,424	11,616	21.74
12	40.852	3,301,441	80,815	334,756	8,194	455,266	11,144	21.17
13	3.000	199,356	66,452	19,124	6,375	34,848	11,616	23.34
21	208.629	17,090,730	81,919	2,078,439	9,962	2,551,921	12,232	22.82
24	18.000	1,483,002	82,389	168,915	9,384	214,896	11,939	23.84
31	35.580	3,063,535	86,103	333,505	9,373	413,297	11,616	22.64
34	7.910	665,512	84,136	73,040	9,234	94,264	11,917	21.31
45	19.701	1,701,054	86,344	169,010	8,579	229,416	11,645	20.18
46	0.400	36,874	92,185	4,537	11,343	4,646	11,616	21.96
51	31.284	2,866,017	91,613	285,654	9,131	394,665	12,616	18.66
52	7.525	647,054	85,987	82,643	10,982	83,751	11,130	19.46
55	55.323	4,915,947	88,859	480,436	8,684	663,436	11,992	19.78
58	1.670	156,921	93,965	18,052	10,810	19,399	11,616	17.11
64	3.611	340,922	94,412	37,115	10,278	50,077	13,868	14.68
65	31.932	2,783,900	87,182	263,490	8,252	398,336	12,475	20.26
69	0.500	77,688	155,376			5,808	11,616	17.79
74	2.051	218,789	106,674	21,097	10,286	28,471	13,881	19.43



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	1.100	110,768	100,698	34,066	30,969	12,836	11,669	18.87
88	0.500	38,901	77,802	3,732	7,464	5,808	11,616	22.38
89	0.250	40,811	163,244	900	3,600	2,904	11,616	21.36
97	12.811	2,330,326	181,900	67,494	5,268	162,043	12,649	14.22
CP	0.050	9,692	193,840			581	11,616	12.98
K-12 Program 02 Instructional	2.098	191,721	91,383			24,370	11,616	21.35
Program 21 Instructional	206.578	16,758,742	81,125	2,073,939	10,039	2,528,097	12,238	22.92
Program 21 Administrative	2.051	331,988	161,866	4,500	2,194	23,824	11,616	17.57
K-12 Program 21 Instructional	194.978	15,740,768	80,731			2,388,937	12,252	22.90
Program 31 Instructional	34.480	2,887,951	83,757	333,505	9,672	400,520	11,616	22.89
Program 31 Administrative	1.100	175,584	159,622			12,778	11,616	17.83
Program 34 Instructional	7.910	665,512	84,136	73,040	9,234	94,264	11,917	21.31
K-3 BEA Instructional	345.374	27,699,037	80,200			4,098,962	11,868	22.77
4-6 BEA Instructional	177.710	14,262,699	80,258	425	2	2,114,173	11,897	22.99
7-8 BEA Instructional	133.607	10,496,293	78,561	1,340	10	1,610,599	12,055	21.61
9-12 BEA Instructional	281.501	23,049,227	81,880			3,274,813	11,633	22.35
K-12 BEA Instructional	938.192	75,507,256	80,482	1,765	2	11,098,546	11,830	22.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	1,033.161	91,161,237	88,235	8,351,109	8,083	12,214,815	11,823	21.80
Instructional	1,332.811	107,915,031	80,968	11,937,086	8,956	15,884,270	11,918	22.26
Administrative	102.027	17,093,329	167,537	165,189	1,619	1,200,114	11,763	17.79
Other	4.000	369,215	92,304	48,521	12,130	46,464	11,616	22.14
Active	1,438.838	125,377,575	87,138	12,150,796	8,445	17,130,848	11,906	21.71
On Leave	1.000	102,475	102,475	33,269	33,269	11,616	11,616	18.75
Certificated Total	1,439.838	125,480,050	87,149	12,184,065	8,462	17,142,464	11,906	21.71
Instructional for Funding Purposes	1,332.811	107,915,031	80,968	11,937,086	8,956	15,884,270	11,918	22.26
Instructional for Compliance Purposes	1,332.811	107,915,031	80,968	11,937,086	8,956	15,884,270	11,918	22.26

**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	95.270	8,035,301	84,342	622,448	6,534	1,115,804	11,712	22.69
11	2.000	190,931	95,466			23,232	11,616	23.15
12	0.288	20,736	72,000			3,345	11,616	23.51
13	1.312	123,034	93,776			15,579	11,874	22.97
14				6,684				
19	0.600	43,200	72,000	1,080	1,800	6,970	11,616	23.51
21	13.632	1,097,937	80,541	100,788	7,393	162,996	11,957	22.99
23	1.089	62,560	57,447			12,650	11,616	21.56
24	0.479	40,031	83,572			5,564	11,616	22.14
31	2.427	161,687	66,620	18,163	7,484	38,333	15,794	22.36
34	0.400	39,015	97,538	3,625	9,063	4,646	11,616	22.42
51	0.900	87,785	97,539	2,340	2,600	10,454	11,616	23.48
52				7,464				
55	0.568	55,596	97,880	1,482	2,609	6,598	11,616	23.22
58				97,879				
64	0.078	7,374	94,538			906	11,616	23.33
65	0.784	76,742	97,885	2,682	3,421	9,107	11,616	23.33
74	0.400	27,672	69,180	3,478	8,695			9.67
97	1.000	166,624	166,624	18,561	18,561	11,616	11,616	19.88

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 21 Instructional	12.632	968,663	76,683	97,803	7,742	151,380	11,984	22.93
Program 21 Administrative	1.000	129,274	129,274			11,616	11,616	23.51
K-12 Program 21 Instructional	11.970	923,650	77,164	95,950	8,016	143,458	11,985	22.92
Program 31 Instructional	2.427	161,687	66,620	12,473	5,139	38,333	15,794	22.36
Program 31 Administrative				5,000				
Program 34 Instructional	0.400	39,015	97,538	3,625	9,063	4,646	11,616	22.42
K-3 BEA Instructional	32.109	2,602,033	81,037	162,066	5,047	372,978	11,616	22.84
4-6 BEA Instructional	18.124	1,423,002	78,515	42,617	2,351	210,528	11,616	23.19
7-8 BEA Instructional	15.209	1,233,469	81,101	120,735	7,938	176,668	11,616	22.21
9-12 BEA Instructional	27.055	2,267,602	83,815	187,207	6,919	332,543	12,291	22.62
K-12 BEA Instructional	92.497	7,526,106	81,366	512,625	5,542	1,092,717	11,814	22.73
K-12 BEA Administrative	1.000	107,415	107,415	18,157	18,157	11,616	11,616	22.21
BEA Instructional	99.097	8,402,627	84,792	662,797	6,688	1,170,399	11,811	22.62
BEA Administrative	112.427	9,132,702	81,232	724,093	6,441	1,324,224	11,779	22.72
BEA Active	8.800	1,103,523	125,400	32,311	3,672	103,576	11,770	22.05
BEA On Leave	121.227	10,236,225	84,438	756,404	6,240	1,427,800	11,778	22.65
On Leave				130,270				

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	121.227	10,236,225	84,438	886,674	7,314	1,427,800	11,778	22.65
Instructional for Funding Purposes	112.427	9,132,702	81,232	724,093	6,441	1,324,224	11,779	22.72
Instructional for Compliance Purposes	112.427	9,132,702	81,232	724,093	6,441	1,324,224	11,779	22.72

**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	23.864	1,712,607	71,765	75,300	3,155	312,114	13,079	22.90
21	4.000	301,412	75,353	5,287	1,322	51,504	12,876	24.24
24	1.000	88,935	88,935	2,470	2,470	12,876	12,876	22.88
51	2.114	149,563	70,749	1,837	869	29,100	13,765	22.07
52				4,833				
55	1.000	88,935	88,935	6,917	6,917	12,876	12,876	22.44
74				9,666				
79				18,000				
97	1.000	155,000	155,000			12,876	12,876	24.24
Program 21 Instructional	3.000	176,412	58,804	5,287	1,762	38,628	12,876	22.51
Program 21 Administrative	1.000	125,000	125,000			12,876	12,876	27.52
K-12 Program 21 Instructional	2.000	109,285	54,643	3,037	1,519	25,752	12,876	22.70
K-3 BEA Instructional	11.452	775,446	67,713	19,014	1,660	149,362	13,042	22.56
4-6 BEA Instructional	6.198	438,166	70,695	11,703	1,888	80,733	13,026	22.78
7-8 BEA Instructional	4.370	317,310	72,611	8,173	1,870	56,268	12,876	22.55
K-12 BEA Instructional	22.020	1,530,922	69,524	38,890	1,766	286,362	13,005	22.62
BEA	24.864	1,867,607	75,113	75,300	3,028	324,990	13,071	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	29.134	2,034,767	69,842	121,304	4,164	379,842	13,038	22.57
Administrative	3.000	405,000	135,000			38,628	12,876	26.17
Other	0.844	56,685	67,162	3,006	3,562	12,876	15,256	22.89
Active	32.978	2,496,452	75,701	124,310	3,769	431,346	13,080	23.06
Certificated Total	32.978	2,496,452	75,701	124,310	3,769	431,346	13,080	23.06
Instructional for Funding Purposes	29.134	2,034,767	69,842	121,304	4,164	379,842	13,038	22.57
Instructional for Compliance Purposes	29.134	2,034,767	69,842	121,304	4,164	379,842	13,038	22.57

**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	73.152	6,035,730	82,509	154,297	2,109	886,425	12,118	22.78
02	5.200	473,764	91,108	12,012	2,310	62,015	11,926	22.36
12	2.600	151,398	58,230			31,093	11,959	23.12
21	13.957	1,336,638	95,768	63,730	4,566	126,062	9,032	21.25
24	2.711	233,781	86,234			35,877	13,234	23.02
31	6.900	569,642	82,557	37,245	5,398	82,346	11,934	22.48
34	0.750	52,100	69,467	4,113	5,484	8,969	11,959	23.15
51	3.458	347,810	100,581	7,667	2,217	41,173	11,907	22.09
52				22,587				
55	4.772	440,535	92,317	14,015	2,937	57,248	11,997	22.20
58				80,228				
74	0.156	21,709	139,160	5,526	35,423	1,812	11,616	25.05
79				6,400				
88	1.333	112,375	84,302	3,121	2,341	15,941	11,959	23.35
97	1.000	182,157	182,157	8,758	8,758	11,616	11,616	19.64
K-12 Program 02 Instructional	4.700	412,699	87,808	4,166	886	56,207	11,959	22.38
Program 21 Instructional	9.667	847,091	87,627	61,957	6,409	115,608	11,959	21.20
Program 21 Administrative	0.900	125,006	138,896			10,454	11,616	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
K-12 Program 21 Instructional	9.000	792,498	88,055	22,124	2,458	107,631	11,959	21.06
Program 31 Instructional	6.400	496,628	77,598	37,245	5,820	76,538	11,959	22.65
Program 31 Administrative	0.500	73,014	146,028			5,808	11,616	21.25
Program 34 Instructional	0.750	52,100	69,467	4,113	5,484	8,969	11,959	23.15
K-3 BEA Instructional	25.729	1,912,861	74,346	19,879	773	313,285	12,176	23.05
4-6 BEA Instructional	15.842	1,156,605	73,009	8,758	553	189,796	11,981	22.94
7-8 BEA Instructional	12.260	992,568	80,960	7,953	649	146,617	11,959	22.62
9-12 BEA Instructional	24.227	2,133,021	88,043	9,847	406	297,436	12,277	22.57
K-12 BEA Instructional	78.058	6,195,055	79,365	46,437	595	947,135	12,134	22.79
K-12 BEA Administrative	3.250	431,835	132,872			37,752	11,616	21.87
BEA Instructional	87.002	7,313,393	84,060	216,425	2,488	1,051,372	12,084	22.65
BEA Instructional	101.599	8,193,885	80,649	379,306	3,733	1,232,460	12,131	22.60
BEA Administrative	10.000	1,348,090	134,809	13,460	1,346	116,503	11,650	21.70
BEA Other	1.000	51,123	51,123	852	852	11,616	11,616	28.97
BEA Active	112.599	9,593,098	85,197	393,618	3,496	1,360,579	12,083	22.50
K-12 Program 21 Contracted	3.390	364,541	107,534					
On Leave				26,081				

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	115.989	9,957,639	85,850	419,699	3,618	1,360,579	11,730	22.50
Instructional for Funding Purposes	104.989	8,558,426	81,517	379,306	3,613	1,232,460	11,739	22.59
Instructional for Compliance Purposes	101.599	8,193,885	80,649	379,306	3,733	1,232,460	12,131	22.60

**Impact | Commencement Bay Elementary (27902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.870	1,031,591	54,668			201,378	10,672	23.40
13	0.590	27,795	47,110			5,924	10,041	23.26
21	0.100	7,293	72,930			1,162	11,616	22.40
51	0.350	20,750	59,286			4,066	11,616	22.49
65	1.000	51,862	51,862			8,228	8,228	22.59
74	0.100	12,000	120,000			1,162	11,616	22.28
79	1.890	120,828	63,930			21,412	11,329	22.52
Program 21 Instructional	0.100	7,293	72,930			1,162	11,616	22.40
K-12 Program 21 Instructional	0.100	7,293	72,930			1,162	11,616	22.40
K-3 BEA Instructional	17.680	909,126	51,421			187,931	10,630	23.83
K-12 BEA Instructional	17.680	909,126	51,421			187,931	10,630	23.83
BEA	18.870	1,031,591	54,668			201,378	10,672	23.40
Instructional	20.800	1,061,603	51,039			219,314	10,544	23.69
Administrative	2.100	210,516	100,246			24,017	11,437	21.37
Active	22.900	1,272,119	55,551			243,331	10,626	23.26
Certificated Total	22.900	1,272,119	55,551			243,331	10,626	23.26
Instructional for Funding Purposes	20.800	1,061,603	51,039			219,314	10,544	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
Instructional for Compliance Purposes	20.800	1,061,603	51,039			219,314	10,544	23.69

**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	42.820	2,301,184	53,741			383,509	8,956	21.83
13	3.900	239,346	61,371			38,188	9,792	22.12
21	1.100	81,700	74,273			6,002	5,456	43.86
51	1.050	38,272	36,450			12,197	11,616	24.56
52	0.200	7,000	35,000			2,323	11,616	22.84
55	0.200	25,962	129,810			2,323	11,616	21.94
64	0.130	16,876	129,815			1,510	11,616	21.94
65	0.200	25,962	129,810			2,323	11,616	21.94
Program 21 Instructional	1.000	68,719	68,719			4,840	4,840	53.80
Program 21 Administrative	0.100	12,981	129,810			1,162	11,616	21.94
K-12 Program 21 Instructional	1.000	68,719	68,719			4,840	4,840	53.80
K-3 BEA Instructional	36.050	1,833,718	50,866			307,773	8,537	21.71
4-6 BEA Instructional	3.850	204,192	53,037			44,722	11,616	22.12
K-12 BEA Instructional	39.900	2,037,910	51,075			352,495	8,834	21.76
BEA	42.820	2,301,184	53,741			383,509	8,956	21.83
Instructional	45.200	2,314,090	51,197			401,137	8,875	22.35
Administrative	4.400	422,212	95,957			47,238	10,736	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
Active	49.600	2,736,302	55,167			448,375	9,040	22.32
Certificated Total	49.600	2,736,302	55,167			448,375	9,040	22.32
Instructional for Funding Purposes	45.200	2,314,090	51,197			401,137	8,875	22.35
Instructional for Compliance Purposes	45.200	2,314,090	51,197			401,137	8,875	22.35

**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	20.850	1,103,065	52,905			193,720	9,291	22.85
13	3.950	210,459	53,281			41,285	10,452	23.08
21	0.100	5,982	59,820			1,162	11,616	22.54
51	0.200	7,000	35,000			2,323	11,616	22.49
55	0.150	13,945	92,967			1,742	11,616	21.65
65	0.250	17,995	71,980			2,904	11,616	22.47
79	0.700	50,565	72,236			8,131	11,616	22.41
Program 21 Instructional	0.100	5,982	59,820			1,162	11,616	22.54
K-12 Program 21 Instructional	0.100	5,982	59,820			1,162	11,616	22.54
K-3 BEA Instructional	19.700	984,322	49,966			180,493	9,162	23.15
K-12 BEA Instructional	19.700	984,322	49,966			180,493	9,162	23.15
BEA	20.850	1,103,065	52,905			193,720	9,291	22.85
Instructional	24.100	1,207,128	50,088			227,005	9,419	23.15
Administrative	2.100	201,883	96,135			24,263	11,554	21.36
Active	26.200	1,409,011	53,779			251,268	9,590	22.84
Certificated Total	26.200	1,409,011	53,779			251,268	9,590	22.84
Instructional for Funding Purposes	24.100	1,207,128	50,088			227,005	9,419	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	24.100	1,207,128	50,088			227,005	9,419	23.15



**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	18.100	1,290,651	71,307	18,286	1,010	204,442	11,295	22.27
21	1.000	55,126	55,126			11,616	11,616	12.64
55	0.400	29,417	73,543			4,646	11,616	20.01
68	1.000	47,717	47,717			11,616	11,616	21.55
97	1.000	127,817	127,817			11,616	11,616	22.72
Program 21 Instructional	1.000	55,126	55,126			11,616	11,616	12.64
K-12 Program 21 Instructional	1.000	55,126	55,126			11,616	11,616	12.64
K-3 BEA Instructional	5.001	309,668	61,921	3,535	707	58,092	11,616	19.88
4-6 BEA Instructional	2.334	167,577	71,798			15,496	6,639	22.93
7-8 BEA Instructional	3.333	229,496	68,856	1,835	551	38,716	11,616	21.89
9-12 BEA Instructional	6.432	472,309	73,431	12,916	2,008	80,522	12,519	23.03
K-12 BEA Instructional	17.100	1,179,050	68,950	18,286	1,069	192,826	11,276	21.90
K-12 BEA Administrative	1.000	111,601	111,601			11,616	11,616	27.39
BEA	19.100	1,418,468	74,265	18,286	957	216,058	11,312	22.31
Instructional	19.500	1,311,310	67,247	18,286	938	220,704	11,318	21.29
Administrative	2.000	239,418	119,709			23,232	11,616	24.69
Active	21.500	1,550,728	72,127	18,286	851	243,936	11,346	21.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	21.500	1,550,728	72,127	18,286	851	243,936	11,346	21.73
Instructional for Funding Purposes	19.500	1,311,310	67,247	18,286	938	220,704	11,318	21.29
Instructional for Compliance Purposes	19.500	1,311,310	67,247	18,286	938	220,704	11,318	21.29

**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	2.371	198,337	83,651			27,530	11,611	22.27
13	0.250	11,710	46,840					7.86
21	0.253	23,992	94,830					7.85
55	0.046	3,997	86,891			534	11,616	22.27
79	0.084	7,565	90,060			976	11,616	22.27
97	0.500	34,299	68,598			5,808	11,616	22.27
Program 21 Instructional	0.253	23,992	94,830					7.85
K-12 Program 21 Instructional	0.253	23,992	94,830					7.85
K-3 BEA Instructional	0.870	77,450	89,023			10,106	11,616	22.27
4-6 BEA Instructional	0.672	58,178	86,574			7,806	11,616	22.27
7-8 BEA Instructional	0.328	28,396	86,573			3,810	11,616	22.27
K-12 BEA Instructional	1.870	164,024	87,713			21,722	11,616	22.27
BEA	2.871	232,636	81,030			33,338	11,612	22.27
Instructional	2.253	199,578	88,583			23,232	10,312	20.54
Administrative	1.000	68,598	68,598			11,616	11,616	22.27
Other	0.251	11,724	46,709					7.86
Active	3.504	279,900	79,880			34,848	9,945	20.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	3.504	279,900	79,880			34,848	9,945	20.43
Instructional for Funding Purposes	2.253	199,578	88,583			23,232	10,312	20.54
Instructional for Compliance Purposes	2.253	199,578	88,583			23,232	10,312	20.54



**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	1,044.598	98,479,757	94,275	13,683,809	13,100	12,404,703	11,875	21.49
14				90,900				
19				58,500				
21	108.742	9,575,942	88,061	1,376,370	12,657	1,315,187	12,095	19.91
24	48.655	4,293,572	88,245	901,057	18,519	564,538	11,603	20.23
31	54.910	4,877,229	88,822	720,889	13,129	646,430	11,773	20.64
34	5.930	563,338	94,998	63,439	10,698	68,883	11,616	19.93
38	1.000	107,971	107,971	14,516	14,516	11,616	11,616	19.52
51	8.500	852,455	100,289	66,024	7,768	110,352	12,983	21.06
52	3.500	370,722	105,921	52,842	15,098	40,656	11,616	19.74
55	10.500	985,996	93,904	77,227	7,355	145,200	13,829	21.13
56	6.000	573,958	95,660	44,816	7,469	69,696	11,616	21.46
57				3,917				
58				1,035,759				
64	3.000	250,238	83,413	33,642	11,214	34,848	11,616	20.13
65	28.656	2,523,063	88,047	207,979	7,258	350,803	12,242	21.91
74	5.000	432,454	86,491	34,116	6,823	58,080	11,616	20.01
79	1.000	104,321	104,321	31,453	31,453	11,616	11,616	16.92
97	6.000	1,232,330	205,388	103,170	17,195	69,696	11,616	19.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	101.836	8,517,465	83,639	1,296,988	12,736	1,233,875	12,116	19.86
Program 21 Administrative	5.906	980,248	165,975	73,211	12,396	69,696	11,801	20.65
K-12 Program 21 Instructional	98.630	8,312,625	84,281			1,187,411	12,039	19.91
Program 26, 56, and 59 Instructional	5.000	418,370	83,674	34,976	6,995	58,080	11,616	21.66
Program 26, 56, and 59 Administrative	1.000	155,588	155,588	9,840	9,840	11,616	11,616	20.86
Program 31 Instructional	53.610	4,677,449	87,250	708,598	13,218	631,330	11,776	20.62
Program 31 Administrative	1.300	199,780	153,677	12,291	9,455	15,101	11,616	21.37
Program 34 Instructional	5.930	563,338	94,998	63,439	10,698	68,883	11,616	19.93
K-3 BEA Instructional	394.700	34,808,304	88,189	8,219	21	4,631,171	11,733	21.84
4-6 BEA Instructional	210.374	18,778,604	89,263	5,796	28	2,482,664	11,801	22.15
7-8 BEA Instructional	149.461	14,331,118	95,885	48,242	323	1,810,307	12,112	20.72
9-12 BEA Instructional	284.513	25,820,465	90,753	7,908	28	3,423,409	12,033	20.71
K-12 BEA Instructional	1,039.048	93,738,491	90,216	70,165	68	12,347,552	11,884	21.40
BEA	1,111.438	105,152,654	94,610	14,571,307	13,110	13,189,712	11,867	21.41
Instructional	1,253.695	112,334,436	89,603	17,502,803	13,961	14,943,984	11,920	21.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	80.296	12,706,360	158,244	1,001,909	12,478	935,088	11,646	21.45
Other	1.000	78,229	78,229	95,713	95,713	11,616	11,616	17.19
Active	1,334.991	125,119,025	93,723	18,600,425	13,933	15,890,688	11,903	21.24
On Leave	1.000	104,321	104,321			11,616	11,616	16.92
Certificated Total	1,335.991	125,223,346	93,731	18,600,425	13,923	15,902,304	11,903	21.23
Instructional for Funding Purposes	1,248.695	111,916,066	89,626	17,467,827	13,989	14,885,904	11,921	21.22
Instructional for Compliance Purposes	1,248.695	111,916,066	89,626	17,467,827	13,989	14,885,904	11,921	21.22



**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	10.245	712,029	69,500	14,489	1,414	128,164	12,510	24.99
21	0.089	6,077	68,281			1,083	12,173	25.00
31				7,865				
97	1.333	117,585	88,211			15,924	11,946	25.77
Program 21 Instructional	0.089	6,077	68,281			1,083	12,173	25.00
K-12 Program 21 Instructional	0.089	6,077	68,281			1,083	12,173	25.00
Program 31 Instructional				7,865				
K-3 BEA Instructional	2.250	162,749	72,333			27,233	12,104	25.66
4-6 BEA Instructional	1.167	84,803	72,668			18,211	15,605	24.80
7-8 BEA Instructional	0.802	73,492	91,636			9,624	12,000	22.69
9-12 BEA Instructional	5.161	348,098	67,448	22,354	4,331	62,716	12,152	25.55
K-12 BEA Instructional	9.380	669,142	71,337	22,354	2,383	117,784	12,557	25.13
BEA	11.578	829,614	71,654	22,354	1,931	144,088	12,445	25.10
Instructional	9.469	675,219	71,308	22,354	2,361	118,867	12,553	25.13
Administrative	2.198	160,472	73,008			26,304	11,967	24.98
Active	11.667	835,691	71,629	22,354	1,916	145,171	12,443	25.10
Certificated Total	11.667	835,691	71,629	22,354	1,916	145,171	12,443	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 Funding Purposes	9.469	675,219	71,308	22,354	2,361	118,867	12,553	25.13
Instructional for Compliance Purposes	9.469	675,219	71,308	22,354	2,361	118,867	12,553	25.13

**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	58.283	4,533,429	77,783	220,222	3,778	685,379	11,759	22.74
02	2.000	98,365	49,183	2,731	1,366	23,232	11,616	20.06
31	2.999	229,260	76,445	36,497	12,170	34,836	11,616	22.57
34	0.664	33,975	51,167			7,713	11,616	22.39
51	0.334	28,921	86,590	1,564	4,683	3,880	11,616	22.06
55	1.000	94,050	94,050			11,616	11,616	25.37
97	1.000	143,603	143,603			11,616	11,616	22.17
K-12 Program 02 Instructional	2.000	98,365	49,183	2,731	1,366	23,232	11,616	20.06
Program 31 Instructional	2.999	229,260	76,445	36,497	12,170	34,836	11,616	22.57
Program 34 Instructional	0.664	33,975	51,167			7,713	11,616	22.39
K-3 BEA Instructional	21.336	1,460,739	68,464	68,488	3,210	247,839	11,616	22.70
4-6 BEA Instructional	9.384	746,927	79,596	23,582	2,513	109,005	11,616	22.91
7-8 BEA Instructional	8.711	719,614	82,610	33,215	3,813	101,187	11,616	23.41
9-12 BEA Instructional	19.735	1,425,827	72,249	63,646	3,225	229,242	11,616	21.80
K-12 BEA Instructional	59.166	4,353,107	73,574	188,931	3,193	687,272	11,616	22.53
BEA Instructional	64.946	5,038,632	77,582	259,450	3,995	762,776	11,745	22.66
Instructional	60.500	4,476,078	73,985	240,718	3,979	702,768	11,616	22.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	5.280	644,875	122,135	8,500	1,610	69,696	13,200	23.67
Other	0.500	40,650	81,300	11,796	23,592	5,808	11,616	21.35
Active	66.280	5,161,603	77,876	261,014	3,938	778,272	11,742	22.69
Certificated Total	66.280	5,161,603	77,876	261,014	3,938	778,272	11,742	22.69
Instructional for Funding Purposes	60.500	4,476,078	73,985	240,718	3,979	702,768	11,616	22.58
Instructional for Compliance Purposes	60.500	4,476,078	73,985	240,718	3,979	702,768	11,616	22.58

**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	2.523	132,043	52,336			43,897	17,399	18.19
51	0.549	59,618	108,594			12,441	22,661	23.29
52	0.154	44,337	287,903			2,974	19,310	24.74
55	0.154	23,575	153,084			3,183	20,667	22.10
97	1.000	40,000	40,000			11,616	11,616	7.94
K-3 BEA Instructional	1.310	57,847	44,158			29,807	22,753	20.98
4-6 BEA Instructional	0.213	22,977	107,873			2,474	11,616	56.14
K-12 BEA Instructional	1.523	80,824	53,069			32,281	21,196	22.65
BEA	3.523	172,043	48,834			55,513	15,757	16.23
Instructional	2.380	208,354	87,544			50,878	21,377	22.88
Administrative	2.000	91,219	45,610			23,232	11,616	7.94
Active	4.380	299,573	68,396			74,110	16,920	17.90
Certificated Total	4.380	299,573	68,396			74,110	16,920	17.90
Instructional for Funding Purposes	2.380	208,354	87,544			50,878	21,377	22.88
Instructional for Compliance Purposes	2.380	208,354	87,544			50,878	21,377	22.88

**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	223.762	17,801,072	79,554	646,091	2,887	2,805,334	12,537	22.37
02	8.708	647,861	74,398			130,285	14,962	21.97
11	5.233	396,189	75,710			69,696	13,319	23.10
12	2.895	261,882	90,460			46,278	15,986	22.41
13	4.329	320,305	73,991	29,012	6,702	55,048	12,716	23.01
14	10.371	752,741	72,581	47,474	4,578	133,131	12,837	22.61
19	0.500	50,864	101,728			5,959	11,918	22.29
21	31.549	2,383,787	75,558	65,752	2,084	366,872	11,629	22.92
23	2.000	154,827	77,414			23,232	11,616	25.48
24	8.500	643,019	75,649			121,968	14,349	21.19
31	15.930	1,203,769	75,566	100,005	6,278	196,659	12,345	21.41
34	2.950	275,363	93,343			34,267	11,616	22.92
51	5.305	498,984	94,059			71,438	13,466	22.32
52	0.401	37,455	93,404	9,000	22,444	5,808	14,484	23.11
55	13.157	1,151,069	87,487	43,890	3,336	143,105	10,877	18.75
58	0.896	1,250	1,395	238,868	266,594	5,204	5,808	22.46
64	0.400	37,405	93,513			4,646	11,616	20.98
65	1.550	136,148	87,837	7,376	4,759	18,005	11,616	21.88
74	1.202	81,487	67,793			17,424	14,496	22.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79				27,900				
97	3.000	505,304	168,435	1,800	600	34,848	11,616	20.60
K-12 Program 02 Instructional	8.708	647,861	74,398			130,285	14,962	21.97
Program 21 Instructional	30.549	2,239,866	73,320	65,752	2,152	355,256	11,629	23.06
Program 21 Administrative	1.000	143,921	143,921			11,616	11,616	20.93
K-12 Program 21 Instructional	29.549	2,178,022	73,709	8,086	274	343,640	11,629	23.06
Program 31 Instructional	15.080	1,097,174	72,757	100,005	6,632	186,785	12,386	21.29
Program 31 Administrative	0.850	106,595	125,406			9,874	11,616	22.88
Program 34 Instructional	2.800	256,552	91,626			32,525	11,616	22.93
Program 34 Administrative	0.150	18,811	125,407			1,742	11,616	22.88
K-3 BEA Instructional	86.085	6,517,402	75,709	10,767	125	1,131,716	13,146	22.92
4-6 BEA Instructional	34.067	2,429,575	71,318	2,414	71	443,847	13,029	22.98
7-8 BEA Instructional	42.190	3,215,684	76,219	25,275	599	515,886	12,228	22.02
9-12 BEA Instructional	69.058	5,167,467	74,828	362,419	5,248	871,967	12,627	22.06
K-12 BEA Instructional	231.400	17,330,128	74,893	400,875	1,732	2,963,416	12,806	22.49
BEA	254.350	20,433,369	80,336	747,896	2,940	3,201,393	12,587	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
Instructional	315.285	23,836,279	75,602	1,080,654	3,428	3,998,808	12,683	22.34
Administrative	24.450	3,317,154	135,671	136,514	5,583	255,552	10,452	20.90
Other	2.903	187,348	64,536			34,848	12,004	23.84
Active	342.638	27,340,781	79,795	1,217,168	3,552	4,289,208	12,518	22.18
Certificated Total	342.638	27,340,781	79,795	1,217,168	3,552	4,289,208	12,518	22.18
Instructional for Funding Purposes	315.285	23,836,279	75,602	1,080,654	3,428	3,998,808	12,683	22.34
Instructional for Compliance Purposes	315.285	23,836,279	75,602	1,080,654	3,428	3,998,808	12,683	22.34



**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	907.631	78,093,412	86,041	3,443,299	3,794	10,768,022	11,864	21.60
02	13.328	1,123,044	84,262	26,032	1,953	181,057	13,585	20.75
12	40.812	3,168,371	77,633	41,473	1,016	487,433	11,943	22.35
13	5.000	362,101	72,420	6,877	1,375	58,437	11,687	21.52
19	0.360	55,915	155,319			4,182	11,616	20.80
21	138.760	10,765,713	77,585	524,206	3,778	1,625,138	11,712	21.17
24	17.001	1,353,259	79,599	75,611	4,447	203,820	11,989	21.76
29				1,391				
31	43.827	3,858,003	88,028	194,900	4,447	514,879	11,748	21.65
34	7.620	669,314	87,836	18,440	2,420	89,537	11,750	22.08
39				10,872				
45	23.000	1,954,127	84,962	16,406	713	246,614	10,722	20.24
51	24.171	2,015,294	83,377	23,588	976	287,393	11,890	21.77
52	0.547	52,550	96,069	1,719	3,143	8,770	16,033	18.89
53	10.600	830,213	78,322	420	40	128,565	12,129	19.99
55	43.591	3,769,830	86,482	169,939	3,898	519,657	11,921	21.30
56	2.651	251,256	94,778	14,063	5,305	31,196	11,768	20.87
58				3,000				
59	0.098	13,434	137,082			1,138	11,616	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
64	1.300	99,374	76,442			17,537	13,490	24.20
65	14.422	1,250,729	86,724	42,225	2,928	171,661	11,903	21.11
74	3.000	250,689	83,563	9,627	3,209	35,332	11,777	21.25
79	1.000	96,942	96,942	600	600	11,768	11,768	22.19
97	1.875	301,318	160,703	22,840	12,181	21,780	11,616	11.72
99	0.125	19,410	155,280	1,500	12,000	1,452	11,616	12.90
K-12 Program 02 Instructional	12.113	956,564	78,970			166,944	13,782	20.64
Program 21 Instructional	134.760	10,228,839	75,904	516,432	3,832	1,578,674	11,715	21.12
Program 21 Administrative	4.000	536,874	134,219	7,774	1,944	46,464	11,616	22.31
K-12 Program 21 Instructional	122.030	9,295,576	76,175			1,429,457	11,714	21.08
Program 26, 56, and 59 Instructional	2.399	216,713	90,335	14,063	5,862	28,269	11,784	20.58
Program 26, 56, and 59 Administrative	0.350	47,977	137,077			4,066	11,616	23.36
Program 31 Instructional	40.800	3,452,278	84,615	194,900	4,777	479,334	11,748	21.74
Program 31 Administrative	3.027	405,725	134,035			35,545	11,743	20.81
Program 34 Instructional	7.060	602,274	85,308	18,440	2,612	83,032	11,761	22.17
Program 34 Administrative	0.560	67,040	119,714			6,505	11,616	21.17

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	344.056	27,302,994	79,356			4,110,554	11,947	22.08
4-6 BEA Instructional	192.744	15,338,985	79,582			2,283,953	11,850	22.13
7-8 BEA Instructional	133.684	11,403,654	85,303			1,580,904	11,826	21.70
9-12 BEA Instructional	246.861	21,403,581	86,703			2,933,681	11,884	21.00
K-12 BEA Instructional	917.345	75,449,214	82,247			10,909,093	11,892	21.70
BEA	997.281	85,999,218	86,234	3,721,917	3,732	11,821,889	11,854	21.53
Instructional	1,211.308	98,586,219	81,388	4,553,345	3,759	14,392,397	11,882	21.62
Administrative	86.411	11,526,534	133,392	95,683	1,107	1,011,149	11,702	20.28
Active	1,297.719	110,112,753	84,851	4,649,028	3,582	15,403,546	11,870	21.49
K-12 BEA Contracted	2.000	144,603	72,302					
On Leave	1.000	96,942	96,942			11,823	11,823	22.88
Certificated Total	1,300.719	110,354,298	84,841	4,649,028	3,574	15,415,369	11,851	21.49
Instructional for Funding Purposes	1,210.909	98,514,109	81,356	4,539,282	3,749	14,364,128	11,862	21.63
Instructional for Compliance Purposes	1,208.909	98,369,506	81,370	4,539,282	3,755	14,364,128	11,882	21.63

**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	1,458.294	126,960,747	87,061	11,273,493	7,731	18,721,396	12,838	22.32
03	9.800	911,367	92,997	68,525	6,992	128,893	13,152	20.50
12	24.422	2,284,480	93,542	270,197	11,064	315,175	12,905	20.68
21	286.684	23,677,334	82,590	3,314,512	11,562	3,778,036	13,178	23.36
24	0.300	24,959	83,197	4,252	14,173	3,821	12,736	22.21
31	67.495	5,851,058	86,689	681,037	10,090	883,367	13,088	20.91
34	9.100	772,040	84,840	75,118	8,255	115,426	12,684	20.45
51	32.772	2,986,856	91,140	230,947	7,047	427,508	13,045	21.61
52	5.250	536,183	102,130	38,851	7,400	67,596	12,875	19.47
55	43.730	3,766,181	86,124	303,154	6,932	596,217	13,634	23.23
58	1.900	199,333	104,912	15,334	8,071	25,700	13,526	19.62
65	34.106	3,034,461	88,971	310,696	9,110	443,328	12,999	21.45
69	2.000	114,358	57,179	78,621	39,311	25,621	12,811	18.48
74	3.000	349,650	116,550	24,808	8,269	39,183	13,061	20.51
97	2.726	385,427	141,389	13,700	5,026	24,924	9,143	10.28
Program 21 Instructional	274.961	22,271,643	80,999	3,273,232	11,904	3,623,002	13,176	23.29
Program 21 Administrative	7.723	1,133,343	146,749	41,280	5,345	105,438	13,653	20.13
K-12 Program 21 Instructional	260.200	21,143,656	81,259	821,481	3,157	3,432,246	13,191	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	65.395	5,523,915	84,470	678,922	10,382	855,188	13,077	20.88
Program 31 Administrative	2.100	327,143	155,782	2,115	1,007	28,180	13,419	21.52
Program 34 Instructional	8.900	742,289	83,403	74,883	8,414	112,758	12,669	20.41
Program 34 Administrative	0.200	29,751	148,755	235	1,175	2,668	13,340	21.75
K-3 BEA Instructional	567.679	45,136,847	79,511	2,046,964	3,606	7,321,187	12,897	23.03
4-6 BEA Instructional	315.614	25,462,876	80,677	460,309	1,458	4,056,898	12,854	23.32
7-8 BEA Instructional	205.963	17,456,940	84,758	441,427	2,143	2,625,436	12,747	22.48
9-12 BEA Instructional	341.062	29,781,080	87,319	1,692,835	4,963	4,377,234	12,834	21.32
K-12 BEA Instructional	1,430.318	117,837,743	82,386	4,641,535	3,245	18,380,754	12,851	22.56
K-12 BEA Administrative	35.775	5,132,128	143,456	552,968	15,457	457,530	12,789	19.92
BEA	1,547.415	134,880,639	87,165	12,111,873	7,827	19,874,006	12,843	22.20
Instructional	1,850.823	153,113,848	82,727	15,774,804	8,523	23,922,038	12,925	22.59
Administrative	121.756	17,999,588	147,833	928,441	7,625	1,560,537	12,817	19.54
Active	1,972.579	171,113,436	86,746	16,703,245	8,468	25,482,575	12,918	22.28
K-12 Program 21 Contracted	4.000	272,348	68,087			49,596	12,399	
On Leave	5.000	468,650	93,730			64,020	12,804	24.02
Certificated Total	1,981.579	171,854,434	86,726	16,703,245	8,429	25,596,191	12,917	22.32

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 for Funding Purposes	1,854.823	153,386,196	82,696	15,774,804	8,505	23,971,634	12,924	22.63
Instructional for Compliance Purposes	1,850.823	153,113,848	82,727	15,774,804	8,523	23,922,038	12,925	22.59

**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	41.080	2,925,675	71,219	155,171	3,777	477,185	11,616	23.09
02	8.133	619,250	76,140	103,263	12,697	90,605	11,140	22.40
13	2.000	143,007	71,504	325	163	23,232	11,616	22.97
14	1.000	75,963	75,963	1,612	1,612	11,616	11,616	22.89
21	6.300	486,078	77,155	20,359	3,232	77,827	12,354	22.91
23				1,456				
24	0.500	22,415	44,830	4,022	8,044	11,616	23,232	23.73
31	2.920	245,072	83,929	43,027	14,735	33,919	11,616	22.85
51	1.000	80,741	80,741	8,244	8,244	11,616	11,616	22.75
52				12,400				
55	3.500	262,119	74,891	5,811	1,660	40,656	11,616	22.26
58				47,381				
74				4,000				
79				70				
97	1.000	150,524	150,524	4,000	4,000	11,616	11,616	20.29
K-12 Program 02 Instructional	7.633	571,750	74,905			84,797	11,109	22.65
Program 21 Instructional	5.700	417,228	73,198	18,677	3,277	66,211	11,616	22.90
Program 21 Administrative	0.600	68,850	114,750			11,616	19,360	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
K-12 Program 21 Instructional	5.700	417,228	73,198			66,211	11,616	22.90
Program 31 Instructional	2.920	245,072	83,929	35,117	12,026	33,919	11,616	22.85
Program 31 Administrative				7,450				
K-3 BEA Instructional	13.600	866,322	63,700			157,978	11,616	23.01
4-6 BEA Instructional	7.400	522,340	70,586			85,958	11,616	23.08
7-8 BEA Instructional	7.500	488,947	65,193			87,120	11,616	22.84
9-12 BEA Instructional	20.133	1,506,387	74,822			229,997	11,424	23.11
K-12 BEA Instructional	48.633	3,383,996	69,582			561,053	11,536	23.04
BEA	53.133	3,940,521	74,163	305,461	5,749	613,325	11,543	22.85
Instructional	61.833	4,337,969	70,156	359,384	5,812	720,192	11,647	23.02
Administrative	5.600	672,875	120,156	22,450	4,009	69,696	12,446	21.63
Active	67.433	5,010,844	74,308	381,834	5,662	789,888	11,714	22.83
On Leave				29,307				
Certificated Total	67.433	5,010,844	74,308	411,141	6,097	789,888	11,714	22.83
Instructional for Funding Purposes	61.833	4,337,969	70,156	359,384	5,812	720,192	11,647	23.02
Instructional for Compliance Purposes	61.833	4,337,969	70,156	359,384	5,812	720,192	11,647	23.02



**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	72.710	5,996,698	82,474	246,986	3,397	849,238	11,680	22.56
03	0.008	886	110,750			93	11,616	21.95
12	1.000	93,341	93,341			11,616	11,616	22.16
13	0.600	56,005	93,342	212,128	353,547	6,970	11,616	19.93
21	11.188	842,335	75,289	52,827	4,722	134,164	11,992	22.77
31	4.840	420,358	86,851	46,974	9,705	56,221	11,616	22.40
51	1.310	157,456	120,195	7,891	6,024	15,217	11,616	22.88
52	0.052	10,697	205,712	35,495	682,596	604	11,616	21.95
53	0.400	25,406	63,515	10,706	26,765	4,646	11,616	20.52
55	2.320	229,777	99,042	7,840	3,379	26,949	11,616	23.39
58				85,640				
64	0.250	22,766	91,064	23,771	95,084	2,904	11,616	21.26
65	2.050	148,661	72,518	5,961	2,908	23,813	11,616	31.70
74		4,937		8,037				
79		9,874						
88	0.510	56,490	110,765			5,924	11,616	21.95
97	1.000	140,136	140,136	30,750	30,750	9,680	9,680	16.98
Program 21 Instructional	10.188	731,571	71,807	52,827	5,185	122,548	12,029	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
Program 21 Administrative	1.000	110,764	110,764			11,616	11,616	21.67
K-12 Program 21 Instructional	10.188	731,571	71,807			122,548	12,029	22.93
Program 31 Instructional	4.840	420,358	86,851	46,974	9,705	56,221	11,616	22.40
K-3 BEA Instructional	25.445	1,854,729	72,892			295,569	11,616	22.86
4-6 BEA Instructional	15.298	1,199,949	78,438			177,702	11,616	22.86
7-8 BEA Instructional	10.707	869,899	81,246			129,019	12,050	21.92
9-12 BEA Instructional	20.100	1,750,172	87,073			233,474	11,616	22.37
K-12 BEA Instructional	71.550	5,674,749	79,312			835,763	11,681	22.56
BEA	78.558	6,558,078	83,481	324,710	4,133	915,232	11,650	22.43
Instructional	89.267	7,016,323	78,599	727,056	8,145	1,045,768	11,715	22.72
Administrative	8.371	1,128,163	134,770	13,600	1,625	95,302	11,385	21.51
Other	0.600	71,337	118,895			6,970	11,616	22.42
Active	98.238	8,215,823	83,632	740,656	7,539	1,148,039	11,686	22.58
On Leave				34,350				
Certificated Total	98.238	8,215,823	83,632	775,006	7,889	1,148,039	11,686	22.58
Instructional for Funding Purposes	89.267	7,016,323	78,599	727,056	8,145	1,045,768	11,715	22.72
Instructional for Compliance Purposes	89.267	7,016,323	78,599	727,056	8,145	1,045,768	11,715	22.72

**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	33.929	2,374,003	69,970	92,549	2,728	392,025	11,554	23.02
21	4.467	257,302	57,601	8,218	1,840	104,544	23,404	21.02
31	3.000	237,732	79,244	32,496	10,832	34,848	11,616	22.24
34	0.830	63,978	77,082	7,670	9,241	9,641	11,616	22.35
51	0.926	42,231	45,606	2,000	2,160	5,378	5,808	22.57
55	1.000	75,931	75,931	3,638	3,638	11,616	11,616	21.39
56	0.956	48,340	50,565			11,616	12,151	7.65
65	0.045	2,866	63,689			484	10,756	28.24
97	1.000	145,000	145,000	720	720	11,616	11,616	18.57
Program 21 Instructional	4.467	257,302	57,601	8,218	1,840	104,544	23,404	21.02
K-12 Program 21 Instructional	3.000	182,375	60,792	1,959	653	34,848	11,616	22.05
Program 26, 56, and 59 Instructional	0.956	48,340	50,565			11,616	12,151	7.65
Program 31 Instructional	3.000	237,732	79,244	32,496	10,832	34,848	11,616	22.24
Program 34 Instructional	0.830	63,978	77,082	7,670	9,241	9,641	11,616	22.35
K-3 BEA Instructional	9.685	680,519	70,265	11,779	1,216	116,644	12,044	22.96
4-6 BEA Instructional	5.926	407,271	68,726	3,312	559	63,458	10,708	23.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	9.330	563,296	60,375	7,670	822	108,377	11,616	22.42
9-12 BEA Instructional	10.270	765,225	74,511	38,699	3,768	119,296	11,616	22.02
K-12 BEA Instructional	35.211	2,416,311	68,624	61,460	1,745	407,776	11,581	22.61
BEA	38.759	2,820,713	72,776	133,435	3,443	448,130	11,562	22.69
Instructional	42.605	2,842,981	66,729	116,769	2,741	541,414	12,708	22.15
Administrative	3.000	367,329	122,443	6,880	2,293	34,848	11,616	22.97
Other	0.548	37,073	67,651	23,642	43,142	5,506	10,047	26.28
Active	46.153	3,247,383	70,361	147,291	3,191	581,768	12,605	22.28
Certificated Total	46.153	3,247,383	70,361	147,291	3,191	581,768	12,605	22.28
Instructional for Funding Purposes	41.649	2,794,641	67,100	116,769	2,804	529,798	12,721	22.42
Instructional for Compliance Purposes	41.649	2,794,641	67,100	116,769	2,804	529,798	12,721	22.42

**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	8.888	657,017	73,922	17,948	2,019	103,243	11,616	22.47
12	0.286	24,098	84,259			3,322	11,616	20.04
13	0.587	49,690	84,651			6,819	11,616	20.04
52	0.127	10,445	82,244			1,475	11,616	20.04
55	0.112	9,367	83,634			1,301	11,616	21.25
97	0.937	102,265	109,141			10,884	11,616	27.19
99	0.063	6,818	108,222			732	11,616	27.19
K-3 BEA Instructional	2.582	182,574	70,710	2,286	885	29,993	11,616	24.06
4-6 BEA Instructional	1.636	126,766	77,485	1,344	822	19,004	11,616	23.02
7-8 BEA Instructional	1.216	85,652	70,438			14,125	11,616	21.59
9-12 BEA Instructional	2.682	184,993	68,976	12,078	4,503	31,154	11,616	21.31
K-12 BEA Instructional	8.116	579,985	71,462	15,708	1,935	94,275	11,616	22.54
K-12 BEA Administrative	0.772	77,032	99,782			8,968	11,616	21.99
BEA	9.825	759,282	77,281	17,948	1,827	114,127	11,616	22.99
Instructional	9.228	673,585	72,994	17,948	1,945	107,192	11,616	22.18
Administrative	1.772	186,115	105,031			20,584	11,616	24.76
Active	11.000	859,700	78,155	17,948	1,632	127,776	11,616	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
Certificated Total	11.000	859,700	78,155	17,948	1,632	127,776	11,616	22.68
Instructional for Funding Purposes	9.228	673,585	72,994	17,948	1,945	107,192	11,616	22.18
Instructional for Compliance Purposes	9.228	673,585	72,994	17,948	1,945	107,192	11,616	22.18

**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	88.939	7,627,895	85,765	516,349	5,806	1,039,632	11,689	23.15
02	3.000	265,842	88,614	24,558	8,186	34,848	11,616	21.70
13	0.412	37,700	91,505	19,355	46,978			7.94
14				7,617				
21	13.940	1,109,987	79,626	76,306	5,474	161,927	11,616	23.68
24	2.060	171,293	83,152			23,929	11,616	22.88
31	2.800	249,076	88,956	18,155	6,484	34,848	12,446	23.63
51	0.500	48,750	97,500	2,168	4,336	5,808	11,616	23.09
52				328				
55				1,613				
58				74,883				
74				814				
97	3.335	473,663	142,028	16,333	4,897	34,848	10,449	24.34
K-12 Program 02 Instructional	3.000	265,842	88,614	12,288	4,096	34,848	11,616	21.70
Program 21 Instructional	12.940	997,862	77,115	76,306	5,897	150,311	11,616	23.67
Program 21 Administrative	1.000	112,125	112,125			11,616	11,616	23.77
K-12 Program 21 Instructional	12.000	929,946	77,496	68,790	5,733	139,392	11,616	23.75

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	2.800	249,076	88,956	8,279	2,957	34,848	12,446	23.63
Program 31 Administrative				9,876				
K-3 BEA Instructional	28.901	2,367,945	81,933	134,316	4,647	339,675	11,753	23.16
4-6 BEA Instructional	18.558	1,514,547	81,612	77,018	4,150	218,125	11,754	22.79
7-8 BEA Instructional	14.840	1,278,970	86,184	109,740	7,395	172,381	11,616	22.65
9-12 BEA Instructional	26.440	2,234,013	84,494	142,819	5,402	309,450	11,704	23.43
K-12 BEA Instructional	88.739	7,395,475	83,340	463,893	5,228	1,039,632	11,716	23.08
K-12 BEA Administrative	5.500	690,544	125,553	9,876	1,796	63,888	11,616	23.57
BEA	98.074	8,616,476	87,857	575,395	5,867	1,144,176	11,666	23.17
Instructional	104.651	8,651,080	82,666	669,268	6,395	1,219,680	11,655	23.07
Administrative	10.335	1,333,126	128,991	9,876	956	116,160	11,239	23.84
Active	114.986	9,984,206	86,830	679,144	5,906	1,335,840	11,617	23.16
On Leave				79,335				
Certificated Total	114.986	9,984,206	86,830	758,479	6,596	1,335,840	11,617	23.16
Instructional for Funding Purposes	104.651	8,651,080	82,666	669,268	6,395	1,219,680	11,655	23.07
Instructional for Compliance Purposes	104.651	8,651,080	82,666	669,268	6,395	1,219,680	11,655	23.07



**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	42.259	3,797,520	89,863	145,003	3,431	490,881	11,616	21.43
12	0.394	43,241	109,749	1,488	3,777	4,577	11,616	21.81
13	1.400	120,085	85,775	3,373	2,409	16,262	11,616	20.39
21	6.106	442,256	72,430	13,084	2,143	81,893	13,412	21.16
24	0.864	70,066	81,095	2,406	2,785	10,036	11,616	21.60
29	0.450	49,386	109,747	1,699	3,776	5,227	11,616	19.92
31	1.630	92,744	56,898	3,692	2,265	30,550	18,742	19.19
51	1.000	66,334	66,334	2,278	2,278	11,616	11,616	21.63
53	1.000	36,099	36,099	1,890	1,890	11,616	11,616	19.51
55	0.546	41,007	75,104	1,408	2,579	6,342	11,616	24.45
71				7,200				
74	0.157	17,560	111,847	3,776	24,051	1,824	11,616	21.59
79	1.250	84,215	67,372	2,892	2,314	14,520	11,616	21.48
97	1.000	180,000	180,000	1,800	1,800	11,616	11,616	20.91
Program 21 Instructional	5.606	380,691	67,908	13,084	2,334	76,085	13,572	21.25
Program 21 Administrative	0.500	61,565	123,130			5,808	11,616	20.59
K-12 Program 21 Instructional	5.606	380,691	67,908	3,038	542	76,085	13,572	21.25
Program 31 Instructional	1.630	92,744	56,898	3,692	2,265	30,550	18,742	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
K-3 BEA Instructional	11.246	1,058,083	94,085	8,836	786	130,634	11,616	21.59
4-6 BEA Instructional	4.534	420,977	92,849			52,667	11,616	21.66
7-8 BEA Instructional	8.136	697,043	85,674	3,400	418	94,508	11,616	21.50
9-12 BEA Instructional	16.473	1,277,610	77,558	14,873	903	202,966	12,321	20.82
K-12 BEA Instructional	40.389	3,453,713	85,511	39,974	990	480,775	11,904	21.28
K-12 BEA Administrative	1.000	123,130	123,130	1,800	1,800	11,616	11,616	22.23
BEA	44.889	4,070,264	90,674	150,495	3,353	533,047	11,875	21.31
Instructional	53.056	4,362,397	82,223	182,989	3,449	638,880	12,042	21.27
Administrative	5.000	678,116	135,623	9,000	1,800	58,080	11,616	21.44
Active	58.056	5,040,513	86,822	191,989	3,307	696,960	12,005	21.29
Certificated Total	58.056	5,040,513	86,822	191,989	3,307	696,960	12,005	21.29
Instructional for Funding Purposes	53.056	4,362,397	82,223	182,989	3,449	638,880	12,042	21.27
Instructional for Compliance Purposes	53.056	4,362,397	82,223	182,989	3,449	638,880	12,042	21.27

**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	12.251	823,436	67,214	7,634	623	161,660	13,196	21.58
13	0.610	26,282	43,085			14,172	23,232	22.12
14	0.390	16,803	43,085			9,060	23,232	22.12
21	0.850	46,273	54,439					21.68
31	0.750	53,692	71,589	19,886	26,515	8,712	11,616	22.14
51	0.100	5,444	54,440					21.68
52				539				
55	0.050	2,722	54,440					21.68
97	0.805	83,113	103,246	15,390	19,118	15,484	19,235	11.41
Program 21 Instructional	0.850	46,273	54,439					21.68
K-12 Program 21 Instructional	0.709	38,575	54,408					21.68
Program 31 Instructional	0.750	53,692	71,589	19,886	26,515	8,712	11,616	22.14
K-3 BEA Instructional	3.654	235,221	64,374	750	205	46,313	12,675	21.27
4-6 BEA Instructional	2.029	118,526	58,416			25,509	12,572	22.21
7-8 BEA Instructional	1.194	78,759	65,962			13,870	11,616	21.36
9-12 BEA Instructional	5.124	344,662	67,264	24,830	4,846	73,065	14,259	21.56
K-12 BEA Instructional	12.001	777,168	64,759	25,580	2,131	158,756	13,229	21.55

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 BEA Administrative	1.333	118,887	89,188			15,484	11,616	22.15
BEA	13.806	960,241	69,552	42,910	3,108	185,856	13,462	20.67
Instructional	14.001	874,692	62,474	28,059	2,004	181,988	12,998	21.58
Administrative	1.805	183,073	101,425	15,390	8,526	27,100	15,014	16.90
Active	15.806	1,057,765	66,922	43,449	2,749	209,088	13,228	20.78
Certificated Total	15.806	1,057,765	66,922	43,449	2,749	209,088	13,228	20.78
Instructional for Funding Purposes	14.001	874,692	62,474	28,059	2,004	181,988	12,998	21.58
Instructional for Compliance Purposes	14.001	874,692	62,474	28,059	2,004	181,988	12,998	21.58

**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	70.381	5,274,933	74,948	370,294	5,261	817,766	11,619	21.95
11	4.944	563,791	114,035			57,430	11,616	21.46
21	9.550	704,326	73,751	91,393	9,570	117,902	12,346	22.26
31	5.953	402,831	67,669	59,314	9,964	69,696	11,708	22.01
51	1.000	63,861	63,861			11,616	11,616	20.91
55	4.092	345,909	84,533	35,220	8,607	48,857	11,940	23.26
65	3.288	252,094	76,671	1,838	559	44,884	13,651	21.90
74	0.376	26,193	69,662			5,065	13,470	22.88
97	1.000	160,717	160,717			11,616	11,616	18.09
Program 21 Instructional	8.900	627,565	70,513	86,893	9,763	110,352	12,399	21.90
Program 21 Administrative	0.650	76,761	118,094	4,500	6,923	7,550	11,616	26.47
K-12 Program 21 Instructional	8.704	611,830	70,293			107,913	12,398	21.88
Program 31 Instructional	5.703	373,630	65,515	59,314	10,400	66,792	11,712	21.97
Program 31 Administrative	0.250	29,201	116,804			2,904	11,616	22.54
K-3 BEA Instructional	23.835	1,679,135	70,448			276,867	11,616	22.63
4-6 BEA Instructional	12.528	941,752	75,172			144,329	11,520	22.38
7-8 BEA Instructional	15.017	1,090,497	72,618			173,938	11,583	21.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	22.898	1,731,560	75,621	5,124	224	268,446	11,724	21.64
K-12 BEA Instructional	74.278	5,442,944	73,278	5,124	69	863,580	11,626	21.94
K-12 BEA Administrative	0.056	6,994	124,893			650	11,616	22.55
BEA	77.334	5,838,481	75,497	429,608	5,555	899,078	11,626	21.84
Instructional	92.584	6,763,643	73,054	442,080	4,775	1,091,904	11,794	21.84
Administrative	8.000	1,031,012	128,877	52,500	6,563	92,928	11,616	22.44
Other				7,167				
Active	100.584	7,794,655	77,494	501,747	4,988	1,184,832	11,780	21.91
On Leave				56,312				
Certificated Total	100.584	7,794,655	77,494	558,059	5,548	1,184,832	11,780	21.91
Instructional for Funding Purposes	92.584	6,763,643	73,054	442,080	4,775	1,091,904	11,794	21.84
Instructional for Compliance Purposes	92.584	6,763,643	73,054	442,080	4,775	1,091,904	11,794	21.84

**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	11.388	771,666	67,761	36,551	3,210	131,660	11,561	22.35
31	1.001	47,431	47,384	754	753	11,628	11,616	25.46
34	0.333	15,082	45,291			3,868	11,616	27.45
51	0.799	51,267	64,164			9,281	11,616	22.22
52				4,801				
55	0.666	41,858	62,850	12,991	19,506	7,736	11,616	23.04
58				32,115				
65	0.336	27,920	83,095			6,273	18,669	27.08
68	0.100	8,272	82,720			1,859	18,586	27.08
97	1.000	116,812	116,812	3,595	3,595	11,616	11,616	22.18
Program 31 Instructional	1.001	47,431	47,384	754	753	11,628	11,616	25.46
Program 34 Instructional	0.333	15,082	45,291			3,868	11,616	27.45
K-3 BEA Instructional	3.000	206,139	68,713	11,668	3,889	34,848	11,616	21.67
4-6 BEA Instructional	2.035	119,628	58,785	5,647	2,775	23,639	11,616	23.12
7-8 BEA Instructional	1.499	86,831	57,926	3,425	2,285	17,412	11,616	23.85
9-12 BEA Instructional	5.188	320,805	61,836	15,434	2,975	59,640	11,496	22.69
K-12 BEA Instructional	11.722	733,403	62,566	36,174	3,086	135,539	11,563	22.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	13.722	950,991	69,304	40,900	2,981	158,771	11,571	22.57
Instructional	13.623	862,720	63,328	86,081	6,319	160,688	11,795	22.78
Administrative	2.000	217,588	108,794			23,232	11,616	22.43
Active	15.623	1,080,308	69,149	86,081	5,510	183,920	11,772	22.72
On Leave				4,726				
Certificated Total	15.623	1,080,308	69,149	90,807	5,812	183,920	11,772	22.72
Instructional for Funding Purposes	13.623	862,720	63,328	86,081	6,319	160,688	11,795	22.78
Instructional for Compliance Purposes	13.623	862,720	63,328	86,081	6,319	160,688	11,795	22.78



**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	452.095	45,392,241	100,404	4,290,856	9,491	5,058,768	11,190	23.54
02	2.250	191,365	85,051	19,080	8,480	37,171	16,521	23.84
13	9.413	967,071	102,738	109,131	11,594	104,544	11,106	23.33
14				3,152				
21	95.269	8,889,449	93,309	1,153,984	12,113	1,140,691	11,973	24.82
31	20.114	1,995,060	99,188	263,957	13,123	229,997	11,435	22.67
34	5.846	650,121	111,208	86,785	14,845	65,050	11,127	23.65
51	2.700	276,286	102,328	25,628	9,492	31,363	11,616	23.47
52				34,200				
55	7.251	662,349	91,346	61,536	8,487	89,443	12,335	25.03
58				236,085				
65	1.160	115,977	99,980	10,536	9,083	13,939	12,017	23.40
74	1.100	124,642	113,311	12,494	11,358	12,778	11,616	23.48
97	2.500	530,589	212,236	12,297	4,919			20.08
K-12 Program 02 Instructional	2.250	191,365	85,051			37,171	16,521	23.84
Program 21 Instructional	93.269	8,542,663	91,592	1,146,138	12,289	1,140,691	12,230	24.95
Program 21 Administrative	2.000	346,786	173,393	7,846	3,923			21.60
K-12 Program 21 Instructional	82.585	7,452,766	90,244	60,267	730	1,001,299	12,124	25.23

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 31 Instructional	19.360	1,875,674	96,884	261,256	13,495	229,997	11,880	22.69
Program 31 Administrative	0.754	119,386	158,337	2,701	3,582			22.33
Program 34 Instructional	5.600	611,171	109,138	85,903	15,340	65,050	11,616	23.72
Program 34 Administrative	0.246	38,950	158,333	882	3,585			22.33
K-3 BEA Instructional	175.797	16,416,373	93,383	7,383	42	2,085,037	11,860	23.78
4-6 BEA Instructional	91.628	8,672,994	94,654	10,281	112	1,104,716	12,057	23.78
7-8 BEA Instructional	69.671	6,887,980	98,864			835,887	11,998	23.47
9-12 BEA Instructional	115.294	11,803,806	102,380	7,723	67	1,365,345	11,842	23.40
K-12 BEA Instructional	452.390	43,781,153	96,777	25,387	56	5,390,986	11,917	23.63
BEA Instructional	482.805	48,759,376	100,992	4,672,975	9,679	5,390,986	11,166	23.47
BEA Administrative	566.860	54,413,517	95,991	6,197,382	10,933	6,783,744	11,967	23.84
BEA Other	32.338	5,302,465	163,970	122,339	3,783			21.95
BEA Other	0.500	79,168	158,336					22.33
Active	599.698	59,795,150	99,709	6,319,721	10,538	6,783,744	11,312	23.68
Certificated Total	599.698	59,795,150	99,709	6,319,721	10,538	6,783,744	11,312	23.68
Instructional for Funding Purposes	566.860	54,413,517	95,991	6,197,382	10,933	6,783,744	11,967	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
Instructional for Compliance Purposes	566.860	54,413,517	95,991	6,197,382	10,933	6,783,744	11,967	23.84



**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	1,682.188	146,255,147	86,943	29,624,788	17,611	19,888,916	11,823	21.56
02	8.400	794,907	94,632	121,222	14,431	103,382	12,307	19.04
13	8.382	687,990	82,079	82,524	9,845	111,514	13,304	20.83
21	242.824	20,153,143	82,995	3,021,436	12,443	2,980,038	12,272	21.45
23	9.175	810,701	88,360	112,712	12,285	123,130	13,420	21.81
24	28.150	2,353,404	83,602	368,873	13,104	328,152	11,657	21.87
31	88.311	7,150,361	80,968	1,054,677	11,943	1,073,028	12,151	20.72
34	16.900	1,395,092	82,550	203,537	12,044	198,343	11,736	20.65
45	4.700	477,564	101,609	60,902	12,958	54,595	11,616	20.48
51	3.000	260,735	86,912	65,748	21,916	34,848	11,616	21.89
55	12.740	1,161,573	91,175	177,856	13,960	153,796	12,072	22.10
64	2.140	206,266	96,386	41,457	19,372	26,717	12,484	21.65
65	54.555	4,608,039	84,466	656,995	12,043	669,662	12,275	20.56
74	24.000	2,063,738	85,989	333,124	13,880	267,168	11,132	24.05
79	0.500	40,924	81,848	92,425	184,850	5,808	11,616	21.68
89	1.800	184,185	102,325	80,823	44,902	20,909	11,616	21.88
97	3.506	776,229	221,400	34,430	9,820	46,464	13,253	17.83
CP	0.183	33,957	185,557	15,555	85,000	4,066	22,216	17.72

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 Program 02 Instructional	7.800	700,885	89,857			96,413	12,361	18.91
Program 21 Instructional	236.324	19,004,997	80,419	3,015,166	12,759	2,904,534	12,290	21.54
Program 21 Administrative	6.500	1,148,146	176,638	6,270	965	75,504	11,616	19.74
K-12 Program 21 Instructional	204.974	16,348,412	79,758	187	1	2,511,426	12,252	21.58
Program 31 Instructional	87.811	7,057,751	80,374	1,054,677	12,011	1,067,220	12,154	20.74
Program 31 Administrative	0.500	92,610	185,220			5,808	11,616	19.38
Program 34 Instructional	16.400	1,302,482	79,420	203,537	12,411	192,535	11,740	20.72
Program 34 Administrative	0.500	92,610	185,220			5,808	11,616	19.38
K-3 BEA Instructional	621.936	50,291,399	80,863	10,401	17	7,324,120	11,776	22.13
4-6 BEA Instructional	299.981	24,407,316	81,363	1,819	6	3,526,792	11,757	21.87
7-8 BEA Instructional	286.259	23,652,106	82,625	154,717	540	3,421,714	11,953	21.29
9-12 BEA Instructional	469.148	38,781,986	82,665	120,981	258	5,647,235	12,037	20.98
K-12 BEA Instructional	1,677.324	137,132,807	81,757	287,918	172	19,919,860	11,876	21.60
K-12 BEA Administrative				158,695				
BEA Instructional	1,804.005	156,849,300	86,945	31,099,556	17,239	21,364,729	11,843	21.48
Instructional	2,055.190	168,090,502	81,788	35,782,701	17,411	24,532,411	11,937	21.60

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	128.264	20,592,669	160,549	264,279	2,060	1,464,616	11,419	20.38
Other	7.200	648,924	90,128	102,104	14,181	84,216	11,697	21.51
Active	2,190.654	189,332,095	86,427	36,149,084	16,502	26,081,243	11,906	21.48
On Leave	0.800	81,860	102,325			9,293	11,616	21.27
Certificated Total	2,191.454	189,413,955	86,433	36,149,084	16,495	26,090,536	11,906	21.48
Instructional for Funding Purposes	2,055.190	168,090,502	81,788	35,782,701	17,411	24,532,411	11,937	21.60
Instructional for Compliance Purposes	2,055.190	168,090,502	81,788	35,782,701	17,411	24,532,411	11,937	21.60

**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	128.562	11,446,711	89,037	1,116,074	8,681	1,530,546	11,905	22.09
02	3.000	251,894	83,965	22,632	7,544	34,848	11,616	21.93
13	3.000	102,600	34,200			34,848	11,616	21.05
21	20.295	1,643,303	80,971	213,077	10,499	237,687	11,712	21.72
24	1.983	151,975	76,639	17,775	8,964	23,673	11,938	22.30
31	5.750	518,475	90,170	55,800	9,704	66,792	11,616	21.38
34	1.100	120,900	109,909	14,962	13,602	12,778	11,616	21.90
51	2.000	134,600	67,300	11,023	5,512	23,232	11,616	21.59
55	2.250	211,411	93,960	15,659	6,960	26,136	11,616	25.59
65	1.101	100,281	91,082	13,155	11,948	18,586	16,881	22.20
74	0.500	47,274	94,548	3,309	6,618	5,808	11,616	21.27
97	1.600	318,568	199,105	12,000	7,500	18,586	11,616	19.26
K-12 Program 02 Instructional	3.000	251,894	83,965	12,046	4,015	34,848	11,616	21.93
Program 21 Instructional	19.795	1,555,496	78,580	213,077	10,764	231,879	11,714	21.83
Program 21 Administrative	0.500	87,807	175,614			5,808	11,616	19.50
K-12 Program 21 Instructional	17.915	1,393,157	77,765	9,170	512	210,041	11,724	21.91
Program 31 Instructional	5.400	462,302	85,611	55,800	10,333	62,726	11,616	21.46



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.350	56,173	160,494			4,066	11,616	20.67
Program 34 Instructional	1.000	105,103	105,103	14,962	14,962	11,616	11,616	22.05
Program 34 Administrative	0.100	15,797	157,970			1,162	11,616	20.71
K-3 BEA Instructional	43.845	3,418,235	77,962	22,900	522	521,123	11,886	22.68
4-6 BEA Instructional	24.992	1,970,628	78,850	15,588	624	295,410	11,820	21.98
7-8 BEA Instructional	20.226	1,710,774	84,583	29,649	1,466	245,899	12,158	21.40
9-12 BEA Instructional	33.699	2,974,425	88,264	102,425	3,039	400,740	11,892	22.00
K-12 BEA Instructional	122.762	10,074,062	82,062	170,562	1,389	1,463,173	11,919	22.11
BEA	140.012	12,656,548	90,396	1,221,468	8,724	1,663,549	11,881	21.98
Instructional	150.141	12,235,606	81,494	1,381,282	9,200	1,789,583	11,919	22.12
Administrative	16.000	2,510,134	156,883	12,000	750	185,856	11,616	21.12
Other	3.000	102,600	34,200	80,709	26,903	34,848	11,616	21.05
Active	169.141	14,848,340	87,787	1,473,991	8,715	2,010,287	11,885	21.96
On Leave	2.000	199,652	99,826	21,475	10,738	23,232	11,616	24.07
Certificated Total	171.141	15,047,992	87,927	1,495,466	8,738	2,033,519	11,882	21.99
Instructional for Funding Purposes	150.141	12,235,606	81,494	1,381,282	9,200	1,789,583	11,919	22.12
Instructional for Compliance Purposes	150.141	12,235,606	81,494	1,381,282	9,200	1,789,583	11,919	22.12

**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	4.913	275,695	56,115	2,000	407	46,229	9,409	22.79
21	0.833	59,967	71,989			9,676	11,616	22.16
55	0.104	7,148	68,731			1,208	11,616	22.26
97				9,639				
99	0.150	14,619	97,460			1,879	12,528	23.98
Program 21 Instructional	0.833	59,967	71,989			9,676	11,616	22.16
K-12 Program 21 Instructional	0.833	59,967	71,989			9,676	11,616	22.16
4-6 BEA Instructional	1.615	88,287	54,667			18,760	11,616	22.20
7-8 BEA Instructional	2.448	104,566	42,715	2,000	817	16,820	6,871	22.22
K-12 BEA Instructional	4.063	192,853	47,466	2,000	492	35,580	8,757	22.21
K-12 BEA Administrative	0.850	82,842	97,461	9,639	11,340	10,649	12,528	23.98
BEA	4.913	275,695	56,115	11,639	2,369	46,229	9,409	22.79
Instructional	5.000	259,968	51,994	2,000	400	46,464	9,293	22.20
Administrative	1.000	97,461	97,461	9,639	9,639	12,528	12,528	23.98
Active	6.000	357,429	59,572	11,639	1,940	58,992	9,832	22.73
Certificated Total	6.000	357,429	59,572	11,639	1,940	58,992	9,832	22.73
Instructional for Funding Purposes	5.000	259,968	51,994	2,000	400	46,464	9,293	22.20

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 Compliance Purposes	5.000	259,968	51,994	2,000	400	46,464	9,293	22.20

**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	34.554	2,583,206	74,759	87,228	2,524	401,379	11,616	22.96
12	0.100	5,009	50,090			1,162	11,616	24.42
21	2.850	212,032	74,397			23,232	8,152	21.52
31	2.100	185,937	88,541	35,286	16,803	24,394	11,616	36.73
52				2,471				
55	1.000	56,577	56,577			11,616	11,616	22.81
58				30,596				
74	0.166	11,308	68,120			1,928	11,616	22.65
97	1.080	147,034	136,143	16,786	15,543	12,545	11,616	20.26
Program 21 Instructional	2.850	212,032	74,397			23,232	8,152	21.52
K-12 Program 21 Instructional	2.850	212,032	74,397			23,232	8,152	21.52
Program 31 Instructional	2.000	174,020	87,010	35,286	17,643	23,232	11,616	38.13
Program 31 Administrative	0.100	11,917	119,170			1,162	11,616	22.20
K-3 BEA Instructional	10.000	674,047	67,405			116,160	11,616	22.64
4-6 BEA Instructional	8.000	543,493	67,937			92,928	11,616	23.82
7-8 BEA Instructional	6.008	450,720	75,020			69,789	11,616	24.02
9-12 BEA Instructional	10.586	879,657	83,096	33,836	3,196	122,967	11,616	24.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	34.594	2,547,917	73,652	33,836	978	401,844	11,616	23.77
BEA	37.734	2,916,177	77,282	139,300	3,692	438,318	11,616	23.46
Instructional	38.710	2,832,843	73,181	126,453	3,267	439,782	11,361	23.56
Administrative	3.000	356,979	118,993	18,449	6,150	34,848	11,616	21.38
Other	0.140	11,281	80,579	27,465	196,179	1,626	11,616	22.36
Active	41.850	3,201,103	76,490	172,367	4,119	476,256	11,380	23.31
Certificated Total	41.850	3,201,103	76,490	172,367	4,119	476,256	11,380	23.31
Instructional for Funding Purposes	38.710	2,832,843	73,181	126,453	3,267	439,782	11,361	23.56
Instructional for Compliance Purposes	38.710	2,832,843	73,181	126,453	3,267	439,782	11,361	23.56

**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	14.104	1,122,357	79,577	17,017	1,207	167,944	11,908	21.94
12				2,026				
13	0.380	22,760	59,895	7,627	20,071	4,414	11,616	24.30
21	0.984	71,191	72,349	1,968	2,000	11,430	11,616	18.35
31	0.984	87,853	89,282	20,003	20,328	11,616	11,805	21.96
34	0.984	65,103	66,162	16,232	16,496	11,430	11,616	19.65
51	0.614	47,787	77,829			7,132	11,616	22.70
52	0.290	17,343	59,803			3,369	11,616	24.30
53	0.063	6,250	99,206			732	11,616	22.55
55	1.314	98,776	75,172			15,263	11,616	22.51
58				18,646				
65	0.313	31,250	99,840			3,636	11,616	22.55
79	0.590	52,710	89,339			6,970	11,813	21.86
Program 21 Instructional	0.984	71,191	72,349	1,968	2,000	11,430	11,616	18.35
K-12 Program 21 Instructional	0.984	71,191	72,349	1,968	2,000	11,430	11,616	18.35
Program 31 Instructional	0.984	87,853	89,282	20,003	20,328	11,616	11,805	21.96
Program 34 Instructional	0.984	65,103	66,162	16,232	16,496	11,430	11,616	19.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	4.475	347,192	77,585			55,083	12,309	22.36
4-6 BEA Instructional	1.981	161,639	81,595			24,022	12,126	23.35
7-8 BEA Instructional	5.992	426,543	71,185	36,654	6,117	69,789	11,647	20.47
9-12 BEA Instructional	2.000	168,519	84,260	7,849	3,925	23,232	11,616	20.46
K-12 BEA Instructional	14.448	1,103,893	76,405	44,503	3,080	172,126	11,913	21.40
K-12 BEA Administrative	1.624	171,420	105,554			18,864	11,616	24.78
BEA	16.072	1,275,313	79,350	53,252	3,313	190,990	11,883	21.79
Instructional	18.996	1,451,960	76,435	79,632	4,192	225,072	11,848	21.45
Administrative	1.624	171,420	105,554	3,887	2,393	18,864	11,616	24.78
Active	20.620	1,623,380	78,728	83,519	4,050	243,936	11,830	21.76
Certificated Total	20.620	1,623,380	78,728	83,519	4,050	243,936	11,830	21.76
Instructional for Funding Purposes	18.996	1,451,960	76,435	79,632	4,192	225,072	11,848	21.45
Instructional for Compliance Purposes	18.996	1,451,960	76,435	79,632	4,192	225,072	11,848	21.45

**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	332.030	26,097,026	78,598	1,636,637	4,929	3,843,320	11,575	26.56
02	3.170	249,488	78,703	18,801	5,931	36,823	11,616	22.14
03	0.400	36,873	92,183	1,170	2,925	4,646	11,616	19.20
12	5.000	372,025	74,405	11,810	2,362	58,080	11,616	23.31
13				1,500				
21	64.598	4,728,777	73,203	364,844	5,648	769,560	11,913	30.42
23				2,041				
24	9.750	800,631	82,116	39,697	4,071	113,256	11,616	25.42
31	19.520	1,452,979	74,435	140,006	7,172	226,744	11,616	28.43
34	2.810	221,780	78,925	7,842	2,791	32,641	11,616	23.32
51	9.500	751,556	79,111	56,197	5,915	110,352	11,616	24.12
52	2.000	177,752	88,876	5,644	2,822	23,232	11,616	24.52
55	14.001	1,255,679	89,685	80,381	5,741	162,636	11,616	23.85
58	0.267	37,641	140,978	771,517	2,889,577	3,101	11,616	21.99
65	0.660	43,909	66,529	1,394	2,112	7,667	11,616	22.57
74	0.971	74,894	77,131	2,379	2,450	11,279	11,616	23.28
97	1.670	286,497	171,555	7,192	4,307	19,399	11,616	21.68
K-12 Program 02 Instructional	3.070	236,721	77,108			35,661	11,616	22.06



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 21 Instructional	58.598	4,171,123	71,182	344,134	5,873	699,864	11,943	30.29
Program 21 Administrative	3.000	392,098	130,699	20,710	6,903	34,848	11,616	22.61
K-12 Program 21 Instructional	48.440	3,443,508	71,088	105,191	2,172	575,224	11,875	30.47
Program 31 Instructional	18.000	1,260,992	70,055	129,882	7,216	209,088	11,616	29.19
Program 31 Administrative	1.520	191,987	126,307	10,124	6,661	17,656	11,616	23.07
Program 34 Instructional	2.490	180,028	72,300	5,715	2,295	28,924	11,616	23.31
Program 34 Administrative	0.320	41,752	130,475	2,127	6,647	3,717	11,616	23.34
K-3 BEA Instructional	124.444	9,050,925	72,731			1,429,628	11,488	25.37
4-6 BEA Instructional	66.096	4,900,814	74,147	2,516	38	763,094	11,545	24.49
7-8 BEA Instructional	50.924	3,968,149	77,923	4,170	82	579,998	11,389	27.43
9-12 BEA Instructional	91.803	7,099,327	77,332	14,647	160	1,080,323	11,768	30.00
K-12 BEA Instructional	333.267	25,019,215	75,073	21,333	64	3,853,043	11,561	26.88
BEA	359.600	28,344,643	78,823	1,811,648	5,038	4,163,573	11,578	26.53
Instructional	432.747	32,543,280	75,202	2,957,960	6,835	5,027,792	11,618	27.05
Administrative	29.000	3,782,762	130,440	191,092	6,589	336,864	11,616	23.07
Active	461.747	36,326,042	78,671	3,149,052	6,820	5,364,656	11,618	26.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	3.000	165,556	55,185			34,848	11,616	
K-12 BEA Contracted	1.600	95,909	59,943			23,232	14,520	
Certificated Total	466.347	36,587,507	78,456	3,149,052	6,753	5,422,736	11,628	26.80
Instructional for Funding Purposes	437.347	32,804,745	75,009	2,957,960	6,763	5,085,872	11,629	27.23
Instructional for Compliance Purposes	432.747	32,543,280	75,202	2,957,960	6,835	5,027,792	11,618	27.05

**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	567,951	78,370			84,181	11,616	22.10
02	2.505	183,300	73,174			34,848	13,911	15.53
14	1.000	88,180	88,180			11,616	11,616	22.01
21	0.551	26,748	48,544	5,250	9,528	6,400	11,616	22.22
24	0.449	21,885	48,742	4,500	10,022	5,216	11,616	22.22
51	0.580	40,735	70,233			6,737	11,616	22.06
52	0.063	4,803	76,238			732	11,616	22.08
55	0.600	34,762	57,937			6,970	11,616	21.99
97	0.510	64,943	127,339			5,924	11,616	22.27
K-12 Program 02 Instructional	2.505	183,300	73,174			34,848	13,911	15.53
Program 21 Instructional	0.551	26,748	48,544	5,250	9,528	6,400	11,616	22.22
K-12 Program 21 Instructional	0.493	23,932	48,544			5,727	11,616	22.22
K-3 BEA Instructional	4.841	352,544	72,825			58,173	12,017	20.26
4-6 BEA Instructional	4.019	308,108	76,663			49,333	12,275	20.48
7-8 BEA Instructional	0.402	28,203	70,157			5,831	14,506	14.27
K-12 BEA Instructional	9.262	688,855	74,374			113,337	12,237	20.08
BEA	10.262	816,194	79,536			124,953	12,176	20.40

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	12.505	905,968	72,448	9,750	780	151,008	12,076	20.56
Administrative	1.000	127,339	127,339			11,616	11,616	22.27
Active	13.505	1,033,307	76,513	9,750	722	162,624	12,042	20.75
Certificated Total	13.505	1,033,307	76,513	9,750	722	162,624	12,042	20.75
Instructional for Funding Purposes	12.505	905,968	72,448	9,750	780	151,008	12,076	20.56
Instructional for Compliance Purposes	12.505	905,968	72,448	9,750	780	151,008	12,076	20.56

**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	15.873	1,348,028	84,926	60,992	3,842	205,301	12,934	21.83
02	0.822	58,953	71,719			11,616	14,131	22.09
12	2.184	160,272	73,385			27,332	12,515	21.13
21	2.486	214,707	86,366	8,482	3,412	28,877	11,616	20.61
24	0.300	23,005	76,683			3,485	11,616	21.32
31	0.835	66,458	79,590	120	144	14,137	16,930	22.07
51	0.125	14,900	119,200	1,000	8,000	1,452	11,616	21.19
55	0.375	38,863	103,635	1,000	2,667	4,356	11,616	20.86
65	0.470	32,087	68,270			5,460	11,616	20.84
97	1.000	113,363	113,363	1,000	1,000	11,616	11,616	21.07
K-12 Program 02 Instructional	0.822	58,953	71,719			11,616	14,131	22.09
Program 21 Instructional	2.200	189,014	85,915	8,139	3,700	25,555	11,616	20.46
Program 21 Administrative	0.286	25,693	89,836	343	1,199	3,322	11,616	21.87
K-12 Program 21 Instructional	2.200	189,014	85,915			25,555	11,616	20.46
Program 31 Instructional	0.735	55,413	75,392			12,975	17,653	22.06
Program 31 Administrative	0.100	11,045	110,450	120	1,200	1,162	11,616	22.15
K-3 BEA Instructional	5.330	395,593	74,220	340	64	67,245	12,616	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
4-6 BEA Instructional	2.457	200,203	81,483			38,368	15,616	23.27
7-8 BEA Instructional	3.161	280,614	88,774	584	185	43,084	13,630	21.52
9-12 BEA Instructional	4.868	422,346	86,760	775	159	62,448	12,828	21.38
K-12 BEA Instructional	15.816	1,298,756	82,117	1,699	107	211,144	13,350	21.83
K-12 BEA Administrative	0.750	89,400	119,200	1,000	1,333	8,712	11,616	21.19
BEA	18.530	1,586,802	85,634	62,112	3,352	242,670	13,096	21.80
Instructional	21.220	1,727,097	81,390	67,194	3,167	275,880	13,001	21.57
Administrative	3.250	343,539	105,704	5,400	1,662	37,752	11,616	21.63
Active	24.470	2,070,636	84,619	72,594	2,967	313,632	12,817	21.58
Certificated Total	24.470	2,070,636	84,619	72,594	2,967	313,632	12,817	21.58
Instructional for Funding Purposes	21.220	1,727,097	81,390	67,194	3,167	275,880	13,001	21.57
Instructional for Compliance Purposes	21.220	1,727,097	81,390	67,194	3,167	275,880	13,001	21.57

**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	6.141	444,092	72,316			71,322	11,614	22.62
21	0.480	36,535	76,115			5,576	11,616	22.69
23	0.010	1,078	107,800			116	11,616	22.69
51	0.030	2,049	68,300			348	11,616	23.03
52	0.109	6,076	55,743			1,278	11,723	22.90
55	0.200	13,713	68,565			2,323	11,616	22.60
65	0.030	2,370	79,000			348	11,616	22.69
Program 21 Instructional	0.480	36,535	76,115			5,576	11,616	22.69
K-12 Program 21 Instructional	0.480	36,535	76,115			5,576	11,616	22.69
9-12 BEA Instructional	5.141	343,372	66,791			59,706	11,614	22.63
K-12 BEA Instructional	5.141	343,372	66,791			59,706	11,614	22.63
K-12 BEA Administrative	1.000	100,720	100,720			11,616	11,616	22.58
BEA	6.141	444,092	72,316			71,322	11,614	22.62
Instructional	6.000	405,193	67,532			69,696	11,616	22.64
Administrative	1.000	100,720	100,720			11,616	11,616	22.58
Active	7.000	505,913	72,273			81,312	11,616	22.63
Certificated Total	7.000	505,913	72,273			81,312	11,616	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 Funding Purposes	6.000	405,193	67,532			69,696	11,616	22.64
Instructional for Compliance Purposes	6.000	405,193	67,532			69,696	11,616	22.64



**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	48.000	2,941,850	61,289			490,561	10,220	
21	9.000	616,536	68,504			108,761	12,085	
Program 21 Instructional	9.000	616,536	68,504			108,761	12,085	
K-12 Program 21 Instructional	9.000	616,536	68,504			108,761	12,085	
K-3 BEA Instructional	15.920	882,578	55,438			156,767	9,847	
4-6 BEA Instructional	8.935	535,367	59,918			92,995	10,408	
7-8 BEA Instructional	4.201	224,119	53,349			37,847	9,009	
9-12 BEA Instructional	16.944	1,071,260	63,224			180,936	10,678	
K-12 BEA Instructional	46.000	2,713,324	58,985			468,545	10,186	
K-12 BEA Administrative	1.000	110,674	110,674			11,008	11,008	
BEA	48.000	2,941,850	61,289			490,561	10,220	
Instructional	55.000	3,329,860	60,543			577,306	10,496	
Administrative	2.000	228,526	114,263			22,016	11,008	
Active	57.000	3,558,386	62,428			599,322	10,514	
Certificated Total	57.000	3,558,386	62,428			599,322	10,514	
Instructional for Funding Purposes	55.000	3,329,860	60,543			577,306	10,496	

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	55.000	3,329,860	60,543			577,306	10,496	

**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	16.394	1,196,322	72,973	34,612	2,111	204,000	12,444	8.42
97	1.000	66,476	66,476			12,000	12,000	9.31
K-3 BEA Instructional	3.881	292,896	75,469	12,755	3,287	48,000	12,368	8.42
4-6 BEA Instructional	3.756	309,941	82,519	7,786	2,073	48,000	12,780	8.18
7-8 BEA Instructional	3.156	203,434	64,459	3,905	1,237	39,000	12,357	8.57
9-12 BEA Instructional	4.611	275,395	59,726	9,008	1,954	57,000	12,362	8.72
K-12 BEA Instructional	15.404	1,081,666	70,220	33,454	2,172	192,000	12,464	8.46
K-12 BEA Administrative	1.090	121,304	111,288	1,158	1,062	13,200	12,110	8.15
BEA	17.394	1,262,798	72,600	34,612	1,990	216,000	12,418	8.47
Instructional	15.404	1,081,666	70,220	33,454	2,172	192,000	12,464	8.46
Administrative	1.990	181,132	91,021	1,158	582	24,000	12,060	8.53
Active	17.394	1,262,798	72,600	34,612	1,990	216,000	12,418	8.47
Certificated Total	17.394	1,262,798	72,600	34,612	1,990	216,000	12,418	8.47
Instructional for Funding Purposes	15.404	1,081,666	70,220	33,454	2,172	192,000	12,464	8.46
Instructional for Compliance Purposes	15.404	1,081,666	70,220	33,454	2,172	192,000	12,464	8.46

**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	166.668	14,679,724	88,078	577,229	3,463	1,944,809	11,669	21.78
02	8.735	711,105	81,409	24,354	2,788	112,501	12,879	21.53
13	4.900	452,639	92,375	18,853	3,848	56,918	11,616	21.90
14	1.500	129,841	86,561	5,401	3,601	17,424	11,616	22.63
21	36.901	3,035,357	82,257	141,969	3,847	433,916	11,759	21.99
24	3.360	232,996	69,344	9,692	2,885	44,838	13,345	21.60
31	10.660	1,027,593	96,397	151,178	14,182	123,827	11,616	21.54
34	0.800	61,747	77,184	4,804	6,005	9,293	11,616	23.76
51	0.500	31,101	62,202	1,294	2,588	5,808	11,616	21.72
55	2.460	203,290	82,638	8,458	3,438	28,575	11,616	21.17
65	2.000	193,066	96,533	8,033	4,017	23,232	11,616	20.87
74	0.581	47,622	81,966	1,801	3,100	2,149	3,699	13.56
79	1.000	68,532	68,532	12,009	12,009	11,616	11,616	22.80
97	1.670	286,454	171,529	5,891	3,528	19,399	11,616	18.67
K-12 Program 02 Instructional	7.735	581,035	75,118			100,885	13,043	21.38
Program 21 Instructional	35.901	2,884,910	80,357	141,369	3,938	422,300	11,763	22.03
Program 21 Administrative	1.000	150,447	150,447	600	600	11,616	11,616	21.27
K-12 Program 21 Instructional	29.451	2,392,521	81,237			341,917	11,610	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	10.160	976,213	96,084	151,178	14,880	118,019	11,616	21.61
Program 31 Administrative	0.500	51,380	102,760			5,808	11,616	20.38
Program 34 Instructional	0.800	61,747	77,184	4,804	6,005	9,293	11,616	23.76
K-3 BEA Instructional	63.538	5,389,000	84,815			739,974	11,646	22.23
4-6 BEA Instructional	40.290	3,262,825	80,983			485,746	12,056	21.77
7-8 BEA Instructional	24.369	2,035,152	83,514			284,360	11,669	22.00
9-12 BEA Instructional	46.236	4,151,356	89,786			535,962	11,592	21.14
K-12 BEA Instructional	174.433	14,838,333	85,066			2,046,042	11,730	21.78
K-12 BEA Administrative	2.500	305,266	122,106			29,040	11,616	21.69
BEA	188.533	16,766,623	88,932	763,456	4,049	2,209,828	11,721	21.71
Instructional	226.235	19,022,151	84,081	948,679	4,193	2,654,256	11,732	21.80
Administrative	14.500	2,036,157	140,425	14,515	1,001	168,432	11,616	21.19
Other	1.000	102,759	102,759	7,772	7,772	11,616	11,616	19.59
Active	241.735	21,161,067	87,538	970,966	4,017	2,834,304	11,725	21.73
Certificated Total	241.735	21,161,067	87,538	970,966	4,017	2,834,304	11,725	21.73
Instructional for Funding Purposes	226.235	19,022,151	84,081	948,679	4,193	2,654,256	11,732	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
Instructional for Compliance Purposes	226.235	19,022,151	84,081	948,679	4,193	2,654,256	11,732	21.80

**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	45.666	3,550,287	77,745	81,395	1,782	531,420	11,637	22.85
21	4.150	260,070	62,667			71,438	17,214	23.02
31	4.420	343,930	77,812	6,009	1,360	51,343	11,616	22.85
34	0.249	23,475	94,277	6,105	24,518	2,892	11,616	22.74
51	0.416	40,331	96,950	77,132	185,413	4,832	11,616	22.84
52				2,600				
53	0.100	13,040	130,400			1,162	11,616	22.75
55	1.766	169,512	95,986	8,332	4,718	20,514	11,616	22.78
58				42,820				
64	0.700	67,917	97,024			8,131	11,616	22.74
65	1.450	134,806	92,970	6,695	4,617	16,843	11,616	22.79
97	1.000	156,750	156,750			11,616	11,616	22.16
Program 21 Instructional	3.750	210,067	56,018			66,792	17,811	23.08
Program 21 Administrative	0.400	50,003	125,008			4,646	11,616	22.76
K-12 Program 21 Instructional	3.750	210,067	56,018			66,792	17,811	23.08
Program 31 Instructional	4.120	304,811	73,983	6,009	1,458	47,858	11,616	22.87
Program 31 Administrative	0.300	39,119	130,397			3,485	11,616	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 34 Instructional	0.249	23,475	94,277	6,105	24,518	2,892	11,616	22.74
K-3 BEA Instructional	16.739	1,270,684	75,912			195,404	11,674	22.87
4-6 BEA Instructional	10.178	709,487	69,708			118,228	11,616	22.93
7-8 BEA Instructional	6.786	431,983	63,658			78,826	11,616	22.97
9-12 BEA Instructional	11.882	936,997	78,859			138,021	11,616	22.75
K-12 BEA Instructional	45.585	3,349,151	73,470			530,479	11,637	22.86
BEA	51.335	4,074,442	79,370	93,509	1,822	597,271	11,635	22.83
Instructional	52.917	3,879,831	73,319	231,088	4,367	638,880	12,073	22.87
Administrative	7.000	880,287	125,755			81,312	11,616	22.67
Active	59.917	4,760,118	79,445	231,088	3,857	720,192	12,020	22.83
Certificated Total	59.917	4,760,118	79,445	231,088	3,857	720,192	12,020	22.83
Instructional for Funding Purposes	52.917	3,879,831	73,319	231,088	4,367	638,880	12,073	22.87
Instructional for Compliance Purposes	52.917	3,879,831	73,319	231,088	4,367	638,880	12,073	22.87



**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	11.040	771,825	69,912	13,879	1,257	128,241	11,616	23.17
11	0.280	21,969	78,461			3,252	11,616	22.14
21	0.860	66,350	77,151	1,000	1,163	9,990	11,616	22.66
31	0.620	36,317	58,576	4,500	7,258	7,202	11,616	25.01
65	0.200	17,571	87,855			2,323	11,616	20.78
79				16,366				
97	1.000	66,667	66,667			11,616	11,616	17.56
Program 21 Instructional	0.860	66,350	77,151			9,990	11,616	22.66
Program 21 Administrative				1,000				
K-12 Program 21 Instructional	0.860	66,350	77,151			9,990	11,616	22.66
Program 31 Instructional	0.620	36,317	58,576	4,500	7,258	7,202	11,616	25.01
K-3 BEA Instructional	2.930	189,088	64,535			34,035	11,616	23.51
4-6 BEA Instructional	2.370	160,911	67,895			27,530	11,616	23.22
7-8 BEA Instructional	1.790	125,125	69,902			20,793	11,616	23.51
9-12 BEA Instructional	3.850	276,526	71,825			44,722	11,616	23.23
K-12 BEA Instructional	10.940	751,650	68,707			127,079	11,616	23.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	0.430	33,738	78,460			4,995	11,616	22.14
BEA	12.660	874,809	69,100	18,379	1,452	147,059	11,616	22.72
Instructional	12.000	835,571	69,631	34,745	2,895	139,392	11,616	23.23
Administrative	2.000	145,128	72,564	1,000	500	23,232	11,616	19.77
Active	14.000	980,699	70,050	35,745	2,553	162,624	11,616	22.67
Certificated Total	14.000	980,699	70,050	35,745	2,553	162,624	11,616	22.67
Instructional for Funding Purposes	12.000	835,571	69,631	34,745	2,895	139,392	11,616	23.23
Instructional for Compliance Purposes	12.000	835,571	69,631	34,745	2,895	139,392	11,616	23.23

**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	35.736	2,680,352	75,004	133,231	3,728	433,416	12,128	21.90
12	0.250	22,218	88,872			5,796	23,186	21.64
21	3.849	327,372	85,054	25,176	6,541	49,368	12,826	21.63
31	1.796	146,061	81,326	30,758	17,126	23,766	13,233	22.46
34	0.500	39,948	79,896	2,395	4,790	5,808	11,616	22.65
51	1.425	91,247	64,033			16,553	11,616	21.92
52				7,666				
55	2.407	167,123	69,432	9,188	3,817	28,339	11,774	22.13
58	0.251	21,783	86,785	116,510	464,183	3,880	15,457	22.42
64	0.200	12,914	64,570			2,323	11,616	21.32
65	0.750	68,810	91,747	2,292	3,056	14,996	19,995	21.38
74	0.120	14,211	118,425	13,573	113,108	1,394	11,616	22.01
97	0.750	113,220	150,960	3,446	4,595	8,712	11,616	21.44
Program 21 Instructional	3.599	293,877	81,655	10,932	3,038	46,464	12,910	21.65
Program 21 Administrative	0.250	33,495	133,980	13,406	53,624	2,904	11,616	21.39
K-12 Program 21 Instructional	3.599	293,877	81,655	2,292	637	46,464	12,910	21.65
Program 31 Instructional	1.796	146,061	81,326	21,982	12,239	23,766	13,233	22.46

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative				8,143				
Program 34 Instructional	0.500	39,948	79,896	1,332	2,664	5,808	11,616	22.65
Program 34 Administrative				905				
K-3 BEA Instructional	10.701	730,731	68,286			127,230	11,890	22.16
4-6 BEA Instructional	6.343	479,613	75,613	807	127	75,934	11,971	21.72
7-8 BEA Instructional	6.999	491,525	70,228	1,876	268	89,546	12,794	22.11
9-12 BEA Instructional	11.359	839,839	73,936	30,875	2,718	139,731	12,301	21.84
K-12 BEA Instructional	35.402	2,541,708	71,796	33,558	948	432,440	12,215	21.96
K-12 BEA Administrative	0.880	104,207	118,417			10,222	11,616	22.01
BEA	38.782	2,979,581	76,829	169,830	4,379	471,703	12,163	21.92
Instructional	44.154	3,196,151	72,386	286,359	6,485	549,282	12,440	21.93
Administrative	3.880	509,108	131,213	25,900	6,675	45,070	11,616	21.65
Active	48.034	3,705,259	77,138	312,259	6,501	594,352	12,374	21.89
On Leave				31,976				
Certificated Total	48.034	3,705,259	77,138	344,235	7,166	594,352	12,374	21.89
Instructional for Funding Purposes	44.154	3,196,151	72,386	286,359	6,485	549,282	12,440	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
Instructional for Compliance Purposes	44.154	3,196,151	72,386	286,359	6,485	549,282	12,440	21.93

**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	11.498	894,730	77,816	48,176	4,190	122,123	10,621	21.68
02	32.271	1,643,248	50,920					
21	0.995	65,760	66,090	5,001	5,026	11,616	11,674	23.80
31	2.304	148,818	64,591	6,228	2,703	26,833	11,646	21.48
34	0.509	33,815	66,434	1,812	3,560	5,924	11,639	23.09
55	1.000	59,329	59,329			12,672	12,672	24.10
97	1.000	140,500	140,500	12,970	12,970	11,616	11,616	21.69
K-12 Program 02 Instructional	30.291	1,463,868	48,327					
Program 21 Instructional	0.995	65,760	66,090	5,001	5,026	11,616	11,674	23.80
K-12 Program 21 Instructional	0.995	65,760	66,090	5,001	5,026	11,616	11,674	23.80
Program 31 Instructional	2.304	148,818	64,591	6,228	2,703	26,833	11,646	21.48
Program 34 Instructional	0.509	33,815	66,434	1,812	3,560	5,924	11,639	23.09
K-3 BEA Instructional	3.501	275,312	78,638	10,791	3,082	39,049	11,154	20.53
4-6 BEA Instructional	3.164	236,831	74,852	10,182	3,218	26,876	8,494	22.67
7-8 BEA Instructional	2.257	160,586	71,150	5,995	2,656	26,252	11,631	21.75
9-12 BEA Instructional	5.047	334,263	66,230	14,248	2,823	51,087	10,122	21.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	13.969	1,006,992	72,088	41,216	2,951	143,264	10,256	21.54
K-12 BEA Administrative	1.000	106,090	106,090			11,616	11,616	23.29
BEA	47.582	2,861,111	60,130	69,186	1,454	166,496	3,499	21.70
Instructional	15.964	1,132,081	70,915	47,206	2,957	167,552	10,496	21.81
Administrative	3.980	425,970	107,028	12,970	3,259	23,232	5,837	22.35
Other				14,011				
Active	19.944	1,558,051	78,121	74,187	3,720	190,784	9,566	21.90
K-12 BEA Contracted	29.633	1,428,149	48,195					
Certificated Total	49.577	2,986,200	60,234	74,187	1,496	190,784	3,848	21.90
Instructional for Funding Purposes	45.597	2,560,230	56,149	47,206	1,035	167,552	3,675	21.81
Instructional for Compliance Purposes	15.964	1,132,081	70,915	47,206	2,957	167,552	10,496	21.81

**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	20.545	1,505,174	73,262			239,265	11,646	21.36
12	1.600	69,490	43,431			11,616	7,260	17.94
21	2.443	138,879	56,848	258	106	34,848	14,264	20.82
24				3,000				
31	2.000	146,014	73,007	22,678	11,339	23,232	11,616	22.15
51	0.900	61,838	68,709			10,493	11,659	21.31
55	1.560	109,237	70,024			18,179	11,653	21.22
97	1.000	125,000	125,000			11,616	11,616	20.39
Program 21 Instructional	2.443	138,879	56,848	258	106	34,848	14,264	20.82
K-12 Program 21 Instructional	2.443	138,879	56,848	258	106	34,848	14,264	20.82
Program 31 Instructional	2.000	146,014	73,007	22,678	11,339	23,232	11,616	22.15
K-3 BEA Instructional	4.950	335,795	67,837			57,671	11,651	21.37
4-6 BEA Instructional	2.638	190,171	72,089			30,643	11,616	21.11
7-8 BEA Instructional	5.000	371,508	74,302			58,115	11,623	21.51
9-12 BEA Instructional	7.957	540,158	67,885	22,678	2,850	92,836	11,667	21.55
K-12 BEA Instructional	20.545	1,437,632	69,975	22,678	1,104	239,265	11,646	21.44



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-12 BEA Administrative	1.000	106,698	106,698			11,616	11,616	20.44
BEA	23.545	1,776,188	75,438	22,678	963	274,113	11,642	21.36
Instructional	27.048	1,817,076	67,180	22,936	848	314,400	11,624	21.24
Administrative	3.000	338,556	112,852	3,000	1,000	34,848	11,616	21.01
Active	30.048	2,155,632	71,740	25,936	863	349,248	11,623	21.21
Certificated Total	30.048	2,155,632	71,740	25,936	863	349,248	11,623	21.21
Instructional for Funding Purposes	27.048	1,817,076	67,180	22,936	848	314,400	11,624	21.24
Instructional for Compliance Purposes	27.048	1,817,076	67,180	22,936	848	314,400	11,624	21.24

**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	468.366	45,218,420	96,545	4,472,531	9,549	5,580,326	11,914	22.94
02	5.632	536,866	95,324	40,962	7,273	72,019	12,788	20.49
12				12,744				
13	16.200	1,685,932	104,070	154,462	9,535	188,179	11,616	22.64
14	35.789	3,756,394	104,959	242,308	6,770	418,176	11,684	23.10
21	121.866	11,382,251	93,400	1,307,883	10,732	1,507,757	12,372	22.32
24	1.944	185,773	95,562	9,295	4,781	23,232	11,951	22.56
31	23.928	2,416,533	100,992	197,017	8,234	283,361	11,842	22.42
34	10.050	1,008,096	100,308	65,658	6,533	116,741	11,616	22.68
38				5,394				
51	6.330	621,318	98,155	53,705	8,484	80,150	12,662	22.48
52	0.660	72,831	110,350	36,625	55,492	7,667	11,616	23.56
55	18.522	1,790,514	96,670	128,390	6,932	231,158	12,480	22.15
58	3.836	505,027	131,655	433,633	113,043	47,509	12,385	21.06
64	0.200	20,610	103,050	1,124	5,620	2,323	11,616	23.16
65	10.748	1,006,633	93,658	73,902	6,876	131,842	12,267	23.23
74	0.350	60,819	173,769	722	2,063	4,066	11,616	21.75
79	8.506	972,877	114,375	374,656	44,046	98,806	11,616	22.73
88	1.000	148,443	148,443	600	600	11,616	11,616	22.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	3.792	734,880	193,797	107,185	28,266	46,464	12,253	21.56
K-12 Program 02 Instructional	4.678	389,688	83,302			55,176	11,795	23.39
Program 21 Instructional	118.866	10,851,909	91,295	1,299,388	10,932	1,472,909	12,391	22.27
Program 21 Administrative	3.000	530,342	176,781	8,495	2,832	34,848	11,616	23.66
K-12 Program 21 Instructional	112.460	10,225,681	90,927			1,391,597	12,374	22.19
Program 31 Instructional	23.178	2,286,207	98,637	196,117	8,461	274,649	11,850	22.43
Program 31 Administrative	0.750	130,326	173,768	900	1,200	8,712	11,616	22.18
Program 34 Instructional	9.800	964,654	98,434	65,358	6,669	113,837	11,616	22.70
Program 34 Administrative	0.250	43,442	173,768	300	1,200	2,904	11,616	22.18
K-3 BEA Instructional	200.310	18,439,295	92,054	3,000	15	2,355,492	11,759	23.45
4-6 BEA Instructional	84.219	7,045,896	83,662	2,883	34	1,026,738	12,191	22.68
7-8 BEA Instructional	64.579	6,270,483	97,098	2,336	36	757,712	11,733	22.94
9-12 BEA Instructional	122.610	11,940,722	97,388	350	3	1,471,097	11,998	22.40
K-12 BEA Instructional	471.718	43,696,396	92,632	8,569	18	5,611,039	11,895	22.95
K-12 BEA Administrative	1.827	193,135	105,712			23,232	12,716	20.27
BEA	511.768	49,914,795	97,534	4,883,353	9,542	6,098,911	11,917	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	689.717	64,611,857	93,679	7,524,914	10,910	8,268,199	11,988	22.81
Administrative	46.796	7,329,017	156,616	190,623	4,073	569,184	12,163	22.18
Other	1.200	182,729	152,274	3,259	2,716	13,939	11,616	22.16
Active	737.713	72,123,603	97,766	7,718,796	10,463	8,851,322	11,998	22.75
On Leave	0.006	614	102,333			70	11,616	23.44
Certificated Total	737.719	72,124,217	97,767	7,718,796	10,463	8,851,392	11,998	22.75
Instructional for Funding Purposes	689.717	64,611,857	93,679	7,524,914	10,910	8,268,199	11,988	22.81
Instructional for Compliance Purposes	689.717	64,611,857	93,679	7,524,914	10,910	8,268,199	11,988	22.81

**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	17.600	1,258,734	71,519	89,701	5,097	204,442	11,616	23.79
12	1.000	58,528	58,528	5,527	5,527	11,616	11,616	26.32
21	2.000	161,871	80,936	1,920	960	23,232	11,616	22.92
51	0.260	17,972	69,123	16,120	62,000			141.91
52				16,648				
55	1.200	102,786	85,655	2,596	2,163	4,646	3,872	18.97
58				56,881				
88	1.000	82,720	82,720	1,667	1,667	11,616	11,616	22.69
97	1.000	139,033	139,033	42,092	42,092	11,616	11,616	24.16
Program 21 Instructional	2.000	161,871	80,936	1,920	960	23,232	11,616	22.92
K-12 Program 21 Instructional	2.000	161,871	80,936	1,920	960	23,232	11,616	22.92
K-3 BEA Instructional	8.444	579,769	68,660	22,295	2,640	98,086	11,616	24.25
4-6 BEA Instructional	5.532	384,407	69,488	16,438	2,971	64,260	11,616	23.83
7-8 BEA Instructional	2.624	183,644	69,986	11,609	4,424	30,480	11,616	23.84
K-12 BEA Instructional	16.600	1,147,820	69,146	50,786	3,059	192,826	11,616	24.05
BEA Instructional	18.600	1,397,767	75,149	131,793	7,086	216,058	11,616	23.83
Instructional	22.060	1,571,697	71,246	157,185	7,125	243,936	11,058	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
Administrative	2.000	249,947	124,974			23,232	11,616	22.80
Active	24.060	1,821,644	75,713	157,185	6,533	267,168	11,104	23.68
On Leave				75,967				
Certificated Total	24.060	1,821,644	75,713	233,152	9,690	267,168	11,104	23.68
Instructional for Funding Purposes	22.060	1,571,697	71,246	157,185	7,125	243,936	11,058	23.82
Instructional for Compliance Purposes	22.060	1,571,697	71,246	157,185	7,125	243,936	11,058	23.82

**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	498.708	43,052,264	86,328	4,385,340	8,793	5,856,678	11,744	22.25
02	19.596	1,653,794	84,394	180,685	9,221	252,155	12,868	22.57
13	1.000	151,237	151,237	48,592	48,592	12,576	12,576	21.08
14	4.450	419,590	94,290	40,807	9,170	54,482	12,243	22.83
21	89.962	7,287,866	81,010	889,999	9,893	1,076,377	11,965	22.69
24	11.750	996,566	84,814	98,386	8,373	139,392	11,863	22.01
31	19.860	1,702,174	85,709	242,202	12,195	238,608	12,015	22.20
34	16.767	1,435,783	85,631	213,443	12,730	190,599	11,368	22.75
51	6.000	573,161	95,527	44,351	7,392	69,696	11,616	22.02
52	2.000	167,065	83,533	18,554	9,277	23,232	11,616	22.30
55	12.100	1,042,725	86,176	109,511	9,050	155,375	12,841	22.44
58				302,283				
64				1,908				
65	4.150	336,380	81,055	45,038	10,853	48,206	11,616	22.30
73				23,175				
74	0.200	19,283	96,415	2,625	13,125	3,322	16,611	22.63
89	1.000	120,025	120,025	8,035	8,035	11,616	11,616	21.50
97	1.000	224,265	224,265	60,551	60,551	12,576	12,576	18.76

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 02 Instructional	18.596	1,514,658	81,451			239,579	12,883	22.63
Program 21 Instructional	87.962	7,030,396	79,925	804,471	9,146	1,051,225	11,951	22.69
Program 21 Administrative	2.000	257,470	128,735	27,090	13,545	25,152	12,576	22.88
K-12 Program 21 Instructional	86.962	6,966,376	80,108	2,128	24	1,039,609	11,955	22.62
Program 31 Instructional	19.360	1,626,555	84,016	199,238	10,291	232,320	12,000	22.13
Program 31 Administrative	0.500	75,619	151,238	3,130	6,260	6,288	12,576	24.11
Program 34 Instructional	16.267	1,360,165	83,615	198,890	12,227	184,311	11,330	22.68
Program 34 Administrative	0.500	75,618	151,236	3,130	6,260	6,288	12,576	24.11
K-3 BEA Instructional	173.629	14,065,856	81,011			2,019,766	11,633	22.50
4-6 BEA Instructional	88.542	7,365,091	83,182			1,053,828	11,902	22.12
7-8 BEA Instructional	96.631	8,018,145	82,977			1,121,112	11,602	22.40
9-12 BEA Instructional	159.714	13,518,170	84,640	2,476	16	1,884,310	11,798	22.22
K-12 BEA Instructional	518.516	42,967,262	82,866	2,476	5	6,079,016	11,724	22.32
K-12 BEA Administrative	4.000	564,109	141,027			50,304	12,576	21.54
BEA Instructional	555.931	48,068,280	86,464	5,082,221	9,142	6,550,616	11,783	22.26
Instructional	644.628	53,240,923	82,592	5,119,576	7,942	7,592,506	11,778	22.37



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	42.915	5,821,230	135,646	524,505	12,222	540,768	12,601	21.79
Active	687.543	59,062,153	85,903	5,644,081	8,209	8,133,274	11,829	22.31
On Leave	1.000	120,025	120,025	1,071,404	1,071,404	11,616	11,616	21.50
Certificated Total	688.543	59,182,178	85,953	6,715,485	9,753	8,144,890	11,829	22.31
Instructional for Funding Purposes	644.628	53,240,923	82,592	5,119,576	7,942	7,592,506	11,778	22.37
Instructional for Compliance Purposes	644.628	53,240,923	82,592	5,119,576	7,942	7,592,506	11,778	22.37

**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	99.593	7,521,403	75,521	606,531	6,090	1,175,063	11,799	21.74
02	4.421	333,608	75,460	8,276	1,872	51,354	11,616	21.63
12				8,375				
13	2.000	109,860	54,930	44,871	22,436	23,232	11,616	21.10
14	4.140	216,807	52,369	9,550	2,307	59,706	14,422	21.23
21	14.137	979,073	69,256	80,938	5,725	166,003	11,742	22.36
24	4.999	268,493	53,709	20,828	4,166	58,068	11,616	21.75
26	1.255	86,710	69,092	1,557	1,241	15,370	12,247	21.83
31	7.700	553,764	71,917	58,863	7,645	89,443	11,616	22.44
34				114				
51	2.000	126,981	63,491	2,326	1,163	23,232	11,616	21.85
52				1,955				
55	3.000	243,448	81,149	7,071	2,357	34,848	11,616	20.97
58				34,696				
74				4,290				
76				2,329				
89	1.000	52,511	52,511	1,658	1,658	11,616	11,616	21.91
97	1.000	179,000	179,000	16,062	16,062	11,616	11,616	19.46

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 Program 02 Instructional	3.501	235,723	67,330	4,196	1,199	40,668	11,616	21.31
Program 21 Instructional	13.217	870,822	65,887	79,610	6,023	155,317	11,751	22.32
Program 21 Administrative	0.920	108,251	117,664			10,687	11,616	22.72
K-12 Program 21 Instructional	12.217	818,311	66,981	36,925	3,022	143,701	11,762	22.34
Program 26, 56, and 59 Instructional	1.095	68,785	62,817	1,557	1,422	13,511	12,339	21.65
Program 26, 56, and 59 Administrative	0.160	17,925	112,031			1,859	11,616	22.61
Program 31 Instructional	7.200	493,610	68,557	56,238	7,811	83,635	11,616	22.41
Program 31 Administrative	0.500	60,154	120,308	1,875	3,750	5,808	11,616	22.72
Program 34 Instructional				114				
K-3 BEA Instructional	36.950	2,559,538	69,270	83,219	2,252	441,338	11,944	21.72
4-6 BEA Instructional	19.984	1,403,721	70,242	66,195	3,312	232,390	11,629	21.40
7-8 BEA Instructional	15.360	1,164,081	75,787	93,437	6,083	184,230	11,994	22.11
9-12 BEA Instructional	30.500	2,179,848	71,470	218,315	7,158	354,288	11,616	21.66
K-12 BEA Instructional	102.794	7,307,188	71,086	461,166	4,486	1,212,246	11,793	21.70
K-12 BEA Administrative	6.920	838,602	121,185	7,500	1,084	80,383	11,616	22.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	112.714	8,587,775	76,191	689,846	6,120	1,327,476	11,777	21.74
Instructional	134.245	9,264,895	69,015	707,482	5,270	1,591,776	11,857	21.73
Administrative	11.000	1,406,763	127,888	12,000	1,091	127,776	11,616	22.00
Other				83,465				
Active	145.245	10,671,658	73,473	802,947	5,528	1,719,552	11,839	21.76
On Leave				107,343				
Certificated Total	145.245	10,671,658	73,473	910,290	6,267	1,719,552	11,839	21.76
Instructional for Funding Purposes	133.150	9,196,110	69,066	705,925	5,302	1,578,265	11,853	21.73
Instructional for Compliance Purposes	133.150	9,196,110	69,066	705,925	5,302	1,578,265	11,853	21.73

**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	229.153	21,488,250	93,773	2,813,063	12,276	2,733,791	11,930	22.28
02	0.600	57,740	96,233	7,133	11,888	6,970	11,616	21.46
12	0.400	36,908	92,270	3,935	9,838	4,646	11,616	22.66
13	5.000	430,504	86,101	30,566	6,113	58,661	11,732	22.54
14	1.003	100,824	100,522	9,809	9,780	11,651	11,616	22.67
21	43.581	3,648,787	83,724	393,931	9,039	515,170	11,821	22.92
23	0.500	48,903	97,806	3,805	7,610	5,808	11,616	22.60
24	1.524	103,173	67,699	6,174	4,051	18,005	11,814	22.62
31	15.600	1,325,414	84,962	186,343	11,945	204,674	13,120	21.61
34	0.732	75,802	103,555	9,865	13,477	11,616	15,869	22.08
51	0.800	76,097	95,121			9,874	12,342	22.61
52	0.100	8,198	81,980	457	4,570	2,323	23,232	22.41
55	1.200	94,539	78,783	7,253	6,044	18,005	15,004	22.28
58				249,336				
65	2.400	188,502	78,543	13,159	5,483	28,459	11,858	22.42
74	0.330	56,787	172,082	825	2,500	3,833	11,616	20.69
79				2,000				
89	0.200	20,735	103,675	1,594	7,970	2,323	11,616	22.51
97	0.955	239,967	251,274	64,560	67,602	11,616	12,163	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
K-12 Program 02 Instructional	0.600	57,740	96,233			6,970	11,616	21.46
Program 21 Instructional	41.294	3,316,079	80,304	325,642	7,886	491,938	11,913	22.96
Program 21 Administrative	2.000	317,132	158,566	7,000	3,500	23,232	11,616	22.94
K-12 Program 21 Instructional	38.784	3,097,667	79,870			462,201	11,917	23.01
Program 31 Instructional	15.500	1,308,206	84,400	184,065	11,875	203,512	13,130	21.62
Program 31 Administrative	0.100	17,208	172,080	250	2,500	1,162	11,616	20.69
Program 34 Instructional	0.732	75,802	103,555	9,865	13,477	11,616	15,869	22.08
K-3 BEA Instructional	69.173	5,982,059	86,480			824,713	11,922	22.72
4-6 BEA Instructional	34.169	2,917,001	85,370			404,179	11,829	22.23
7-8 BEA Instructional	47.434	4,260,620	89,822			564,898	11,909	22.42
9-12 BEA Instructional	77.257	7,016,794	90,824	29,745	385	958,006	12,400	22.06
K-12 BEA Instructional	228.033	20,176,474	88,481	39,714	174	2,751,796	12,068	22.35
K-12 BEA Administrative	3.000	481,158	160,386			34,848	11,616	21.36
BEA	247.040	23,187,173	93,860	3,080,964	12,472	2,968,666	12,017	22.23
Instructional	282.454	24,600,936	87,097	3,287,275	11,638	3,403,488	12,050	22.44
Administrative	18.955	3,193,437	168,475	74,385	3,924	220,704	11,644	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
Other	1.669	109,925	65,863	10,754	6,443	11,616	6,960	15.02
Active	303.078	27,904,298	92,070	3,372,414	11,127	3,635,808	11,996	22.33
On Leave	1.000	96,832	96,832	431,394	431,394	11,616	11,616	22.62
Certificated Total	304.078	28,001,130	92,085	3,803,808	12,509	3,647,424	11,995	22.33
Instructional for Funding Purposes	282.454	24,600,936	87,097	3,287,275	11,638	3,403,488	12,050	22.44
Instructional for Compliance Purposes	282.454	24,600,936	87,097	3,287,275	11,638	3,403,488	12,050	22.44

**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	81.895	6,272,926	76,597	488,987	5,971	989,787	12,086	22.07
02	8.425	731,606	86,838	46,137	5,476	104,616	12,417	20.42
13	5.202	389,309	74,838	27,674	5,320	60,458	11,622	21.50
21	14.368	1,120,744	78,003	79,087	5,504	164,155	11,425	22.06
24	2.480	151,385	61,042	10,081	4,065	28,823	11,622	22.33
31	4.278	363,203	84,900	76,620	17,910	49,719	11,622	22.44
51	2.000	171,316	85,658	12,558	6,279	23,244	11,622	19.98
55	1.500	125,526	83,684	12,356	8,237	23,244	15,496	18.67
58	0.050	2,526	50,520	278	5,560	581	11,622	20.87
65	2.435	145,379	59,704	13,286	5,456	29,055	11,932	20.13
74	0.600	47,726	79,543	3,179	5,298	11,622	19,370	21.69
79	0.200	19,047	95,235	3,104	15,520	2,324	11,622	22.23
97	4.000	536,530	134,133	9,617	2,404	46,488	11,622	19.90
K-12 Program 02 Instructional	7.425	603,324	81,256	45,537	6,133	92,994	12,524	20.07
Program 21 Instructional	13.368	988,208	73,923	78,487	5,871	152,533	11,410	22.08
Program 21 Administrative	1.000	132,536	132,536	600	600	11,622	11,622	21.97
K-12 Program 21 Instructional	11.944	880,154	73,690	67,800	5,676	135,983	11,385	22.02



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 31 Instructional	3.978	317,628	79,846	76,440	19,216	46,232	11,622	22.55
Program 31 Administrative	0.300	45,575	151,917	180	600	3,487	11,622	21.48
K-3 BEA Instructional	33.582	2,362,286	70,344	186,234	5,546	394,127	11,736	22.17
4-6 BEA Instructional	16.863	1,247,369	73,971	76,587	4,542	206,471	12,244	21.78
7-8 BEA Instructional	15.289	1,179,943	77,176	100,907	6,600	194,126	12,697	21.22
9-12 BEA Instructional	24.364	1,993,695	81,830	231,687	9,509	297,099	12,194	21.97
K-12 BEA Instructional	90.098	6,783,293	75,288	595,415	6,609	1,091,823	12,118	21.87
K-12 BEA Administrative	5.500	656,750	119,409	3,044	553	63,921	11,622	22.84
BEA	98.598	7,904,265	80,167	621,361	6,302	1,190,610	12,075	21.80
Instructional	117.933	8,823,715	74,820	769,103	6,522	1,423,707	12,072	21.76
Administrative	9.500	1,253,508	131,948	13,861	1,459	110,409	11,622	21.40
Active	127.433	10,077,223	79,079	782,964	6,144	1,534,116	12,039	21.72
Certificated Total	127.433	10,077,223	79,079	782,964	6,144	1,534,116	12,039	21.72
Instructional for Funding Purposes	117.933	8,823,715	74,820	769,103	6,522	1,423,707	12,072	21.76
Instructional for Compliance Purposes	117.933	8,823,715	74,820	769,103	6,522	1,423,707	12,072	21.76

**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	40.456	3,074,908	76,006	117,124	2,895	510,697	12,624	22.12
13	2.222	137,951	62,084			39,494	17,774	22.29
21				375				
31	4.700	279,857	59,544	5,442	1,158	54,595	11,616	21.44
51	2.102	149,973	71,348	5,126	2,439	26,717	12,710	21.78
52	0.250	22,049	88,196	97	388	2,904	11,616	22.58
55	1.206	93,552	77,572	213	177	21,141	17,530	22.74
58				39,935				
65	0.300	21,765	72,550	242	807	4,356	14,520	21.40
79	2.650	215,988	81,505	47,895	18,074	31,247	11,791	21.91
97	1.000	157,811	157,811	29,019	29,019	11,616	11,616	20.48
Program 21 Instructional				375				
K-12 Program 21 Instructional				375				
Program 31 Instructional	4.700	279,857	59,544	5,442	1,158	54,595	11,616	21.44
K-3 BEA Instructional	15.330	1,106,351	72,169	39,454	2,574	185,926	12,128	22.05
4-6 BEA Instructional	3.906	302,880	77,542	9,867	2,526	51,215	13,112	20.61
7-8 BEA Instructional	0.250	14,643	58,572	3,897	15,588	2,904	11,616	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
9-12 BEA Instructional	23.021	1,569,671	68,184	68,144	2,960	294,477	12,792	22.24
K-12 BEA Instructional	42.507	2,993,545	70,425	121,362	2,855	534,522	12,575	22.01
K-12 BEA Administrative	0.649	81,452	125,504			7,539	11,616	22.17
BEA	46.156	3,512,576	76,102	151,585	3,284	576,909	12,499	21.99
Instructional	49.737	3,514,163	70,655	214,907	4,321	642,957	12,927	22.04
Administrative	5.149	639,691	124,236	30,561	5,935	59,811	11,616	21.78
Active	54.886	4,153,854	75,681	245,468	4,472	702,768	12,804	22.00
Certificated Total	54.886	4,153,854	75,681	245,468	4,472	702,768	12,804	22.00
Instructional for Funding Purposes	49.737	3,514,163	70,655	214,907	4,321	642,957	12,927	22.04
Instructional for Compliance Purposes	49.737	3,514,163	70,655	214,907	4,321	642,957	12,927	22.04

**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	10.800	833,848	77,208	4,163	385	139,392	12,907	23.02
14				2,837				
97	1.000	112,476	112,476	5,628	5,628	16,340	16,340	23.34
K-3 BEA Instructional	1.000	60,854	60,854			11,616	11,616	23.36
7-8 BEA Instructional	4.000	319,481	79,870	960	240	46,464	11,616	23.19
9-12 BEA Instructional	5.800	453,513	78,192	3,203	552	81,312	14,019	22.85
K-12 BEA Instructional	10.800	833,848	77,208	4,163	385	139,392	12,907	23.02
BEA	11.800	946,324	80,197	9,791	830	155,732	13,198	23.06
Instructional	10.800	833,848	77,208	7,000	648	139,392	12,907	23.02
Administrative	1.000	112,476	112,476	5,628	5,628	16,340	16,340	23.34
Active	11.800	946,324	80,197	12,628	1,070	155,732	13,198	23.06
Certificated Total	11.800	946,324	80,197	12,628	1,070	155,732	13,198	23.06
Instructional for Funding Purposes	10.800	833,848	77,208	7,000	648	139,392	12,907	23.02
Instructional for Compliance Purposes	10.800	833,848	77,208	7,000	648	139,392	12,907	23.02

**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	233.801	23,068,526	98,667	1,002,168	4,286	2,952,974	12,630	21.33
02	38.248	3,671,241	95,985	146,616	3,833	536,805	14,035	22.17
12	8.000	790,482	98,810	34,293	4,287	99,648	12,456	21.57
13	0.101	11,433	113,198	2,407	23,832	1,258	12,456	21.19
19	0.212	12,930	60,991	1,332	6,283			9.37
21	49.446	4,384,849	88,680	296,893	6,004	532,302	10,765	22.85
24	9.376	814,002	86,818	60,454	6,448	112,079	11,954	20.39
31	15.404	1,470,408	95,456	64,407	4,181	192,072	12,469	20.75
34	3.800	388,285	102,180	15,683	4,127	47,333	12,456	20.97
51	1.065	118,087	110,880	7,200	6,761	13,266	12,456	21.02
52	0.199	22,870	114,925	813	4,085	2,479	12,456	21.19
55	5.103	520,753	102,048	24,737	4,848	68,446	13,413	22.57
58	0.300	34,305	114,350	242,619	808,730	3,737	12,456	21.77
64	0.401	45,738	114,060	1,625	4,052	4,995	12,456	22.07
65	5.703	535,356	93,873	31,265	5,482	71,037	12,456	18.62
74	0.901	73,173	81,213	2,601	2,887	11,223	12,456	21.87
79	0.500	38,988	77,976	1,385	2,770	6,228	12,456	20.82
97	1.749	384,845	220,037	10,568	6,042	21,786	12,456	20.13
98	0.100	18,103	181,030	158	1,580	1,246	12,456	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
99	0.151	27,153	179,821	237	1,570	1,881	12,456	20.04
K-12 Program 02 Instructional	35.248	3,199,070	90,759	113,594	3,223	501,957	14,241	22.18
Program 21 Instructional	39.446	3,342,565	84,738	295,231	7,484	507,390	12,863	21.48
Program 21 Administrative	2.000	314,346	157,173	1,662	831	24,912	12,456	20.36
K-12 Program 21 Instructional	36.746	3,102,625	84,434	116,665	3,175	473,759	12,893	21.49
Program 31 Instructional	14.604	1,342,888	91,953	63,922	4,377	182,107	12,470	20.71
Program 31 Administrative	0.800	127,520	159,400	485	606	9,965	12,456	21.18
Program 34 Instructional	3.600	356,405	99,001	15,562	4,323	44,842	12,456	20.95
Program 34 Administrative	0.200	31,880	159,400	121	605	2,491	12,456	21.18
K-3 BEA Instructional	97.532	9,128,157	93,591	337,782	3,463	1,272,472	13,047	21.62
4-6 BEA Instructional	50.056	4,586,724	91,632	142,889	2,855	650,052	12,986	21.80
7-8 BEA Instructional	37.399	3,566,783	95,371	126,634	3,386	475,329	12,710	20.90
9-12 BEA Instructional	84.401	7,907,879	93,694	290,889	3,447	1,079,052	12,785	21.28
K-12 BEA Instructional	269.388	25,189,543	93,507	898,194	3,334	3,476,906	12,907	21.44
K-12 BEA Administrative	15.000	2,366,931	157,795	38,750	2,583	174,240	11,616	21.63
BEA	293.002	28,983,305	98,918	1,239,442	4,230	3,750,970	12,802	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
Instructional	339.717	31,416,128	92,477	1,886,613	5,553	4,371,216	12,867	21.39
Administrative	26.000	4,236,228	162,932	59,848	2,302	309,576	11,907	20.98
Other	0.843	51,233	60,775	1,000	1,186			11.62
Active	366.560	35,703,589	97,402	1,947,461	5,313	4,680,792	12,770	21.32
K-12 Program 21 Contracted	8.000	727,938	90,992					
Certificated Total	374.560	36,431,527	97,265	1,947,461	5,199	4,680,792	12,497	21.48
Instructional for Funding Purposes	347.717	32,144,066	92,443	1,886,613	5,426	4,371,216	12,571	21.56
Instructional for Compliance Purposes	339.717	31,416,128	92,477	1,886,613	5,553	4,371,216	12,867	21.39

**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	67.405	6,336,853	94,012	238,762	3,542	783,141	11,618	22.81
12	1.000	61,918	61,918			11,616	11,616	22.63
14	2.500	165,813	66,325			29,040	11,616	22.63
21	12.250	1,073,962	87,670	23,697	1,934	135,326	11,047	22.90
24	1.850	160,113	86,548			21,490	11,616	14.01
31	7.564	567,693	75,052	25,928	3,428	102,482	13,549	20.93
34	1.075	104,101	96,838	2,749	2,557	12,487	11,616	22.36
51	1.300	133,783	102,910			15,101	11,616	21.40
55	1.100	116,549	105,954			12,778	11,616	19.80
58				45,640				
65	0.400	40,678	101,695			4,646	11,616	21.54
74	0.400	40,678	101,695			4,646	11,616	21.54
97	1.650	279,260	169,248			19,166	11,616	20.72
Program 21 Instructional	10.750	897,461	83,485	23,697	2,204	129,518	12,048	23.02
Program 21 Administrative	0.500	74,261	148,522			5,808	11,616	21.46
K-12 Program 21 Instructional	9.750	827,368	84,858			117,902	12,093	23.08
Program 31 Instructional	7.314	530,563	72,541	25,928	3,545	99,578	13,615	20.90



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	0.250	37,130	148,520			2,904	11,616	21.47
Program 34 Instructional	0.975	89,249	91,537	2,749	2,819	11,326	11,616	22.50
Program 34 Administrative	0.100	14,852	148,520			1,162	11,616	21.47
K-3 BEA Instructional	22.739	2,099,151	92,315	3,223	142	264,136	11,616	22.86
4-6 BEA Instructional	13.961	1,196,141	85,677	5,568	399	162,171	11,616	22.44
7-8 BEA Instructional	7.885	761,119	96,527	4,643	589	91,757	11,637	22.52
9-12 BEA Instructional	26.809	2,317,646	86,450	103,542	3,862	326,032	12,161	22.76
K-12 BEA Instructional	71.394	6,374,057	89,280	116,976	1,638	844,096	11,823	22.70
K-12 BEA Administrative	4.350	590,034	135,640			50,530	11,616	21.81
BEA	77.694	7,287,907	93,803	267,439	3,442	917,277	11,806	22.55
Instructional	90.494	7,961,346	87,977	304,412	3,364	1,070,608	11,831	22.49
Administrative	7.000	1,017,815	145,402			81,312	11,616	21.46
Active	97.494	8,979,161	92,100	304,412	3,122	1,151,920	11,815	22.37
K-12 Program 21 Contracted	1.000	102,240	102,240					
On Leave				32,364				
Certificated Total	98.494	9,081,401	92,203	336,776	3,419	1,151,920	11,695	22.37
Instructional for Funding Purposes	91.494	8,063,586	88,132	304,412	3,327	1,070,608	11,701	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	90.494	7,961,346	87,977	304,412	3,364	1,070,608	11,831	22.49

**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	18.816	1,325,466	70,444	66,322	3,525	215,457	11,451	23.11
21	3.000	164,954	54,985	5,886	1,962	34,848	11,616	25.26
31	3.750	241,732	64,462	6,749	1,800	43,560	11,616	24.32
34	0.905	72,866	80,515	4,452	4,919	10,512	11,616	22.33
51	0.550	34,200	62,182			6,389	11,616	24.47
55	0.530	43,804	82,649			6,156	11,616	22.82
58				14,128				
74				3,000				
88	0.550	45,898	83,451			6,389	11,616	24.06
97	1.000	133,224	133,224	10,441	10,441	11,616	11,616	22.08
Program 21 Instructional	3.000	164,954	54,985	5,886	1,962	34,848	11,616	25.26
K-12 Program 21 Instructional	3.000	164,954	54,985	5,886	1,962	34,848	11,616	25.26
Program 31 Instructional	3.590	224,373	62,499	6,749	1,880	41,701	11,616	24.44
Program 31 Administrative	0.160	17,359	108,494			1,859	11,616	22.69
Program 34 Instructional	0.815	63,102	77,426	4,452	5,463	9,467	11,616	22.28
Program 34 Administrative	0.090	9,764	108,489			1,045	11,616	22.69
K-3 BEA Instructional	7.523	506,825	67,370			85,416	11,354	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
4-6 BEA Instructional	3.313	241,187	72,800			38,478	11,614	25.99
7-8 BEA Instructional	2.930	206,844	70,595	4,452	1,519	33,715	11,507	22.34
9-12 BEA Instructional	7.805	479,069	61,380	12,999	1,665	89,850	11,512	23.41
K-12 BEA Instructional	21.571	1,433,925	66,475	17,451	809	247,460	11,472	23.35
K-12 BEA Administrative	1.250	135,618	108,494			14,520	11,616	22.68
BEA	24.471	1,773,288	72,465	87,964	3,595	281,146	11,489	23.18
Instructional	26.101	1,711,931	65,589	31,031	1,189	300,080	11,497	23.58
Administrative	3.000	350,213	116,738	3,780	1,260	34,848	11,616	22.45
Other				36,733				
Active	29.101	2,062,144	70,862	71,544	2,458	334,928	11,509	23.39
On Leave				39,434				
Certificated Total	29.101	2,062,144	70,862	110,978	3,814	334,928	11,509	23.39
Instructional for Funding Purposes	26.101	1,711,931	65,589	31,031	1,189	300,080	11,497	23.58
Instructional for Compliance Purposes	26.101	1,711,931	65,589	31,031	1,189	300,080	11,497	23.58

**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	412.846	35,074,327	84,957	3,682,614	8,920	4,810,569	11,652	22.18
02	7.500	744,510	99,268	33,031	4,404	87,120	11,616	21.49
03	2.500	233,488	93,395	9,669	3,868	29,040	11,616	22.84
21	70.300	5,436,741	77,336	518,212	7,371	830,544	11,814	23.21
22	1.000	86,881	86,881	1,931	1,931	11,616	11,616	23.63
24	17.100	1,211,499	70,848	26,921	1,574	198,634	11,616	22.84
31	21.737	1,801,412	82,873	252,873	11,633	257,143	11,830	22.97
34	4.000	372,737	93,184	8,283	2,071	46,464	11,616	22.12
45	9.500	819,217	86,233	64,600	6,800	110,352	11,616	21.19
51	12.557	1,088,226	86,663	52,807	4,205	138,893	11,061	21.65
52	1.549	139,497	90,056	83,238	53,737	15,670	10,116	20.38
53	0.300	32,309	107,697	2,282	7,607	3,485	11,616	21.92
55	13.015	1,012,144	77,767	262,703	20,185	144,550	11,106	21.11
58	1.753	159,178	90,803	787,899	449,458	20,363	11,616	21.90
64	1.182	105,389	89,162	8,232	6,964	13,730	11,616	22.25
65	13.795	1,144,629	82,974	35,166	2,549	158,500	11,490	21.85
74	2.000	191,262	95,631	4,250	2,125	23,232	11,616	20.62
97	2.678	377,681	141,031	53,747	20,070	23,232	8,675	11.80

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 02 Instructional	6.500	610,105	93,862			75,504	11,616	21.48
Program 21 Instructional	68.300	5,210,094	76,282	503,827	7,377	807,312	11,820	23.26
Program 21 Administrative	2.000	226,647	113,324	14,385	7,193	23,232	11,616	22.18
K-12 Program 21 Instructional	54.213	4,163,333	76,796	20,000	369	643,677	11,873	23.32
Program 31 Instructional	20.987	1,701,280	81,064	245,189	11,683	248,431	11,837	23.08
Program 31 Administrative	0.750	100,132	133,509	7,684	10,245	8,712	11,616	20.93
Program 34 Instructional	4.000	372,737	93,184	8,283	2,071	46,464	11,616	22.12
K-3 BEA Instructional	160.780	13,049,863	81,166			1,875,845	11,667	22.60
4-6 BEA Instructional	88.156	7,093,845	80,469			1,031,563	11,702	22.43
7-8 BEA Instructional	66.042	5,665,278	85,783			767,318	11,619	22.17
9-12 BEA Instructional	107.483	9,037,957	84,087			1,257,304	11,698	22.17
K-12 BEA Instructional	422.461	34,846,943	82,486			4,932,030	11,675	22.38
BEA Instructional	460.761	39,423,372	85,561	4,104,817	8,909	5,363,920	11,641	22.09
BEA Administrative	547.712	44,531,715	81,305	5,444,749	9,941	6,402,383	11,689	22.46
BEA Other	40.678	4,936,880	121,365	407,626	10,021	440,409	10,827	19.73
BEA Active	4.922	369,376	75,046	36,083	7,331	57,112	11,603	22.10
BEA Total	593.312	49,837,971	84,000	5,888,458	9,925	6,899,904	11,629	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
On Leave	2.000	193,156	96,578			23,232	11,616	20.52
Certificated Total	595.312	50,031,127	84,042	5,888,458	9,891	6,923,136	11,629	22.18
Instructional for Funding Purposes	547.712	44,531,715	81,305	5,444,749	9,941	6,402,383	11,689	22.46
Instructional for Compliance Purposes	547.712	44,531,715	81,305	5,444,749	9,941	6,402,383	11,689	22.46

**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	30.235	2,384,397	78,862	107,529	3,556	351,898	11,639	8.67
02	0.440	40,467	91,970			5,111	11,616	8.41
21	2.942	200,930	68,297	1,808	615	34,383	11,687	8.78
31	1.500	136,160	90,773	17,839	11,893	17,424	11,616	8.59
34	1.070	97,578	91,194	543	507	12,429	11,616	8.54
51	0.555	47,395	85,396			6,497	11,707	8.56
52	0.455	41,404	90,998			5,285	11,616	8.52
53	0.158	8,677	54,918			1,835	11,616	10.67
55	0.538	46,466	86,368			6,351	11,805	8.70
58				28,259				
65	0.600	32,951	54,918			6,970	11,616	10.67
97	1.000	135,000	135,000	9,346	9,346	11,616	11,616	8.44
K-12 Program 02 Instructional	0.440	40,467	91,970			5,111	11,616	8.41
Program 21 Instructional	2.942	200,930	68,297	1,017	346	34,383	11,687	8.78
K-12 Program 21 Instructional	2.942	200,930	68,297	1,017	346	34,383	11,687	8.78
Program 31 Instructional	1.500	136,160	90,773	17,334	11,556	17,424	11,616	8.59
Program 34 Instructional	1.070	97,578	91,194			12,429	11,616	8.54



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	8.976	582,882	64,938	3,599	401	104,957	11,693	8.89
4-6 BEA Instructional	6.032	538,145	89,215			70,064	11,615	8.55
7-8 BEA Instructional	6.055	509,557	84,155			70,335	11,616	8.47
9-12 BEA Instructional	10.182	809,405	79,494			118,274	11,616	8.52
K-12 BEA Instructional	31.245	2,439,989	78,092	20,933	670	363,630	11,638	8.60
K-12 BEA Administrative	1.000	118,613	118,613			11,616	11,616	8.63
BEA	34.245	2,793,602	81,577	135,257	3,950	398,478	11,636	8.65
Instructional	36.493	2,817,812	77,215	117,443	3,218	424,952	11,645	8.64
Administrative	3.000	353,613	117,871			34,848	11,616	9.00
Active	39.493	3,171,425	80,303	117,443	2,974	459,800	11,643	8.67
On Leave				47,881				
Certificated Total	39.493	3,171,425	80,303	165,324	4,186	459,800	11,643	8.67
Instructional for Funding Purposes	36.493	2,817,812	77,215	117,443	3,218	424,952	11,645	8.64
Instructional for Compliance Purposes	36.493	2,817,812	77,215	117,443	3,218	424,952	11,645	8.64

**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	47.380	3,513,889	74,164	145,202	3,065	557,870	11,774	21.64
14	1.958	143,070	73,069	921	470	23,232	11,865	22.10
21	7.583	527,650	69,583	1,115	147	88,084	11,616	20.60
23	1.000	60,315	60,315			11,616	11,616	21.74
24	1.417	93,077	65,686			16,460	11,616	20.58
31	3.460	221,301	63,960	8,993	2,599	40,191	11,616	25.28
34	0.140	9,036	64,543			1,626	11,616	21.95
51	1.250	120,467	96,374	24,405	19,524	14,520	11,616	11.40
55	3.256	251,685	77,299	23,582	7,243	38,333	11,773	22.14
58	0.500	48,760	97,520	8,263	16,526	5,808	11,616	19.18
64	0.500	47,980	95,960	457	914	5,808	11,616	25.45
65	0.424	28,360	66,887			4,925	11,616	21.66
68	1.000	48,485	48,485			11,616	11,616	22.32
69	1.294	77,677	60,029	7,500	5,796	16,262	12,568	21.72
97	1.000	192,975	192,975	4,000	4,000	11,616	11,616	19.19
Program 21 Instructional	6.583	407,770	61,943			76,468	11,616	20.35
Program 21 Administrative	1.000	119,880	119,880	1,115	1,115	11,616	11,616	21.54
K-12 Program 21 Instructional	6.583	407,770	61,943			76,468	11,616	20.35

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	3.460	221,301	63,960	8,993	2,599	40,191	11,616	25.28
Program 34 Instructional	0.140	9,036	64,543			1,626	11,616	21.95
K-3 BEA Instructional	13.454	970,088	72,104	32,352	2,405	159,302	11,840	21.06
4-6 BEA Instructional	10.230	733,437	71,695	16,419	1,605	123,315	12,054	20.96
7-8 BEA Instructional	6.860	450,823	65,718	10,214	1,489	79,686	11,616	20.88
9-12 BEA Instructional	15.986	1,095,030	68,499	30,862	1,931	185,693	11,616	21.67
K-12 BEA Instructional	46.530	3,249,378	69,834	95,305	2,048	547,996	11,777	21.22
K-12 BEA Administrative	3.800	416,445	109,591	4,112	1,082	44,141	11,616	27.18
BEA	51.980	3,937,201	75,745	158,195	3,043	611,304	11,760	21.71
Instructional	64.662	4,457,655	68,938	145,601	2,252	760,848	11,767	21.00
Administrative	7.300	906,440	124,170	20,063	2,748	84,797	11,616	23.06
Other	0.200	20,632	103,160	58,774	293,870	2,323	11,616	130.71
Active	72.162	5,384,727	74,620	224,438	3,110	847,968	11,751	21.38
Certificated Total	72.162	5,384,727	74,620	224,438	3,110	847,968	11,751	21.38
Instructional for Funding Purposes	64.662	4,457,655	68,938	145,601	2,252	760,848	11,767	21.00
Instructional for Compliance Purposes	64.662	4,457,655	68,938	145,601	2,252	760,848	11,767	21.00

**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	111.562	9,372,028	84,007	560,172	5,021	1,299,292	11,646	21.46
02	1.000	92,507	92,507			11,616	11,616	22.29
21	19.250	1,586,132	82,396	59,087	3,069	219,736	11,415	21.35
24	2.000	136,789	68,395			23,232	11,616	20.63
31	6.813	590,883	86,729	89,934	13,200	79,140	11,616	21.02
34	0.200	20,024	100,120	4,596	22,980	2,323	11,616	21.85
51	0.806	41,071	50,957			5,808	7,206	17.19
55	2.656	217,581	81,921			27,298	10,278	21.08
65	1.000	37,096	37,096			11,616	11,616	22.42
74	0.200	15,639	78,195			2,323	11,616	22.31
79	0.766	33,978	44,358					8.05
97	1.000	170,000	170,000	10,167	10,167	11,616	11,616	19.95
K-12 Program 02 Instructional	1.000	92,507	92,507			11,616	11,616	22.29
Program 21 Instructional	18.400	1,459,334	79,312	57,004	3,098	209,862	11,406	21.36
Program 21 Administrative	0.850	126,798	149,174	2,083	2,451	9,874	11,616	21.30
K-12 Program 21 Instructional	17.400	1,322,800	76,023			198,246	11,393	21.32
Program 31 Instructional	6.813	590,883	86,729	89,934	13,200	79,140	11,616	21.02

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 34 Instructional	0.200	20,024	100,120	4,596	22,980	2,323	11,616	21.85
K-3 BEA Instructional	46.555	3,335,367	71,644			544,171	11,689	21.33
4-6 BEA Instructional	20.020	1,483,610	74,106			232,552	11,616	21.40
7-8 BEA Instructional	14.067	1,277,321	90,803			163,402	11,616	21.77
9-12 BEA Instructional	30.933	2,885,341	93,277			359,318	11,616	21.23
K-12 BEA Instructional	111.575	8,981,639	80,499			1,299,443	11,646	21.37
K-12 BEA Administrative	4.000	528,749	132,187			46,464	11,616	22.07
BEA	120.575	10,245,442	84,972	664,869	5,514	1,403,987	11,644	21.42
Instructional	137.253	10,947,193	79,759	635,299	4,629	1,577,840	11,496	21.30
Administrative	10.000	1,366,535	136,654	88,657	8,866	116,160	11,616	21.71
Active	147.253	12,313,728	83,623	723,956	4,916	1,694,000	11,504	21.35
Certificated Total	147.253	12,313,728	83,623	723,956	4,916	1,694,000	11,504	21.35
Instructional for Funding Purposes	137.253	10,947,193	79,759	635,299	4,629	1,577,840	11,496	21.30
Instructional for Compliance Purposes	137.253	10,947,193	79,759	635,299	4,629	1,577,840	11,496	21.30

**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	5.544	381,935	68,892	16,510	2,978	62,726	11,314	22.21
52	0.200	11,512	57,560			5,204	26,020	18.42
55	0.048	2,552	53,167	3,856	80,333	1,208	25,168	18.42
58				5,705				
74	0.024	1,264	52,667			558	23,232	18.42
97	0.746	101,000	135,389	930	1,247	23,232	31,142	15.92
K-3 BEA Instructional	2.272	186,004	81,868	6,568	2,891	25,555	11,248	22.16
4-6 BEA Instructional	1.870	120,969	64,689	2,832	1,514	21,095	11,281	22.12
7-8 BEA Instructional	1.402	74,962	53,468			16,077	11,467	22.48
K-12 BEA Instructional	5.544	381,935	68,892	11,647	2,101	62,726	11,314	22.21
BEA	6.290	482,935	76,778	17,440	2,773	85,958	13,666	21.00
Instructional	5.816	397,263	68,305	26,071	4,483	69,696	11,983	22.02
Administrative	0.746	101,000	135,389	930	1,247	23,232	31,142	15.92
Active	6.562	498,263	75,932	27,001	4,115	92,928	14,162	20.89
Certificated Total	6.562	498,263	75,932	27,001	4,115	92,928	14,162	20.89
Instructional for Funding Purposes	5.816	397,263	68,305	26,071	4,483	69,696	11,983	22.02
Instructional for Compliance Purposes	5.816	397,263	68,305	26,071	4,483	69,696	11,983	22.02

**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	345.358	32,989,679	95,523	999,036	2,893	4,423,902	12,810	20.67
02	20.284	1,833,359	90,384	53,983	2,661	318,455	15,700	19.83
03	1.000	107,456	107,456	3,591	3,591	12,516	12,516	22.43
12	6.403	553,374	86,424	14,574	2,276	87,612	13,683	20.13
21	59.933	5,363,840	89,497	167,827	2,800	767,644	12,808	20.06
24	6.772	628,859	92,862	21,010	3,102	87,612	12,937	20.61
31	20.654	1,726,960	83,614	57,664	2,792	274,149	13,273	20.49
45	12.000	1,130,036	94,170	27,681	2,307	175,224	14,602	20.55
51	5.948	632,390	106,320	19,203	3,228	75,121	12,630	21.19
52	1.001	119,482	119,363	2,640	2,637	12,529	12,516	19.56
53	1.700	167,338	98,434	2,130	1,253	21,277	12,516	22.39
55	22.443	2,197,241	97,903	71,283	3,176	290,553	12,946	20.36
58	0.317	31,224	98,498	1,044	3,293	3,968	12,516	20.34
64	0.400	39,746	99,365	1,328	3,320	5,006	12,516	19.70
65	12.929	1,170,242	90,513	36,715	2,840	162,295	12,553	20.49
74	4.000	414,297	103,574	13,839	3,460	50,064	12,516	20.85
97	3.000	564,607	188,202			37,548	12,516	19.78
K-12 Program 02 Instructional	18.484	1,544,170	83,541	34,576	1,871	295,926	16,010	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 Instructional	57.933	5,023,989	86,721	167,827	2,897	742,612	12,818	20.04
Program 21 Administrative	2.000	339,851	169,926			25,032	12,516	20.36
K-12 Program 21 Instructional	57.933	5,023,989	86,721	135,314	2,336	742,612	12,818	20.04
Program 31 Instructional	20.654	1,726,960	83,614	57,664	2,792	274,149	13,273	20.49
K-3 BEA Instructional	129.044	11,908,602	92,283	336,339	2,606	1,639,167	12,702	20.65
4-6 BEA Instructional	63.694	5,791,759	90,931	167,704	2,633	830,939	13,046	21.00
7-8 BEA Instructional	59.531	4,945,423	83,073	124,354	2,089	807,541	13,565	21.00
9-12 BEA Instructional	119.047	10,924,684	91,768	294,068	2,470	1,572,395	13,208	20.13
K-12 BEA Instructional	371.316	33,570,468	90,409	922,465	2,484	4,850,043	13,062	20.59
K-12 BEA Administrative	7.000	1,087,540	155,363	1,699	243	87,612	12,516	20.74
BEA	402.296	38,352,097	95,333	1,141,955	2,839	5,241,794	13,030	20.61
Instructional	488.220	44,072,974	90,273	1,470,849	3,013	6,348,640	13,004	20.52
Administrative	35.422	5,546,710	156,589	22,699	641	450,576	12,720	20.66
Active	523.642	49,619,684	94,759	1,493,548	2,852	6,799,216	12,984	20.54
On Leave	0.500	50,446	100,892			6,258	12,516	21.77
Certificated Total	524.142	49,670,130	94,765	1,493,548	2,850	6,805,474	12,984	20.54
Instructional for Funding Purposes	488.220	44,072,974	90,273	1,470,849	3,013	6,348,640	13,004	20.52



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	488.220	44,072,974	90,273	1,470,849	3,013	6,348,640	13,004	20.52

**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	56.070	4,682,084	83,504			749,133	13,361	9.94
29	11.000	1,047,038	95,185			167,527	15,230	9.89
55	3.340	331,619	99,287			53,059	15,886	10.58
68	1.000	85,660	85,660			13,706	13,706	10.78
97	1.000	194,920	194,920			31,187	31,187	9.22
K-3 BEA Instructional	15.744	1,335,280	84,812			213,668	13,571	10.29
4-6 BEA Instructional	6.668	516,616	77,477			82,636	12,393	9.43
7-8 BEA Instructional	9.370	723,018	77,163			115,684	12,346	9.21
9-12 BEA Instructional	19.370	1,573,459	81,232			251,752	12,997	10.12
K-12 BEA Instructional	51.152	4,148,373	81,099			663,739	12,976	9.92
K-12 BEA Administrative	1.200	135,545	112,954			21,687	18,073	10.50
BEA	57.070	4,877,004	85,457			780,320	13,673	9.91
Instructional	65.492	5,487,628	83,791			878,021	13,407	9.96
Administrative	5.238	730,052	139,376			116,808	22,300	9.80
Other	1.680	123,641	73,596			19,783	11,776	10.44
Active	72.410	6,341,321	87,575			1,014,612	14,012	9.95
Certificated Total	72.410	6,341,321	87,575			1,014,612	14,012	9.95

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	65.492	5,487,628	83,791			878,021	13,407	9.96
Instructional for Compliance Purposes	65.492	5,487,628	83,791			878,021	13,407	9.96

**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	803.662	86,612,750	107,773	7,038,490	8,758	9,456,063	11,766	21.96
12				157,800				
13	47.762	4,755,925	99,575	318,572	6,670	563,330	11,795	22.07
21	157.852	16,049,038	101,671	1,793,441	11,362	1,926,653	12,205	21.53
24	14.611	1,693,868	115,931	224,210	15,345	169,721	11,616	22.00
31	26.984	2,942,840	109,059	212,037	7,858	324,086	12,010	21.85
34	9.430	1,009,633	107,066	68,758	7,291	109,539	11,616	22.24
45	27.000	2,610,966	96,702	41,994	1,555	290,400	10,756	22.41
51	18.602	2,055,412	110,494	142,071	7,637	235,027	12,634	21.40
52	2.000	243,362	121,681	30,218	15,109	23,232	11,616	20.38
55	37.657	4,270,520	113,406	280,813	7,457	456,842	12,132	21.65
58	1.000	118,580	118,580	967,346	967,346	11,616	11,616	20.78
65	34.050	3,583,498	105,242	251,405	7,383	410,986	12,070	22.10
74	2.870	323,938	112,870	22,369	7,794	33,338	11,616	21.97
97	4.000	838,429	209,607	51,745	12,936	46,464	11,616	19.65
Program 21 Instructional	154.463	15,477,452	100,202	1,793,441	11,611	1,887,286	12,218	21.54
Program 21 Administrative	3.389	571,586	168,659			39,367	11,616	21.17
K-12 Program 21 Instructional	141.464	14,149,211	100,020	65,321	462	1,732,224	12,245	21.52

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	26.084	2,779,037	106,542	212,037	8,129	313,632	12,024	21.92
Program 31 Administrative	0.900	163,803	182,003			10,454	11,616	20.39
Program 34 Instructional	9.330	991,433	106,263	68,758	7,370	108,377	11,616	22.27
Program 34 Administrative	0.100	18,200	182,000			1,162	11,616	20.39
K-3 BEA Instructional	312.800	31,929,555	102,077			3,694,364	11,811	22.24
4-6 BEA Instructional	158.774	15,919,329	100,264			1,853,705	11,675	21.99
7-8 BEA Instructional	114.128	12,400,823	108,657	853	7	1,330,311	11,656	22.02
9-12 BEA Instructional	228.074	24,423,620	107,086	9,519	42	2,691,869	11,803	22.02
K-12 BEA Instructional	813.776	84,673,327	104,050	10,372	13	9,570,248	11,760	22.10
K-12 BEA Administrative				4,788				
BEA	871.076	94,014,618	107,929	7,413,024	8,510	10,226,552	11,740	21.95
Instructional	1,122.934	116,540,316	103,782	11,100,656	9,885	13,313,872	11,856	21.99
Administrative	57.746	9,916,970	171,734	394,993	6,840	673,728	11,667	20.63
Other	3.000	316,699	105,566	77,898	25,966	34,848	11,616	21.58
Active	1,183.680	126,773,985	107,102	11,573,547	9,778	14,022,448	11,846	21.89
K-12 BEA Contracted	2.000	127,990	63,995					
On Leave	1.800	206,784	114,880	27,722	15,401	34,848	19,360	19.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,187.480	127,108,759	107,041	11,601,269	9,770	14,057,296	11,838	21.88
Instructional for Funding Purposes	1,124.934	116,668,306	103,711	11,100,656	9,868	13,313,872	11,835	21.99
Instructional for Compliance Purposes	1,122.934	116,540,316	103,782	11,100,656	9,885	13,313,872	11,856	21.99

**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	67.200	5,124,847	76,263	183,397	2,729	849,355	12,639	22.72
02	1.100	83,540	75,945	7,662	6,965	13,702	12,456	22.82
12	7.619	543,389	71,320	8,649	1,135	95,776	12,571	22.06
13	1.000	47,597	47,597			12,456	12,456	23.41
14	3.500	278,015	79,433	1,805	516	43,596	12,456	22.71
21	10.838	749,952	69,197	59,142	5,457	146,680	13,534	22.46
23	0.499	32,295	64,719	7,177	14,383	6,216	12,456	24.45
31	2.706	257,903	95,308	12,478	4,611	33,706	12,456	21.97
34	1.000	93,588	93,588	2,080	2,080	12,456	12,456	22.60
51	0.500	46,794	93,588	1,040	2,080	6,228	12,456	22.16
52				37,770				
55	3.650	340,797	93,369	3,935	1,078	51,692	14,162	20.63
58				34,230				
65	1.100	63,328	57,571	1,892	1,720	13,702	12,456	22.94
74	0.361	17,532	48,565					113.84
97	0.860	136,045	158,192	12,555	14,599	10,712	12,456	21.03
99	0.350	48,868	139,623	17,776	50,789	4,360	12,456	20.70
K-12 Program 02 Instructional	1.050	76,172	72,545	7,662	7,297	13,079	12,456	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
Program 21 Instructional	10.088	646,256	64,062	58,602	5,809	137,338	13,614	22.55
Program 21 Administrative	0.750	103,696	138,261	540	720	9,342	12,456	21.83
K-12 Program 21 Instructional	9.088	552,668	60,813	7,310	804	124,882	13,741	22.25
Program 31 Instructional	2.500	227,545	91,018	12,478	4,991	31,140	12,456	22.30
Program 31 Administrative	0.206	30,358	147,369			2,566	12,456	19.62
Program 34 Instructional	1.000	93,588	93,588	2,080	2,080	12,456	12,456	22.60
K-3 BEA Instructional	22.969	1,606,935	69,961	38,133	1,660	292,694	12,743	22.40
4-6 BEA Instructional	14.310	1,044,471	72,989	28,198	1,971	178,700	12,488	22.44
7-8 BEA Instructional	9.772	688,300	70,436	23,349	2,389	122,064	12,491	22.64
9-12 BEA Instructional	19.060	1,489,729	78,160	55,689	2,922	237,411	12,456	23.09
K-12 BEA Instructional	66.111	4,829,435	73,050	166,754	2,522	830,870	12,568	22.66
K-12 BEA Administrative	3.526	444,822	126,155			43,920	12,456	22.60
BEA	72.866	5,695,923	78,170	218,172	2,994	919,931	12,625	22.64
Instructional	93.678	6,754,122	72,099	327,571	3,497	1,188,532	12,687	22.53
Administrative	8.000	1,056,248	132,031	35,671	4,459	99,648	12,456	21.68
Other				28,346				
Active	101.678	7,810,370	76,815	391,588	3,851	1,288,180	12,669	22.42



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	0.605	54,120	89,455			12,456	20,588	49.27
Certificated Total	102.283	7,864,490	76,890	391,588	3,828	1,300,636	12,716	22.51
Instructional for Funding Purposes	93.678	6,754,122	72,099	327,571	3,497	1,188,532	12,687	22.53
Instructional for Compliance Purposes	93.678	6,754,122	72,099	327,571	3,497	1,188,532	12,687	22.53

**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	40.134	2,960,381	73,762	177,251	4,416	469,286	11,693	23.85
21	3.200	213,105	66,595	6,510	2,034	34,848	10,890	24.10
31	5.680	388,916	68,471	16,884	2,973	65,979	11,616	22.88
34	1.320	101,594	76,965	4,204	3,185	15,333	11,616	22.76
51	0.630	51,309	81,443			7,318	11,616	22.81
55	0.850	63,999	75,293	1,066	1,254	9,874	11,616	23.28
58				5,505				
65	0.020	1,691	84,550			232	11,616	22.61
74	0.100	8,770	87,700	2,720	27,200	1,162	11,616	23.98
97	1.000	144,900	144,900	12,194	12,194	11,616	11,616	23.13
Program 21 Instructional	3.200	213,105	66,595	6,510	2,034	34,848	10,890	24.10
K-12 Program 21 Instructional	2.700	188,678	69,881	6,103	2,260	29,040	10,756	24.04
Program 31 Instructional	5.680	388,916	68,471	15,228	2,681	65,979	11,616	22.88
Program 34 Instructional	1.320	101,594	76,965	4,204	3,185	15,333	11,616	22.76
K-3 BEA Instructional	13.441	961,861	71,562	19,961	1,485	157,896	11,747	24.19
4-6 BEA Instructional	9.893	719,213	72,699	10,599	1,071	116,241	11,750	25.22
7-8 BEA Instructional	6.870	558,056	81,231	6,608	962	79,802	11,616	22.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	13.930	910,337	65,351	28,537	2,049	161,811	11,616	23.05
K-12 BEA Instructional	44.134	3,149,467	71,361	65,705	1,489	515,750	11,686	23.71
K-12 BEA Administrative	0.600	50,382	83,970			6,970	11,616	23.81
BEA	48.134	3,595,791	74,704	210,533	4,374	562,214	11,680	23.68
Instructional	48.934	3,488,341	71,287	106,145	2,169	569,184	11,632	23.71
Administrative	3.600	412,736	114,649	3,000	833	41,818	11,616	23.47
Other	0.400	33,588	83,970			4,646	11,616	23.81
Active	52.934	3,934,665	74,332	109,145	2,062	615,648	11,630	23.69
On Leave				117,189				
Certificated Total	52.934	3,934,665	74,332	226,334	4,276	615,648	11,630	23.69
Instructional for Funding Purposes	48.934	3,488,341	71,287	106,145	2,169	569,184	11,632	23.71
Instructional for Compliance Purposes	48.934	3,488,341	71,287	106,145	2,169	569,184	11,632	23.71

**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	15.714	1,199,960	76,362	34,575	2,200	182,534	11,616	22.17
12	2.429	150,678	62,033			28,215	11,616	21.72
13	1.571	89,084	56,705			18,249	11,616	22.07
14	1.429	76,370	53,443			16,599	11,616	22.81
31	0.857	76,708	89,508	13,122	15,312	9,955	11,616	23.79
34	0.143	12,789	89,434			1,661	11,616	23.79
38	0.571	46,003	80,566			6,633	11,616	24.50
51	1.143	99,511	87,061	29,899	26,158	13,277	11,616	22.14
52	0.286	25,569	89,402			3,322	11,616	21.97
53				6,556				
55	0.714	47,862	67,034			8,294	11,616	22.70
56	5.125	443,034	86,446	23,078	4,503	59,532	11,616	23.46
57	1.143	96,663	84,570	70,419	61,609	13,277	11,616	22.94
58				32,820				
65				4,917				
97	0.875	127,619	145,850			10,164	11,616	21.31
Program 26, 56, and 59 Instructional	4.143	318,454	76,866	23,078	5,570	48,125	11,616	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 26, 56, and 59 Administrative	0.982	124,580	126,864			11,407	11,616	24.67
Program 31 Instructional	0.857	76,708	89,508	1,492	1,741	9,955	11,616	23.79
Program 31 Administrative				11,630				
Program 34 Instructional	0.143	12,789	89,434			1,661	11,616	23.79
K-3 BEA Instructional	4.213	350,314	83,151	10,580	2,511	48,938	11,616	21.25
4-6 BEA Instructional	2.356	151,459	64,287	6,621	2,810	27,367	11,616	22.82
7-8 BEA Instructional	3.146	204,569	65,025	3,384	1,076	36,544	11,616	22.42
9-12 BEA Instructional	5.999	461,652	76,955	15,482	2,581	69,684	11,616	22.86
K-12 BEA Instructional	15.714	1,167,994	74,328	36,067	2,295	182,534	11,616	22.29
K-12 BEA Administrative	1.875	249,082	132,844	11,630	6,203	21,780	11,616	21.82
BEA	17.589	1,417,076	80,566	47,697	2,712	204,314	11,616	22.21
Instructional	29.000	2,100,457	72,430	203,756	7,026	336,864	11,616	22.43
Administrative	3.000	391,393	130,464	11,630	3,877	34,848	11,616	22.84
Active	32.000	2,491,850	77,870	215,386	6,731	371,712	11,616	22.49
Certificated Total	32.000	2,491,850	77,870	215,386	6,731	371,712	11,616	22.49
Instructional for Funding Purposes	24.857	1,782,003	71,690	180,678	7,269	288,739	11,616	22.32

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 for Compliance Purposes	24.857	1,782,003	71,690	180,678	7,269	288,739	11,616	22.32

**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	9.230	591,594	64,095	16,760	1,816	110,700	11,994	21.62
21	0.410	61,064	148,937	6,620	16,146	11,616	28,332	49.15
51	0.300	19,448	64,827	27	90	3,485	11,616	20.63
53	0.170	11,020	64,824	286	1,682	1,975	11,616	20.63
55				3,014				
97	1.000	130,050	130,050	1,200	1,200	11,616	11,616	20.85
Program 21 Instructional	0.410	61,064	148,937	6,620	16,146	11,616	28,332	49.15
K-12 Program 21 Instructional	0.410	61,064	148,937			11,616	28,332	49.15
K-3 BEA Instructional	5.230	328,157	62,745	2,826	540	64,236	12,282	21.99
4-6 BEA Instructional	1.000	56,234	56,234	936	936	11,616	11,616	20.46
7-8 BEA Instructional	3.000	207,203	69,068	747	249	34,848	11,616	21.40
K-12 BEA Instructional	9.230	591,594	64,095	4,509	489	110,700	11,994	21.62
BEA	10.230	721,644	70,542	17,960	1,756	122,316	11,957	21.48
Instructional	10.110	683,126	67,569	24,457	2,419	127,776	12,639	22.81
Administrative	1.000	130,050	130,050	1,200	1,200	11,616	11,616	20.85
Other				2,250				
Active	11.110	813,176	73,193	27,907	2,512	139,392	12,547	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
Certificated Total	11.110	813,176	73,193	27,907	2,512	139,392	12,547	22.48
Instructional for Funding Purposes	10.110	683,126	67,569	24,457	2,419	127,776	12,639	22.81
Instructional for Compliance Purposes	10.110	683,126	67,569	24,457	2,419	127,776	12,639	22.81



**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	53.240	3,751,111	70,457	108,610	2,040	629,006	11,815	21.28
02	1.100	96,306	87,551	6,000	5,455	12,778	11,616	18.25
12				96,691				
13	5.000	342,320	68,464			58,080	11,616	20.46
21	13.000	967,144	74,396	22,276	1,714	151,008	11,616	20.57
31	5.810	417,824	71,915	106,254	18,288	78,176	13,455	19.96
34	2.240	144,264	64,404			26,020	11,616	19.73
51	2.680	176,586	65,890	59,329	22,138	31,131	11,616	21.03
55	3.900	311,359	79,836	5,000	1,282	45,302	11,616	20.90
74	0.300	20,286	67,620			3,485	11,616	30.80
97	0.900	125,913	139,903			10,454	11,616	19.51
K-12 Program 02 Instructional	1.000	82,316	82,316			11,616	11,616	18.05
Program 21 Instructional	13.000	967,144	74,396	4,776	367	151,008	11,616	20.57
Program 21 Administrative				17,500				
K-12 Program 21 Instructional	12.000	912,273	76,023	4,776	398	139,392	11,616	20.52
Program 31 Instructional	5.510	390,991	70,960	103,926	18,861	74,691	13,556	19.94
Program 31 Administrative	0.300	26,833	89,443	2,328	7,760	3,485	11,616	20.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.940	117,431	60,531			22,535	11,616	19.59
Program 34 Administrative	0.300	26,833	89,443			3,485	11,616	20.28
K-3 BEA Instructional	19.540	1,285,027	65,764	2,736	140	226,977	11,616	21.61
4-6 BEA Instructional	12.540	867,809	69,203	800	64	145,665	11,616	21.12
7-8 BEA Instructional	7.330	468,797	63,956	2,736	373	92,812	12,662	20.29
9-12 BEA Instructional	17.880	1,260,639	70,506	118,761	6,642	221,285	12,376	20.41
K-12 BEA Instructional	57.290	3,882,272	67,765	125,033	2,182	686,738	11,987	20.92
K-12 BEA Administrative	2.253	244,124	108,355	7,500	3,329	26,171	11,616	22.72
BEA	63.290	4,535,418	71,661	220,864	3,490	756,434	11,952	20.96
Instructional	82.170	5,699,967	69,368	366,832	4,464	975,744	11,875	20.86
Administrative	5.100	561,871	110,171	37,328	7,319	59,242	11,616	21.19
Other	0.900	91,275	101,417			10,454	11,616	21.04
Active	88.170	6,353,113	72,055	404,160	4,584	1,045,440	11,857	20.89
Certificated Total	88.170	6,353,113	72,055	404,160	4,584	1,045,440	11,857	20.89
Instructional for Funding Purposes	82.170	5,699,967	69,368	366,832	4,464	975,744	11,875	20.86
Instructional for Compliance Purposes	82.170	5,699,967	69,368	366,832	4,464	975,744	11,875	20.86

**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	72.371	5,641,974	77,959	110,177	1,522	842,288	11,638	21.60
02	1.798	152,153	84,623			30,202	16,797	20.77
12	10.769	724,304	67,258	1,318	122	126,487	11,745	21.10
21	11.931	899,885	75,424	7,500	629	138,242	11,587	22.27
24	3.000	210,227	70,076			34,848	11,616	21.59
31	6.160	483,200	78,442	8,977	1,457	76,666	12,446	21.86
34	0.300	25,953	86,510			3,485	11,616	22.15
51	4.000	289,684	72,421	2,000	500	46,464	11,616	21.95
55	1.099	89,552	81,485			12,766	11,616	22.08
58				61,523				
74	0.050	5,753	115,060			581	11,616	21.37
97	1.050	158,152	150,621			12,197	11,616	20.57
K-12 Program 02 Instructional	1.798	152,153	84,623			30,202	16,797	20.77
Program 21 Instructional	10.901	829,186	76,065			126,626	11,616	22.46
Program 21 Administrative	1.030	70,699	68,640	7,500	7,282	11,616	11,278	20.15
K-12 Program 21 Instructional	8.901	710,755	79,851			103,394	11,616	22.54
Program 31 Instructional	5.960	462,628	77,622	1,977	332	74,342	12,474	21.87

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	20,572	102,860	7,000	35,000	2,323	11,616	21.53
Program 34 Instructional	0.300	25,953	86,510			3,485	11,616	22.15
K-3 BEA Instructional	23.773	1,787,928	75,208	2,636	111	278,192	11,702	21.85
4-6 BEA Instructional	11.114	885,695	79,692			132,190	11,894	21.29
7-8 BEA Instructional	14.477	1,077,213	74,409	2,636	182	169,791	11,728	21.67
9-12 BEA Instructional	24.365	1,787,550	73,365	16,515	678	292,317	11,997	21.52
K-12 BEA Instructional	73.729	5,538,386	75,118	28,817	391	872,489	11,834	21.62
K-12 BEA Administrative	0.500	55,635	111,270	11,368	22,736	5,808	11,616	21.41
BEA	81.679	6,461,432	79,108	119,154	1,459	964,837	11,813	21.58
Instructional	103.098	7,638,795	74,093	136,355	1,323	1,215,034	11,785	21.68
Administrative	9.030	1,011,177	111,980	36,227	4,012	104,544	11,577	21.24
Other	0.400	30,865	77,163	18,913	47,283	4,646	11,616	22.26
Active	112.528	8,680,837	77,144	191,495	1,702	1,324,224	11,768	21.63
Certificated Total	112.528	8,680,837	77,144	191,495	1,702	1,324,224	11,768	21.63
Instructional for Funding Purposes	103.098	7,638,795	74,093	136,355	1,323	1,215,034	11,785	21.68
Instructional for Compliance Purposes	103.098	7,638,795	74,093	136,355	1,323	1,215,034	11,785	21.68

**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	106.278	8,832,093	83,104	124,716	1,173	1,326,621	12,483	20.54
12	6.331	505,780	79,889			62,469	9,867	16.60
13	0.700	53,163	75,947			2,553	3,647	13.55
21	16.224	1,353,844	83,447			191,087	11,778	20.39
24	2.450	178,718	72,946			31,269	12,763	21.33
31	4.591	398,326	86,762	1,413	308	58,759	12,799	22.15
34	0.750	67,556	90,075			9,572	12,763	22.10
51	2.021	177,648	87,901			27,122	13,420	15.44
53	0.601	51,269	85,306			7,721	12,847	22.23
55	5.858	499,061	85,193			85,712	14,632	20.62
65	2.224	230,926	103,834			28,488	12,809	22.01
74	0.100	15,217	152,170					5.69
89	0.281	36,632	130,363			4,046	14,400	25.76
97	1.000	175,000	175,000			14,400	14,400	23.23
Program 21 Instructional	15.550	1,259,357	80,988			185,702	11,942	20.87
Program 21 Administrative	0.674	94,487	140,188			5,386	7,991	14.61
K-12 Program 21 Instructional	14.628	1,193,028	81,558			173,934	11,890	20.83
Program 31 Instructional	4.491	384,994	85,726	1,413	315	57,319	12,763	22.06

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	0.100	13,332	133,320			1,440	14,400	25.27
Program 34 Instructional	0.750	67,556	90,075			9,572	12,763	22.10
K-3 BEA Instructional	41.066	3,126,273	76,128	22,820	556	541,791	13,193	21.37
4-6 BEA Instructional	27.385	2,086,425	76,189	5,705	208	305,222	11,146	18.55
7-8 BEA Instructional	12.626	1,076,164	85,234	3,423	271	155,122	12,286	19.88
9-12 BEA Instructional	22.860	1,970,314	86,190	82,771	3,621	290,664	12,715	21.00
K-12 BEA Instructional	103.937	8,259,176	79,463	114,719	1,104	1,292,798	12,438	20.37
K-12 BEA Administrative	6.761	925,149	136,836			102,154	15,109	25.46
BEA	112.619	9,472,975	84,115	126,129	1,120	1,409,352	12,514	20.67
Instructional	139.421	11,182,542	80,207	126,129	905	1,720,219	12,338	20.18
Administrative	9.667	1,370,346	141,755			129,600	13,406	22.40
Other	0.321	22,345	69,611					
Active	149.409	12,575,233	84,167	126,129	844	1,849,819	12,381	20.39
Certificated Total	149.409	12,575,233	84,167	126,129	844	1,849,819	12,381	20.39
Instructional for Funding Purposes	139.421	11,182,542	80,207	126,129	905	1,720,219	12,338	20.18
Instructional for Compliance Purposes	139.421	11,182,542	80,207	126,129	905	1,720,219	12,338	20.18

**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	39.363	3,084,234	78,354	51,227	1,301	475,867	12,089	22.38
13	1.438	102,569	71,328			11,430	7,949	21.33
14	3.302	263,677	79,854			38,356	11,616	21.85
21	8.303	660,708	79,575	2,000	241	107,192	12,910	24.77
24	0.464	27,437	59,131			5,390	11,616	22.73
31	2.188	144,581	66,079	5,000	2,285	41,609	19,017	20.33
34	0.497	32,810	66,016	6,125	12,324	4,066	8,180	20.46
51	1.549	115,605	74,632			17,993	11,616	22.92
52	0.150	20,970	139,800	27,500	183,333	1,742	11,616	20.86
53	0.200	23,818	119,090			2,323	11,616	22.49
55	2.203	164,706	74,764			25,590	11,616	22.78
58	0.080	11,184	139,800	17,500	218,750	929	11,616	20.86
74	0.084	8,309	98,917			976	11,616	22.76
79	0.600	47,431	79,052			6,970	11,616	19.49
88	0.810	47,883	59,115			9,767	12,058	27.12
97	1.000	185,744	185,744	25,101	25,101	11,616	11,616	21.80
Program 21 Instructional	7.783	588,012	75,551	2,000	257	101,152	12,997	25.35
Program 21 Administrative	0.520	72,696	139,800			6,040	11,616	20.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	7.783	588,012	75,551			101,152	12,997	25.35
Program 31 Instructional	2.188	144,581	66,079	5,000	2,285	41,609	19,017	20.33
Program 34 Instructional	0.497	32,810	66,016	6,125	12,324	4,066	8,180	20.46
K-3 BEA Instructional	16.362	1,148,130	70,171			190,733	11,657	23.01
4-6 BEA Instructional	5.922	462,801	78,149			68,968	11,646	21.32
7-8 BEA Instructional	6.308	485,353	76,942			87,414	13,858	21.85
9-12 BEA Instructional	8.794	601,753	68,428			118,669	13,494	21.52
K-12 BEA Instructional	37.386	2,698,037	72,167			465,784	12,459	22.15
K-12 BEA Administrative	2.172	257,249	118,439			25,555	11,766	23.90
BEA	43.048	3,447,369	80,082	87,453	2,032	533,157	12,385	22.21
Instructional	54.769	3,981,285	72,692	68,830	1,257	673,534	12,298	22.64
Administrative	7.462	960,381	128,703			88,282	11,831	22.02
Other				40,522				
Active	62.231	4,941,666	79,408	109,352	1,757	761,816	12,242	22.52
On Leave				25,101				
Certificated Total	62.231	4,941,666	79,408	134,453	2,161	761,816	12,242	22.52
Instructional for Funding Purposes	54.769	3,981,285	72,692	68,830	1,257	673,534	12,298	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	54.769	3,981,285	72,692	68,830	1,257	673,534	12,298	22.64



**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	107.273	8,487,565	79,121	170,434	1,589	1,260,507	11,750	22.69
02	1.399	119,699	85,560			16,360	11,694	22.78
12	8.200	776,573	94,704			95,891	11,694	22.41
21	18.891	1,429,093	75,649	27,867	1,475	233,880	12,380	22.84
31	4.990	387,890	77,733	47,272	9,473	58,353	11,694	23.69
34	0.340	32,440	95,412	7,227	21,256	3,976	11,694	24.72
38	0.060	5,591	93,183			702	11,694	22.73
51	3.260	300,630	92,218	1,737	533	38,122	11,694	21.84
52				11,000				
53	1.150	64,276	55,892	1,042	906	13,448	11,694	23.05
55	4.750	411,973	86,731	1,737	366	56,471	11,889	22.46
58				117,755				
65	3.720	348,689	93,734	2,431	653	43,502	11,694	22.25
74	0.426	29,986	70,390			4,982	11,694	22.87
97	1.855	287,472	154,971	34,296	18,488	21,692	11,694	20.90
K-12 Program 02 Instructional	1.399	119,699	85,560			16,360	11,694	22.78
Program 21 Instructional	17.891	1,298,853	72,598	21,204	1,185	222,186	12,419	22.87
Program 21 Administrative	1.000	130,240	130,240	6,663	6,663	11,694	11,694	22.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	16.742	1,227,274	73,305			208,200	12,436	22.87
Program 31 Instructional	4.790	362,690	75,718	47,272	9,869	56,014	11,694	23.76
Program 31 Administrative	0.200	25,200	126,000			2,339	11,694	22.56
Program 34 Instructional	0.340	32,440	95,412	7,227	21,256	3,976	11,694	24.72
K-3 BEA Instructional	39.874	2,963,948	74,333	2,295	58	471,237	11,818	22.57
4-6 BEA Instructional	21.996	1,654,123	75,201	1,500	68	258,205	11,739	22.62
7-8 BEA Instructional	15.510	1,195,475	77,078	14,496	935	181,374	11,694	22.43
9-12 BEA Instructional	29.236	2,278,806	77,945	92,063	3,149	341,910	11,695	23.35
K-12 BEA Instructional	106.616	8,092,352	75,902	110,354	1,035	1,252,726	11,750	22.78
K-12 BEA Administrative	4.266	530,986	124,469			49,985	11,717	22.56
BEA	115.857	9,315,066	80,401	259,229	2,237	1,360,889	11,746	22.69
Instructional	145.048	11,189,681	77,145	319,977	2,206	1,716,043	11,831	22.72
Administrative	10.266	1,375,289	133,965	101,861	9,922	120,149	11,704	22.15
Other	1.000	116,907	116,907	960	960	11,694	11,694	22.57
Active	156.314	12,681,877	81,131	422,798	2,705	1,847,886	11,822	22.65
Certificated Total	156.314	12,681,877	81,131	422,798	2,705	1,847,886	11,822	22.65
Instructional for Funding Purposes	145.048	11,189,681	77,145	319,977	2,206	1,716,043	11,831	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	145.048	11,189,681	77,145	319,977	2,206	1,716,043	11,831	22.72

**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	276.445	23,762,811	85,959	4,257,576	15,401	3,243,617	11,733	22.40
02	7.234	696,288	96,252	105,639	14,603	84,030	11,616	20.30
11	0.029	4,769	164,448			337	11,616	21.54
13	7.668	569,914	74,324	81,486	10,627	89,071	11,616	22.19
14	4.600	452,313	98,329	55,350	12,033	53,434	11,616	22.55
19	0.584	95,250	163,099			6,784	11,616	21.02
21	62.102	5,033,042	81,045	924,213	14,882	700,422	11,279	22.56
24	0.600	31,204	52,007			6,970	11,616	23.60
31	14.845	1,133,299	76,342	268,156	18,064	189,829	12,787	21.47
34	5.278	470,067	89,062	99,939	18,935	61,309	11,616	22.51
38	0.031	2,455	79,194	463	14,935	3,136	101,172	17.05
51	3.300	276,990	83,936	29,808	9,033	38,333	11,616	22.31
52	1.367	114,425	83,705	21,317	15,594	15,879	11,616	21.85
55	6.083	495,445	81,447	91,198	14,992	70,660	11,616	22.59
58				216,693				
62	0.344	53,531	155,613			3,996	11,616	21.37
64	0.200	16,566	82,830	2,517	12,585	2,323	11,616	22.13
65	2.000	166,135	83,068	30,652	15,326	23,232	11,616	23.09
74	0.733	64,143	87,508	13,583	18,531	8,515	11,616	21.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	1.833	358,853	195,774	45,650	24,905	21,292	11,616	18.97
K-12 Program 02 Instructional	6.400	553,173	86,433	1,468	229	74,342	11,616	20.18
Program 21 Instructional	56.202	4,267,451	75,931	921,813	16,402	678,351	12,070	22.66
Program 21 Administrative	1.900	317,382	167,043	2,400	1,263	22,070	11,616	20.92
K-12 Program 21 Instructional	52.227	3,987,103	76,342	66,260	1,269	624,104	11,950	22.52
Program 31 Instructional	14.483	1,077,289	74,383	268,156	18,515	185,624	12,817	21.47
Program 31 Administrative	0.362	56,010	154,724			4,205	11,616	21.53
Program 34 Instructional	4.501	388,914	86,406	99,939	22,204	52,284	11,616	22.56
Program 34 Administrative	0.077	12,323	160,039			894	11,616	21.37
K-3 BEA Instructional	101.516	7,854,599	77,373	40,604	400	1,193,103	11,753	22.61
4-6 BEA Instructional	55.324	4,529,163	81,866	55,500	1,003	644,920	11,657	22.37
7-8 BEA Instructional	40.702	3,500,971	86,015	209,095	5,137	472,794	11,616	22.73
9-12 BEA Instructional	81.527	6,507,340	79,818	352,700	4,326	969,634	11,893	22.11
K-12 BEA Instructional	279.069	22,392,073	80,238	657,899	2,357	3,280,451	11,755	22.43
K-12 BEA Administrative	4.300	655,098	152,348			49,949	11,616	21.66
BEA	305.635	26,421,318	86,447	4,776,960	15,630	3,600,077	11,779	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
Instructional	361.370	28,771,611	79,618	6,084,225	16,837	4,264,745	11,802	22.47
Administrative	25.833	4,229,210	163,713	109,750	4,248	302,016	11,691	21.14
Other	2.000	160,184	80,092	50,265	25,133	23,232	11,616	18.95
Active	389.203	33,161,005	85,202	6,244,240	16,044	4,589,993	11,793	22.30
K-12 Program 21 Contracted	3.639	407,672	112,029					
On Leave	2.073	188,286	90,828			33,175	16,004	22.91
Certificated Total	395.276	33,797,500	85,504	6,244,240	15,797	4,623,168	11,696	22.30
Instructional for Funding Purposes	365.370	29,219,820	79,973	6,084,225	16,652	4,264,745	11,672	22.47
Instructional for Compliance Purposes	361.370	28,771,611	79,618	6,084,225	16,837	4,264,745	11,802	22.47



**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	102.107	9,126,597	89,383	137,297	1,345	1,188,433	11,639	22.86
02	8.488	758,517	89,363	2,934	346	101,361	11,942	22.50
12				3,596				
13	3.500	254,699	72,771			42,596	12,170	22.21
21	13.915	1,217,201	87,474	13,193	948	159,050	11,430	22.88
24	3.641	350,852	96,361			42,294	11,616	22.66
31	7.217	627,266	86,915	17,844	2,472	83,833	11,616	22.61
34	4.876	417,953	85,716	641	131	59,021	12,104	22.51
51	2.876	253,148	88,021			33,454	11,632	22.95
55	5.792	519,404	89,676			67,361	11,630	23.31
58	0.859	68,833	80,132	75,890	88,347	9,978	11,616	22.63
64	0.145	14,992	103,393			1,681	11,594	22.51
65	4.000	369,296	92,324	8,475	2,119	46,464	11,616	22.36
97	1.000	171,799	171,799	21,980	21,980	11,616	11,616	18.32
K-12 Program 02 Instructional	8.138	705,739	86,721	2,934	361	97,296	11,956	22.64
Program 21 Instructional	12.665	1,032,734	81,542	13,193	1,042	144,530	11,412	23.05
Program 21 Administrative	1.250	184,467	147,574			14,520	11,616	21.95
K-12 Program 21 Instructional	9.665	791,782	81,923	428	44	109,682	11,348	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 Instructional	6.580	532,156	80,875	17,844	2,712	76,433	11,616	22.95
Program 31 Administrative	0.637	95,110	149,309			7,399	11,616	20.82
Program 34 Instructional	4.639	385,020	82,996	641	138	56,268	12,129	22.52
Program 34 Administrative	0.237	32,933	138,958			2,753	11,616	22.37
K-3 BEA Instructional	41.282	3,424,806	82,961	950	23	481,309	11,659	22.99
4-6 BEA Instructional	19.315	1,611,244	83,419	596	31	224,944	11,646	23.03
7-8 BEA Instructional	16.147	1,437,654	89,035			189,945	11,763	22.66
9-12 BEA Instructional	35.194	3,011,721	85,575	8,622	245	411,578	11,695	22.82
K-12 BEA Instructional	111.938	9,485,425	84,738	10,168	91	1,307,776	11,683	22.89
K-12 BEA Administrative	3.500	478,860	136,817			40,656	11,616	21.71
BEA	123.688	11,102,132	89,759	180,696	1,461	1,444,264	11,677	22.72
Instructional	145.416	12,349,383	84,925	245,360	1,687	1,696,134	11,664	22.89
Administrative	13.000	1,801,174	138,552	36,490	2,807	151,008	11,616	21.77
Active	158.416	14,150,557	89,325	281,850	1,779	1,847,142	11,660	22.74
Certificated Total	158.416	14,150,557	89,325	281,850	1,779	1,847,142	11,660	22.74
Instructional for Funding Purposes	145.416	12,349,383	84,925	245,360	1,687	1,696,134	11,664	22.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	145.416	12,349,383	84,925	245,360	1,687	1,696,134	11,664	22.89

**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	8.460	648,019	76,598	12,774	1,510	94,787	11,204	21.70
21	0.500	27,677	55,354			5,808	11,616	18.62
55	0.340	26,920	79,176			3,949	11,616	22.33
Program 21 Instructional	0.500	27,677	55,354			5,808	11,616	18.62
K-12 Program 21 Instructional	0.500	27,677	55,354			5,808	11,616	18.62
K-3 BEA Instructional	2.300	136,015	59,137			26,717	11,616	22.58
4-6 BEA Instructional	1.200	80,008	66,673			13,939	11,616	22.13
7-8 BEA Instructional	1.512	129,645	85,744			17,563	11,616	22.53
9-12 BEA Instructional	3.448	302,351	87,689			36,567	10,605	20.97
K-12 BEA Instructional	8.460	648,019	76,598			94,787	11,204	21.70
BEA	8.460	648,019	76,598	12,774	1,510	94,787	11,204	21.70
Instructional	9.300	702,616	75,550	7,407	796	104,544	11,241	21.58
Other				5,367				
Active	9.300	702,616	75,550	12,774	1,374	104,544	11,241	21.58
Certificated Total	9.300	702,616	75,550	12,774	1,374	104,544	11,241	21.58
Instructional for Funding Purposes	9.300	702,616	75,550	7,407	796	104,544	11,241	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
Instructional for Compliance Purposes	9.300	702,616	75,550	7,407	796	104,544	11,241	21.58

**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	767.159	68,550,438	89,356	3,681,987	4,800	8,947,723	11,663	24.66
02	23.418	2,127,119	90,833	73,779	3,151	304,479	13,002	23.50
12	1.995	117,435	58,865	3,271	1,640	23,232	11,645	25.30
13	1.000	73,592	73,592			11,616	11,616	27.53
21	179.107	14,826,896	82,782	1,049,640	5,860	2,110,681	11,784	24.27
24	18.000	1,470,206	81,678	45,812	2,545	209,088	11,616	25.65
31	40.550	3,530,300	87,060	289,836	7,148	502,392	12,389	24.22
34	10.785	968,903	89,838	49,333	4,574	125,279	11,616	24.28
51	7.000	658,125	94,018	26,010	3,716	81,312	11,616	26.10
52	2.000	207,150	103,575	12,408	6,204	23,232	11,616	24.23
55	22.000	2,174,351	98,834	46,382	2,108	260,198	11,827	24.74
58				745,185				
65	9.936	788,350	79,343	900	91	125,058	12,586	24.35
68	0.500	42,299	84,598			5,808	11,616	24.82
74	3.000	256,444	85,481			34,848	11,616	26.17
79	1.600	131,241	82,026	7,291	4,557	18,586	11,616	23.62
97	3.953	752,006	190,237	10,795	2,731	56,988	14,416	23.03
K-12 Program 02 Instructional	21.768	1,878,677	86,305	1,031	47	266,146	12,226	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
Program 21 Instructional	176.588	14,452,168	81,841	1,049,640	5,944	2,081,200	11,786	24.30
Program 21 Administrative	2.519	374,728	148,761			29,481	11,704	22.82
K-12 Program 21 Instructional	153.448	12,721,488	82,904	7,216	47	1,805,901	11,769	24.27
Program 31 Instructional	39.600	3,384,265	85,461	289,836	7,319	491,357	12,408	24.29
Program 31 Administrative	0.950	146,035	153,721			11,035	11,616	22.48
Program 34 Instructional	10.465	919,112	87,827	49,333	4,714	121,561	11,616	24.38
Program 34 Administrative	0.320	49,791	155,597			3,717	11,616	22.41
K-3 BEA Instructional	296.380	24,974,168	84,264	5,059	17	3,437,399	11,598	25.63
4-6 BEA Instructional	152.622	12,936,518	84,762	90	1	1,773,901	11,623	24.69
7-8 BEA Instructional	116.387	9,752,739	83,796	4,051	35	1,349,975	11,599	24.13
9-12 BEA Instructional	221.901	19,759,105	89,045	12,678	57	2,640,340	11,899	24.11
K-12 BEA Instructional	787.290	67,422,530	85,639	69,340	88	9,201,614	11,688	24.77
BEA Instructional	845.865	75,928,766	89,765	4,105,730	4,854	9,936,861	11,748	24.58
Administrative	1,029.743	87,679,030	85,147	6,023,384	5,849	12,062,248	11,714	24.72
Active	61.260	8,904,765	145,360	18,795	307	778,272	12,704	22.98
On Leave	1,091.003	96,583,795	88,528	6,042,179	5,538	12,840,520	11,769	24.56
	1.000	91,060	91,060	450	450			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
Certificated Total	1,092.003	96,674,855	88,530	6,042,629	5,534	12,840,520	11,759	24.56
Instructional for Funding Purposes	1,029.743	87,679,030	85,147	6,023,384	5,849	12,062,248	11,714	24.72
Instructional for Compliance Purposes	1,029.743	87,679,030	85,147	6,023,384	5,849	12,062,248	11,714	24.72



**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	13.510	963,620	71,326	8,500	629	157,991	11,694	21.66
02	4.000	265,879	66,470	1,500	375	46,464	11,616	21.51
21	1.290	65,205	50,547	4,390	3,403	14,985	11,616	22.23
31	1.100	54,735	49,759			23,232	21,120	21.04
51	1.500	81,122	54,081			17,424	11,616	20.60
55	0.700	40,431	57,759			8,249	11,784	20.76
58				20,000				
97	1.000	122,461	122,461			15,144	15,144	21.83
K-12 Program 02 Instructional	4.000	265,879	66,470	1,500	375	46,464	11,616	21.51
Program 21 Instructional	1.290	65,205	50,547	4,390	3,403	14,985	11,616	22.23
K-12 Program 21 Instructional	1.290	65,205	50,547	4,390	3,403	14,985	11,616	22.23
Program 31 Instructional	1.100	54,735	49,759			23,232	21,120	21.04
K-3 BEA Instructional	5.336	390,028	73,094	1,500	281	61,983	11,616	20.86
4-6 BEA Instructional	5.189	357,800	68,954	1,500	289	60,275	11,616	21.05
7-8 BEA Instructional	1.785	97,185	54,445	1,500	840	20,735	11,616	20.90
9-12 BEA Instructional	5.400	343,743	63,656	5,500	1,019	73,181	13,552	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
K-12 BEA Instructional	17.710	1,188,756	67,123	10,000	565	216,174	12,206	21.52
K-12 BEA Administrative	0.450	47,739	106,087			5,756	12,792	22.46
BEA	19.610	1,406,695	71,734	10,000	510	242,831	12,383	21.60
Instructional	21.100	1,364,905	64,687	34,390	1,630	255,552	12,111	21.47
Administrative	2.000	228,548	114,274			27,936	13,968	22.12
Active	23.100	1,593,453	68,981	34,390	1,489	283,488	12,272	21.55
Certificated Total	23.100	1,593,453	68,981	34,390	1,489	283,488	12,272	21.55
Instructional for Funding Purposes	21.100	1,364,905	64,687	34,390	1,630	255,552	12,111	21.47
Instructional for Compliance Purposes	21.100	1,364,905	64,687	34,390	1,630	255,552	12,111	21.47

**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	1,216.701	105,252,140	86,506	26,695,532	21,941	14,469,633	11,893	21.77
02	22.181	1,944,556	87,668	390,916	17,624	268,330	12,097	21.61
21	250.956	20,658,072	82,318	4,500,896	17,935	3,025,968	12,058	21.77
24	11.922	1,066,636	89,468	235,625	19,764	145,200	12,179	20.82
31	47.640	3,897,657	81,815	1,078,842	22,646	585,261	12,285	21.76
34	10.510	909,491	86,536	203,089	19,323	117,566	11,186	21.01
51	3.000	239,357	79,786	49,938	16,646	38,797	12,932	21.78
52	0.200	40,485	202,425	120	600	2,323	11,616	15.87
55	12.497	1,084,545	86,784	218,683	17,499	156,084	12,490	20.90
56	1.200	99,084	82,570	21,814	18,178	13,939	11,616	21.71
58	0.800	78,773	98,466	20,473	25,591	11,616	14,520	20.87
64	1.000	81,169	81,169	20,533	20,533	11,616	11,616	18.67
65	24.066	2,081,688	86,499	438,209	18,209	295,871	12,294	22.01
74	2.677	365,173	136,411	48,941	18,282	31,201	11,655	18.76
79	13.200	1,149,249	87,064	1,639,365	124,194	157,978	11,968	22.54
89				21,678				
97	5.500	1,264,526	229,914	193,630	35,205	63,888	11,616	14.67
CP	0.797	155,950	195,671	15,768	19,784	9,258	11,616	16.10
SB				9,246				

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	20.181	1,646,608	81,592			245,098	12,145	21.69
Program 21 Instructional	245.306	19,470,525	79,372	4,380,985	17,859	2,960,338	12,068	22.08
Program 21 Administrative	5.650	1,187,547	210,185	4,910	869	65,630	11,616	15.03
K-12 Program 21 Instructional	223.561	17,635,897	78,886			2,691,671	12,040	22.03
Program 26, 56, and 59 Instructional	1.200	99,084	82,570	21,814	18,178	13,939	11,616	21.71
Program 31 Instructional	47.140	3,801,633	80,646	1,071,415	22,728	579,453	12,292	21.83
Program 31 Administrative	0.500	96,024	192,048	300	600	5,808	11,616	17.95
Program 34 Instructional	10.010	813,467	81,265	200,736	20,054	111,758	11,165	21.28
Program 34 Administrative	0.500	96,024	192,048	300	600	5,808	11,616	17.95
K-3 BEA Instructional	427.073	33,444,809	78,312			5,049,138	11,823	22.23
4-6 BEA Instructional	283.982	22,897,700	80,631			3,371,509	11,872	21.86
7-8 BEA Instructional	164.683	13,932,489	84,602			1,956,564	11,881	21.65
9-12 BEA Instructional	342.844	28,187,584	82,217			4,146,494	12,094	21.81
K-12 BEA Instructional	1,218.582	98,462,582	80,801			14,523,706	11,919	21.94
BEA Instructional	1,302.532	113,268,370	86,960	28,562,009	21,928	15,504,677	11,903	21.68
Instructional	1,524.747	123,080,339	80,722	34,490,531	22,620	18,235,958	11,960	21.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	93.500	16,687,045	178,471	116,859	1,250	1,091,904	11,678	19.18
Other	5.600	487,026	86,969	247,471	44,191	65,050	11,616	22.59
Active	1,623.847	140,254,410	86,372	34,854,861	21,464	19,392,912	11,943	21.68
On Leave	1.000	114,141	114,141	948,437	948,437	11,616	11,616	22.38
Certificated Total	1,624.847	140,368,551	86,389	35,803,298	22,035	19,404,528	11,942	21.68
Instructional for Funding Purposes	1,523.547	122,981,255	80,720	34,468,717	22,624	18,222,019	11,960	21.95
Instructional for Compliance Purposes	1,523.547	122,981,255	80,720	34,468,717	22,624	18,222,019	11,960	21.95



**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	292.136	26,618,346	91,116	932,615	3,192	3,406,032	11,659	22.63
02	14.818	1,423,099	96,039	33,474	2,259	166,573	11,241	22.44
13	14.000	1,285,922	91,852	31,622	2,259	162,624	11,616	22.48
21	84.829	7,464,503	87,995	222,714	2,625	1,001,648	11,808	22.85
31	15.775	1,512,444	95,876	85,365	5,411	183,242	11,616	22.42
34	2.150	204,039	94,902	4,419	2,055	24,974	11,616	22.38
51	5.320	493,544	92,771	11,128	2,092	59,822	11,245	21.97
52	1.351	126,090	93,331	3,101	2,295	15,693	11,616	22.47
55	4.150	427,402	102,988	9,913	2,389	59,822	14,415	22.41
64	0.126	12,707	100,849	317	2,516	2,474	19,637	22.46
65	3.565	347,004	97,336	9,161	2,570	45,151	12,665	22.44
74				2,400				
79	0.535	49,447	92,424			6,215	11,616	22.51
97	2.000	407,741	203,871	10,300	5,150	23,232	11,616	12.32
K-12 Program 02 Instructional	14.478	1,368,006	94,489			162,624	11,232	22.47
Program 21 Instructional	82.599	7,130,693	86,329	222,714	2,696	975,744	11,813	22.89
Program 21 Administrative	2.230	333,810	149,691			25,904	11,616	22.05
K-12 Program 21 Instructional	70.399	6,087,426	86,470			836,375	11,880	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	15.175	1,415,221	93,260	85,365	5,625	176,273	11,616	22.47
Program 31 Administrative	0.600	97,223	162,038			6,970	11,616	21.64
Program 34 Instructional	2.000	179,733	89,867	4,419	2,210	23,232	11,616	22.47
Program 34 Administrative	0.150	24,306	162,040			1,742	11,616	21.64
K-3 BEA Instructional	118.962	10,037,988	84,380			1,385,673	11,648	22.85
4-6 BEA Instructional	66.012	5,482,716	83,056			764,251	11,577	22.85
7-8 BEA Instructional	43.593	4,021,764	92,257			512,486	11,756	22.47
9-12 BEA Instructional	79.942	7,621,605	95,339			928,258	11,612	22.47
K-12 BEA Instructional	308.509	27,164,073	88,050			3,590,668	11,639	22.69
BEA Instructional	326.879	30,165,669	92,284	1,066,173	3,262	3,804,054	11,637	22.47
BEA Administrative	419.755	36,972,614	88,081	1,346,029	3,207	4,913,568	11,706	22.70
BEA Other	20.000	3,243,631	162,182	10,500	525	232,320	11,616	20.57
BEA Active	1.000	156,043	156,043			11,616	11,616	21.86
BEA Total	440.755	40,372,288	91,598	1,356,529	3,078	5,157,504	11,702	22.53
Certificated Total	440.755	40,372,288	91,598	1,356,529	3,078	5,157,504	11,702	22.53
Instructional for Funding Purposes	419.755	36,972,614	88,081	1,346,029	3,207	4,913,568	11,706	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
Instructional for Compliance Purposes	419.755	36,972,614	88,081	1,346,029	3,207	4,913,568	11,706	22.70

**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	9.686	647,792	66,879	51,499	5,317	118,297	12,213	22.60
21	0.865	74,676	86,331			10,048	11,616	21.93
31	0.833	55,193	66,258	12,000	14,406	9,676	11,616	22.83
34	0.125	8,287	66,296	3,000	24,000	1,452	11,616	22.83
52				3,000				
55	0.293	30,174	102,983			3,403	11,616	20.82
58				3,000				
74				3,500				
97	0.700	88,879	126,970	40,221	57,459	8,131	11,616	19.94
Program 21 Instructional	0.573	44,509	77,677			6,656	11,616	22.85
Program 21 Administrative	0.292	30,167	103,312			3,392	11,616	20.82
K-12 Program 21 Instructional	0.573	44,509	77,677			6,656	11,616	22.85
Program 31 Instructional	0.833	55,193	66,258	12,000	14,406	9,676	11,616	22.83
Program 34 Instructional	0.125	8,287	66,296	3,000	24,000	1,452	11,616	22.83
K-3 BEA Instructional	3.280	200,982	61,275	1,000	305	38,100	11,616	23.04
4-6 BEA Instructional	1.945	125,918	64,739			25,160	12,936	22.74
7-8 BEA Instructional	1.613	114,917	71,244	5,250	3,255	20,026	12,415	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
9-12 BEA Instructional	3.806	269,455	70,797	38,599	10,142	46,139	12,123	22.46
K-12 BEA Instructional	10.644	711,272	66,824	44,849	4,214	129,425	12,159	22.62
BEA	11.344	800,151	70,535	106,720	9,408	137,557	12,126	22.26
Instructional	11.217	755,781	67,378	75,999	6,775	136,081	12,132	22.64
Administrative	1.285	149,220	116,125	40,221	31,300	14,927	11,616	20.27
Active	12.502	905,001	72,388	116,220	9,296	151,008	12,079	22.18
Certificated Total	12.502	905,001	72,388	116,220	9,296	151,008	12,079	22.18
Instructional for Funding Purposes	11.217	755,781	67,378	75,999	6,775	136,081	12,132	22.64
Instructional for Compliance Purposes	11.217	755,781	67,378	75,999	6,775	136,081	12,132	22.64

**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	17.046	1,192,597	69,963	45,745	2,684	202,379	11,873	15.79
02	0.984	73,482	74,677	525	534	11,430	11,616	9.03
12	3.280	206,646	63,002			39,012	11,894	20.59
21	2.000	177,246	88,623	525	263	23,925	11,963	10.51
31	2.729	158,992	58,260			31,889	11,685	12.44
34	0.341	18,944	55,554			3,996	11,720	22.48
51	0.370	35,133	94,954			4,342	11,736	22.82
52	0.150	8,534	56,893			1,757	11,715	23.57
55	0.100	9,495	94,950			1,174	11,736	22.82
97	1.000	125,000	125,000			11,616	11,616	8.59
K-12 Program 02 Instructional	0.984	73,482	74,677			11,430	11,616	9.03
Program 21 Instructional	2.000	177,246	88,623			23,925	11,963	10.51
K-12 Program 21 Instructional	2.000	177,246	88,623			23,925	11,963	10.51
Program 31 Instructional	2.729	158,992	58,260			31,889	11,685	12.44
Program 34 Instructional	0.341	18,944	55,554			3,996	11,720	22.48
K-3 BEA Instructional	6.872	516,568	75,170			81,980	11,930	14.62
4-6 BEA Instructional	2.683	166,050	61,890			31,751	11,834	15.19

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	1.008	60,028	59,552			11,807	11,713	18.98
9-12 BEA Instructional	9.007	547,108	60,743			106,008	11,770	15.26
K-12 BEA Instructional	19.570	1,289,754	65,905			231,546	11,832	15.16
BEA	22.100	1,569,015	70,996	46,270	2,094	261,311	11,824	14.65
Instructional	25.000	1,682,180	67,287			296,240	11,850	15.48
Administrative	3.000	323,889	107,963			35,281	11,760	13.59
Other				25,269				
Active	28.000	2,006,069	71,645	25,269	902	331,521	11,840	15.20
On Leave				21,526				
Certificated Total	28.000	2,006,069	71,645	46,795	1,671	331,521	11,840	15.20
Instructional for Funding Purposes	25.000	1,682,180	67,287			296,240	11,850	15.48
Instructional for Compliance Purposes	25.000	1,682,180	67,287			296,240	11,850	15.48

**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	51.612	4,027,781	78,040	79,629	1,543	601,709	11,658	23.30
02	4.200	296,576	70,613			48,787	11,616	22.81
12	4.012	316,325	78,845			52,795	13,159	20.56
13	0.688	48,335	70,254			7,992	11,616	20.70
31	4.200	301,208	71,716	22,041	5,248	48,787	11,616	22.49
51				587				
52				500				
55	2.190	157,585	71,957			27,878	12,730	22.44
58				56,448				
65	0.400	33,671	84,178			4,646	11,616	22.73
97	0.800	104,236	130,295			9,293	11,616	22.42
K-12 Program 02 Instructional	4.000	270,517	67,629			46,464	11,616	22.85
Program 31 Instructional	3.743	255,969	68,386	18,902	5,050	42,154	11,262	22.28
Program 31 Administrative	0.457	45,239	98,991	3,139	6,869	6,633	14,514	23.72
K-3 BEA Instructional	16.609	1,271,173	76,535			193,592	11,656	22.44
4-6 BEA Instructional	10.220	702,221	68,710			120,040	11,746	23.65
7-8 BEA Instructional	8.600	602,686	70,080			99,898	11,616	22.27

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	17.526	1,269,378	72,428			202,455	11,552	23.65
K-12 BEA Instructional	52.955	3,845,458	72,617			615,985	11,632	23.03
K-12 BEA Administrative	0.600	41,501	69,168			6,970	11,616	62.54
BEA	60.812	4,729,801	77,777	101,670	1,672	708,576	11,652	23.19
Instructional	59.545	4,317,371	72,506	154,816	2,600	694,974	11,671	22.87
Administrative	8.557	968,346	113,164	4,389	513	106,914	12,494	23.58
Active	68.102	5,285,717	77,615	159,205	2,338	801,888	11,775	23.00
Certificated Total	68.102	5,285,717	77,615	159,205	2,338	801,888	11,775	23.00
Instructional for Funding Purposes	59.545	4,317,371	72,506	154,816	2,600	694,974	11,671	22.87
Instructional for Compliance Purposes	59.545	4,317,371	72,506	154,816	2,600	694,974	11,671	22.87

**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	34.985	2,674,237	76,440	102,679	2,935	403,679	11,539	22.55
12	0.833	75,152	90,218			9,676	11,616	22.60
21	4.800	311,567	64,910			44,141	9,196	20.73
24	3.300	177,092	53,664	3,000	909	3,485	1,056	3.96
31	1.515	113,011	74,595			17,598	11,616	22.37
34	0.800	61,779	77,224			9,293	11,616	22.14
51	0.650	50,393	77,528	22,209	34,168	7,550	11,616	22.82
55	2.000	157,959	78,980	66,173	33,087	23,232	11,616	22.46
58	0.300	27,056	90,187	110,050	366,833	3,485	11,616	22.64
74	0.050	3,390	67,800			581	11,616	22.94
97	1.000	131,000	131,000	7,053	7,053	11,616	11,616	21.79
Program 21 Instructional	4.400	268,869	61,107			39,494	8,976	20.44
Program 21 Administrative	0.400	42,698	106,745			4,646	11,616	22.63
K-12 Program 21 Instructional	4.000	232,795	58,199			34,848	8,712	20.05
Program 31 Instructional	1.367	97,213	71,114			15,879	11,616	22.30
Program 31 Administrative	0.148	15,798	106,743			1,719	11,616	22.81
Program 34 Instructional	0.800	61,779	77,224			9,293	11,616	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
K-3 BEA Instructional	12.294	904,200	73,548	16,875	1,373	143,713	11,690	22.76
4-6 BEA Instructional	6.928	519,601	75,000	13,398	1,934	80,476	11,616	22.62
7-8 BEA Instructional	4.267	310,373	72,738	6,824	1,599	49,565	11,616	22.60
9-12 BEA Instructional	11.100	841,620	75,822	11,736	1,057	128,938	11,616	22.42
K-12 BEA Instructional	34.589	2,575,794	74,469	48,833	1,412	402,692	11,642	22.60
K-12 BEA Administrative	0.148	15,798	106,743			1,719	11,616	22.81
BEA	38.300	2,980,027	77,807	109,732	2,865	442,186	11,545	22.51
Instructional	45.922	3,314,356	72,174	260,084	5,664	487,872	10,624	21.50
Administrative	4.000	452,413	113,103			46,464	11,616	22.46
Other	0.311	15,867	51,019					7.30
Active	50.233	3,782,636	75,302	260,084	5,178	534,336	10,637	21.56
On Leave				51,080				
Certificated Total	50.233	3,782,636	75,302	311,164	6,194	534,336	10,637	21.56
Instructional for Funding Purposes	45.922	3,314,356	72,174	260,084	5,664	487,872	10,624	21.50
Instructional for Compliance Purposes	45.922	3,314,356	72,174	260,084	5,664	487,872	10,624	21.50

**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	16.942	1,350,532	79,715	15,997	944	201,294	11,881	22.25
12	0.690	53,789	77,955	2,064	2,991	4,646	6,734	22.50
21	1.000	59,095	59,095	1,642	1,642	11,616	11,616	21.57
31	1.524	113,315	74,354	21,866	14,348	34,186	22,432	23.47
51	0.328	29,170	88,933			3,810	11,616	21.27
58				5,705				
97				84,645				
Program 21 Instructional	1.000	59,095	59,095	1,642	1,642	11,616	11,616	21.57
K-12 Program 21 Instructional	0.865	51,147	59,129	1,642	1,898	10,048	11,616	21.57
Program 31 Instructional	1.524	113,315	74,354	21,866	14,348	34,186	22,432	23.47
K-3 BEA Instructional	5.106	370,115	72,486			59,323	11,618	22.12
4-6 BEA Instructional	3.696	294,326	79,634			44,838	12,131	22.46
7-8 BEA Instructional	2.251	172,136	76,471			28,726	12,762	22.16
9-12 BEA Instructional	6.249	504,955	80,806	32,863	5,259	89,071	14,254	22.64
K-12 BEA Instructional	17.302	1,341,532	77,536	32,863	1,899	221,959	12,828	22.41
K-12 BEA Administrative	0.749	80,797	107,873	645	861	8,700	11,616	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
BEA	18.466	1,463,847	79,273	122,508	6,634	235,480	12,752	22.41
Instructional	19.320	1,483,586	76,790	42,274	2,188	242,031	12,527	22.36
Administrative	1.000	107,730	107,730	89,645	89,645	11,616	11,616	22.40
Other	0.164	14,585	88,933			1,905	11,616	22.52
Active	20.484	1,605,901	78,398	131,919	6,440	255,552	12,476	22.36
Certificated Total	20.484	1,605,901	78,398	131,919	6,440	255,552	12,476	22.36
Instructional for Funding Purposes	19.320	1,483,586	76,790	42,274	2,188	242,031	12,527	22.36
Instructional for Compliance Purposes	19.320	1,483,586	76,790	42,274	2,188	242,031	12,527	22.36



**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	54.503	4,015,688	73,678	292,156	5,360	639,298	11,730	22.28
02	2.550	210,150	82,412	6,722	2,636	29,621	11,616	21.35
12	1.000	86,040	86,040	7,170	7,170	11,616	11,616	22.98
14	1.000	65,323	65,323	6,895	6,895	11,616	11,616	22.88
21	9.000	698,250	77,583	85,688	9,521	104,544	11,616	22.80
31	3.278	203,473	62,072	35,706	10,893	38,077	11,616	21.54
34	0.436	24,800	56,881	3,041	6,975	5,065	11,616	22.84
51	2.467	189,745	76,913	12,008	4,867	28,657	11,616	21.72
55	1.000	103,808	103,808	2,060	2,060	11,616	11,616	21.68
56	0.450	61,938	137,640			5,227	11,616	22.40
58				49,230				
65	0.783	55,640	71,060	1,218	1,556	9,095	11,616	22.42
97	1.000	154,722	154,722			11,616	11,616	20.50
K-12 Program 02 Instructional	2.000	134,448	67,224	6,722	3,361	23,232	11,616	20.91
Program 21 Instructional	8.000	571,255	71,407	85,688	10,711	92,928	11,616	22.13
Program 21 Administrative	1.000	126,995	126,995			11,616	11,616	27.17
K-12 Program 21 Instructional	7.857	560,986	71,400	77,253	9,832	91,267	11,616	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 26, 56, and 59 Administrative	0.450	61,938	137,640			5,227	11,616	22.40
Program 31 Instructional	3.278	203,473	62,072	35,706	10,893	38,077	11,616	21.54
Program 34 Instructional	0.436	24,800	56,881	3,041	6,975	5,065	11,616	22.84
K-3 BEA Instructional	15.670	1,086,121	69,312	96,416	6,153	182,023	11,616	22.88
4-6 BEA Instructional	10.330	696,478	67,423	2,283	221	119,993	11,616	21.64
7-8 BEA Instructional	11.987	767,138	63,997	49,735	4,149	139,241	11,616	22.29
9-12 BEA Instructional	18.266	1,352,242	74,031	171,050	9,364	218,369	11,955	21.93
K-12 BEA Instructional	56.253	3,901,979	69,365	319,484	5,679	659,626	11,726	22.19
K-12 BEA Administrative	3.550	461,978	130,135			41,237	11,616	22.46
BEA	61.767	4,608,833	74,616	337,625	5,466	723,677	11,716	22.15
Instructional	69.753	4,879,866	69,959	501,894	7,195	816,442	11,705	22.19
Administrative	7.000	930,865	132,981			81,312	11,616	22.55
Other	0.714	58,846	82,417			8,294	11,616	21.56
Active	77.467	5,869,577	75,769	501,894	6,479	906,048	11,696	22.23
Certificated Total	77.467	5,869,577	75,769	501,894	6,479	906,048	11,696	22.23
Instructional for Funding Purposes	69.753	4,879,866	69,959	501,894	7,195	816,442	11,705	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
Instructional for Compliance Purposes	69.753	4,879,866	69,959	501,894	7,195	816,442	11,705	22.19

**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	478.518	40,342,694	84,308	2,805,538	5,863	5,700,302	11,912	23.10
02	33.101	2,774,315	83,814	95,668	2,890	387,820	11,716	23.06
12	12.393	960,656	77,516			150,230	12,122	23.19
13	5.140	385,439	74,988			63,505	12,355	23.26
14	3.500	227,743	65,069			40,656	11,616	23.35
19	1.000	112,374	112,374			11,616	11,616	22.88
21	100.702	7,900,233	78,452	174,709	1,735	1,197,296	11,889	23.04
22	4.400	410,971	93,403	12,773	2,903	56,535	12,849	23.09
24	11.899	939,026	78,916	2,986	251	138,509	11,640	23.17
31	32.375	2,696,703	83,296	102,976	3,181	388,594	12,003	23.17
34	7.330	577,271	78,755	17,603	2,402	84,367	11,510	22.98
51	8.482	699,787	82,503	787	93	104,544	12,325	22.89
52	1.417	153,356	108,226	1,573	1,110	16,408	11,579	23.03
55	12.854	1,057,244	82,250	1,814	141	166,568	12,958	22.95
56	1.200	107,811	89,843			13,939	11,616	23.15
58	0.280	23,636	84,414	414,335	1,479,768	4,066	14,520	22.94
65	2.552	210,797	82,601	345	135	32,513	12,740	23.25
74	1.339	136,777	102,149			15,141	11,308	22.93
97	3.000	578,616	192,872	18,142	6,047	34,848	11,616	19.97



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 02 Instructional	31.101	2,468,550	79,372	2,091	67	364,588	11,723	23.13
Program 21 Instructional	97.502	7,460,645	76,518	171,826	1,762	1,160,125	11,898	23.07
Program 21 Administrative	3.200	439,588	137,371			37,171	11,616	22.50
K-12 Program 21 Instructional	93.589	7,135,024	76,238	26,741	286	1,113,126	11,894	23.07
Program 26, 56, and 59 Instructional	1.200	107,811	89,843			13,939	11,616	23.15
Program 31 Instructional	30.850	2,511,550	81,412	102,976	3,338	371,131	12,030	23.17
Program 31 Administrative	1.525	185,153	121,412			17,463	11,451	23.09
Program 34 Instructional	7.050	540,977	76,734	9,444	1,340	81,115	11,506	22.96
Program 34 Administrative	0.280	36,294	129,621			3,252	11,616	23.16
K-3 BEA Instructional	182.744	14,217,661	77,801	40,892	224	2,178,504	11,921	23.18
4-6 BEA Instructional	93.043	7,281,498	78,259			1,114,056	11,974	23.16
7-8 BEA Instructional	89.020	7,159,678	80,428	9,047	102	1,064,787	11,961	23.15
9-12 BEA Instructional	150.894	12,648,004	83,820	121,706	807	1,791,512	11,873	23.14
K-12 BEA Instructional	515.701	41,306,841	80,098	171,645	333	6,148,860	11,923	23.16
K-12 BEA Administrative	23.141	3,244,118	140,189	46,532	2,011	267,877	11,576	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
BEA	554.324	46,969,599	84,733	3,039,927	5,484	6,595,931	11,899	23.06
Instructional	676.653	53,772,809	79,469	3,531,518	5,219	8,088,391	11,954	23.14
Administrative	44.829	6,522,640	145,500	71,590	1,597	519,065	11,579	22.34
Active	721.482	60,295,449	83,572	3,603,108	4,994	8,607,456	11,930	23.06
On Leave				46,141				
Certificated Total	721.482	60,295,449	83,572	3,649,249	5,058	8,607,456	11,930	23.06
Instructional for Funding Purposes	675.453	53,664,998	79,450	3,531,518	5,228	8,074,452	11,954	23.14
Instructional for Compliance Purposes	675.453	53,664,998	79,450	3,531,518	5,228	8,074,452	11,954	23.14



**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	97.572	6,941,092	71,138	318,838	3,268	1,005,040	10,300	23.58
02	135.550	10,588,292	78,114	675,976	4,987	1,511,242	11,149	23.46
21	37.272	2,826,589	75,837	223,062	5,985	441,408	11,843	22.95
24	13.375	808,749	60,467	8,478	634	143,748	10,748	24.50
31	11.429	848,763	74,264	88,184	7,716	132,759	11,616	23.16
34	2.000	119,074	59,537	2,329	1,165	23,232	11,616	31.93
51	1.357	144,261	106,309	2,650	1,953	15,101	11,128	22.93
52	0.939	106,972	113,921	33,432	35,604	10,466	11,146	22.71
55	10.153	853,873	84,101	44,867	4,419	116,834	11,507	22.37
58	0.540	51,237	94,883			6,273	11,616	21.13
64				3,161				
65	1.000	79,847	79,847	3,368	3,368	11,616	11,616	23.19
74	1.000	77,500	77,500			11,616	11,616	37.41
88	0.775	72,274	93,257			9,002	11,616	18.21
97	1.000	156,560	156,560	15,656	15,656	11,616	11,616	16.98
K-12 Program 02 Instructional	135.450	10,576,692	78,086	463,943	3,425	1,510,080	11,149	23.46
Program 21 Instructional	36.272	2,704,589	74,564	217,908	6,008	429,792	11,849	22.95
Program 21 Administrative	1.000	122,000	122,000			11,616	11,616	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 Program 21 Instructional	36.272	2,704,589	74,564	176,776	4,874	429,792	11,849	22.95
Program 31 Instructional	11.429	848,763	74,264	88,184	7,716	132,759	11,616	23.16
Program 34 Instructional	2.000	119,074	59,537	2,329	1,165	23,232	11,616	31.93
K-3 BEA Instructional	73.429	5,223,359	71,135	228,729	3,115	789,168	10,747	23.19
4-6 BEA Instructional	43.043	3,073,275	71,400	126,862	2,947	451,746	10,495	24.36
7-8 BEA Instructional	47.101	3,576,531	75,933	165,450	3,513	489,045	10,383	23.61
9-12 BEA Instructional	77.178	5,916,456	76,660	307,675	3,987	874,940	11,337	23.50
K-12 BEA Instructional	240.751	17,789,621	73,892	828,716	3,442	2,604,900	10,820	23.58
K-12 BEA Administrative	5.800	707,600	122,000			67,373	11,616	22.38
BEA Instructional	247.551	18,653,781	75,353	1,100,983	4,447	2,683,888	10,842	23.46
BEA Administrative	303.022	22,327,661	73,683	1,357,577	4,480	3,325,080	10,973	23.50
Active	10.940	1,347,422	123,165	15,656	1,431	124,872	11,414	21.84
On Leave	313.962	23,675,083	75,407	1,373,233	4,374	3,449,952	10,988	23.41
				46,768				
Certificated Total	313.962	23,675,083	75,407	1,420,001	4,523	3,449,952	10,988	23.41
Instructional for Funding Purposes	303.022	22,327,661	73,683	1,357,577	4,480	3,325,080	10,973	23.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	303.022	22,327,661	73,683	1,357,577	4,480	3,325,080	10,973	23.50

**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	38.745	2,871,129	74,103	40,784	1,053	451,584	11,655	22.56
12	0.578	33,106	57,277			7,744	13,398	15.19
13	1.940	112,456	57,967			22,535	11,616	22.88
21	4.261	268,068	62,912			49,496	11,616	22.77
31	5.270	351,654	66,728	22,666	4,301	61,216	11,616	24.42
34	0.280	16,477	58,846			3,252	11,616	22.65
51	0.492	43,218	87,841			5,715	11,616	22.57
52				2,500				
55	1.759	143,856	81,783			20,444	11,623	22.41
65	0.970	59,122	60,951			11,268	11,616	22.16
74				2,500				
97	0.901	124,561	138,248	22,494	24,966	10,466	11,616	21.88
Program 21 Instructional	4.162	254,227	61,083			48,346	11,616	22.81
Program 21 Administrative	0.099	13,841	139,808			1,150	11,616	21.88
K-12 Program 21 Instructional	4.162	254,227	61,083			48,346	11,616	22.81
Program 31 Instructional	5.070	328,607	64,814	22,666	4,471	58,893	11,616	24.26
Program 31 Administrative	0.200	23,047	115,235			2,323	11,616	27.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.280	16,477	58,846			3,252	11,616	22.65
K-3 BEA Instructional	10.695	739,089	69,106			125,406	11,726	22.76
4-6 BEA Instructional	9.725	697,667	71,740			112,966	11,616	22.39
7-8 BEA Instructional	6.327	425,841	67,305			73,657	11,642	22.47
9-12 BEA Instructional	14.698	1,064,267	72,409	18,138	1,234	170,918	11,629	22.84
K-12 BEA Instructional	41.445	2,926,864	70,620	18,138	438	482,947	11,653	22.66
BEA	45.196	3,363,821	74,427	85,944	1,902	526,518	11,650	22.73
Instructional	51.196	3,556,920	69,477	43,095	842	597,256	11,666	22.56
Administrative	4.000	466,727	116,682	5,555	1,389	46,464	11,616	23.14
Active	55.196	4,023,647	72,897	48,650	881	643,720	11,662	22.62
On Leave				42,294				
Certificated Total	55.196	4,023,647	72,897	90,944	1,648	643,720	11,662	22.62
Instructional for Funding Purposes	51.196	3,556,920	69,477	43,095	842	597,256	11,666	22.56
Instructional for Compliance Purposes	51.196	3,556,920	69,477	43,095	842	597,256	11,666	22.56



**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	3.650	257,695	70,601	5,150	1,411	42,398	11,616	22.25
12				7,529				
14	0.250	13,950	55,800			2,904	11,616	23.06
21	0.650	39,147	60,226			7,550	11,616	22.31
55								
58				5,505				
97	0.300	22,500	75,000			3,485	11,616	20.63
99	0.150	11,250	75,000			1,742	11,616	20.63
Program 21 Instructional	0.500	27,897	55,794			5,808	11,616	23.06
Program 21 Administrative	0.150	11,250	75,000			1,742	11,616	20.63
K-12 Program 21 Instructional	0.500	27,897	55,794			5,808	11,616	23.06
K-3 BEA Instructional	1.388	92,527	66,662			16,123	11,616	22.64
4-6 BEA Instructional	1.217	87,482	71,883			14,137	11,616	22.08
7-8 BEA Instructional	0.645	47,686	73,932	5,150	7,984	7,492	11,616	22.88
K-12 BEA Instructional	3.250	227,695	70,060	5,150	1,585	37,752	11,616	22.47
K-12 BEA Administrative	0.400	30,000	75,000			4,646	11,616	20.63
BEA	3.950	280,195	70,935	5,150	1,304	45,883	11,616	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
Instructional	4.000	269,542	67,386	18,184	4,546	46,464	11,616	22.55
Administrative	1.000	75,000	75,000			11,616	11,616	20.63
Active	5.000	344,542	68,908	18,184	3,637	58,080	11,616	22.13
Certificated Total	5.000	344,542	68,908	18,184	3,637	58,080	11,616	22.13
Instructional for Funding Purposes	4.000	269,542	67,386	18,184	4,546	46,464	11,616	22.55
Instructional for Compliance Purposes	4.000	269,542	67,386	18,184	4,546	46,464	11,616	22.55

**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	28.057	2,429,535	86,593	55,347	1,973	376,765	13,429	21.74
02	10.964	1,005,589	91,717	10,358	945	144,318	13,163	21.44
21	4.500	386,246	85,832	3,590	798	55,602	12,356	26.53
24	1.000	87,474	87,474	956	956	12,356	12,356	20.12
31	1.100	80,857	73,506	5,059	4,599	21,521	19,564	20.33
51	0.875	92,143	105,306	1,007	1,151	10,812	12,356	21.88
55	0.125	13,163	105,304	144	1,152	1,545	12,356	21.88
65	1.200	83,571	69,643	913	761	18,174	15,145	21.43
74				3,341				
97	1.000	162,244	162,244			12,356	12,356	20.51
K-12 Program 02 Instructional	10.464	947,779	90,575	9,207	880	138,140	13,201	21.23
Program 21 Instructional	4.000	328,437	82,109	3,590	898	49,424	12,356	26.68
Program 21 Administrative	0.500	57,809	115,618			6,178	12,356	25.52
K-12 Program 21 Instructional	3.520	283,011	80,401	3,475	987	43,493	12,356	27.57
Program 31 Instructional	1.100	80,857	73,506	883	803	21,521	19,564	20.33
Program 31 Administrative				4,176				
K-3 BEA Instructional	9.665	861,451	89,131	7,684	795	131,110	13,565	21.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	7.738	683,588	88,342	8,279	1,070	99,226	12,823	21.80
7-8 BEA Instructional	6.515	580,290	89,070	5,871	901	83,527	12,821	21.71
9-12 BEA Instructional	12.755	1,027,839	80,583	13,793	1,081	191,995	15,053	21.07
K-12 BEA Instructional	36.673	3,153,168	85,981	35,627	971	505,857	13,794	21.57
K-12 BEA Administrative	0.150	17,343	115,620	4,176	27,840	1,853	12,356	25.52
BEA	41.121	3,678,225	89,449	70,764	1,721	554,960	13,496	21.56
Instructional	43.873	3,757,956	85,655	47,880	1,091	598,167	13,634	21.97
Administrative	4.000	536,078	134,020	4,176	1,044	49,424	12,356	21.79
Other	0.948	46,788	49,354	28,659	30,231	5,857	6,178	22.57
Active	48.821	4,340,822	88,913	80,715	1,653	653,448	13,385	21.95
Certificated Total	48.821	4,340,822	88,913	80,715	1,653	653,448	13,385	21.95
Instructional for Funding Purposes	43.873	3,757,956	85,655	47,880	1,091	598,167	13,634	21.97
Instructional for Compliance Purposes	43.873	3,757,956	85,655	47,880	1,091	598,167	13,634	21.97

**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	3.270	225,303	68,900	2,396	733	81,915	25,050	21.89
12	0.673	41,463	61,609			23,194	34,464	22.00
13	1.327	108,298	81,611			57,350	43,218	19.70
21	1.000	55,046	55,046			22,848	22,848	22.48
51	0.380	28,398	74,732			13,096	34,464	22.31
52	0.350	18,091	51,689			7,997	22,848	19.49
Program 21 Instructional	1.000	55,046	55,046			22,848	22,848	22.48
K-12 Program 21 Instructional	1.000	55,046	55,046			22,848	22,848	22.48
K-3 BEA Instructional	2.083	145,219	69,716			50,729	24,354	21.66
4-6 BEA Instructional	0.941	63,746	67,743			24,636	26,181	22.31
7-8 BEA Instructional	0.246	16,338	66,415	2,396	9,740	6,550	26,626	22.31
K-12 BEA Instructional	3.270	225,303	68,900	2,396	733	81,915	25,050	21.89
BEA	3.270	225,303	68,900	2,396	733	81,915	25,050	21.89
Instructional	7.000	476,599	68,086	2,396	342	206,400	29,486	21.35
Active	7.000	476,599	68,086	2,396	342	206,400	29,486	21.35
Certificated Total	7.000	476,599	68,086	2,396	342	206,400	29,486	21.35
Instructional for Funding Purposes	7.000	476,599	68,086	2,396	342	206,400	29,486	21.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	7.000	476,599	68,086	2,396	342	206,400	29,486	21.35

**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	211,562	93,694	31,500	13,950	26,229	11,616	15.35
12	0.200	19,115	95,575			2,323	11,616	13.08
21	1.000	50,287	50,287			11,616	11,616	17.61
51	0.370	34,363	92,873			4,298	11,616	16.49
55	0.172	16,425	95,494			1,998	11,616	12.19
97				64,861				
Program 21 Instructional	1.000	50,287	50,287			11,616	11,616	17.61
K-12 Program 21 Instructional	1.000	50,287	50,287			11,616	11,616	17.61
K-3 BEA Instructional	0.724	72,815	100,573			8,410	11,616	6.94
4-6 BEA Instructional	0.829	74,989	90,457			9,630	11,616	21.57
7-8 BEA Instructional	0.705	63,758	90,437			8,189	11,616	21.02
K-12 BEA Instructional	2.258	211,562	93,694			26,229	11,616	15.35
BEA	2.258	211,562	93,694	96,361	42,675	26,229	11,616	15.35
Instructional	4.000	331,752	82,938			46,464	11,616	15.48
Administrative				96,361				
Active	4.000	331,752	82,938	96,361	24,090	46,464	11,616	15.48
Certificated Total	4.000	331,752	82,938	96,361	24,090	46,464	11,616	15.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	4.000	331,752	82,938			46,464	11,616	15.48
Instructional for Compliance Purposes	4.000	331,752	82,938			46,464	11,616	15.48



**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	7.376	479,124	64,957	24,073	3,264	87,784	11,901	22.82
11	1.736	153,465	88,401			20,832	12,000	21.76
12				19,771				
21	2.000	130,592	65,296	892	446	24,000	12,000	18.87
34	0.050	3,460	69,200	2,000	40,000	600	12,000	20.47
51	0.439	19,175	43,679	540	1,230	5,251	11,962	22.27
52	0.040	8,004	200,100	5,000	125,000	480	12,000	21.76
53				300				
55	0.330	22,362	67,764	566	1,715	3,937	11,930	20.88
65	0.060	3,871	64,517			720	12,000	20.41
97	0.969	122,200	126,109	1,960	2,023	11,628	12,000	21.75
Program 21 Instructional	2.000	130,592	65,296	892	446	24,000	12,000	18.87
K-12 Program 21 Instructional	2.000	130,592	65,296	892	446	24,000	12,000	18.87
Program 34 Instructional	0.050	3,460	69,200	2,000	40,000	600	12,000	20.47
K-3 BEA Instructional	4.160	249,228	59,911	8,054	1,936	49,759	11,961	20.85
4-6 BEA Instructional	2.681	196,866	73,430	5,558	2,073	31,811	11,865	23.36
7-8 BEA Instructional	0.585	36,490	62,376	10,541	18,019	6,815	11,649	46.17

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-12 BEA Instructional	7.426	482,584	64,986	24,153	3,252	88,384	11,902	22.80
K-12 BEA Administrative				1,920				
BEA	8.395	604,784	72,041	28,033	3,339	100,012	11,913	22.58
Instructional	11.347	744,732	65,633	51,222	4,514	135,396	11,932	21.79
Administrative	1.653	197,521	119,492	3,880	2,347	19,836	12,000	21.76
Active	13.000	942,253	72,481	55,102	4,239	155,232	11,941	21.78
Certificated Total	13.000	942,253	72,481	55,102	4,239	155,232	11,941	21.78
Instructional for Funding Purposes	11.347	744,732	65,633	51,222	4,514	135,396	11,932	21.79
Instructional for Compliance Purposes	11.347	744,732	65,633	51,222	4,514	135,396	11,932	21.79

**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	24.848	1,772,235	71,323	121,396	4,886	288,634	11,616	22.15
02	1.000	62,323	62,323	1,731	1,731	11,616	11,616	23.20
11	2.000	137,486	68,743			23,232	11,616	21.64
12	1.675	153,816	91,830	7,115	4,248	19,457	11,616	25.45
21	3.039	198,183	65,213	10,362	3,410	35,301	11,616	25.31
24	0.166	8,785	52,922			1,928	11,616	27.29
31	2.266	150,174	66,273	9,788	4,320	28,262	12,472	23.52
34	0.167	10,734	64,275	12,640	75,689	1,940	11,616	24.16
51	4.851	321,331	66,240	8,440	1,740	56,349	11,616	22.20
55	2.948	206,393	70,011	13,309	4,515	39,448	13,381	22.01
65	0.300	25,853	86,177			3,485	11,616	19.74
97	1.000	140,004	140,004	6,916	6,916	11,616	11,616	20.48
99	0.125	14,139	113,112			1,452	11,616	27.29
K-12 Program 02 Instructional	1.000	62,323	62,323			11,616	11,616	23.20
Program 21 Instructional	2.501	150,711	60,260	9,043	3,616	29,052	11,616	26.27
Program 21 Administrative	0.538	47,472	88,238	1,319	2,452	6,249	11,616	22.87
K-12 Program 21 Instructional	2.334	141,873	60,785	1,696	727	27,112	11,616	26.21

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 Instructional	2.266	150,174	66,273	9,788	4,320	28,262	12,472	23.52
Program 34 Instructional	0.167	10,734	64,275	12,640	75,689	1,940	11,616	24.16
K-3 BEA Instructional	8.355	591,380	70,782	22,797	2,729	97,052	11,616	21.86
4-6 BEA Instructional	3.394	225,153	66,339	12,711	3,745	39,425	11,616	21.27
7-8 BEA Instructional	5.006	292,048	58,340	21,888	4,372	58,150	11,616	22.75
9-12 BEA Instructional	9.326	615,376	65,985	72,453	7,769	110,271	11,824	22.49
K-12 BEA Instructional	26.081	1,723,957	66,100	129,849	4,979	304,897	11,690	22.17
BEA	29.281	2,135,470	72,930	152,471	5,207	342,068	11,682	22.19
Instructional	39.385	2,611,218	66,300	182,330	4,629	464,640	11,797	22.34
Administrative	4.800	567,616	118,253	2,451	511	55,757	11,616	22.90
Other	0.200	22,622	113,110			2,323	11,616	27.29
Active	44.385	3,201,456	72,129	184,781	4,163	522,720	11,777	22.46
On Leave				6,916				
Certificated Total	44.385	3,201,456	72,129	191,697	4,319	522,720	11,777	22.46
Instructional for Funding Purposes	39.385	2,611,218	66,300	182,330	4,629	464,640	11,797	22.34
Instructional for Compliance Purposes	39.385	2,611,218	66,300	182,330	4,629	464,640	11,797	22.34

**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	119.167	9,541,643	80,070	743,455	6,239	1,402,632	11,770	21.28
12	2.000	176,442	88,221			23,232	11,616	21.09
13	0.500	79,704	159,408			5,808	11,616	20.90
21	21.050	1,718,618	81,645	165,838	7,878	250,325	11,892	20.68
24	1.000	95,083	95,083	16,372	16,372	11,616	11,616	20.28
31	13.333	1,049,972	78,750	52,277	3,921	155,654	11,674	22.91
34	2.900	236,477	81,544	16,017	5,523	33,686	11,616	19.41
51	1.000	95,082	95,082	5,113	5,113	11,616	11,616	18.88
52				105,000				
55	2.250	208,327	92,590	9,744	4,331	26,136	11,616	20.75
58				80,470				
65	0.650	61,802	95,080	1,950	3,000	7,550	11,616	20.66
74				9,000				
97	1.000	195,000	195,000	13,535	13,535	11,616	11,616	19.59
Program 21 Instructional	20.300	1,599,062	78,772	154,630	7,617	241,613	11,902	20.64
Program 21 Administrative	0.750	119,556	159,408	11,208	14,944	8,712	11,616	21.23
K-12 Program 21 Instructional	18.300	1,474,255	80,560	54,390	2,972	218,381	11,933	20.62
Program 31 Instructional	12.633	954,191	75,532	52,277	4,138	147,523	11,678	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
Program 31 Administrative	0.700	95,781	136,830			8,131	11,616	21.52
Program 34 Instructional	2.600	197,632	76,012	16,017	6,160	30,202	11,616	19.02
Program 34 Administrative	0.300	38,845	129,483			3,485	11,616	21.67
K-3 BEA Instructional	40.076	2,950,877	73,632	124,439	3,105	478,231	11,933	21.82
4-6 BEA Instructional	25.241	1,847,264	73,185	48,200	1,910	294,233	11,657	20.64
7-8 BEA Instructional	20.080	1,610,099	80,184	35,007	1,743	233,249	11,616	20.22
9-12 BEA Instructional	38.503	2,921,979	75,890	38,266	994	452,676	11,757	21.93
K-12 BEA Instructional	123.900	9,330,219	75,304	245,912	1,985	1,458,389	11,771	21.32
K-12 BEA Administrative	1.400	206,645	147,604	12,689	9,064	16,262	11,616	21.24
BEA	136.400	11,023,092	80,814	825,284	6,050	1,603,589	11,757	21.36
Instructional	150.850	11,526,165	76,408	1,061,413	7,036	1,777,248	11,782	21.18
Administrative	12.000	1,731,932	144,328	105,143	8,762	139,392	11,616	21.37
Other	2.000	200,053	100,027	52,215	26,108	23,232	11,616	22.72
Active	164.850	13,458,150	81,639	1,218,771	7,393	1,939,872	11,767	21.22
Certificated Total	164.850	13,458,150	81,639	1,218,771	7,393	1,939,872	11,767	21.22
Instructional for Funding Purposes	150.850	11,526,165	76,408	1,061,413	7,036	1,777,248	11,782	21.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	150.850	11,526,165	76,408	1,061,413	7,036	1,777,248	11,782	21.18

**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	230.384	17,715,237	76,894	1,695,518	7,360	2,676,141	11,616	21.12
02	1.440	131,000	90,972	9,430	6,549	16,727	11,616	20.31
12	11.000	761,164	69,197	76,125	6,920	127,776	11,616	20.45
21	30.400	2,119,599	69,724	230,268	7,575	360,096	11,845	20.24
31	13.772	1,012,806	73,541	133,772	9,713	153,215	11,125	20.91
34	1.050	77,567	73,873	7,144	6,804	12,197	11,616	18.30
51	4.841	428,777	88,572	38,311	7,914	56,233	11,616	19.91
53	0.750	68,299	91,065	5,726	7,635	8,712	11,616	20.87
55	8.725	895,587	102,646	54,777	6,278	101,350	11,616	19.46
64	0.200	19,004	95,020	1,900	9,500	2,323	11,616	18.24
65	12.920	1,123,565	86,963	111,261	8,612	150,079	11,616	20.87
74	1.000	90,980	90,980	9,100	9,100	11,616	11,616	21.85
88	0.500	65,550	131,100			5,808	11,616	19.61
97	1.000	203,000	203,000			11,916	11,916	18.83
K-12 Program 02 Instructional	1.020	77,624	76,102	9,430	9,245	11,848	11,616	19.67
Program 21 Instructional	29.400	1,997,016	67,926	230,268	7,832	348,480	11,853	20.19
Program 21 Administrative	1.000	122,583	122,583			11,616	11,616	21.21
K-12 Program 21 Instructional	26.500	1,797,920	67,846	205,573	7,757	307,824	11,616	20.30



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	11.240	818,021	72,778	133,772	11,901	130,564	11,616	20.70
Program 31 Administrative	0.950	116,454	122,583			11,035	11,616	21.70
Program 34 Instructional	1.000	71,438	71,438	7,144	7,144	11,616	11,616	18.09
Program 34 Administrative	0.050	6,129	122,580			581	11,616	21.70
K-3 BEA Instructional	80.865	5,972,803	73,861	660,606	8,169	939,328	11,616	21.72
4-6 BEA Instructional	53.435	3,823,291	71,550	379,576	7,104	620,701	11,616	21.25
7-8 BEA Instructional	33.999	2,457,063	72,269	264,612	7,783	394,932	11,616	20.68
9-12 BEA Instructional	61.015	4,568,863	74,881	530,158	8,689	708,750	11,616	20.41
K-12 BEA Instructional	229.314	16,822,020	73,358	1,845,864	8,050	2,663,711	11,616	21.09
K-12 BEA Administrative	10.500	1,376,851	131,129			121,968	11,616	21.24
BEA	247.646	19,139,610	77,286	1,845,864	7,454	2,870,195	11,590	21.07
Instructional	294.400	21,731,318	73,816	2,373,332	8,062	3,426,720	11,640	20.89
Administrative	21.000	2,781,117	132,434			244,236	11,630	20.73
Other	1.000	121,369	121,369			11,616	11,616	21.11
Active	316.400	24,633,804	77,857	2,373,332	7,501	3,682,572	11,639	20.88
On Leave	1.582	78,331	49,514			11,616	7,343	22.44
Certificated Total	317.982	24,712,135	77,716	2,373,332	7,464	3,694,188	11,618	20.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	294.400	21,731,318	73,816	2,373,332	8,062	3,426,720	11,640	20.89
Instructional for Compliance Purposes	294.400	21,731,318	73,816	2,373,332	8,062	3,426,720	11,640	20.89

**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	1.991	106,236	53,358	2,613	1,312	26,604	13,362	21.68
21	0.141	7,551	53,553			1,692	12,000	22.22
51	0.222	11,612	52,306			3,174	14,298	21.46
52	0.027	1,422	52,667			356	13,191	21.69
55	0.286	15,406	53,867			3,790	13,250	21.68
Program 21 Instructional	0.141	7,551	53,553			1,692	12,000	22.22
K-12 Program 21 Instructional	0.084	4,482	53,357			1,008	12,000	22.22
K-3 BEA Instructional	1.221	60,663	49,683			17,364	14,221	21.80
4-6 BEA Instructional	0.770	45,573	59,186			9,240	12,000	21.52
K-12 BEA Instructional	1.991	106,236	53,358			26,604	13,362	21.68
BEA	1.991	106,236	53,358	2,613	1,312	26,604	13,362	21.68
Instructional	2.667	142,227	53,328	2,613	980	35,616	13,354	21.69
Active	2.667	142,227	53,328	2,613	980	35,616	13,354	21.69
Certificated Total	2.667	142,227	53,328	2,613	980	35,616	13,354	21.69
Instructional for Funding Purposes	2.667	142,227	53,328	2,613	980	35,616	13,354	21.69
Instructional for Compliance Purposes	2.667	142,227	53,328	2,613	980	35,616	13,354	21.69

**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	14.699	1,017,044	69,191	35,056	2,385	180,164	12,257	21.45
12	0.324	26,172	80,778			3,601	11,114	22.16
21	1.000	54,294	54,294			11,616	11,616	22.04
31	1.000	53,960	53,960	16,728	16,728	11,616	11,616	23.51
51	0.333	28,973	87,006			4,646	13,953	22.07
55	0.233	20,281	87,043			3,252	13,959	22.07
97	0.500	62,675	125,350			5,808	11,616	20.84
Program 21 Instructional	1.000	54,294	54,294			11,616	11,616	22.04
K-12 Program 21 Instructional	1.000	54,294	54,294			11,616	11,616	22.04
Program 31 Instructional	1.000	53,960	53,960	16,728	16,728	11,616	11,616	23.51
K-3 BEA Instructional	6.488	418,746	64,542			77,421	11,933	22.10
4-6 BEA Instructional	1.490	85,475	57,366			23,232	15,592	17.11
9-12 BEA Instructional	7.221	504,107	69,811			85,320	11,815	21.95
K-12 BEA Instructional	15.199	1,008,328	66,342			185,972	12,236	21.62
K-12 BEA Administrative	0.500	62,676	125,352			5,808	11,616	20.84
BEA Instructional	16.199	1,133,679	69,985	51,784	3,197	197,588	12,198	21.54
Instructional	17.089	1,138,048	66,595	51,784	3,030	209,088	12,235	21.67

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	125,351	125,351			11,616	11,616	20.84
Active	18.089	1,263,399	69,843	51,784	2,863	220,704	12,201	21.59
Certificated Total	18.089	1,263,399	69,843	51,784	2,863	220,704	12,201	21.59
Instructional for Funding Purposes	17.089	1,138,048	66,595	51,784	3,030	209,088	12,235	21.67
Instructional for Compliance Purposes	17.089	1,138,048	66,595	51,784	3,030	209,088	12,235	21.67

**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
01	995.017	82,702,395	83,117	5,048,320	5,074	11,307,937	11,365	21.71
02	10.600	978,195	92,283	61,450	5,797	137,016	12,926	25.77
12				1,077				
13	11.372	925,080	81,347	45,245	3,979	127,310	11,195	18.91
14	1.404	124,014	88,329	9,573	6,818	16,645	11,855	24.68
21	148.153	12,002,132	81,012	416,383	2,810	1,730,410	11,680	22.13
23				1,272				
24	9.000	714,911	79,435	23,157	2,573	108,000	12,000	23.44
31	53.354	4,152,204	77,824	245,500	4,601	612,264	11,476	21.30
34	13.789	1,158,734	84,033	61,996	4,496	167,232	12,128	22.33
51	3.116	291,405	93,519	37,246	11,953	39,828	12,782	23.88
52	2.000	193,884	96,942	21,440	10,720	24,000	12,000	23.27
53	4.938	467,925	94,760	32,413	6,564	60,000	12,151	22.20
55	69.001	6,335,102	91,812	260,340	3,773	853,342	12,367	22.43
58	1.000	96,942	96,942	25,778	25,778	12,000	12,000	23.14
65	30.344	2,385,882	78,628	127,327	4,196	348,432	11,483	22.57
74	1.827	151,202	82,760	752	412	24,000	13,136	29.14
97	2.000	352,880	176,440	29,635	14,818	24,000	12,000	22.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	9.900	881,976	89,088			128,616	12,992	26.23
Program 21 Instructional	144.733	11,533,311	79,687	327,737	2,264	1,694,410	11,707	22.15
Program 21 Administrative	3.000	451,136	150,379			36,000	12,000	22.53
K-12 Program 21 Instructional	137.583	11,056,204	80,360			1,598,794	11,621	21.99
Program 31 Instructional	52.454	4,016,009	76,562	219,780	4,190	602,664	11,489	21.40
Program 31 Administrative	0.900	136,195	151,328			9,600	10,667	18.53
Program 34 Instructional	13.789	1,158,734	84,033	47,943	3,477	167,232	12,128	22.33
K-3 BEA Instructional	336.439	26,332,671	78,269			3,947,291	11,733	21.97
4-6 BEA Instructional	141.588	11,116,034	78,510			1,640,016	11,583	22.05
7-8 BEA Instructional	220.541	17,725,559	80,373			2,485,354	11,269	21.52
9-12 BEA Instructional	277.928	22,869,963	82,287			3,235,922	11,643	21.91
K-12 BEA Instructional	976.496	78,044,227	79,923			11,308,583	11,581	21.86
BEA	1,074.760	89,344,408	83,130	5,446,901	5,068	12,248,449	11,396	21.74
Instructional	1,252.966	100,935,087	80,557	5,088,200	4,061	14,586,670	11,642	21.95
Administrative	83.539	11,585,272	138,681	30,135	361	969,746	11,608	21.79
Other	20.410	512,528	25,112			36,000	1,764	8.48
Active	1,356.915	113,032,887	83,301	5,118,335	3,772	15,592,416	11,491	21.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave				1,330,569				
Certificated Total	1,356.915	113,032,887	83,301	6,448,904	4,753	15,592,416	11,491	21.85
Instructional for Funding Purposes	1,252.966	100,935,087	80,557	5,088,200	4,061	14,586,670	11,642	21.95
Instructional for Compliance Purposes	1,252.966	100,935,087	80,557	5,088,200	4,061	14,586,670	11,642	21.95



**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	18.860	1,320,135	69,997	15,460	820	223,747	11,864	21.65
13				12,515				
14	1.060	71,649	67,593			12,429	11,726	21.48
21	1.700	125,801	74,001	11,431	6,724	19,747	11,616	20.57
31	1.000	46,433	46,433	22,833	22,833	11,616	11,616	21.86
51	0.700	46,051	65,787			8,131	11,616	22.82
52				8,500				
55	1.076	85,765	79,707	10,708	9,952	12,499	11,616	22.33
58				10,593				
65	0.072	7,233	100,458			836	11,616	22.46
74				2,670				
79	0.120	7,140	59,500			1,394	11,616	22.12
97	0.769	102,595	133,414			11,616	15,105	20.13
Program 21 Instructional	1.700	125,801	74,001	2,431	1,430	19,747	11,616	20.57
Program 21 Administrative				9,000				
K-12 Program 21 Instructional	1.700	125,801	74,001	2,431	1,430	19,747	11,616	20.57
Program 31 Instructional	1.000	46,433	46,433	22,833	22,833	11,616	11,616	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
K-3 BEA Instructional	5.612	343,903	61,280	2,480	442	66,931	11,926	21.52
4-6 BEA Instructional	3.870	250,790	64,804			45,419	11,736	22.51
7-8 BEA Instructional	2.330	180,421	77,434	1,240	532	27,065	11,616	22.07
9-12 BEA Instructional	7.260	485,454	66,867	34,573	4,762	84,332	11,616	21.03
K-12 BEA Instructional	19.072	1,260,568	66,095	38,293	2,008	223,747	11,732	21.58
BEA	20.629	1,469,163	71,218	38,293	1,856	246,979	11,972	21.55
Instructional	23.800	1,604,207	67,404	85,710	3,601	278,784	11,714	21.57
Administrative	1.557	208,595	133,972	9,000	5,780	23,232	14,921	21.41
Active	25.357	1,812,802	71,491	94,710	3,735	302,016	11,911	21.55
Certificated Total	25.357	1,812,802	71,491	94,710	3,735	302,016	11,911	21.55
Instructional for Funding Purposes	23.800	1,604,207	67,404	85,710	3,601	278,784	11,714	21.57
Instructional for Compliance Purposes	23.800	1,604,207	67,404	85,710	3,601	278,784	11,714	21.57

**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	8.785	484,006	55,095	7,980	908	105,336	11,990	19.38
21	0.871	63,754	73,196			13,358	15,337	20.11
34	1.450	90,454	62,382	6,000	4,138	16,843	11,616	19.08
51	0.109	5,013	45,991					20.98
53				4,400				
55	1.000	67,558	67,558			11,616	11,616	21.76
65				5,580				
97	0.100	10,406	104,060			1,162	11,616	16.41
99	0.300	31,219	104,063			3,485	11,616	16.41
Program 21 Instructional	0.721	48,145	66,775			11,616	16,111	21.65
Program 21 Administrative	0.150	15,609	104,060			1,742	11,616	16.41
K-12 Program 21 Instructional	0.500	37,968	75,936			11,616	23,232	21.84
Program 34 Instructional	1.000	43,626	43,626	6,000	6,000	11,616	11,616	22.48
Program 34 Administrative	0.450	46,828	104,062			5,227	11,616	16.41
K-3 BEA Instructional	4.000	215,603	53,901			46,464	11,616	20.78
4-6 BEA Instructional	2.795	132,143	47,278			35,756	12,793	16.10
7-8 BEA Instructional	2.990	179,886	60,163	2,400	803	34,732	11,616	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
K-12 BEA Instructional	9.785	527,632	53,923	2,400	245	116,952	11,952	19.62
BEA	10.335	584,866	56,591	13,980	1,353	123,341	11,934	19.27
Instructional	11.615	648,348	55,820	18,380	1,582	140,184	12,069	19.96
Administrative	1.000	104,062	104,062	5,580	5,580	11,616	11,616	16.41
Active	12.615	752,410	59,644	23,960	1,899	151,800	12,033	19.41
Certificated Total	12.615	752,410	59,644	23,960	1,899	151,800	12,033	19.41
Instructional for Funding Purposes	11.615	648,348	55,820	18,380	1,582	140,184	12,069	19.96
Instructional for Compliance Purposes	11.615	648,348	55,820	18,380	1,582	140,184	12,069	19.96

**Pe EII 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	17.790	1,309,841	73,628	25,045	1,408	206,649	11,616	21.56
21	1.000	84,629	84,629			11,616	11,616	21.54
31	1.667	130,968	78,565	9,000	5,399	19,364	11,616	20.83
34	0.333	27,415	82,327			3,868	11,616	21.20
51	0.200	16,369	81,845			2,323	11,616	20.84
52	0.210	16,057	76,462			2,439	11,616	22.10
55	0.800	65,473	81,841			9,293	11,616	20.84
74				1,338				
97	1.000	65,000	65,000	90,000	90,000	11,616	11,616	22.24
Program 21 Instructional	1.000	84,629	84,629			11,616	11,616	21.54
K-12 Program 21 Instructional	1.000	84,629	84,629			11,616	11,616	21.54
Program 31 Instructional	1.667	130,968	78,565	9,000	5,399	19,364	11,616	20.83
Program 34 Instructional	0.333	27,415	82,327			3,868	11,616	21.20
K-3 BEA Instructional	4.530	281,295	62,096			52,620	11,616	21.71
4-6 BEA Instructional	3.952	304,334	77,008			45,906	11,616	21.60
7-8 BEA Instructional	3.193	232,601	72,847			37,090	11,616	21.32
9-12 BEA Instructional	7.115	545,752	76,704	4,244	596	82,648	11,616	21.17

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-12 BEA Instructional	18.790	1,363,982	72,591	4,244	226	218,265	11,616	21.40
BEA	20.790	1,533,224	73,748	124,045	5,967	241,497	11,616	21.55
Instructional	21.000	1,546,510	73,643	34,207	1,629	243,936	11,616	21.38
Administrative	2.000	169,242	84,621	90,000	45,000	23,232	11,616	22.45
Other				1,176				
Active	23.000	1,715,752	74,598	125,383	5,451	267,168	11,616	21.52
Certificated Total	23.000	1,715,752	74,598	125,383	5,451	267,168	11,616	21.52
Instructional for Funding Purposes	21.000	1,546,510	73,643	34,207	1,629	243,936	11,616	21.38
Instructional for Compliance Purposes	21.000	1,546,510	73,643	34,207	1,629	243,936	11,616	21.38

**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	500.115	45,519,356	91,018	2,466,789	4,932	5,914,286	11,826	22.74
02				3,600				
12	1.996	164,102	82,215	110,552	55,387	23,232	11,639	22.76
13	19.600	1,593,577	81,305			233,482	11,912	24.54
14	3.000	293,705	97,902			34,848	11,616	22.60
21	99.100	8,676,495	87,553	78,768	795	1,226,046	12,372	22.83
24				225,918				
31	24.301	2,006,926	82,586	40,000	1,646	283,825	11,680	22.41
34	5.376	532,013	98,961	25,624	4,766	64,585	12,014	21.99
51	4.019	379,518	94,431	97,555	24,273	46,685	11,616	22.28
52	0.250	23,376	93,504	1,000	4,000	2,904	11,616	22.58
55	7.000	707,491	101,070	2,160	309	88,282	12,612	22.26
58	0.810	79,200	97,778	443,251	547,223	9,409	11,616	22.33
65	3.700	366,251	98,987	2,520	681	42,979	11,616	23.63
74	2.179	224,623	103,085	7,763	3,563	27,054	12,416	25.20
89				3,750				
97	2.000	411,196	205,598	27,680	13,840	23,232	11,616	19.27
Program 21 Instructional	95.385	8,168,944	85,642	65,388	686	1,181,905	12,391	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
Program 21 Administrative	3.715	507,551	136,622	13,380	3,602	44,141	11,882	19.60
K-12 Program 21 Instructional	87.235	7,427,537	85,144	16,983	195	1,083,169	12,417	23.04
Program 31 Instructional	23.701	1,905,323	80,390	37,840	1,597	276,856	11,681	22.53
Program 31 Administrative	0.600	101,603	169,338	2,160	3,600	6,970	11,616	20.11
Program 34 Instructional	4.976	464,277	93,303	24,184	4,860	59,939	12,046	22.26
Program 34 Administrative	0.400	67,736	169,340	1,440	3,600	4,646	11,616	20.11
K-3 BEA Instructional	184.462	15,750,517	85,386			2,196,864	11,910	23.05
4-6 BEA Instructional	94.778	8,136,196	85,845			1,111,268	11,725	23.07
7-8 BEA Instructional	75.816	6,596,484	87,006			895,001	11,805	23.23
9-12 BEA Instructional	139.996	12,319,500	87,999	37,470	268	1,655,443	11,825	22.50
K-12 BEA Instructional	495.052	42,802,697	86,461	37,470	76	5,858,576	11,834	22.92
K-12 BEA Administrative	3.000	432,312	144,104			34,848	11,616	21.87
BEA Instructional	531.792	48,469,491	91,144	2,563,693	4,821	6,285,929	11,820	22.68
Administrative	39.715	6,130,151	154,354	97,580	2,457	464,640	11,699	20.78
Other	2.000	246,550	123,275	7,200	3,600	23,232	11,616	24.80
Active	672.446	60,874,778	90,527	3,259,247	4,847	8,009,232	11,911	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
On Leave	1.000	103,051	103,051	277,683	277,683	11,616	11,616	22.73
Certificated Total	673.446	60,977,829	90,546	3,536,930	5,252	8,020,848	11,910	22.75
Instructional for Funding Purposes	630.731	54,498,077	86,405	3,154,467	5,001	7,521,360	11,925	22.97
Instructional for Compliance Purposes	630.731	54,498,077	86,405	3,154,467	5,001	7,521,360	11,925	22.97

**Pinnacles Prep (04901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.613	319,326	69,223			53,585	11,616	23.85
13	0.050	5,095	101,900			581	11,616	23.25
14	0.400	26,952	67,380			4,646	11,616	23.84
21	0.820	53,300	65,000			9,525	11,616	23.91
24	0.180	11,700	65,000			2,091	11,616	23.91
51	0.305	23,751	77,872			3,543	11,616	23.86
55	0.407	27,324	67,135			4,728	11,616	23.85
65	0.275	17,875	65,000			3,194	11,616	23.80
97	0.950	96,805	101,900			11,035	11,616	23.25
Program 21 Instructional	0.820	53,300	65,000			9,525	11,616	23.91
K-12 Program 21 Instructional	0.820	53,300	65,000			9,525	11,616	23.91
7-8 BEA Instructional	4.613	319,326	69,223			53,585	11,616	23.85
K-12 BEA Instructional	4.613	319,326	69,223			53,585	11,616	23.85
K-12 BEA Administrative	0.950	96,805	101,900			11,035	11,616	23.25
BEA	5.563	416,131	74,803			64,620	11,616	23.71
Instructional	7.000	480,228	68,604			81,312	11,616	23.85
Administrative	1.000	101,900	101,900			11,616	11,616	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
Active	8.000	582,128	72,766			92,928	11,616	23.75
Certificated Total	8.000	582,128	72,766			92,928	11,616	23.75
Instructional for Funding Purposes	7.000	480,228	68,604			81,312	11,616	23.85
Instructional for Compliance Purposes	7.000	480,228	68,604			81,312	11,616	23.85

**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	43.011	3,415,947	79,420	193,132	4,490	497,552	11,568	22.77
21	6.846	574,294	83,888	12,744	1,862	81,312	11,877	22.46
51	2.500	211,902	84,761	20,691	8,276	29,040	11,616	5.06
52				20,691				
55	2.000	171,944	85,972			23,232	11,616	22.82
58				22,115				
65	1.000	52,045	52,045			11,616	11,616	23.36
74				2,002				
79				1,000				
97	1.000	160,000	160,000			11,616	11,616	18.67
Program 21 Instructional	6.000	439,425	73,238	12,744	2,124	69,696	11,616	22.88
Program 21 Administrative	0.846	134,869	159,420			11,616	13,730	21.07
K-12 Program 21 Instructional	6.000	439,425	73,238	10,244	1,707	69,696	11,616	22.88
K-3 BEA Instructional	16.210	1,119,984	69,092	78,062	4,816	188,032	11,600	22.97
4-6 BEA Instructional	14.003	1,083,743	77,394	46,075	3,290	162,659	11,616	22.95
7-8 BEA Instructional	9.893	833,077	84,209	57,507	5,813	114,917	11,616	23.32
K-12 BEA Instructional	40.106	3,036,804	75,719	181,644	4,529	465,608	11,609	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
K-12 BEA Administrative	0.725	88,194	121,647			6,621	9,133	17.63
BEA	44.011	3,575,947	81,251	193,132	4,388	509,168	11,569	22.57
Instructional	51.106	3,844,686	75,230	272,375	5,330	593,384	11,611	19.21
Administrative	5.251	741,446	141,201			60,984	11,614	20.36
Active	56.357	4,586,132	81,376	272,375	4,833	654,368	11,611	19.37
Certificated Total	56.357	4,586,132	81,376	272,375	4,833	654,368	11,611	19.37
Instructional for Funding Purposes	51.106	3,844,686	75,230	272,375	5,330	593,384	11,611	19.21
Instructional for Compliance Purposes	51.106	3,844,686	75,230	272,375	5,330	593,384	11,611	19.21

**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	20.104	1,393,313	69,305	52,986	2,636	242,333	12,054	22.01
12	1.000	78,785	78,785			11,616	11,616	22.28
21	1.779	154,677	86,946			22,918	12,883	21.23
24	0.741	59,385	80,142			8,607	11,616	22.05
31	2.506	159,685	63,721	27,252	10,875	29,110	11,616	22.57
34	1.285	81,362	63,317			14,927	11,616	22.57
51	0.055	3,500	63,636			2,370	43,085	20.22
55	0.055	3,500	63,636			2,370	43,085	20.22
65	0.041	1,852	45,171			476	11,616	22.79
97	0.510	58,650	115,000			9,865	19,344	21.71
Program 21 Instructional	1.493	128,303	85,936			19,596	13,125	21.49
Program 21 Administrative	0.286	26,374	92,217			3,322	11,616	20.17
K-12 Program 21 Instructional	1.493	128,303	85,936			19,596	13,125	21.49
Program 31 Instructional	2.381	147,930	62,129	23,026	9,671	27,658	11,616	22.58
Program 31 Administrative	0.125	11,755	94,040	4,226	33,808	1,452	11,616	22.34
Program 34 Instructional	1.285	81,362	63,317			14,927	11,616	22.57
K-3 BEA Instructional	8.210	515,428	62,781	2,093	255	98,504	11,998	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
4-6 BEA Instructional	3.406	231,954	68,102			41,446	12,168	22.14
7-8 BEA Instructional	1.524	110,072	72,226			17,703	11,616	22.47
9-12 BEA Instructional	9.265	626,515	67,622	27,983	3,020	107,622	11,616	22.11
K-12 BEA Instructional	22.405	1,483,969	66,234	30,076	1,342	265,275	11,840	22.10
K-12 BEA Administrative	1.490	150,391	100,934	4,226	2,836	21,095	14,157	22.11
BEA	24.405	1,693,010	69,371	80,238	3,288	296,235	12,138	22.08
Instructional	25.680	1,752,294	68,236	31,248	1,217	305,570	11,899	22.06
Administrative	2.396	242,415	101,175	4,226	1,764	39,022	16,286	21.67
Other				44,764				
Active	28.076	1,994,709	71,047	80,238	2,858	344,592	12,274	22.01
Certificated Total	28.076	1,994,709	71,047	80,238	2,858	344,592	12,274	22.01
Instructional for Funding Purposes	25.680	1,752,294	68,236	31,248	1,217	305,570	11,899	22.06
Instructional for Compliance Purposes	25.680	1,752,294	68,236	31,248	1,217	305,570	11,899	22.06

**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	164.678	13,925,681	84,563	557,455	3,385	1,917,070	11,641	21.92
02	11.317	914,843	80,838	24,492	2,164	133,991	11,840	20.41
12	18.700	1,498,833	80,151	57,144	3,056	217,219	11,616	22.12
13	1.000	87,723	87,723	1,218	1,218	11,616	11,616	21.80
19	1.500	97,059	64,706	2,697	1,798	17,424	11,616	21.87
21	27.676	2,321,984	83,899	79,622	2,877	330,824	11,953	22.54
24	10.382	733,308	70,633	27,163	2,616	120,806	11,636	24.60
29	0.120	10,843	90,358	301	2,508	1,394	11,616	22.15
31	12.714	981,726	77,216	82,746	6,508	150,869	11,866	22.43
34	4.652	373,530	80,294	14,464	3,109	54,537	11,723	23.70
51	4.130	378,067	91,542	9,659	2,339	47,974	11,616	19.65
55	5.415	468,358	86,493	13,009	2,402	62,901	11,616	20.59
65	1.000	96,693	96,693	2,686	2,686	11,616	11,616	20.92
74	4.000	360,343	90,086	10,010	2,503	46,464	11,616	20.34
79				20,342				
97	2.000	319,327	159,664	25,320	12,660	23,232	11,616	20.19
K-12 Program 02 Instructional	10.817	845,654	78,178	1,005	93	128,183	11,850	20.35
Program 21 Instructional	26.676	2,174,996	81,534	77,222	2,895	319,208	11,966	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
Program 21 Administrative	1.000	146,988	146,988	2,400	2,400	11,616	11,616	25.91
K-12 Program 21 Instructional	25.302	2,084,862	82,399	26,228	1,037	302,945	11,973	22.22
Program 31 Instructional	12.164	913,845	75,127	82,350	6,770	144,480	11,878	22.48
Program 31 Administrative	0.550	67,881	123,420	396	720	6,389	11,616	21.74
Program 34 Instructional	4.202	317,991	75,676	11,740	2,794	49,310	11,735	24.05
Program 34 Administrative	0.450	55,539	123,420	2,724	6,053	5,227	11,616	21.74
K-3 BEA Instructional	60.455	4,851,345	80,247	18,409	305	703,779	11,641	21.85
4-6 BEA Instructional	38.794	3,033,799	78,203	14,053	362	450,852	11,622	22.09
7-8 BEA Instructional	27.595	2,212,196	80,167	39,287	1,424	322,123	11,673	22.14
9-12 BEA Instructional	52.517	4,329,211	82,434	171,097	3,258	617,088	11,750	21.85
K-12 BEA Instructional	179.361	14,426,551	80,433	246,542	1,375	2,093,842	11,674	21.94
K-12 BEA Administrative	3.000	374,340	124,780			34,848	11,616	21.58
BEA	195.361	16,515,107	84,536	704,477	3,606	2,279,698	11,669	21.87
Instructional	249.784	20,041,036	80,233	872,674	3,494	2,921,424	11,696	22.00
Administrative	18.500	2,407,162	130,117	55,654	3,008	214,896	11,616	21.34
Other	1.000	120,120	120,120			11,616	11,616	21.93
Active	269.284	22,568,318	83,809	928,328	3,447	3,147,936	11,690	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
Certificated Total	269.284	22,568,318	83,809	928,328	3,447	3,147,936	11,690	21.93
Instructional for Funding Purposes	249.784	20,041,036	80,233	872,674	3,494	2,921,424	11,696	22.00
Instructional for Compliance Purposes	249.784	20,041,036	80,233	872,674	3,494	2,921,424	11,696	22.00

**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	59.238	4,758,633	80,331	235,664	3,978	736,454	12,432	21.56
02	5.555	482,469	86,853	19,686	3,544	66,327	11,940	24.62
12	0.200	19,381	96,905			2,323	11,616	21.45
21	10.665	890,095	83,459	29,240	2,742	126,208	11,834	22.56
23	0.535	39,465	73,766			6,215	11,616	21.41
24	2.186	174,168	79,674	5,149	2,355	30,550	13,975	21.36
31	2.800	257,371	91,918	8,648	3,089	32,525	11,616	21.00
51	3.700	314,387	84,969	9,694	2,620	42,979	11,616	22.28
52	0.200	19,380	96,900			2,323	11,616	20.15
55	1.900	168,854	88,871	4,846	2,551	22,070	11,616	21.05
58				90,575				
65	0.600	44,036	73,393	1,470	2,450	11,616	19,360	14.95
74				2,550				
79	0.570	42,598	74,733	1,420	2,491	6,621	11,616	22.54
97	1.490	207,932	139,552			17,308	11,616	22.10
K-12 Program 02 Instructional	5.045	422,173	83,681	15,292	3,031	60,403	11,973	24.94
Program 21 Instructional	10.065	819,537	81,424	29,240	2,905	119,238	11,847	22.60
Program 21 Administrative	0.600	70,558	117,597			6,970	11,616	21.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	9.300	751,044	80,757	26,852	2,887	110,352	11,866	22.61
Program 31 Instructional	2.600	229,406	88,233	8,648	3,326	30,202	11,616	20.91
Program 31 Administrative	0.200	27,965	139,825			2,323	11,616	21.83
K-3 BEA Instructional	19.745	1,509,749	76,462	52,787	2,673	233,284	11,815	21.98
4-6 BEA Instructional	11.253	871,353	77,433	45,347	4,030	141,564	12,580	22.24
7-8 BEA Instructional	12.871	955,529	74,239	42,390	3,293	162,972	12,662	21.61
9-12 BEA Instructional	19.614	1,651,909	84,221	82,963	4,230	249,744	12,733	21.43
K-12 BEA Instructional	63.483	4,988,540	78,581	223,487	3,520	787,565	12,406	21.77
K-12 BEA Administrative	3.000	381,338	127,113	6,302	2,101	34,848	11,616	21.67
BEA	69.083	5,706,405	82,602	263,998	3,821	852,614	12,342	21.78
Instructional	83.039	6,583,308	79,280	384,848	4,635	1,026,854	12,366	21.79
Administrative	6.000	779,766	129,961	12,686	2,114	69,696	11,616	21.91
Other	0.600	55,695	92,825	11,408	19,013	6,970	11,616	21.34
Active	89.639	7,418,769	82,763	408,942	4,562	1,103,520	12,311	21.80
Certificated Total	89.639	7,418,769	82,763	408,942	4,562	1,103,520	12,311	21.80
Instructional for Funding Purposes	83.039	6,583,308	79,280	384,848	4,635	1,026,854	12,366	21.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	83.039	6,583,308	79,280	384,848	4,635	1,026,854	12,366	21.79

**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	17.793	1,420,531	79,837	99,969	5,618	202,246	11,367	23.30
12	1.000	88,827	88,827	72,739	72,739	11,616	11,616	8.13
13	1.000	49,220	49,220	3,553	3,553	11,616	11,616	22.55
21	1.000	60,807	60,807	1,351	1,351	11,616	11,616	22.55
31	0.800	48,646	60,808	676	845	9,293	11,616	22.55
34	0.200	12,161	60,805	676	3,380	2,323	11,616	22.55
52	0.300	20,624	68,747	2,635	8,783	3,485	11,616	22.55
55	0.725	60,051	82,829	2,636	3,636	8,422	11,616	22.59
58								
65	0.663	59,094	89,131			7,701	11,616	22.55
88	1.000	53,962	53,962			11,616	11,616	22.55
97	0.901	121,500	134,850			10,466	11,616	22.55
Program 21 Instructional	1.000	60,807	60,807	1,351	1,351	11,616	11,616	22.55
K-12 Program 21 Instructional	1.000	60,807	60,807			11,616	11,616	22.55
Program 31 Instructional	0.800	48,646	60,808	676	845	9,293	11,616	22.55
Program 34 Instructional	0.200	12,161	60,805	676	3,380	2,323	11,616	22.55
K-3 BEA Instructional	5.372	440,889	82,072	439	82	62,401	11,616	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
4-6 BEA Instructional	2.690	219,117	81,456			31,247	11,616	22.58
7-8 BEA Instructional	4.582	330,032	72,028	13,033	2,844	48,787	10,648	25.70
9-12 BEA Instructional	5.850	459,245	78,503	3,923	671	67,954	11,616	22.58
K-12 BEA Instructional	18.494	1,449,283	78,365	17,395	941	210,389	11,376	23.28
K-12 BEA Administrative	0.099	13,501	136,374			1,150	11,616	22.55
BEA	19.694	1,602,838	81,387	101,321	5,145	224,328	11,391	23.22
Instructional	24.082	1,836,946	76,279	136,088	5,651	275,299	11,432	22.46
Administrative	1.100	139,923	127,203	355	323	12,778	11,616	22.55
Other	0.200	18,554	92,770	47,792	238,960	2,323	11,616	22.58
Active	25.382	1,995,423	78,616	184,235	7,258	290,400	11,441	22.47
Certificated Total	25.382	1,995,423	78,616	184,235	7,258	290,400	11,441	22.47
Instructional for Funding Purposes	24.082	1,836,946	76,279	136,088	5,651	275,299	11,432	22.46
Instructional for Compliance Purposes	24.082	1,836,946	76,279	136,088	5,651	275,299	11,432	22.46

**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	25.715	1,698,362	66,046			306,712	11,927	22.92
12	0.050	4,000	80,000			581	11,616	22.83
13	0.200	28,500	142,500			2,323	11,616	22.18
21	7.180	497,784	69,329			84,758	11,805	22.98
24	1.000	61,300	61,300			11,616	11,616	22.91
31	1.000	73,475	73,475			11,616	11,616	22.67
51	2.560	175,106	68,401			28,285	11,049	23.04
52	0.330	30,160	91,394			3,833	11,616	22.51
55	2.475	191,445	77,352			28,648	11,575	22.92
97	1.490	182,400	122,416			17,308	11,616	22.29
Program 21 Instructional	6.180	429,147	69,441			73,142	11,835	22.98
Program 21 Administrative	1.000	68,637	68,637			11,616	11,616	23.01
K-12 Program 21 Instructional	6.180	429,147	69,441			73,142	11,835	22.98
Program 31 Instructional	1.000	73,475	73,475			11,616	11,616	22.67
4-6 BEA Instructional	1.500	88,472	58,981			16,456	10,971	23.13
7-8 BEA Instructional	9.865	627,019	63,560			114,016	11,558	22.79
9-12 BEA Instructional	14.600	988,846	67,729			179,144	12,270	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
K-12 BEA Instructional	25.965	1,704,337	65,640			309,616	11,924	22.91
K-12 BEA Administrative	0.750	67,500	90,000			8,712	11,616	22.88
BEA	28.205	1,954,237	69,287			335,636	11,900	22.85
Instructional	36.250	2,398,895	66,176			428,888	11,831	22.93
Administrative	5.750	543,637	94,546			66,792	11,616	22.66
Active	42.000	2,942,532	70,060			495,680	11,802	22.88
Certificated Total	42.000	2,942,532	70,060			495,680	11,802	22.88
Instructional for Funding Purposes	36.250	2,398,895	66,176			428,888	11,831	22.93
Instructional for Compliance Purposes	36.250	2,398,895	66,176			428,888	11,831	22.93

**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	134.685	9,454,399	70,196	1,055,760	7,839	1,467,895	10,899	22.84
12	1.000	56,401	56,401	8,890	8,890	11,616	11,616	22.38
21	17.000	1,040,269	61,192	139,562	8,210	164,560	9,680	22.83
31	11.176	851,194	76,163	236,843	21,192	119,784	10,718	26.29
34	1.415	93,350	65,972	16,523	11,677	16,437	11,616	23.94
51	4.391	363,471	82,776	37,109	8,451	51,006	11,616	22.52
52	0.250	18,090	72,360	1,847	7,388	2,904	11,616	22.15
53	0.650	67,389	103,675	3,184	4,898	7,550	11,616	21.07
55	10.949	763,849	69,764	77,981	7,122	132,992	12,146	22.23
58				209,900				
65	3.850	293,953	76,351	23,143	6,011	44,722	11,616	22.46
71				22,078				
74	0.398	23,555	59,183	2,411	6,058	4,623	11,616	23.06
97	1.000	192,000	192,000			19,616	19,616	19.19
Program 21 Instructional	16.000	932,169	58,261	139,562	8,723	152,944	9,559	22.84
Program 21 Administrative	1.000	108,100	108,100			11,616	11,616	22.69
K-12 Program 21 Instructional	14.750	875,877	59,381	5,198	352	138,424	9,385	22.75
Program 31 Instructional	10.176	715,821	70,344	235,667	23,159	108,168	10,630	27.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	135,373	135,373	1,176	1,176	11,616	11,616	22.43
Program 34 Instructional	1.415	93,350	65,972	16,523	11,677	16,437	11,616	23.94
K-3 BEA Instructional	37.580	2,448,284	65,149			436,529	11,616	23.04
4-6 BEA Instructional	20.270	1,392,413	68,693			237,071	11,696	23.48
7-8 BEA Instructional	26.842	2,019,411	75,233			315,061	11,738	23.67
9-12 BEA Instructional	41.103	3,011,227	73,261	976	24	451,862	10,993	24.05
K-12 BEA Instructional	125.795	8,871,335	70,522	976	8	1,440,523	11,451	23.59
K-12 BEA Administrative	8.000	999,136	124,892			92,928	11,616	21.46
BEA	148.276	10,590,943	71,427	1,309,126	8,829	1,623,731	10,951	23.05
Instructional	162.283	11,275,266	69,479	1,725,849	10,635	1,837,264	11,321	23.38
Administrative	13.000	1,680,506	129,270	14,112	1,086	159,008	12,231	21.11
Other	11.481	262,148	22,833	95,270	8,298	47,432	4,131	13.47
Active	186.764	13,217,920	70,773	1,835,231	9,826	2,043,704	10,943	22.94
Certificated Total	186.764	13,217,920	70,773	1,835,231	9,826	2,043,704	10,943	22.94
Instructional for Funding Purposes	162.283	11,275,266	69,479	1,725,849	10,635	1,837,264	11,321	23.38
Instructional for Compliance Purposes	162.283	11,275,266	69,479	1,725,849	10,635	1,837,264	11,321	23.38



**Pullman Community Montessori (38901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.650	205,145	56,204			40,569	11,115	23.85
13	0.070	6,335	90,500			779	11,132	23.17
14	0.400	21,310	53,275			4,404	11,011	24.02
21	0.824	54,004	65,539			9,173	11,132	23.86
24	0.176	11,536	65,545			1,959	11,132	23.86
51	0.080	3,996	49,950			891	11,132	24.05
55	0.080	3,996	49,950			891	11,132	24.05
79	0.590	54,400	92,203			6,728	11,403	23.04
97	0.430	38,915	90,500			4,787	11,132	23.17
Program 21 Instructional	0.824	54,004	65,539			9,173	11,132	23.86
K-12 Program 21 Instructional	0.824	54,004	65,539			9,173	11,132	23.86
K-3 BEA Instructional	2.480	129,465	52,204			27,404	11,050	24.03
4-6 BEA Instructional	0.960	54,330	56,594			10,454	10,890	23.99
K-12 BEA Instructional	3.440	183,795	53,429			37,858	11,005	24.02
K-12 BEA Administrative	0.640	60,265	94,164			7,497	11,714	22.90
BEA	4.080	244,060	59,819			45,356	11,117	23.74
Instructional	5.000	278,637	55,727			55,176	11,035	23.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.300	121,000	93,077			15,004	11,542	22.97
Active	6.300	399,637	63,434			70,180	11,140	23.68
Certificated Total	6.300	399,637	63,434			70,180	11,140	23.68
Instructional for Funding Purposes	5.000	278,637	55,727			55,176	11,035	23.98
Instructional for Compliance Purposes	5.000	278,637	55,727			55,176	11,035	23.98

**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	151.246	11,271,808	74,526	791,085	5,230	1,786,425	11,811	22.09
02	0.560	38,439	68,641			6,505	11,616	21.04
12	5.000	342,929	68,586	3,380	676	58,080	11,616	22.03
13	6.500	411,421	63,296	5,274	811	75,504	11,616	22.02
14	7.406	486,046	65,629			87,120	11,763	22.14
21	19.067	1,451,805	76,142	94,533	4,958	229,416	12,032	22.86
24	4.631	272,132	58,763	18,883	4,078	58,080	12,542	23.55
31	6.472	483,525	74,710	88,600	13,690	72,019	11,128	21.08
34	2.000	152,398	76,199	13,648	6,824	23,232	11,616	21.42
51	2.000	168,519	84,260	6,553	3,277	23,232	11,616	22.28
52	0.800	71,447	89,309	2,779	3,474	9,293	11,616	21.93
55	2.553	149,064	58,388	6,144	2,407	31,363	12,285	22.36
58				94,703				
65	2.000	157,117	78,559	8,343	4,172	23,232	11,616	21.28
74	0.719	48,670	67,691	3,002	4,175	13,939	19,387	21.82
97	2.000	332,462	166,231	23,038	11,519	23,232	11,616	18.98
K-12 Program 02 Instructional	0.560	38,439	68,641			6,505	11,616	21.04
Program 21 Instructional	17.817	1,289,812	72,392	89,591	5,028	214,896	12,061	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 21 Administrative	1.250	161,993	129,594	4,942	3,954	14,520	11,616	24.29
K-12 Program 21 Instructional	15.822	1,168,012	73,822			188,179	11,894	22.66
Program 31 Instructional	6.472	483,525	74,710	88,600	13,690	72,019	11,128	21.08
Program 34 Instructional	2.000	152,398	76,199	13,648	6,824	23,232	11,616	21.42
K-3 BEA Instructional	57.765	3,911,412	67,712			683,660	11,835	22.24
4-6 BEA Instructional	23.813	1,620,182	68,038			276,612	11,616	22.28
7-8 BEA Instructional	26.980	1,919,864	71,159			325,341	12,059	21.97
9-12 BEA Instructional	40.970	3,127,421	76,334			477,696	11,660	21.70
K-12 BEA Instructional	149.528	10,578,879	70,748			1,763,309	11,792	22.03
K-12 BEA Administrative	10.000	1,244,794	124,479			116,160	11,616	22.21
BEA	162.278	12,278,632	75,664	916,371	5,647	1,911,413	11,779	21.94
Instructional	196.954	13,788,484	70,009	1,097,901	5,574	2,334,816	11,855	22.12
Administrative	16.000	2,049,298	128,081	62,064	3,879	185,856	11,616	21.64
Active	212.954	15,837,782	74,372	1,159,965	5,447	2,520,672	11,837	22.06
Certificated Total	212.954	15,837,782	74,372	1,159,965	5,447	2,520,672	11,837	22.06
Instructional for Funding Purposes	196.954	13,788,484	70,009	1,097,901	5,574	2,334,816	11,855	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
Instructional for Compliance Purposes	196.954	13,788,484	70,009	1,097,901	5,574	2,334,816	11,855	22.12

**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	1,134.412	101,776,438	89,717	7,329,677	6,461	13,386,570	11,800	14.90
02	23.352	1,724,659	73,855	9,454	405	279,615	11,974	15.19
03	4.871	341,822	70,175	960	197	57,352	11,774	15.42
12				167				
13	16.186	1,333,247	82,370	759,406	46,917	184,832	11,419	14.97
21	178.000	15,383,595	86,425	194,231	1,091	2,157,895	12,123	14.60
24	40.839	3,723,170	91,167	44,522	1,090	478,521	11,717	14.44
31	66.070	5,804,352	87,852	161,362	2,442	762,879	11,547	14.71
34	18.530	1,493,919	80,622	22,140	1,195	212,120	11,447	15.73
51	17.930	1,692,088	94,372	9,829	548	208,292	11,617	15.05
52	3.000	291,780	97,260	2,534	845	34,839	11,613	13.84
55	28.570	2,740,845	95,934	19,076	668	333,388	11,669	14.88
58	2.400	220,080	91,700	1,374	573	27,871	11,613	13.01
64	1.000	106,265	106,265	1,100	1,100	11,625	11,625	13.77
65	12.400	1,064,566	85,852	5,500	444	146,976	11,853	15.19
68	1.000	87,362	87,362			11,625	11,625	15.30
74	1.000	95,655	95,655			11,613	11,613	11.89
79	1.000	95,655	95,655	6,500	6,500	11,613	11,613	15.06
97	4.000	743,602	185,901	78,540	19,635	46,452	11,613	12.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	21.600	1,493,351	69,137			250,966	11,619	15.62
Program 21 Instructional	173.000	14,634,243	84,591	181,631	1,050	2,099,830	12,138	14.65
Program 21 Administrative	5.000	749,352	149,870	12,600	2,520	58,065	11,613	13.68
K-12 Program 21 Instructional	157.000	13,309,804	84,776			1,902,385	12,117	14.71
Program 31 Instructional	64.170	5,510,008	85,866	156,952	2,446	740,811	11,545	14.78
Program 31 Administrative	1.900	294,344	154,918	4,410	2,321	22,068	11,615	13.26
Program 34 Instructional	18.530	1,493,919	80,622	22,140	1,195	212,120	11,447	15.73
K-3 BEA Instructional	451.001	37,875,706	83,981			5,362,860	11,891	15.41
4-6 BEA Instructional	229.949	19,516,610	84,874			2,689,603	11,697	15.20
7-8 BEA Instructional	164.692	14,636,880	88,874			1,956,727	11,881	15.40
9-12 BEA Instructional	294.781	26,375,759	89,476			3,469,528	11,770	15.15
K-12 BEA Instructional	1,140.423	98,404,955	86,288			13,478,718	11,819	15.29
BEA	1,251.235	111,884,792	89,419	7,602,133	6,076	14,744,988	11,784	14.89
Instructional	1,436.748	124,250,482	86,480	8,320,163	5,791	17,016,518	11,844	15.16
Administrative	86.073	12,524,489	145,510	247,191	2,872	1,010,451	11,739	13.13
Other	30.739	1,848,474	60,134	72,518	2,359	325,497	10,589	3.88
Active	1,553.560	138,623,445	89,230	8,639,872	5,561	18,352,466	11,813	14.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	95,655	95,655	6,500	6,500	11,613	11,613	15.06
Certificated Total	1,554.560	138,719,100	89,234	8,646,372	5,562	18,364,079	11,813	14.84
Instructional for Funding Purposes	1,436.748	124,250,482	86,480	8,320,163	5,791	17,016,518	11,844	15.16
Instructional for Compliance Purposes	1,436.748	124,250,482	86,480	8,320,163	5,791	17,016,518	11,844	15.16

**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	1.756	257,754	146,785			20,398	11,616	20.34
21	0.500	81,200	162,400					
51	0.277	20,822	75,170			3,218	11,616	18.54
K-3 BEA Instructional	0.818	187,026	228,638			9,502	11,616	21.76
4-6 BEA Instructional	0.636	47,985	75,448			7,388	11,616	19.55
7-8 BEA Instructional	0.302	22,743	75,308			3,508	11,616	18.54
K-12 BEA Instructional	1.756	257,754	146,785			20,398	11,616	20.34
BEA	1.756	257,754	146,785			20,398	11,616	20.34
Instructional	2.033	278,576	137,027			23,615	11,616	20.07
Active	2.033	278,576	137,027			23,615	11,616	20.07
K-12 Program 21 Contracted	0.500	81,200	162,400					
Certificated Total	2.533	359,776	142,036			23,615	9,323	13.81
Instructional for Funding Purposes	2.533	359,776	142,036			23,615	9,323	13.81
Instructional for Compliance Purposes	2.033	278,576	137,027			23,615	11,616	20.07

**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	18.217	1,475,678	81,006	80,007	4,392	209,262	11,487	23.76
02	11.373	927,543	81,557	127,329	11,196	152,669	13,424	21.65
13	0.601	58,741	97,739	1,813	3,017	8,584	14,283	23.67
21	2.376	216,624	91,172	2,532	1,066	29,702	12,501	21.18
31	1.607	84,030	52,290	2,745	1,708	23,232	14,457	27.66
55	0.350	41,921	119,774	302	863	4,333	12,379	25.88
58				17,115				
74	0.150	16,217	108,113	302	2,013	2,010	13,397	24.74
97	1.000	140,000	140,000			11,616	11,616	23.27
K-12 Program 02 Instructional	10.793	860,963	79,770	12,842	1,190	147,082	13,628	21.73
Program 21 Instructional	1.676	126,660	75,573	2,532	1,511	21,571	12,870	18.72
Program 21 Administrative	0.700	89,964	128,520			8,131	11,616	26.68
K-12 Program 21 Instructional	1.676	126,660	75,573			21,571	12,870	18.72
Program 31 Instructional	1.607	84,030	52,290	2,745	1,708	23,232	14,457	27.66
K-3 BEA Instructional	11.025	864,419	78,405			138,079	12,524	23.01
4-6 BEA Instructional	6.532	489,762	74,979			81,986	12,551	22.92
7-8 BEA Instructional	4.371	337,890	77,303	12,842	2,938	57,383	13,128	22.27

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	7.492	580,345	77,462	575	77	88,224	11,776	24.06
K-12 BEA Instructional	29.420	2,272,416	77,241	13,417	456	365,672	12,429	23.14
BEA	32.197	2,627,251	81,599	210,081	6,525	396,779	12,323	23.05
Instructional	31.897	2,477,399	77,669	189,109	5,929	398,684	12,499	22.88
Administrative	3.580	464,122	129,643			40,435	11,295	23.41
Other	0.197	19,233	97,629	43,036	218,457	2,288	11,616	23.14
Active	35.674	2,960,754	82,995	232,145	6,507	441,408	12,373	22.96
Certificated Total	35.674	2,960,754	82,995	232,145	6,507	441,408	12,373	22.96
Instructional for Funding Purposes	31.897	2,477,399	77,669	189,109	5,929	398,684	12,499	22.88
Instructional for Compliance Purposes	31.897	2,477,399	77,669	189,109	5,929	398,684	12,499	22.88

**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	15.500	1,266,133	81,686			173,066	11,166	
21	1.000	102,449	102,449			11,125	11,125	
55	0.545	52,185	95,752			6,043	11,088	
68	2.000	243,103	121,552			22,703	11,352	
76	0.455	43,393	95,369			5,045	11,088	
97	0.500	77,500	155,000			6,043	12,085	
Program 21 Instructional	1.000	102,449	102,449			11,125	11,125	
K-12 Program 21 Instructional	1.000	102,449	102,449			11,125	11,125	
K-3 BEA Instructional	4.787	418,821	87,491			53,084	11,089	
4-6 BEA Instructional	3.213	218,603	68,037			36,262	11,286	
7-8 BEA Instructional	2.582	210,257	81,432			28,756	11,137	
9-12 BEA Instructional	4.418	356,848	80,771			49,392	11,180	
K-12 BEA Instructional	15.000	1,204,529	80,302			167,493	11,166	
BEA	16.000	1,343,633	83,977			179,108	11,194	
Instructional	18.000	1,506,555	83,698			200,794	11,155	
Administrative	2.000	278,208	139,104			23,230	11,615	
Active	20.000	1,784,763	89,238			224,024	11,201	



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	20.000	1,784,763	89,238			224,024	11,201	
Instructional for Funding Purposes	18.000	1,506,555	83,698			200,794	11,155	
Instructional for Compliance Purposes	18.000	1,506,555	83,698			200,794	11,155	

**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	53.254	4,361,863	81,907	95,931	1,801	703,328	13,207	22.57
02	99.956	5,878,969	58,816			12,659	127	0.22
12	1.000	50,662	50,662	554	554	13,331	13,331	22.93
13	1.750	91,216	52,123	1,500	857	23,329	13,331	22.77
14	4.800	243,177	50,662	2,216	462	63,989	13,331	22.83
21	33.566	2,214,183	65,965	24,430	728	114,697	3,417	6.62
23	0.176	8,890	50,511			2,346	13,331	22.67
24	2.521	138,715	55,024			37,845	15,012	26.76
31	2.900	231,426	79,802	8,106	2,795	38,660	13,331	22.91
34	0.833	44,629	53,576	4,053	4,866	11,105	13,331	24.26
51	1.585	116,787	73,683	3,555	2,243	21,130	13,331	22.56
53	0.375	20,892	55,712	1,614	4,304	4,999	13,331	22.81
55	7.009	517,744	73,868	24,387	3,479	82,553	11,778	20.38
58	0.089	8,664	97,348	12,835	144,213	1,186	13,331	22.57
64	0.167	10,290	61,617	3,959	23,707	2,226	13,331	22.82
65	1.180	94,758	80,303			15,587	13,209	22.55
74	0.902	69,645	77,212			12,025	13,331	22.56
97	1.500	222,595	148,397	1,080	720	17,424	11,616	22.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	99.906	5,872,710	58,782			12,078	121	0.20
Program 21 Instructional	8.166	554,478	67,901	24,070	2,948	108,889	13,334	22.61
Program 21 Administrative	0.500	69,945	139,890	360	720	5,808	11,616	22.26
K-12 Program 21 Instructional	7.661	518,492	67,679			102,157	13,335	22.62
Program 31 Instructional	2.900	231,426	79,802	8,106	2,795	38,660	13,331	22.91
Program 34 Instructional	0.833	44,629	53,576	4,053	4,866	11,105	13,331	24.26
K-3 BEA Instructional	16.931	1,406,167	83,053			225,707	13,331	22.54
4-6 BEA Instructional	10.907	833,872	76,453			145,401	13,331	22.60
7-8 BEA Instructional	8.645	635,017	73,455			115,246	13,331	22.85
9-12 BEA Instructional	18.544	1,464,091	78,952			245,524	13,240	22.64
K-12 BEA Instructional	55.027	4,339,147	78,855			731,879	13,300	22.63
BEA	158.443	10,739,482	67,781	109,170	689	783,175	4,943	10.54
Instructional	83.863	6,201,368	73,946	173,546	2,069	1,120,338	13,359	22.74
Administrative	5.000	658,963	131,793	3,600	720	58,080	11,616	22.25
Other				7,074				
Active	88.863	6,860,331	77,201	184,220	2,073	1,178,418	13,261	22.69
K-12 Program 21 Contracted	24.821	1,581,322	63,709					

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 Contracted	99.000	5,821,476	58,803					
Certificated Total	213.563	14,325,105	67,077	184,220	863	1,178,418	5,518	11.09
Instructional for Funding Purposes	208.563	13,666,142	65,525	173,546	832	1,120,338	5,372	10.55
Instructional for Compliance Purposes	83.863	6,201,368	73,946	173,546	2,069	1,120,338	13,359	22.74

**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	161.658	12,299,935	76,086	1,169,556	7,235	1,865,623	11,541	22.08
12	7.226	537,988	74,452	34,412	4,762	83,937	11,616	20.58
13	11.928	818,590	68,628	60,570	5,078	127,776	10,712	19.36
21	19.802	1,318,186	66,568	51,266	2,589	218,404	11,029	22.29
24	1.000	65,959	65,959	9,894	9,894	11,616	11,616	36.71
31	11.539	889,641	77,099	122,396	10,607	129,518	11,224	21.94
34	2.560	197,729	77,238	17,710	6,918	29,737	11,616	25.23
51	4.880	421,476	86,368	16,067	3,292	54,572	11,183	21.25
52	0.330	18,423	55,827	673	2,039	3,833	11,616	23.24
53	1.100	108,560	98,691	4,001	3,637	12,778	11,616	22.04
55	11.292	929,632	82,327	35,827	3,173	129,077	11,431	22.85
58	0.170	16,056	94,447	624	3,671	1,975	11,616	31.76
65	12.568	934,932	74,390	32,802	2,610	144,596	11,505	22.03
74	0.796	54,772	68,809	2,130	2,676	9,246	11,616	20.37
97	2.000	363,016	181,508	16,774	8,387	23,232	11,616	23.14
Program 21 Instructional	19.802	1,318,186	66,568	51,266	2,589	218,404	11,029	22.29
K-12 Program 21 Instructional	18.802	1,254,786	66,737	5,328	283	206,788	10,998	22.31
Program 31 Instructional	11.539	889,641	77,099	122,396	10,607	129,518	11,224	21.94

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 34 Instructional	2.560	197,729	77,238	17,710	6,918	29,737	11,616	25.23
K-3 BEA Instructional	57.300	4,004,513	69,887	17,963	313	659,045	11,502	22.51
4-6 BEA Instructional	40.669	2,789,811	68,598	7,086	174	464,698	11,426	21.30
7-8 BEA Instructional	23.738	1,702,265	71,711	16,165	681	276,472	11,647	22.60
9-12 BEA Instructional	42.050	3,279,355	77,987	13,271	316	485,270	11,540	22.04
K-12 BEA Instructional	163.757	11,775,944	71,911	54,485	333	1,885,486	11,514	22.11
K-12 BEA Administrative	3.000	396,920	132,307	3,240	1,080	34,848	11,616	23.06
BEA	177.757	13,750,321	77,355	1,326,436	7,462	2,048,110	11,522	22.14
Instructional	233.849	16,859,369	72,095	1,503,132	6,428	2,671,680	11,425	22.01
Administrative	15.000	2,115,526	141,035	71,570	4,771	174,240	11,616	22.35
Active	248.849	18,974,895	76,251	1,574,702	6,328	2,845,920	11,436	22.04
Certificated Total	248.849	18,974,895	76,251	1,574,702	6,328	2,845,920	11,436	22.04
Instructional for Funding Purposes	233.849	16,859,369	72,095	1,503,132	6,428	2,671,680	11,425	22.01
Instructional for Compliance Purposes	233.849	16,859,369	72,095	1,503,132	6,428	2,671,680	11,425	22.01

**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	19.150	1,353,775	70,693			226,583	11,832	23.00
21	2.300	188,800	82,087			27,214	11,832	23.00
51	1.000	95,000	95,000			11,832	11,832	23.00
52	0.050	5,800	116,000			592	11,832	23.00
55	3.650	255,376	69,966			43,187	11,832	23.00
65	1.900	166,800	87,789			23,664	12,455	23.00
97	0.850	102,000	120,000			10,057	11,832	23.00
Program 21 Instructional	2.000	154,000	77,000			23,664	11,832	23.00
Program 21 Administrative	0.300	34,800	116,000			3,550	11,832	23.00
K-12 Program 21 Instructional	2.000	154,000	77,000			23,664	11,832	23.00
K-3 BEA Instructional	6.000	433,394	72,232			70,992	11,832	23.00
7-8 BEA Instructional	12.500	844,981	67,598			147,900	11,832	23.00
K-12 BEA Instructional	18.500	1,278,375	69,101			218,892	11,832	23.00
K-12 BEA Administrative	0.650	75,400	116,000			7,691	11,832	23.00
BEA	20.000	1,455,775	72,789			236,640	11,832	23.00
Instructional	26.900	1,931,551	71,805			319,464	11,876	23.00
Administrative	2.000	236,000	118,000			23,664	11,832	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
Active	28.900	2,167,551	75,002			343,128	11,873	23.00
Certificated Total	28.900	2,167,551	75,002			343,128	11,873	23.00
Instructional for Funding Purposes	26.900	1,931,551	71,805			319,464	11,876	23.00
Instructional for Compliance Purposes	26.900	1,931,551	71,805			319,464	11,876	23.00



**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	50.400	3,931,223	78,000	252,726	5,014	585,446	11,616	22.46
13	1.000	93,874	93,874			11,616	11,616	22.57
21	6.351	421,534	66,373	10,626	1,673	73,773	11,616	22.69
31	3.600	337,946	93,874	48,765	13,546	41,818	11,616	22.36
34	1.000	90,562	90,562	5,437	5,437	11,616	11,616	22.47
51	0.300	33,397	111,323			3,485	11,616	23.24
52	0.099	11,132	112,444			1,150	11,616	23.24
55	0.250	27,831	111,324	10,335	41,340	2,904	11,616	23.24
74				6,900				
97	1.000	156,000	156,000	20,940	20,940	11,616	11,616	19.87
Program 21 Instructional	6.000	382,571	63,762	10,626	1,771	69,696	11,616	22.64
Program 21 Administrative	0.351	38,963	111,006			4,077	11,616	23.24
K-12 Program 21 Instructional	5.750	367,608	63,932	8,963	1,559	66,792	11,616	22.63
Program 31 Instructional	3.600	337,946	93,874	47,331	13,148	41,818	11,616	22.36
Program 34 Instructional	1.000	90,562	90,562	5,437	5,437	11,616	11,616	22.47
K-3 BEA Instructional	18.040	1,322,371	73,302	40,340	2,236	209,553	11,616	22.45
4-6 BEA Instructional	9.890	728,746	73,685	13,251	1,340	114,882	11,616	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
7-8 BEA Instructional	8.530	684,362	80,230	49,673	5,823	99,084	11,616	22.29
9-12 BEA Instructional	14.540	1,208,361	83,106	127,652	8,779	168,897	11,616	22.24
K-12 BEA Instructional	51.000	3,943,840	77,330	230,916	4,528	592,416	11,616	22.57
K-12 BEA Administrative	4.000	415,891	103,973	22,085	5,521	46,464	11,616	21.38
BEA	56.000	4,515,731	80,638	327,868	5,855	650,496	11,616	22.36
Instructional	58.100	4,431,417	76,272	306,942	5,283	674,890	11,616	22.58
Administrative	5.900	672,082	113,912	27,085	4,591	68,534	11,616	21.28
Active	64.000	5,103,499	79,742	334,027	5,219	743,424	11,616	22.40
On Leave				21,702				
Certificated Total	64.000	5,103,499	79,742	355,729	5,558	743,424	11,616	22.40
Instructional for Funding Purposes	58.100	4,431,417	76,272	306,942	5,283	674,890	11,616	22.58
Instructional for Compliance Purposes	58.100	4,431,417	76,272	306,942	5,283	674,890	11,616	22.58

**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	12.520	969,907	77,469	2,750	220	153,447	12,256	23.98
21	0.500	36,926	73,852			5,808	11,616	23.82
24	0.700	46,924	67,034			8,131	11,616	23.96
51	1.800	120,660	67,033	1,100	611	20,909	11,616	23.77
52	0.810	42,120	52,000			9,409	11,616	15.20
55	1.180	79,093	67,028	3,150	2,669	13,707	11,616	24.01
58								
65	0.300	25,225	84,083			3,485	11,616	23.65
97	1.000	185,000	185,000			11,616	11,616	21.32
Program 21 Instructional	0.500	36,926	73,852			5,808	11,616	23.82
K-12 Program 21 Instructional	0.500	36,926	73,852			5,808	11,616	23.82
7-8 BEA Instructional	4.140	335,187	80,963	800	193	49,988	12,074	27.12
9-12 BEA Instructional	6.220	425,562	68,418	1,950	314	77,053	12,388	23.29
K-12 BEA Instructional	10.360	760,749	73,431	2,750	265	127,040	12,263	24.76
BEA	13.520	1,154,907	85,422	2,750	203	165,063	12,209	23.48
Instructional	14.840	1,069,577	72,074	7,000	472	179,080	12,067	24.47
Administrative	2.000	305,000	152,500			23,232	11,616	20.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.970	131,278	66,639			24,200	12,284	19.44
Active	18.810	1,505,855	80,056	7,000	372	226,512	12,042	23.32
Certificated Total	18.810	1,505,855	80,056	7,000	372	226,512	12,042	23.32
Instructional for Funding Purposes	14.840	1,069,577	72,074	7,000	472	179,080	12,067	24.47
Instructional for Compliance Purposes	14.840	1,069,577	72,074	7,000	472	179,080	12,067	24.47

**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	29.727	2,282,484	76,782	50,642	1,704	338,533	11,388	23.70
13	4.000	335,871	83,968			46,464	11,616	20.96
31	3.300	302,862	91,776	15,204	4,607	38,333	11,616	22.30
51	0.250	23,561	94,244	5,068	20,272	2,904	11,616	21.18
55	3.100	268,462	86,601			36,010	11,616	25.62
58	0.125	12,621	100,968	74,935	599,480	1,452	11,616	26.41
64				2,534				
65	0.498	47,122	94,622			5,785	11,616	21.18
97	1.000	168,000	168,000	7,920	7,920	11,616	11,616	23.70
Program 31 Instructional	3.100	279,862	90,278	15,204	4,905	36,010	11,616	22.00
Program 31 Administrative	0.200	23,000	115,000			2,323	11,616	27.43
K-3 BEA Instructional	10.208	748,303	73,306	5,614	550	118,576	11,616	23.63
4-6 BEA Instructional	5.880	484,353	82,373	470	80	68,302	11,616	22.73
7-8 BEA Instructional	2.967	240,243	80,972	7,034	2,371	34,465	11,616	23.69
9-12 BEA Instructional	12.647	968,841	76,606	44,238	3,498	140,132	11,080	23.39
K-12 BEA Instructional	31.702	2,441,740	77,022	57,356	1,809	361,474	11,402	23.36
BEA	34.027	2,753,346	80,917	73,766	2,168	388,482	11,417	23.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	38.000	2,959,014	77,869	139,893	3,681	434,632	11,438	23.08
Administrative	4.000	481,969	120,492			46,464	11,616	25.91
Active	42.000	3,440,983	81,928	139,893	3,331	481,096	11,455	23.41
On Leave				16,410				
Certificated Total	42.000	3,440,983	81,928	156,303	3,722	481,096	11,455	23.41
Instructional for Funding Purposes	38.000	2,959,014	77,869	139,893	3,681	434,632	11,438	23.08
Instructional for Compliance Purposes	38.000	2,959,014	77,869	139,893	3,681	434,632	11,438	23.08

**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	34.657	2,438,183	70,352	35,333	1,020	396,698	11,446	22.38
02	1.050	62,836	59,844			12,497	11,902	23.10
12	3.000	170,145	56,715			11,916	3,972	20.85
13	2.000	59,761	29,881			23,832	11,916	21.85
21	4.800	225,969	47,077			45,041	9,384	21.25
24	1.000	73,844	73,844			11,916	11,916	25.26
31	3.403	210,740	61,928	26,466	7,777	32,948	9,682	23.17
34	1.337	65,351	48,879	4,262	3,188	11,836	8,853	23.01
51	0.050	5,500	110,000			581	11,616	22.34
55	0.050	5,500	110,000			581	11,616	22.34
58				6,500				
65	0.100	7,684	76,840			1,192	11,916	22.42
97	1.000	142,800	142,800			11,616	11,616	21.27
K-12 Program 02 Instructional	1.000	57,336	57,336			11,916	11,916	23.17
Program 21 Instructional	4.000	137,969	34,492			35,748	8,937	20.62
Program 21 Administrative	0.800	88,000	110,000			9,293	11,616	22.34
K-12 Program 21 Instructional	3.760	133,024	35,379			34,318	9,127	20.78

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 31 Instructional	3.131	197,740	63,156	26,466	8,453	31,044	9,915	23.16
Program 31 Administrative	0.272	13,000	47,794			1,903	6,998	23.25
Program 34 Instructional	1.337	65,351	48,879	4,262	3,188	11,836	8,853	23.01
K-3 BEA Instructional	11.388	729,457	64,055			135,546	11,903	22.48
4-6 BEA Instructional	7.367	482,103	65,441			87,595	11,890	22.73
7-8 BEA Instructional	6.437	430,012	66,803	3,715	577	70,343	10,928	22.57
9-12 BEA Instructional	12.408	877,194	70,696	40,346	3,252	142,484	11,483	22.33
K-12 BEA Instructional	37.600	2,518,766	66,988	44,061	1,172	435,968	11,595	22.49
K-12 BEA Administrative	2.322	246,880	106,322			14,100	6,072	22.35
BEA	41.447	2,919,910	70,449	66,061	1,594	465,594	11,233	22.42
Instructional	47.700	2,968,169	62,226	50,561	1,060	520,571	10,913	22.35
Administrative	4.222	488,680	115,746			36,171	8,567	22.03
Other	0.525	11,464	21,836	22,000	41,905	3,910	7,448	22.59
Active	52.447	3,468,313	66,130	72,561	1,384	560,652	10,690	22.30
Certificated Total	52.447	3,468,313	66,130	72,561	1,384	560,652	10,690	22.30
Instructional for Funding Purposes	47.700	2,968,169	62,226	50,561	1,060	520,571	10,913	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
Instructional for Compliance Purposes	47.700	2,968,169	62,226	50,561	1,060	520,571	10,913	22.35

**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	741.787	67,543,841	91,056	9,130,559	12,309	8,590,322	11,581	23.27
02	4.753	409,180	86,089	56,134	11,810	69,696	14,664	22.82
13	28.057	2,125,386	75,752	155,242	5,533	337,189	12,018	22.67
21	172.992	14,811,609	85,620	41,119	238	2,058,704	11,901	22.86
24	19.000	1,903,850	100,203	236,368	12,440	220,704	11,616	22.76
31	59.588	5,294,990	88,860	541,556	9,088	680,361	11,418	22.23
34	12.000	1,084,150	90,346	111,669	9,306	139,392	11,616	21.54
38	1.000	99,336	99,336	8,720	8,720	11,616	11,616	46.99
51	16.386	1,565,067	95,512	132,782	8,103	205,870	12,564	23.30
52	3.584	342,195	95,479	63,845	17,814	43,676	12,186	25.50
55	28.959	2,736,480	94,495	275,260	9,505	340,941	11,773	22.85
58	1.000	74,118	74,118	6,508	6,508	11,616	11,616	36.93
61	0.164	23,706	144,549			1,975	12,041	21.21
64	0.674	61,888	91,822	51,147	75,886	9,874	14,649	19.45
65	26.923	2,462,325	91,458	286,293	10,634	324,690	12,060	22.81
69	0.500	53,720	107,440	5,789	11,578	5,808	11,616	22.78
74	1.118	101,719	90,983	9,610	8,596	23,232	20,780	16.33
79	2.760	236,073	85,534	21,503	7,791	37,868	13,720	23.88
88	0.077	11,255	146,169			929	12,069	21.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	2.000	393,054	196,527	131,573	65,787	23,232	11,616	18.51
CP	1.000	160,970	160,970			11,616	11,616	21.81
K-12 Program 02 Instructional	4.753	409,180	86,089			69,696	14,664	22.82
Program 21 Instructional	167.818	14,003,113	83,442	41,119	245	1,997,720	11,904	22.93
Program 21 Administrative	5.174	808,496	156,261			60,984	11,787	21.50
K-12 Program 21 Instructional	140.634	11,673,277	83,005			1,669,951	11,874	22.88
Program 31 Instructional	58.588	5,134,020	87,629	541,556	9,243	668,745	11,414	22.25
Program 31 Administrative	1.000	160,970	160,970			11,616	11,616	21.57
Program 34 Instructional	12.000	1,084,150	90,346	111,669	9,306	139,392	11,616	21.54
K-3 BEA Instructional	307.754	26,627,250	86,521	8,048	26	3,591,493	11,670	23.96
4-6 BEA Instructional	126.658	10,842,436	85,604	4,024	32	1,466,427	11,578	23.69
7-8 BEA Instructional	117.330	9,447,724	80,523	11,867	101	1,343,007	11,446	22.96
9-12 BEA Instructional	203.731	17,923,432	87,976	36,467	179	2,360,511	11,586	22.58
K-12 BEA Instructional	755.473	64,840,842	85,828	60,406	80	8,761,438	11,597	23.37
BEA	820.128	74,725,215	91,114	9,971,491	12,158	9,503,003	11,587	23.14
Instructional	1,051.761	90,341,714	85,896	10,974,919	10,435	12,312,960	11,707	23.25
Administrative	71.561	11,049,891	154,412	264,472	3,696	824,736	11,525	21.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,123.322	101,391,605	90,260	11,239,391	10,005	13,137,696	11,695	23.08
On Leave	1.000	103,307	103,307	26,286	26,286	11,616	11,616	22.64
Certificated Total	1,124.322	101,494,912	90,272	11,265,677	10,020	13,149,312	11,695	23.08
Instructional for Funding Purposes	1,051.761	90,341,714	85,896	10,974,919	10,435	12,312,960	11,707	23.25
Instructional for Compliance Purposes	1,051.761	90,341,714	85,896	10,974,919	10,435	12,312,960	11,707	23.25



**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	18.340	1,383,121	75,416	42,526	2,319	213,037	11,616	22.88
02	0.500	38,778	77,556	1,493	2,986	5,808	11,616	22.85
21	2.050	154,218	75,228	5,276	2,574	23,813	11,616	22.86
31	1.000	56,680	56,680	2,940	2,940	11,616	11,616	22.99
51	0.610	48,267	79,126	1,336	2,190	7,086	11,616	22.83
55	0.750	69,701	92,935	6,599	8,799	8,712	11,616	22.75
74				6,000				
97	0.750	101,205	134,940	6,300	8,400	8,712	11,616	22.64
K-12 Program 02 Instructional	0.500	38,778	77,556	1,493	2,986	5,808	11,616	22.85
Program 21 Instructional	2.000	147,471	73,736	4,856	2,428	23,232	11,616	22.87
Program 21 Administrative	0.050	6,747	134,940	420	8,400	581	11,616	22.64
K-12 Program 21 Instructional	2.000	147,471	73,736	4,856	2,428	23,232	11,616	22.87
Program 31 Instructional	1.000	56,680	56,680	2,940	2,940	11,616	11,616	22.99
K-3 BEA Instructional	4.500	336,496	74,777	11,218	2,493	52,272	11,616	22.87
4-6 BEA Instructional	4.833	363,951	75,305	12,070	2,497	56,140	11,616	22.84
7-8 BEA Instructional	2.583	176,006	68,140	3,701	1,433	32,908	12,740	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
9-12 BEA Instructional	6.924	499,126	72,086	14,317	2,068	77,525	11,197	22.92
K-12 BEA Instructional	18.840	1,375,579	73,014	41,306	2,192	218,845	11,616	22.89
K-12 BEA Administrative	1.000	103,000	103,000			11,616	11,616	22.77
BEA	20.590	1,579,784	76,726	53,259	2,587	239,173	11,616	22.86
Instructional	22.000	1,614,030	73,365	64,070	2,912	255,552	11,616	22.88
Administrative	2.000	237,940	118,970	8,400	4,200	23,232	11,616	22.69
Active	24.000	1,851,970	77,165	72,470	3,020	278,784	11,616	22.86
Certificated Total	24.000	1,851,970	77,165	72,470	3,020	278,784	11,616	22.86
Instructional for Funding Purposes	22.000	1,614,030	73,365	64,070	2,912	255,552	11,616	22.88
Instructional for Compliance Purposes	22.000	1,614,030	73,365	64,070	2,912	255,552	11,616	22.88

**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	687.402	60,565,893	88,108	7,701,633	11,204	8,196,528	11,924	22.42
12	12.000	1,078,960	89,913	48,536	4,045	139,392	11,616	22.21
13	0.964	71,482	74,151	86,376	89,602	7,818	8,110	21.99
21	107.087	8,956,933	83,642	686,309	6,409	1,288,416	12,031	24.42
24	26.132	1,907,600	72,999	146,380	5,602	346,544	13,261	24.04
26				2,920				
31	27.500	2,453,165	89,206	469,428	17,070	327,184	11,898	24.17
34	3.400	319,373	93,933	29,175	8,581	48,206	14,178	21.28
51	8.811	739,437	83,922	41,911	4,757	106,867	12,129	22.50
55	21.272	1,861,323	87,501	133,547	6,278	247,096	11,616	22.34
58				977,057				
65	4.234	383,503	90,577	19,728	4,659	48,787	11,523	21.95
71				10,000				
74	3.234	265,243	82,017	37,314	11,538	37,171	11,494	22.69
79	4.800	373,247	77,760	18,072	3,765	55,757	11,616	22.84
97	3.543	584,937	165,097	113,860	32,137	48,946	13,815	16.31
99				1,367				
Program 21 Instructional	102.087	8,265,293	80,963	665,559	6,520	1,230,336	12,052	24.62



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	5.000	691,640	138,328	20,750	4,150	58,080	11,616	21.73
K-12 Program 21 Instructional	91.169	7,355,839	80,684			1,101,455	12,081	24.64
Program 26, 56, and 59 Instructional				2,920				
Program 31 Instructional	26.700	2,334,803	87,446	469,073	17,568	317,891	11,906	24.25
Program 31 Administrative	0.800	118,362	147,953	355	444	9,293	11,616	22.16
Program 34 Instructional	3.200	289,783	90,557	28,287	8,840	45,883	14,339	21.20
Program 34 Administrative	0.200	29,590	147,950	888	4,440	2,323	11,616	22.16
K-3 BEA Instructional	231.343	19,084,311	82,494	2,652	11	2,759,340	11,927	21.94
4-6 BEA Instructional	133.581	10,947,930	81,957			1,619,638	12,125	22.70
7-8 BEA Instructional	106.039	9,155,284	86,339	1,938	18	1,251,022	11,798	22.71
9-12 BEA Instructional	195.123	16,898,947	86,607	2,675	14	2,356,581	12,077	23.29
K-12 BEA Instructional	666.086	56,086,472	84,203	7,265	11	7,986,581	11,990	22.64
K-12 BEA Administrative	0.421	41,822	99,340			4,890	11,616	21.16
BEA	721.845	63,923,368	88,556	8,314,096	11,518	8,620,865	11,943	22.43
Instructional	848.720	70,911,019	83,551	10,071,476	11,867	10,195,894	12,013	22.89
Administrative	59.659	8,452,490	141,680	408,467	6,847	691,202	11,586	21.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other				29,632				
Active	908.379	79,363,509	87,368	10,509,575	11,570	10,887,096	11,985	22.72
On Leave	2.000	197,587	98,794	14,038	7,019	11,616	5,808	10.58
Certificated Total	910.379	79,561,096	87,393	10,523,613	11,560	10,898,712	11,972	22.69
Instructional for Funding Purposes	848.720	70,911,019	83,551	10,068,556	11,863	10,195,894	12,013	22.89
Instructional for Compliance Purposes	848.720	70,911,019	83,551	10,068,556	11,863	10,195,894	12,013	22.89

**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	183.803	14,612,659	79,502	1,240,282	6,748	2,106,658	11,462	23.79
02	4.072	302,274	74,232	26,887	6,603	48,787	11,981	24.19
13	2.888	231,085	80,016			34,848	12,066	19.92
14				33,475				
21	29.340	2,174,096	74,100	226,986	7,736	361,285	12,314	24.05
24	4.683	323,291	69,035			56,531	12,072	24.06
31	9.740	668,109	68,594	66,781	6,856	117,786	12,093	25.28
34	4.135	328,360	79,410	25,020	6,051	48,032	11,616	24.87
51	1.150	96,118	83,581	12,095	10,517	13,358	11,616	23.88
52				33,023				
55	1.550	139,016	89,688	16,652	10,743	18,005	11,616	23.83
58				168,035				
65	0.600	55,914	93,190	1,403	2,338	6,970	11,616	23.79
73				3,395				
74	0.700	68,606	98,009	5,919	8,456	8,131	11,616	23.83
79				5,775				
88	1.000	113,592	113,592	11,460	11,460	11,616	11,616	10.23
97	2.000	363,866	181,933	50,086	25,043	23,232	11,616	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
K-12 Program 02 Instructional	3.072	187,274	60,962	12,518	4,075	37,171	12,100	24.37
Program 21 Instructional	25.140	1,773,904	70,561	214,968	8,551	300,661	11,959	24.10
Program 21 Administrative	1.000	131,192	131,192	1,740	1,740	11,616	11,616	23.72
K-12 Program 21 Instructional	21.284	1,517,550	71,300	191,564	9,000	257,294	12,089	24.08
Program 31 Instructional	9.355	615,153	65,757	66,589	7,118	113,314	12,113	25.41
Program 31 Administrative	0.385	52,956	137,548			4,472	11,616	23.55
Program 34 Instructional	3.800	284,875	74,967	24,655	6,488	44,141	11,616	25.03
Program 34 Administrative	0.335	43,485	129,806			3,891	11,616	23.73
K-3 BEA Instructional	68.279	5,017,941	73,492	398,296	5,833	787,922	11,540	23.98
4-6 BEA Instructional	38.711	3,153,154	81,454	212,254	5,483	446,201	11,526	23.93
7-8 BEA Instructional	31.717	2,460,749	77,585	200,284	6,315	364,400	11,489	24.12
9-12 BEA Instructional	46.240	3,522,534	76,179	360,651	7,800	549,901	11,892	24.28
K-12 BEA Instructional	184.947	14,154,378	76,532	1,171,485	6,334	2,148,424	11,616	24.07
K-12 BEA Administrative	6.434	865,623	134,539			78,640	12,223	23.79
BEA Instructional	203.750	16,275,268	79,879	1,409,056	6,916	2,344,496	11,507	23.83
BEA Instructional	220.170	16,695,580	75,830	1,677,404	7,619	2,568,342	11,665	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
Administrative	16.552	2,245,964	135,691	52,767	3,188	197,472	11,930	22.29
Other	4.138	186,897	45,166			28,072	6,784	12.92
Active	240.860	19,128,441	79,417	1,730,171	7,183	2,793,886	11,600	23.75
K-12 Program 21 Contracted	3.200	269,000	84,063			49,008	15,315	23.89
On Leave	1.601	79,545	49,685	197,103	123,112	12,346	7,711	19.15
Certificated Total	245.661	19,476,986	79,284	1,927,274	7,845	2,855,240	11,623	23.74
Instructional for Funding Purposes	223.370	16,964,580	75,948	1,677,404	7,510	2,617,350	11,718	24.06
Instructional for Compliance Purposes	220.170	16,695,580	75,830	1,677,404	7,619	2,568,342	11,665	24.07

**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	19.846	1,506,277	75,898	2,000	101	230,531	11,616	21.12
13	1.329	90,769	68,299			15,438	11,616	22.10
14	0.671	59,926	89,308			7,794	11,616	19.52
21	1.000	80,344	80,344			11,616	11,616	21.23
31	2.350	203,372	86,541			27,298	11,616	19.22
34	0.650	58,051	89,309			7,550	11,616	17.60
51	0.154	13,780	89,481			1,789	11,616	22.76
55	0.510	45,547	89,308			11,616	22,776	21.87
97	1.000	144,953	144,953			11,616	11,616	21.79
Program 21 Instructional	1.000	80,344	80,344			11,616	11,616	21.23
K-12 Program 21 Instructional	1.000	80,344	80,344			11,616	11,616	21.23
Program 31 Instructional	2.350	203,372	86,541			27,298	11,616	19.22
Program 34 Instructional	0.650	58,051	89,309			7,550	11,616	17.60
K-3 BEA Instructional	7.178	489,217	68,155	2,000	279	83,380	11,616	22.12
4-6 BEA Instructional	2.166	151,328	69,865			25,160	11,616	19.96
7-8 BEA Instructional	3.150	270,460	85,860			36,590	11,616	20.18
9-12 BEA Instructional	8.352	637,104	76,282			97,017	11,616	19.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	20.846	1,548,109	74,264	2,000	96	242,147	11,616	20.59
K-12 BEA Administrative	2.000	219,591	109,796			23,232	11,616	21.90
BEA	23.846	1,912,653	80,209	2,000	84	276,995	11,616	20.82
Instructional	24.510	1,838,475	75,009	2,000	82	290,400	11,848	20.70
Administrative	3.000	364,544	121,515			34,848	11,616	21.86
Active	27.510	2,203,019	80,081	2,000	73	325,248	11,823	20.88
Certificated Total	27.510	2,203,019	80,081	2,000	73	325,248	11,823	20.88
Instructional for Funding Purposes	24.510	1,838,475	75,009	2,000	82	290,400	11,848	20.70
Instructional for Compliance Purposes	24.510	1,838,475	75,009	2,000	82	290,400	11,848	20.70

**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	67.270	5,073,118	75,414	102,288	1,521	859,952	12,784	22.00
02	4.400	294,928	67,029	29,887	6,793	50,544	11,487	20.02
21	15.328	1,095,870	71,495	4,293	280	190,953	12,458	20.51
24	0.222	10,493	47,266			2,805	12,636	21.77
31	5.193	371,673	71,572	35,672	6,869	65,707	12,653	21.18
34	2.500	203,202	81,281	11,196	4,478	31,590	12,636	22.16
51	3.081	227,667	73,894			38,847	12,609	21.94
55	4.197	287,522	68,507	1,384	330	58,042	13,829	20.78
65				2,333				
88	0.070	7,951	113,586			813	11,616	20.94
97	1.755	283,521	161,550	15,000	8,547	20,386	11,616	19.56
K-12 Program 02 Instructional	4.400	294,928	67,029	29,887	6,793	50,544	11,487	20.02
Program 21 Instructional	15.128	1,067,009	70,532	4,293	284	188,630	12,469	20.51
Program 21 Administrative	0.200	28,861	144,305			2,323	11,616	20.43
K-12 Program 21 Instructional	14.020	1,003,252	71,559	4,293	306	175,640	12,528	20.49
Program 31 Instructional	5.193	371,673	71,572	35,672	6,869	65,707	12,653	21.18
Program 34 Instructional	2.500	203,202	81,281	11,196	4,478	31,590	12,636	22.16



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-3 BEA Instructional	24.613	1,672,519	67,953	33,412	1,357	316,911	12,876	22.86
4-6 BEA Instructional	16.586	1,235,491	74,490	334	20	204,526	12,331	21.64
7-8 BEA Instructional	10.634	823,747	77,464	2,999	282	135,003	12,695	21.96
9-12 BEA Instructional	22.583	1,646,425	72,906	38,583	1,708	293,787	13,009	21.28
K-12 BEA Instructional	74.416	5,378,182	72,272	115,582	1,553	950,227	12,769	21.93
K-12 BEA Administrative	2.347	259,837	110,710			27,263	11,616	20.99
BEA	81.118	6,226,442	76,758	194,043	2,392	1,028,180	12,675	21.73
Instructional	96.916	6,954,940	71,763	187,053	1,930	1,237,064	12,764	21.65
Administrative	6.500	850,539	130,852	15,000	2,308	75,504	11,616	20.47
Other	0.600	50,466	84,110			7,072	11,786	21.61
Active	104.016	7,855,945	75,526	202,053	1,943	1,319,640	12,687	21.52
Certificated Total	104.016	7,855,945	75,526	202,053	1,943	1,319,640	12,687	21.52
Instructional for Funding Purposes	96.916	6,954,940	71,763	187,053	1,930	1,237,064	12,764	21.65
Instructional for Compliance Purposes	96.916	6,954,940	71,763	187,053	1,930	1,237,064	12,764	21.65

**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	178.263	15,611,332	87,575	1,956,678	10,976	2,074,339	11,636	21.25
02	6.411	566,332	88,338	68,007	10,608	75,005	11,699	20.91
14	1.424	119,894	84,195			11,488	8,068	20.96
21	23.450	1,921,646	81,947	242,627	10,347	282,675	12,054	21.15
24	0.393	28,549	72,644	2,972	7,562	4,565	11,616	21.59
31	8.400	780,156	92,876	172,994	20,595	97,574	11,616	21.13
34	1.100	96,639	87,854	6,956	6,324	12,778	11,616	20.59
51	1.181	98,043	83,017	10,606	8,981	15,949	13,504	21.70
55	1.313	115,222	87,755	29,609	22,551	23,232	17,694	20.57
64	0.137	10,708	78,161	1,166	8,511	2,265	16,534	21.95
65	2.158	186,633	86,484	19,327	8,956	27,832	12,897	21.25
73				4,500				
74	0.786	76,167	96,905	2,500	3,181	9,130	11,616	22.00
88				7,500				
97	2.000	421,106	210,553	19,246	9,623	23,232	11,616	17.73
K-12 Program 02 Instructional	6.411	566,332	88,338			75,005	11,699	20.91
Program 21 Instructional	22.450	1,752,285	78,053	242,627	10,807	271,059	12,074	21.34
Program 21 Administrative	1.000	169,361	169,361			11,616	11,616	19.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	22.450	1,752,285	78,053			271,059	12,074	21.34
Program 31 Instructional	7.800	694,027	88,978	155,850	19,981	90,605	11,616	21.22
Program 31 Administrative	0.600	86,129	143,548	2,500	4,167	6,970	11,616	20.22
Program 34 Instructional	0.900	67,929	75,477	6,956	7,729	10,454	11,616	20.73
Program 34 Administrative	0.200	28,710	143,550			2,323	11,616	20.22
K-3 BEA Instructional	70.844	5,707,868	80,570	5,000	71	822,169	11,605	21.35
4-6 BEA Instructional	30.457	2,437,710	80,038			354,915	11,653	21.63
7-8 BEA Instructional	27.829	2,279,686	81,918	15	1	323,262	11,616	21.33
9-12 BEA Instructional	52.335	4,693,909	89,690	10,951	209	608,527	11,628	21.33
K-12 BEA Instructional	181.465	15,119,173	83,317	15,966	88	2,108,873	11,621	21.38
K-12 BEA Administrative	1.984	227,892	114,865			23,046	11,616	20.48
BEA	196.174	17,475,565	89,082	2,223,881	11,336	2,282,927	11,637	21.14
Instructional	211.307	17,506,674	82,849	2,282,939	10,804	2,474,394	11,710	21.37
Administrative	15.709	2,525,753	160,784	104,829	6,673	185,670	11,819	19.50
Other				156,920				
Active	227.016	20,032,427	88,242	2,544,688	11,209	2,660,064	11,718	21.15
Certificated Total	227.016	20,032,427	88,242	2,544,688	11,209	2,660,064	11,718	21.15

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 Funding Purposes	211.307	17,506,674	82,849	2,282,939	10,804	2,474,394	11,710	21.37
Instructional for Compliance Purposes	211.307	17,506,674	82,849	2,282,939	10,804	2,474,394	11,710	21.37

**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	121.499	10,120,984	83,301	1,081,264	8,899	1,419,249	11,681	22.24
02	1.600	156,970	98,106	14,272	8,920	18,614	11,634	21.51
12	1.000	65,433	65,433	5,453	5,453	11,634	11,634	23.02
21	14.157	1,188,446	83,948	15,401	1,088	167,029	11,798	22.12
24	4.130	378,441	91,632			48,048	11,634	22.83
31	6.200	454,465	73,301	93,072	15,012	72,131	11,634	23.66
51	1.400	149,738	106,956	532	380	16,288	11,634	21.14
52	0.970	87,965	90,686	1,063	1,096	11,285	11,634	22.41
55	4.800	399,725	83,276	1,063	221	55,843	11,634	21.68
58				22,820				
64	0.148	13,308	89,919			1,722	11,634	21.83
65	0.952	89,751	94,276			11,076	11,634	21.74
74	0.450	41,613	92,473			582	1,293	11.08
97	1.400	245,901	175,644	62,784	44,846	25,051	17,893	18.57
K-12 Program 02 Instructional	1.600	156,970	98,106			18,614	11,634	21.51
Program 21 Instructional	13.490	1,092,819	81,010	15,401	1,142	159,269	11,806	22.15
Program 21 Administrative	0.667	95,627	143,369			7,760	11,634	21.83
K-12 Program 21 Instructional	12.130	974,047	80,301	1,035	85	142,749	11,768	22.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	6.200	454,465	73,301	93,072	15,012	72,131	11,634	23.66
K-3 BEA Instructional	45.256	3,587,676	79,275			524,734	11,595	22.37
4-6 BEA Instructional	24.770	1,982,299	80,028			288,814	11,660	22.39
7-8 BEA Instructional	18.632	1,522,164	81,696	2,710	145	216,765	11,634	22.19
9-12 BEA Instructional	31.558	2,394,833	75,887	39,040	1,237	374,010	11,852	22.44
K-12 BEA Instructional	120.216	9,486,972	78,916	41,750	347	1,404,322	11,682	22.36
BEA	130.699	10,978,320	83,997	1,251,392	9,575	1,535,044	11,745	22.21
Instructional	146.706	11,683,846	79,641	1,062,466	7,242	1,710,180	11,657	22.29
Administrative	12.000	1,708,894	142,408	14,272	1,189	148,371	12,364	21.23
Other				12,295				
Active	158.706	13,392,740	84,387	1,089,033	6,862	1,858,551	11,711	22.16
On Leave				208,691				
Certificated Total	158.706	13,392,740	84,387	1,297,724	8,177	1,858,551	11,711	22.16
Instructional for Funding Purposes	146.706	11,683,846	79,641	1,062,466	7,242	1,710,180	11,657	22.29
Instructional for Compliance Purposes	146.706	11,683,846	79,641	1,062,466	7,242	1,710,180	11,657	22.29

**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	2.800	170,447	60,874	3,005	1,073	32,525	11,616	22.69
51				19,978				
65	0.200	9,882	49,410			2,323	11,616	23.04
97				37,710				
99				9,428				
K-3 BEA Instructional	1.350	69,484	51,470	1,287	953	15,682	11,616	22.97
4-6 BEA Instructional	1.450	100,963	69,630	1,718	1,185	16,843	11,616	22.55
K-12 BEA Instructional	2.800	170,447	60,874	3,005	1,073	32,525	11,616	22.69
BEA	2.800	170,447	60,874	40,715	14,541	32,525	11,616	22.69
Instructional	3.000	180,329	60,110	22,983	7,661	34,848	11,616	22.71
Administrative				47,138				
Active	3.000	180,329	60,110	70,121	23,374	34,848	11,616	22.71
Certificated Total	3.000	180,329	60,110	70,121	23,374	34,848	11,616	22.71
Instructional for Funding Purposes	3.000	180,329	60,110	22,983	7,661	34,848	11,616	22.71
Instructional for Compliance Purposes	3.000	180,329	60,110	22,983	7,661	34,848	11,616	22.71





**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	14.938	1,153,568	77,224	29,462	1,972	183,881	12,310	22.85
12	1.002	59,746	59,627			11,639	11,616	22.29
21	1.100	76,434	69,485			13,939	12,672	22.48
31	0.833	45,948	55,160	4,595	5,516	9,676	11,616	25.91
34	0.167	9,192	55,042	4,595	27,515	1,940	11,616	25.91
51	0.666	47,008	70,583	2,000	3,003	7,736	11,616	22.41
55	0.502	44,773	89,189			5,831	11,616	22.85
58				32,115				
79				3,502				
97	0.400	56,000	140,000	900	2,250	9,293	23,232	22.82
Program 21 Instructional	1.000	62,434	62,434			11,616	11,616	22.40
Program 21 Administrative	0.100	14,000	140,000			2,323	23,232	22.82
K-12 Program 21 Instructional	1.000	62,434	62,434			11,616	11,616	22.40
Program 31 Instructional	0.833	45,948	55,160	4,595	5,516	9,676	11,616	25.91
Program 34 Instructional	0.167	9,192	55,042	4,595	27,515	1,940	11,616	25.91
K-3 BEA Instructional	5.336	388,208	72,753			61,983	11,616	22.89
4-6 BEA Instructional	2.416	198,941	82,343			28,064	11,616	22.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.255	174,711	77,477	12,771	5,663	28,122	12,471	23.34
9-12 BEA Instructional	4.931	335,453	68,029	23,481	4,762	65,712	13,326	23.38
K-12 BEA Instructional	14.938	1,097,313	73,458	36,252	2,427	183,881	12,310	23.05
K-12 BEA Administrative	1.000	111,395	111,395			11,616	11,616	22.39
BEA	16.338	1,264,708	77,409	39,552	2,421	204,790	12,535	22.98
Instructional	18.108	1,311,274	72,414	75,369	4,162	220,704	12,188	22.95
Administrative	1.500	181,395	120,930	1,800	1,200	23,232	15,488	22.56
Active	19.608	1,492,669	76,126	77,169	3,936	243,936	12,441	22.91
Certificated Total	19.608	1,492,669	76,126	77,169	3,936	243,936	12,441	22.91
Instructional for Funding Purposes	18.108	1,311,274	72,414	75,369	4,162	220,704	12,188	22.95
Instructional for Compliance Purposes	18.108	1,311,274	72,414	75,369	4,162	220,704	12,188	22.95

**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	91.126	7,053,162	77,400	237,698	2,608	1,058,030	11,611	20.67
21	10.700	818,194	76,467			124,495	11,635	21.00
24	0.600	32,989	54,982			6,981	11,635	21.14
31	5.200	385,478	74,130			60,502	11,635	18.36
34	1.000	50,183	50,183			11,635	11,635	18.80
51	2.080	162,745	78,243			24,197	11,633	19.17
52				73,650				
53	0.050	6,750	135,000			582	11,635	21.30
55	4.300	370,163	86,084			50,031	11,635	20.90
58				8,850				
65	3.300	327,827	99,342			38,396	11,635	19.58
74	1.000	66,412	66,412			11,635	11,635	20.58
97	1.000	162,169	162,169			11,635	11,635	19.73
Program 21 Instructional	9.700	702,124	72,384			112,860	11,635	20.82
Program 21 Administrative	1.000	116,070	116,070			11,635	11,635	22.14
K-12 Program 21 Instructional	9.700	702,124	72,384			112,860	11,635	20.82
Program 31 Instructional	5.000	363,218	72,644			58,175	11,635	18.23

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 31 Administrative	0.200	22,260	111,300			2,327	11,635	20.71
Program 34 Instructional	1.000	50,183	50,183			11,635	11,635	18.80
K-3 BEA Instructional	35.501	2,736,502	77,082			413,054	11,635	21.30
4-6 BEA Instructional	19.940	1,515,558	76,006	3,220	161	231,989	11,634	20.38
7-8 BEA Instructional	11.230	762,186	67,871			130,666	11,635	20.38
9-12 BEA Instructional	24.355	1,717,788	70,531			281,175	11,545	19.33
K-12 BEA Instructional	91.026	6,732,034	73,957	3,220	35	1,056,885	11,611	20.45
K-12 BEA Administrative	5.000	591,001	118,200			58,156	11,631	20.61
BEA	98.326	7,650,992	77,813	237,698	2,417	1,141,802	11,612	20.50
Instructional	111.356	8,306,544	74,594	320,198	2,875	1,293,421	11,615	20.44
Administrative	9.000	1,129,528	125,503			104,696	11,633	21.05
Active	120.356	9,436,072	78,401	320,198	2,660	1,398,117	11,617	20.51
Certificated Total	120.356	9,436,072	78,401	320,198	2,660	1,398,117	11,617	20.51
Instructional for Funding Purposes	111.356	8,306,544	74,594	320,198	2,875	1,293,421	11,615	20.44
Instructional for Compliance Purposes	111.356	8,306,544	74,594	320,198	2,875	1,293,421	11,615	20.44

**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	47.599	4,218,149	88,618	194,990	4,097	565,525	11,881	22.19
02	1.526	67,145	44,001	2,501	1,639	15,275	10,010	16.09
21	5.098	499,740	98,027	17,492	3,431	59,218	11,616	23.99
24	2.502	177,003	70,745			29,063	11,616	28.97
31	1.600	130,556	81,598	18,061	11,288	20,909	13,068	22.79
51	1.000	62,798	62,798	1,395	1,395	11,616	11,616	22.94
55	0.690	65,088	94,330	1,919	2,781	8,131	11,784	21.62
58	0.100	9,070	90,700	27,525	275,250	1,162	11,616	21.93
64				600				
65	0.800	64,944	81,180	1,443	1,804	9,293	11,616	22.36
74				5,000				
97	1.000	166,348	166,348			18,270	18,270	20.56
K-12 Program 02 Instructional	1.526	67,145	44,001	198	130	15,275	10,010	16.09
Program 21 Instructional	4.098	363,380	88,673	17,492	4,268	47,602	11,616	24.92
Program 21 Administrative	1.000	136,360	136,360			11,616	11,616	21.75
K-12 Program 21 Instructional	4.098	363,380	88,673			47,602	11,616	24.92
Program 31 Instructional	1.600	130,556	81,598	18,061	11,288	20,909	13,068	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-3 BEA Instructional	14.079	1,150,050	81,685	2,586	184	166,167	11,802	22.97
4-6 BEA Instructional	5.545	511,579	92,260	1,234	223	64,980	11,719	23.14
7-8 BEA Instructional	11.458	979,950	85,525	1,649	144	135,175	11,797	22.44
9-12 BEA Instructional	16.643	1,371,237	82,391	10,227	614	200,539	12,049	21.73
K-12 BEA Instructional	47.725	4,012,816	84,082	15,696	329	566,861	11,878	22.40
BEA	51.725	4,582,198	88,588	215,552	4,167	619,979	11,986	22.04
Instructional	56.915	4,755,099	83,547	270,926	4,760	673,728	11,837	22.75
Administrative	5.000	705,742	141,148			64,734	12,947	19.71
Active	61.915	5,460,841	88,199	270,926	4,376	738,462	11,927	22.38
Certificated Total	61.915	5,460,841	88,199	270,926	4,376	738,462	11,927	22.38
Instructional for Funding Purposes	56.915	4,755,099	83,547	270,926	4,760	673,728	11,837	22.75
Instructional for Compliance Purposes	56.915	4,755,099	83,547	270,926	4,760	673,728	11,837	22.75

**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	206,066	68,689			34,848	11,616	20.08
21	0.430	42,184	98,102					8.66
97				24,520				
Program 21 Instructional	0.430	42,184	98,102					8.66
K-12 Program 21 Instructional	0.430	42,184	98,102					8.66
K-3 BEA Instructional	2.000	148,980	74,490			23,232	11,616	19.49
4-6 BEA Instructional	1.000	57,086	57,086			11,616	11,616	22.07
K-12 BEA Instructional	3.000	206,066	68,689			34,848	11,616	20.08
K-12 BEA Administrative				12,260				
BEA	3.000	206,066	68,689	24,520	8,173	34,848	11,616	20.08
Instructional	3.430	248,250	72,376			34,848	10,160	18.48
Administrative				24,520				
Active	3.430	248,250	72,376	24,520	7,149	34,848	10,160	18.48
Certificated Total	3.430	248,250	72,376	24,520	7,149	34,848	10,160	18.48
Instructional for Funding Purposes	3.430	248,250	72,376			34,848	10,160	18.48
Instructional for Compliance Purposes	3.430	248,250	72,376			34,848	10,160	18.48





**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	2,882.274	249,158,747	86,445	42,318,147	14,682	34,189,622	11,862	23.41
02	42.386	3,997,183	94,304	594,483	14,025	505,017	11,915	24.13
03	1.251	95,686	76,488	10,120	8,090	14,532	11,616	23.17
13	30.492	2,345,168	76,911	626,561	20,548	360,654	11,828	25.87
21	699.960	56,458,826	80,660	11,649,317	16,643	8,392,200	11,990	23.40
24	54.202	4,851,132	89,501	873,367	16,113	669,105	12,345	23.00
31	95.218	7,450,540	78,247	1,349,347	14,171	1,134,024	11,910	23.82
34	11.888	993,893	83,605	171,546	14,430	139,346	11,722	23.51
45	6.430	490,470	76,278	74,193	11,539	97,923	15,229	25.03
51	43.666	3,729,172	85,402	717,600	16,434	525,984	12,046	23.23
52	8.049	699,179	86,865	164,020	20,378	100,757	12,518	23.71
55	88.388	7,509,094	84,956	1,367,947	15,477	1,088,257	12,312	23.53
56	3.947	359,272	91,024	45,352	11,490	45,848	11,616	23.42
57	0.802	64,723	80,702	11,681	14,565	9,316	11,616	24.34
58	3.160	315,393	99,808	3,294,060	1,042,424	36,707	11,616	23.45
61	1.700	149,199	87,764	34,036	20,021	24,394	14,349	25.24
64	3.800	379,617	99,899	93,298	24,552	44,141	11,616	23.90
65	142.028	12,192,032	85,842	2,220,924	15,637	1,750,984	12,328	23.47
74	4.000	448,717	112,179	64,964	16,241	46,464	11,616	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
79	118.381	9,550,275	80,674	1,984,758	16,766	1,452,418	12,269	24.04
97	13.000	1,512,299	116,331	182,413	14,032	151,008	11,616	21.75
CP				3,000				
K-12 Program 02 Instructional	36.386	3,032,602	83,345			435,321	11,964	24.72
Program 21 Instructional	680.660	53,978,020	79,302	11,571,723	17,001	8,165,688	11,997	23.48
Program 21 Administrative	12.500	1,925,215	154,017	900	72	145,200	11,616	21.30
K-12 Program 21 Instructional	655.307	52,007,091	79,363			7,870,537	12,010	23.49
Program 26, 56, and 59 Instructional	3.198	242,166	75,724	45,352	14,181	37,148	11,616	23.65
Program 26, 56, and 59 Administrative	0.749	117,106	156,350			8,700	11,616	22.85
Program 31 Instructional	92.318	7,054,349	76,414	1,349,347	14,616	1,100,337	11,919	23.91
Program 31 Administrative	2.900	396,191	136,618			33,686	11,616	21.78
Program 34 Instructional	10.788	924,530	85,700	171,546	15,902	126,568	11,732	23.33
Program 34 Administrative	0.100	13,261	132,610			1,162	11,616	23.18
K-3 BEA Instructional	1,050.513	83,397,655	79,388			12,432,371	11,835	23.82
4-6 BEA Instructional	549.429	44,630,853	81,231			6,546,076	11,914	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
7-8 BEA Instructional	481.150	38,581,790	80,187			5,718,402	11,885	23.74
9-12 BEA Instructional	701.481	57,862,803	82,487			8,380,878	11,947	23.67
K-12 BEA Instructional	2,782.573	224,473,101	80,671			33,077,727	11,887	23.72
K-12 BEA Administrative	227.018	35,663,790	157,097			2,648,947	11,668	21.39
BEA	3,052.447	263,698,818	86,389	44,700,249	14,644	36,231,471	11,870	23.43
Instructional	3,941.363	317,857,876	80,647	66,692,393	16,921	47,096,334	11,949	23.68
Administrative	259.903	40,701,571	156,603	370,180	1,424	3,043,392	11,710	21.43
Other	50.756	3,938,153	77,590	729,267	14,368	604,125	11,903	22.19
Active	4,252.022	362,497,600	85,253	67,791,840	15,943	50,743,851	11,934	23.45
On Leave	3.000	253,017	84,339	59,294	19,765	34,848	11,616	26.30
Certificated Total	4,255.022	362,750,617	85,252	67,851,134	15,946	50,778,699	11,934	23.45
Instructional for Funding Purposes	3,938.165	317,615,710	80,651	66,647,041	16,923	47,059,186	11,950	23.68
Instructional for Compliance Purposes	3,938.165	317,615,710	80,651	66,647,041	16,923	47,059,186	11,950	23.68

**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	216.980	20,575,305	94,826	1,005,785	4,635	2,565,638	11,824	22.13
02	1.100	140,361	127,601	1,462	1,329	12,778	11,616	21.67
13	10.893	1,085,316	99,634			127,776	11,730	21.83
21	44.185	3,971,249	89,878	334,950	7,581	537,949	12,175	22.13
22	2.097	172,162	82,099	5,286	2,521	24,800	11,826	22.22
23	0.144	12,998	90,264			2,648	18,392	22.14
24	6.400	521,833	81,536	28,985	4,529	74,342	11,616	22.44
31	15.475	1,452,767	93,878	109,356	7,067	182,383	11,786	22.52
34	1.060	67,740	63,906	1,816	1,713	12,313	11,616	22.95
51	4.581	333,598	72,822	62,375	13,616	54,374	11,870	21.83
52	0.700	76,747	109,639			8,131	11,616	17.53
53	0.350	38,373	109,637			4,066	11,616	25.90
55	6.349	561,321	88,411	55,665	8,768	76,236	12,008	21.94
58				235,542				
65	5.650	507,658	89,851	15,159	2,683	65,630	11,616	22.82
71				4,626				
74	1.000	86,975	86,975	2,900	2,900	11,616	11,616	22.21
89	1.500	153,603	102,402	6,205	4,137	17,424	11,616	26.14
97	3.000	569,920	189,973	37,331	12,444	34,848	11,616	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
K-12 Program 02 Instructional	0.760	95,064	125,084			8,828	11,616	21.92
Program 21 Instructional	43.185	3,795,241	87,883	323,517	7,491	526,333	12,188	22.25
Program 21 Administrative	1.000	176,008	176,008	1,080	1,080	11,616	11,616	19.63
K-12 Program 21 Instructional	38.206	3,332,476	87,224			466,615	12,213	22.22
Program 31 Instructional	14.535	1,306,269	89,871	89,577	6,163	171,464	11,797	22.23
Program 31 Administrative	0.940	146,498	155,849			10,919	11,616	26.07
Program 34 Instructional	1.000	58,389	58,389	1,816	1,816	11,616	11,616	22.58
Program 34 Administrative	0.060	9,351	155,850			697	11,616	26.07
K-3 BEA Instructional	70.521	6,091,229	86,375			829,607	11,764	22.09
4-6 BEA Instructional	42.799	3,973,491	92,841			500,769	11,700	22.42
7-8 BEA Instructional	30.129	2,740,165	90,948			349,204	11,590	22.06
9-12 BEA Instructional	63.453	5,990,730	94,412			766,644	12,082	22.19
K-12 BEA Instructional	206.902	18,795,615	90,843			2,446,224	11,823	22.19
BEA	237.615	22,806,093	95,979	1,155,750	4,864	2,807,959	11,817	22.18
Instructional	288.358	25,954,539	90,008	1,654,607	5,738	3,422,177	11,868	22.21
Administrative	23.573	3,814,071	161,798	44,840	1,902	275,067	11,669	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
Other	7.333	323,333	44,093			86,668	11,819	23.39
Active	319.264	30,091,943	94,254	1,699,447	5,323	3,783,912	11,852	22.17
On Leave	2.200	235,983	107,265	207,996	94,544	29,040	13,200	22.18
Certificated Total	321.464	30,327,926	94,343	1,907,443	5,934	3,812,952	11,861	22.17
Instructional for Funding Purposes	288.358	25,954,539	90,008	1,654,607	5,738	3,422,177	11,868	22.21
Instructional for Compliance Purposes	288.358	25,954,539	90,008	1,654,607	5,738	3,422,177	11,868	22.21

**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	180.411	14,756,204	81,792	457,576	2,536	2,101,880	11,651	21.78
13	2.000	158,895	79,448			23,232	11,616	21.41
14	3.219	238,939	74,228			37,392	11,616	22.43
21	31.365	2,375,526	75,738	35,157	1,121	364,661	11,626	22.29
31	20.910	1,653,738	79,088	75,962	3,633	242,891	11,616	21.64
34	0.670	68,841	102,748			7,783	11,616	20.05
51	4.622	471,965	102,113	17,500	3,786	53,689	11,616	21.91
52	1.000	96,176	96,176			11,616	11,616	21.92
53	0.125	17,162	137,296			1,452	11,616	21.97
55	13.113	986,096	75,200			152,321	11,616	21.99
58	0.219	21,105	96,370			2,544	11,616	21.43
64	0.200	19,235	96,175			2,323	11,616	21.24
65	2.800	194,299	69,393			32,525	11,616	21.31
69	3.244	201,383	62,079			37,752	11,637	21.67
74	0.850	71,566	84,195			9,874	11,616	22.15
76	0.250	28,560	114,240					7.11
79	7.682	591,597	77,011	213,672	27,815	89,234	11,616	21.56
97	3.000	554,179	184,726	33,730	11,243	34,848	11,616	18.90

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 21 Instructional	30.365	2,213,388	72,893	35,157	1,158	353,045	11,627	22.48
Program 21 Administrative	1.000	162,138	162,138			11,616	11,616	19.83
K-12 Program 21 Instructional	27.515	1,990,835	72,355			319,939	11,628	22.63
Program 31 Instructional	19.010	1,384,167	72,813	75,962	3,996	220,820	11,616	21.52
Program 31 Administrative	1.900	269,571	141,879			22,070	11,616	22.36
Program 34 Instructional	0.570	54,820	96,175			6,621	11,616	19.66
Program 34 Administrative	0.100	14,021	140,210			1,162	11,616	21.80
K-3 BEA Instructional	74.188	5,506,597	74,225	34,043	459	862,349	11,624	21.81
4-6 BEA Instructional	31.981	2,513,095	78,581	16,004	500	369,331	11,548	22.08
7-8 BEA Instructional	28.420	2,414,608	84,962	24,304	855	332,125	11,686	21.39
9-12 BEA Instructional	51.840	3,897,593	75,185	14,399	278	607,981	11,728	21.59
K-12 BEA Instructional	186.429	14,331,893	76,876	88,750	476	2,171,785	11,649	21.72
K-12 BEA Administrative	6.000	826,012	137,669			69,696	11,616	21.93
BEA	204.991	17,032,962	83,091	567,268	2,767	2,387,402	11,646	21.66
Instructional	253.180	19,250,592	76,035	799,867	3,159	2,947,560	11,642	21.82
Administrative	22.250	3,230,830	145,206	33,730	1,516	255,552	11,485	21.14



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	0.250	24,044	96,176			2,904	11,616	22.22
Active	275.680	22,505,466	81,636	833,597	3,024	3,206,016	11,629	21.73
Certificated Total	275.680	22,505,466	81,636	833,597	3,024	3,206,016	11,629	21.73
Instructional for Funding Purposes	253.180	19,250,592	76,035	799,867	3,159	2,947,560	11,642	21.82
Instructional for Compliance Purposes	253.180	19,250,592	76,035	799,867	3,159	2,947,560	11,642	21.82

**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	15.755	1,049,153	66,592	54,117	3,435	177,091	11,240	20.47
12	1.060	47,198	44,526			12,313	11,616	22.58
14	1.500	83,265	55,510			17,424	11,616	20.18
21	2.950	165,912	56,241			21,490	7,285	21.92
24	0.144	9,980	69,306			1,092	7,583	22.01
31	1.700	106,863	62,861	7,375	4,338	19,747	11,616	22.35
34	0.510	35,686	69,973	1,022	2,004	5,924	11,616	22.63
51	0.524	39,758	75,874			6,087	11,616	22.10
52	0.058	4,334	74,724			674	11,616	22.10
55	0.294	17,641	60,003			3,415	11,616	22.10
58				5,505				
97	0.600	77,468	129,113			1,162	1,936	20.81
98	0.100	13,886	138,860					20.69
99	0.150	20,828	138,853					20.69
Program 21 Instructional	2.800	145,084	51,816			21,490	7,675	22.10
Program 21 Administrative	0.150	20,828	138,853					20.69
K-12 Program 21 Instructional	2.800	145,084	51,816			21,490	7,675	22.10
Program 31 Instructional	1.600	98,823	61,764	5,300	3,313	18,586	11,616	22.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.100	8,040	80,400	2,075	20,750	1,162	11,616	21.92
Program 34 Instructional	0.460	31,666	68,839			5,343	11,616	22.72
Program 34 Administrative	0.050	4,020	80,400	1,022	20,440	581	11,616	21.92
K-3 BEA Instructional	4.914	319,242	64,966			56,331	11,463	20.92
4-6 BEA Instructional	2.608	180,066	69,044			30,295	11,616	21.48
7-8 BEA Instructional	3.009	193,890	64,437	18,847	6,264	34,953	11,616	20.96
9-12 BEA Instructional	6.434	412,258	64,075	34,866	5,419	70,730	10,993	19.90
K-12 BEA Instructional	16.965	1,105,456	65,161	53,713	3,166	192,308	11,336	20.63
K-12 BEA Administrative				1,382				
BEA	18.565	1,269,170	68,364	62,514	3,367	203,924	10,984	20.71
Instructional	23.345	1,452,716	62,228	59,218	2,537	254,802	10,915	20.86
Administrative	2.000	219,256	109,628	8,801	4,401	11,616	5,808	21.13
Active	25.345	1,671,972	65,969	68,019	2,684	266,418	10,512	20.90
Certificated Total	25.345	1,671,972	65,969	68,019	2,684	266,418	10,512	20.90
Instructional for Funding Purposes	23.345	1,452,716	62,228	59,218	2,537	254,802	10,915	20.86
Instructional for Compliance Purposes	23.345	1,452,716	62,228	59,218	2,537	254,802	10,915	20.86

**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	131.186	11,124,481	84,799	513,819	3,917	1,570,303	11,970	22.52
02	8.972	747,222	83,284	20,407	2,275	113,668	12,669	22.43
12	0.982	75,315	76,696			11,525	11,736	24.38
13	0.491	29,890	60,876	9,449	19,244	5,727	11,663	21.92
21	28.125	2,241,745	79,706	86,400	3,072	348,418	12,388	22.47
24	0.358	28,666	80,073	792	2,212	4,280	11,955	22.21
31	10.998	925,315	84,135	109,623	9,968	134,028	12,187	22.53
34	0.800	75,594	94,493	9,978	12,473	9,293	11,616	22.63
38				7,400				
51	2.286	170,886	74,753	7,042	3,080	30,167	13,196	21.71
52	0.247	21,622	87,538	11,823	47,866	2,904	11,757	16.34
55	3.106	249,721	80,400	9,235	2,973	36,893	11,878	20.33
58				162,610				
65	0.988	65,890	66,690	728	737	11,809	11,952	22.67
74	0.143	10,350	72,378	1,646	11,510			3.22
97	1.000	158,100	158,100	16,800	16,800	12,436	12,436	16.45
K-12 Program 02 Instructional	7.972	609,488	76,454	6,704	841	101,559	12,740	22.26
Program 21 Instructional	27.125	2,096,762	77,300	86,400	3,185	336,802	12,417	22.46

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	144,983	144,983			11,616	11,616	22.68
K-12 Program 21 Instructional	26.223	2,051,558	78,235	23,016	878	326,208	12,440	22.45
Program 31 Instructional	10.998	925,315	84,135	109,623	9,968	134,028	12,187	22.53
Program 34 Instructional	0.800	75,594	94,493	9,978	12,473	9,293	11,616	22.63
K-3 BEA Instructional	56.187	4,449,906	79,198	45,015	801	681,159	12,123	22.25
4-6 BEA Instructional	24.938	1,998,451	80,137	29,929	1,200	299,964	12,028	22.93
7-8 BEA Instructional	21.115	1,691,983	80,132	44,796	2,122	248,854	11,786	23.02
9-12 BEA Instructional	39.249	3,369,079	85,839	80,333	2,047	472,489	12,038	22.74
K-12 BEA Instructional	141.489	11,509,419	81,345	204,160	1,443	1,702,466	12,032	22.62
BEA Instructional	152.956	13,030,712	85,193	670,627	4,384	1,839,728	12,028	22.49
Administrative	11.878	1,610,510	135,588	16,800	1,414	142,036	11,958	21.47
Other	0.589	55,766	94,679			6,842	11,616	21.78
Active	189.682	15,924,797	83,955	967,752	5,102	2,291,449	12,080	22.30
Certificated Total	189.682	15,924,797	83,955	967,752	5,102	2,291,449	12,080	22.30
Instructional for Funding Purposes	177.215	14,258,521	80,459	950,952	5,366	2,142,571	12,090	22.39

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	177.215	14,258,521	80,459	950,952	5,366	2,142,571	12,090	22.39

**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	2.000	169,797	84,899			23,348	11,674	22.76
79				4,000				
97	0.127	30,000	236,220					7.83
K-3 BEA Instructional	1.000	83,579	83,579			11,674	11,674	22.20
4-6 BEA Instructional	0.667	57,479	86,175			7,787	11,674	23.28
7-8 BEA Instructional	0.333	28,739	86,303			3,887	11,674	23.28
K-12 BEA Instructional	2.000	169,797	84,899			23,348	11,674	22.76
K-12 BEA Administrative	0.127	30,000	236,220					7.83
BEA	2.127	199,797	93,934			23,348	10,977	20.50
Instructional	2.000	169,797	84,899	4,000	2,000	23,348	11,674	22.76
Administrative	0.127	30,000	236,220					7.83
Active	2.127	199,797	93,934	4,000	1,881	23,348	10,977	20.50
Certificated Total	2.127	199,797	93,934	4,000	1,881	23,348	10,977	20.50
Instructional for Funding Purposes	2.000	169,797	84,899	4,000	2,000	23,348	11,674	22.76
Instructional for Compliance Purposes	2.000	169,797	84,899	4,000	2,000	23,348	11,674	22.76

**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	205.632	16,655,968	80,999	1,208,997	5,879	2,410,436	11,722	22.34
02	6.022	495,972	82,360	38,232	6,349	72,019	11,959	21.20
12	3.320	260,157	78,361			38,565	11,616	21.96
14				139,937				
21	43.442	3,264,853	75,154	179,771	4,138	506,458	11,658	21.04
24	5.102	448,625	87,931	25,383	4,975	60,403	11,839	21.29
31	40.072	2,940,246	73,374	112,595	2,810	483,806	12,073	22.12
34	6.250	460,265	73,642	23,580	3,773	72,600	11,616	20.69
51	4.170	329,611	79,043	19,360	4,643	48,439	11,616	21.55
52				146,013				
55	14.600	1,277,951	87,531	46,362	3,175	169,594	11,616	20.99
56	1.000	58,871	58,871			11,616	11,616	18.33
58				281,845				
65	7.400	605,642	81,844	19,787	2,674	85,958	11,616	19.73
79	0.500	33,856	67,712	7,000	14,000	5,808	11,616	20.87
89	0.600	40,951	68,252			6,970	11,616	21.52
97	1.000	209,000	209,000			11,616	11,616	18.90
K-12 Program 02 Instructional	6.022	495,972	82,360	5,312	882	72,019	11,959	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
Program 21 Instructional	42.542	3,132,061	73,623	179,771	4,226	496,003	11,659	20.86
Program 21 Administrative	0.900	132,792	147,547			10,454	11,616	26.87
K-12 Program 21 Instructional	36.667	2,685,438	73,239	47,735	1,302	427,759	11,666	20.79
Program 26, 56, and 59 Instructional	1.000	58,871	58,871			11,616	11,616	18.33
Program 31 Instructional	39.322	2,892,066	73,548	112,595	2,863	475,094	12,082	22.12
Program 31 Administrative	0.750	48,180	64,240			8,712	11,616	22.33
Program 34 Instructional	6.000	444,205	74,034	23,580	3,930	69,696	11,616	20.64
Program 34 Administrative	0.250	16,060	64,240			2,904	11,616	22.33
K-3 BEA Instructional	72.877	5,182,156	71,108	178,862	2,454	852,800	11,702	22.07
4-6 BEA Instructional	36.834	2,838,439	77,060	4,242	115	429,606	11,663	22.97
7-8 BEA Instructional	32.921	2,652,176	80,562	62,045	1,885	384,606	11,683	21.66
9-12 BEA Instructional	94.244	7,171,340	76,093	211,816	2,248	1,126,752	11,956	21.76
K-12 BEA Instructional	236.876	17,844,111	75,331	457,600	1,932	2,793,764	11,794	22.01
K-12 BEA Administrative	9.000	1,193,282	132,587			104,544	11,616	23.33
BEA Instructional	258.976	20,761,451	80,167	1,383,404	5,342	3,050,478	11,779	22.20
BEA Instructional	316.110	24,031,836	76,024	2,116,582	6,696	3,717,120	11,759	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
Administrative	22.000	2,927,572	133,071	5,000	227	255,552	11,616	23.75
Other	1.000	122,560	122,560			11,616	11,616	21.54
Active	339.110	27,081,968	79,862	2,121,582	6,256	3,984,288	11,749	21.90
On Leave				127,280				
Certificated Total	339.110	27,081,968	79,862	2,248,862	6,632	3,984,288	11,749	21.90
Instructional for Funding Purposes	315.110	23,972,965	76,078	2,116,582	6,717	3,705,504	11,759	21.72
Instructional for Compliance Purposes	315.110	23,972,965	76,078	2,116,582	6,717	3,705,504	11,759	21.72

**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	459.363	43,448,251	94,584	10,055,798	21,891	5,679,233	12,363	22.73
02	2.500	250,010	100,004	62,918	25,167	34,848	13,939	23.60
11	20.729	1,607,768	77,561	366,615	17,686	278,784	13,449	21.85
21	88.489	7,610,158	86,001	1,814,444	20,505	1,173,007	13,256	23.09
24	9.982	843,189	84,471	198,779	19,914	118,297	11,851	21.71
31	18.895	1,787,596	94,607	443,707	23,483	232,982	12,330	21.74
34	1.600	157,088	98,180	34,512	21,570	18,586	11,616	22.05
51	4.567	412,820	90,392	92,904	20,342	71,555	15,668	22.00
52	0.300	31,348	104,493	9,323	31,077	3,485	11,616	23.26
55	9.857	892,216	90,516	198,229	20,110	140,844	14,289	22.58
58				728,423				
64	0.900	94,044	104,493	26,709	29,677	10,454	11,616	23.53
65	7.577	714,537	94,303	144,763	19,106	91,813	12,117	25.86
74	0.600	40,684	67,807	5,636	9,393	6,273	10,454	20.66
88	0.400	66,675	166,688	240	600	4,646	11,616	23.95
89	0.100	17,993	179,930	60	600	1,162	11,616	20.97
97	3.000	732,269	244,090	12,600	4,200	34,848	11,616	17.55
K-12 Program 02 Instructional	2.500	250,010	100,004	5,805	2,322	34,848	13,939	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
Program 21 Instructional	86.689	7,303,817	84,253	1,805,164	20,823	1,152,098	13,290	23.09
Program 21 Administrative	1.800	306,341	170,189	9,280	5,156	20,909	11,616	23.17
K-12 Program 21 Instructional	76.099	6,426,703	84,452	17,077	224	996,084	13,089	22.79
Program 31 Instructional	18.095	1,662,410	91,871	440,827	24,362	223,689	12,362	21.72
Program 31 Administrative	0.800	125,186	156,483	2,880	3,600	9,293	11,616	22.07
Program 34 Instructional	1.400	125,791	89,851	33,792	24,137	16,262	11,616	22.05
Program 34 Administrative	0.200	31,297	156,485	720	3,600	2,323	11,616	22.07
K-3 BEA Instructional	184.013	16,194,284	88,006	113,275	616	2,271,067	12,342	23.11
4-6 BEA Instructional	58.917	5,392,237	91,523			690,246	11,716	23.29
7-8 BEA Instructional	87.177	7,941,798	91,100	28,553	328	1,077,500	12,360	22.65
9-12 BEA Instructional	123.370	11,231,134	91,036	8,591	70	1,598,606	12,958	22.44
K-12 BEA Instructional	453.477	40,759,453	89,882	150,419	332	5,637,419	12,432	22.85
BEA Instructional	485.358	46,375,214	95,548	10,609,535	21,859	6,000,496	12,363	22.62
BEA Administrative	593.778	52,549,857	88,501	14,146,335	23,824	7,500,567	12,632	22.86
BEA Active	35.081	6,156,789	175,502	49,325	1,406	400,249	11,409	20.76
BEA Total	628.859	58,706,646	93,354	14,195,660	22,574	7,900,816	12,564	22.68
Certificated Total	628.859	58,706,646	93,354	14,195,660	22,574	7,900,816	12,564	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 Funding Purposes	593.778	52,549,857	88,501	14,146,335	23,824	7,500,567	12,632	22.86
Instructional for Compliance Purposes	593.778	52,549,857	88,501	14,146,335	23,824	7,500,567	12,632	22.86

**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	6.689	398,807	59,621	15,241	2,279	78,791	11,779	25.09
51	0.183	8,346	45,607			2,126	11,616	24.87
52	0.253	11,539	45,609			2,939	11,616	24.87
55	0.460	21,085	45,837			5,343	11,616	24.45
74	0.030	1,490	49,667			348	11,616	22.68
97	0.291	25,186	86,550	5,000	17,182	3,380	11,616	18.18
K-3 BEA Instructional	3.266	176,785	54,129			40,331	12,349	30.48
4-6 BEA Instructional	1.356	68,883	50,799			18,005	13,278	23.43
7-8 BEA Instructional	1.052	78,405	74,529			12,220	11,616	43.40
K-12 BEA Instructional	5.674	324,073	57,115	13,198	2,326	70,556	12,435	30.77
K-12 BEA Administrative	1.000	86,609	86,609	5,000	5,000	11,616	11,616	18.18
BEA	6.980	423,993	60,744	20,241	2,900	82,172	11,772	24.55
Instructional	6.600	366,533	55,535	15,241	2,309	81,312	12,320	29.91
Administrative	1.000	86,609	86,609	5,000	5,000	11,616	11,616	18.18
Other	0.306	13,311	43,500					2.80
Active	7.906	466,453	59,000	20,241	2,560	92,928	11,754	24.55
Certificated Total	7.906	466,453	59,000	20,241	2,560	92,928	11,754	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
Instructional for Funding Purposes	6.600	366,533	55,535	15,241	2,309	81,312	12,320	29.91
Instructional for Compliance Purposes	6.600	366,533	55,535	15,241	2,309	81,312	12,320	29.91

**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	859,857	85,986	23,786	2,379	116,160	11,616	22.70
21	1.000	107,251	107,251	10,001	10,001	11,616	11,616	22.17
97	1.000	119,529	119,529			15,144	15,144	22.22
Program 21 Instructional	1.000	107,251	107,251	10,001	10,001	11,616	11,616	22.17
K-12 Program 21 Instructional	1.000	107,251	107,251			11,616	11,616	22.17
K-3 BEA Instructional	3.000	263,728	87,909			34,848	11,616	22.86
4-6 BEA Instructional	3.000	236,342	78,781			34,848	11,616	22.47
7-8 BEA Instructional	1.000	67,879	67,879			11,616	11,616	23.21
9-12 BEA Instructional	3.000	291,908	97,303			34,848	11,616	22.62
K-12 BEA Instructional	10.000	859,857	85,986			116,160	11,616	22.70
BEA	11.000	979,386	89,035	23,786	2,162	131,304	11,937	22.64
Instructional	11.000	967,108	87,919	33,787	3,072	127,776	11,616	22.63
Administrative	1.000	119,529	119,529			15,144	15,144	22.22
Active	12.000	1,086,637	90,553	33,787	2,816	142,920	11,910	22.59
Certificated Total	12.000	1,086,637	90,553	33,787	2,816	142,920	11,910	22.59
Instructional for Funding Purposes	11.000	967,108	87,919	33,787	3,072	127,776	11,616	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	11.000	967,108	87,919	33,787	3,072	127,776	11,616	22.63

**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	474.333	43,828,086	92,399	8,016,142	16,900	5,687,194	11,990	22.29
02	12.450	1,128,793	90,666	223,834	17,979	156,816	12,596	21.41
11				77,175				
21	90.959	7,608,905	83,652	1,702,668	18,719	1,081,256	11,887	22.67
24	6.800	586,459	86,244	104,293	15,337	78,989	11,616	25.40
31	19.450	1,803,144	92,707	441,300	22,689	225,931	11,616	22.37
34	5.650	586,407	103,789	93,516	16,552	65,630	11,616	22.82
51	1.300	124,351	95,655	24,489	18,838	15,101	11,616	22.49
52	0.800	78,589	98,236	20,526	25,658	9,293	11,616	22.38
55	5.900	506,047	85,771	99,962	16,943	96,413	16,341	19.23
58	0.600	95,630	159,383			6,970	11,616	20.92
65	2.800	256,640	91,657	53,320	19,043	34,848	12,446	22.77
74	1.000	91,954	91,954	25,551	25,551	11,616	11,616	21.58
79	1.000	100,046	100,046	18,116	18,116	11,616	11,616	19.10
97	4.000	814,268	203,567	46,699	11,675	46,464	11,616	19.76
K-12 Program 02 Instructional	11.450	962,133	84,029	69,896	6,104	145,200	12,681	21.51
Program 21 Instructional	88.920	7,264,368	81,696	1,696,947	19,084	1,057,056	11,888	22.77
Program 21 Administrative	2.000	340,555	170,278	5,721	2,861	23,232	11,616	20.17

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-12 Program 21 Instructional	87.920	7,161,965	81,460	399,762	4,547	1,045,440	11,891	22.76
Program 31 Instructional	18.600	1,666,547	89,599	441,300	23,726	216,058	11,616	22.58
Program 31 Administrative	0.850	136,597	160,702			9,874	11,616	19.42
Program 34 Instructional	5.000	480,767	96,153	93,516	18,703	58,080	11,616	23.37
Program 34 Administrative	0.650	105,640	162,523			7,550	11,616	19.88
K-3 BEA Instructional	169.701	14,658,008	86,375	2,020,938	11,909	2,070,204	12,199	22.58
4-6 BEA Instructional	92.898	8,052,004	86,676	771,763	8,308	1,101,197	11,854	22.66
7-8 BEA Instructional	65.472	5,882,446	89,847	666,836	10,185	789,911	12,065	22.44
9-12 BEA Instructional	148.912	12,999,216	87,295	994,131	6,676	1,763,053	11,840	22.24
K-12 BEA Instructional	476.983	41,591,674	87,197	4,453,668	9,337	5,724,365	12,001	22.47
K-12 BEA Administrative	1.100	175,882	159,893	4,000	3,636	12,778	11,616	19.30
BEA Instructional	515.883	48,160,698	93,356	8,821,491	17,100	6,182,035	11,983	22.24
BEA Administrative	40.000	6,793,886	169,847	56,420	1,411	464,640	11,616	20.37
Active	624.503	57,293,968	91,743	10,947,591	17,530	7,492,320	11,997	22.29
On Leave	2.539	315,351	124,203			35,816	14,106	23.49
Certificated Total	627.042	57,609,319	91,875	10,947,591	17,459	7,528,136	12,006	22.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	584.503	50,500,082	86,398	10,891,171	18,633	7,027,680	12,023	22.51
Instructional for Compliance Purposes	584.503	50,500,082	86,398	10,891,171	18,633	7,027,680	12,023	22.51

**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	399.650	33,965,051	84,987	4,482,310	11,216	4,659,178	11,658	23.07
02	6.000	495,305	82,551	50,628	8,438	87,120	14,520	24.27
21	67.061	5,297,644	78,997	776,569	11,580	800,342	11,935	23.79
24	2.000	157,393	78,697	14,329	7,165	23,232	11,616	21.11
31	19.700	1,549,426	78,651	303,809	15,422	235,805	11,970	24.14
34	3.100	280,286	90,415	32,435	10,463	36,010	11,616	23.72
52	1.000	84,144	84,144	11,691	11,691	11,616	11,616	23.34
55	1.000	76,555	76,555	10,431	10,431	11,616	11,616	23.31
58				271,784				
65	2.000	171,841	85,921	23,971	11,986	23,232	11,616	23.08
71	0.500	34,752	69,504	2,700	5,400	11,616	23,232	12.66
73				6,000				
74	3.000	241,835	80,612	19,795	6,598	34,848	11,616	23.29
88	0.100	13,595	135,950	332	3,320	1,162	11,616	22.50
97	3.000	678,146	226,049	61,617	20,539	34,848	11,616	19.07
K-12 Program 02 Instructional	5.500	418,593	76,108			81,312	14,784	23.96
Program 21 Instructional	66.161	5,151,944	77,870	772,901	11,682	789,888	11,939	23.86
Program 21 Administrative	0.900	145,700	161,889	1,326	1,473	10,454	11,616	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
K-12 Program 21 Instructional	61.161	4,724,868	77,253			731,808	11,965	23.95
Program 31 Instructional	18.700	1,396,002	74,653	292,972	15,667	224,189	11,989	24.02
Program 31 Administrative	1.000	153,424	153,424	10,500	10,500	11,616	11,616	25.48
Program 34 Instructional	3.100	280,286	90,415	32,435	10,463	36,010	11,616	23.72
K-3 BEA Instructional	162.761	13,104,112	80,511	457	3	1,908,741	11,727	23.14
4-6 BEA Instructional	77.362	5,979,514	77,293	1,616	21	897,452	11,601	23.51
7-8 BEA Instructional	60.839	4,908,078	80,673	19,857	326	709,389	11,660	23.39
9-12 BEA Instructional	98.038	7,807,962	79,642	85,514	872	1,171,474	11,949	23.22
K-12 BEA Instructional	399.000	31,799,666	79,698	107,444	269	4,687,056	11,747	23.27
BEA	431.450	36,968,214	85,684	4,930,799	11,428	5,052,960	11,712	23.06
Instructional	474.661	37,718,130	79,463	5,845,983	12,316	5,593,104	11,783	23.32
Administrative	31.950	5,159,812	161,496	172,115	5,387	360,096	11,271	21.55
Other	1.000	121,892	121,892			11,616	11,616	23.59
Active	507.611	42,999,834	84,710	6,018,098	11,856	5,964,816	11,751	23.13
On Leave	0.500	46,139	92,278	50,303	100,606	5,808	11,616	23.12
Certificated Total	508.111	43,045,973	84,718	6,068,401	11,943	5,970,624	11,751	23.13
Instructional for Funding Purposes	474.661	37,718,130	79,463	5,845,983	12,316	5,593,104	11,783	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
Instructional for Compliance Purposes	474.661	37,718,130	79,463	5,845,983	12,316	5,593,104	11,783	23.32

**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	30.431	2,068,595	67,977	112,246	3,689	353,486	11,616	23.06
02	2.000	135,112	67,556	3,753	1,877	23,232	11,616	23.18
21	3.499	192,019	54,878	17,031	4,867	36,772	10,509	20.69
31	1.760	118,797	67,498	11,910	6,767	20,444	11,616	23.16
34	0.550	40,957	74,467	1,137	2,067	6,389	11,616	23.01
51	1.050	71,481	68,077	794	756	12,197	11,616	22.91
55	1.749	124,564	71,220	9,457	5,407	20,316	11,616	22.49
65	0.961	87,778	91,340	2,434	2,533	11,163	11,616	22.39
97	1.000	120,000	120,000			11,616	11,616	13.08
K-12 Program 02 Instructional	2.000	135,112	67,556	3,753	1,877	23,232	11,616	23.18
Program 21 Instructional	2.387	141,383	59,230	15,327	6,421	26,008	10,896	21.49
K-12 Program 21 Instructional	2.387	141,383	59,230	6,983	2,925	26,008	10,896	21.49
Program 31 Instructional	1.760	118,797	67,498	11,910	6,767	20,444	11,616	23.16
Program 34 Instructional	0.550	40,957	74,467	1,137	2,067	6,389	11,616	23.01
K-3 BEA Instructional	9.143	585,443	64,032	17,458	1,909	106,205	11,616	22.95
4-6 BEA Instructional	5.021	276,505	55,070	8,386	1,670	58,324	11,616	22.53
7-8 BEA Instructional	4.824	304,550	63,132	12,007	2,489	56,036	11,616	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
9-12 BEA Instructional	13.753	1,011,394	73,540	48,319	3,513	159,755	11,616	23.31
K-12 BEA Instructional	32.741	2,177,892	66,519	86,170	2,632	380,319	11,616	23.18
K-12 BEA Administrative	1.000	81,628	81,628	36,000	36,000	11,616	11,616	20.71
BEA	35.741	2,483,461	69,485	129,046	3,611	415,167	11,616	22.16
Instructional	38.888	2,603,098	66,938	120,234	3,092	450,004	11,572	23.02
Administrative	3.000	305,569	101,856	36,824	12,275	34,848	11,616	16.86
Other	1.112	50,636	45,536	1,704	1,532	10,764	9,680	18.93
Active	43.000	2,959,303	68,821	158,762	3,692	495,616	11,526	22.10
Certificated Total	43.000	2,959,303	68,821	158,762	3,692	495,616	11,526	22.10
Instructional for Funding Purposes	38.888	2,603,098	66,938	120,234	3,092	450,004	11,572	23.02
Instructional for Compliance Purposes	38.888	2,603,098	66,938	120,234	3,092	450,004	11,572	23.02



**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	30.631	2,425,272	79,177	70,651	2,307	356,321	11,633	23.24
02				11,000				
13	0.270	23,859	88,367			3,136	11,616	21.02
14	3.100	211,120	68,103			46,464	14,988	22.27
21	2.507	179,224	71,489	3,084	1,230	29,621	11,815	22.35
22	0.323	19,415	60,108			4,066	12,587	22.23
24	0.500	47,183	94,366			5,808	11,616	20.66
31	2.500	174,527	69,811	14,754	5,902	29,040	11,616	23.24
34	0.510	36,586	71,737			5,924	11,616	23.25
51	1.500	132,498	88,332	4,155	2,770	17,424	11,616	22.67
52	0.145	12,519	86,338			1,684	11,616	23.16
55	1.613	146,536	90,847	19,034	11,800	18,737	11,616	21.59
58	0.092	5,547	60,293	10,593	115,141	1,162	12,626	22.23
65	0.770	72,662	94,366	4,355	5,656	8,944	11,616	21.13
68	0.080	7,348	91,850			929	11,616	22.65
74				2,500				
79	0.437	37,773	86,437			5,076	11,616	23.16
97	1.000	139,359	139,359	48,694	48,694	11,616	11,616	18.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	2.007	133,302	66,419	3,084	1,537	23,813	11,865	22.24
Program 21 Administrative	0.500	45,922	91,844			5,808	11,616	22.65
K-12 Program 21 Instructional	2.007	133,302	66,419			23,813	11,865	22.24
Program 31 Instructional	2.500	174,527	69,811	14,754	5,902	29,040	11,616	23.24
Program 34 Instructional	0.510	36,586	71,737			5,924	11,616	23.25
K-3 BEA Instructional	11.322	844,029	74,548			132,027	11,661	23.42
4-6 BEA Instructional	5.634	365,827	64,932			65,445	11,616	23.64
7-8 BEA Instructional	4.655	368,607	79,185			54,072	11,616	23.70
9-12 BEA Instructional	9.890	818,771	82,788	13,881	1,404	114,882	11,616	22.99
K-12 BEA Instructional	31.501	2,397,234	76,100	13,881	441	366,427	11,632	23.34
BEA	34.641	2,775,744	80,129	145,099	4,189	402,901	11,631	22.94
Instructional	40.978	3,123,602	76,226	123,506	3,014	487,872	11,906	23.05
Administrative	5.000	547,826	109,565	31,739	6,348	58,080	11,616	20.99
Active	45.978	3,671,428	79,852	155,245	3,377	545,952	11,874	22.72
On Leave				33,575				
Certificated Total	45.978	3,671,428	79,852	188,820	4,107	545,952	11,874	22.72
Instructional for Funding Purposes	40.978	3,123,602	76,226	123,506	3,014	487,872	11,906	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
Instructional for Compliance Purposes	40.978	3,123,602	76,226	123,506	3,014	487,872	11,906	23.05

**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	441.488	40,842,700	92,511	687,387	1,557	5,157,655	11,682	22.17
02	46.410	3,421,463	73,723	34,821	750	248,118	5,346	20.91
12	1.000	111,783	111,783	900	900	11,616	11,616	22.36
13	30.089	2,718,633	90,353	450	15	361,130	12,002	21.44
14	21.000	1,951,224	92,915			243,936	11,616	22.07
21	89.085	7,612,244	85,449	50,783	570	1,049,331	11,779	21.20
24	38.825	3,188,283	82,119	89,347	2,301	348,480	8,976	23.57
31	33.717	3,058,671	90,716	217,605	6,454	391,657	11,616	22.47
34	11.832	1,203,128	101,684	27,731	2,344	137,441	11,616	21.76
51	11.500	1,105,688	96,147	450	39	147,059	12,788	22.20
52	2.000	202,734	101,367			23,232	11,616	21.66
55	16.379	1,625,139	99,221			219,298	13,389	23.55
58				278,135				
65	0.748	67,739	90,560	225	301	8,689	11,616	22.73
79	0.700	57,295	81,850	8,454	12,077	8,131	11,616	22.92
89	2.667	324,595	121,708	8,400	3,150	30,980	11,616	20.17
97	2.000	329,381	164,691	27,168	13,584	23,232	11,616	18.72
K-12 Program 02 Instructional	44.910	3,187,292	70,971	8,522	190	230,694	5,137	21.12

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 21 Instructional	87.085	7,297,500	83,797	36,723	422	1,026,099	11,783	21.28
Program 21 Administrative	2.000	314,744	157,372	9,300	4,650	23,232	11,616	19.38
K-12 Program 21 Instructional	81.965	6,855,551	83,640			966,625	11,793	21.35
Program 31 Instructional	32.967	2,956,155	89,670	216,930	6,580	382,945	11,616	22.53
Program 31 Administrative	0.750	102,516	136,688	675	900	8,712	11,616	20.76
Program 34 Instructional	10.582	1,038,673	98,155	26,241	2,480	122,921	11,616	21.88
Program 34 Administrative	1.250	164,455	131,564	1,125	900	14,520	11,616	20.98
K-3 BEA Instructional	186.056	16,240,563	87,289			2,177,570	11,704	22.53
4-6 BEA Instructional	100.615	8,903,613	88,492			1,169,650	11,625	22.28
7-8 BEA Instructional	78.235	7,286,573	93,137	35,650	456	920,858	11,770	22.39
9-12 BEA Instructional	115.741	10,793,062	93,252	110,494	955	1,356,063	11,716	22.16
K-12 BEA Instructional	480.647	43,223,811	89,928	146,144	304	5,624,142	11,701	22.36
BEA Instructional	677.665	60,588,364	89,408	1,252,446	1,848	7,991,808	11,793	22.18
BEA Administrative	35.000	5,270,113	150,575	117,825	3,366	406,560	11,616	19.84
Active	712.665	65,858,477	92,412	1,370,271	1,923	8,398,368	11,784	21.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Contracted	26.050	1,251,244	48,032					7.48
On Leave	1.000	112,610	112,610	61,585	61,585	11,616	11,616	22.21
Certificated Total	749.440	67,820,700	90,495	1,431,856	1,911	8,409,984	11,222	22.05
Instructional for Funding Purposes	713.440	62,437,977	87,517	1,252,446	1,756	7,991,808	11,202	22.24
Instructional for Compliance Purposes	677.665	60,588,364	89,408	1,252,446	1,848	7,991,808	11,793	22.18





**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	59.597	6,009,779	100,840	612,389	10,276	785,561	13,181	22.55
02	1.464	104,015	71,048	8,697	5,941	14,372	9,817	25.06
12	1.000	63,945	63,945	5,546	5,546	12,994	12,994	23.31
13	5.000	329,720	65,944	28,289	5,658	64,970	12,994	23.00
14	1.000	68,892	68,892	5,821	5,821	12,994	12,994	22.52
21	10.652	871,006	81,769	93,840	8,810	149,431	14,028	21.82
24	2.000	215,118	107,559	21,515	10,758	25,988	12,994	22.55
31	3.728	349,404	93,724	37,324	10,012	52,417	14,060	22.25
51	1.000	107,559	107,559	7,966	7,966	12,994	12,994	22.65
55	0.584	62,782	107,503	6,533	11,187	7,705	13,194	22.77
97	1.800	356,330	197,961	6,400	3,556	23,389	12,994	19.32
99	0.200	38,538	192,690			2,599	12,994	17.29
K-12 Program 02 Instructional	1.464	104,015	71,048	8,697	5,941	14,372	9,817	25.06
Program 21 Instructional	10.152	798,364	78,641	93,840	9,243	142,934	14,079	21.75
Program 21 Administrative	0.500	72,642	145,284			6,497	12,994	22.64
K-12 Program 21 Instructional	10.152	798,364	78,641	93,840	9,243	142,934	14,079	21.75
Program 31 Instructional	3.478	308,403	88,673	37,324	10,731	49,507	14,234	22.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.250	41,001	164,004			2,910	11,638	21.70
K-3 BEA Instructional	17.829	1,675,725	93,989	190,387	10,679	236,102	13,243	22.94
4-6 BEA Instructional	9.916	962,279	97,043	90,427	9,119	127,796	12,888	22.73
7-8 BEA Instructional	8.252	843,495	102,217	98,144	11,893	111,255	13,482	22.76
9-12 BEA Instructional	24.292	2,319,507	95,484	279,452	11,504	324,148	13,344	22.23
K-12 BEA Instructional	60.289	5,801,006	96,220	658,410	10,921	799,301	13,258	22.59
K-12 BEA Administrative	2.000	310,479	155,240			23,276	11,638	21.98
BEA	66.589	6,819,528	102,412	664,810	9,984	875,739	13,151	22.41
Instructional	81.025	7,447,386	91,915	827,920	10,218	1,079,880	13,328	22.52
Administrative	7.000	1,129,702	161,386	6,400	914	85,534	12,219	21.25
Active	88.025	8,577,088	97,439	834,320	9,478	1,165,414	13,240	22.36
Certificated Total	88.025	8,577,088	97,439	834,320	9,478	1,165,414	13,240	22.36
Instructional for Funding Purposes	81.025	7,447,386	91,915	827,920	10,218	1,079,880	13,328	22.52
Instructional for Compliance Purposes	81.025	7,447,386	91,915	827,920	10,218	1,079,880	13,328	22.52

**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	13.593	987,359	72,637	43,104	3,171	183,907	13,530	23.75
21	1.048	96,408	91,992			13,949	13,310	18.63
51	0.500	47,584	95,168			6,183	12,366	22.98
55	0.500	47,584	95,168			6,183	12,366	22.98
97	1.000	141,200	141,200	5,065	5,065	12,366	12,366	22.80
Program 21 Instructional	1.048	96,408	91,992			13,949	13,310	18.63
K-12 Program 21 Instructional	1.048	96,408	91,992			13,949	13,310	18.63
K-3 BEA Instructional	6.698	479,649	71,611	17,560	2,622	97,395	14,541	23.43
4-6 BEA Instructional	4.185	280,076	66,924	2,754	658	52,828	12,623	24.21
7-8 BEA Instructional	1.710	110,897	64,852	5,389	3,151	21,319	12,467	24.68
K-12 BEA Instructional	12.593	870,622	69,135	25,703	2,041	171,541	13,622	23.84
BEA	14.593	1,128,559	77,336	48,169	3,301	196,273	13,450	23.63
Instructional	14.641	1,062,198	72,550	40,164	2,743	197,856	13,514	23.30
Administrative	2.000	257,937	128,969			24,732	12,366	22.89
Active	16.641	1,320,135	79,330	40,164	2,414	222,588	13,376	23.22
On Leave				8,005				
Certificated Total	16.641	1,320,135	79,330	48,169	2,895	222,588	13,376	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
Instructional for Funding Purposes	14.641	1,062,198	72,550	40,164	2,743	197,856	13,514	23.30
Instructional for Compliance Purposes	14.641	1,062,198	72,550	40,164	2,743	197,856	13,514	23.30

**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	42.390	2,537,633	59,864	43,400	1,024	496,607	11,715	23.31
13	0.120	8,655	72,125			2,323	19,360	24.60
14	1.508	111,334	73,829			17,517	11,616	22.59
21	3.773	193,296	51,231			48,799	12,934	22.86
24	0.799	45,228	56,606			9,281	11,616	22.57
51	0.492	29,982	60,939			5,715	11,616	22.35
52	0.100	10,000	100,000			1,162	11,616	22.02
58				14,280				
79	2.948	247,530	83,965			34,244	11,616	21.53
97	1.000	155,000	155,000			11,616	11,616	21.98
Program 21 Instructional	3.201	154,836	48,371			37,183	11,616	22.79
Program 21 Administrative	0.572	38,460	67,238			11,616	20,308	23.18
K-12 Program 21 Instructional	3.201	154,836	48,371			37,183	11,616	22.79
K-3 BEA Instructional	22.207	1,270,920	57,231	1,500	68	260,791	11,744	22.63
4-6 BEA Instructional	12.194	711,494	58,348			142,981	11,726	24.11
7-8 BEA Instructional	5.687	353,095	62,088	1,500	264	66,060	11,616	24.06
9-12 BEA Instructional	1.350	78,312	58,009			15,716	11,642	26.88

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	41.438	2,413,821	58,251	3,000	72	485,549	11,717	23.37
BEA	43.390	2,692,633	62,057	43,400	1,000	508,223	11,713	23.23
Instructional	48.558	2,815,198	57,976	55,280	1,138	569,184	11,722	23.29
Administrative	4.572	523,460	114,493			58,080	12,703	21.74
Other				2,400				
Active	53.130	3,338,658	62,839	57,680	1,086	627,264	11,806	23.04
Certificated Total	53.130	3,338,658	62,839	57,680	1,086	627,264	11,806	23.04
Instructional for Funding Purposes	48.558	2,815,198	57,976	55,280	1,138	569,184	11,722	23.29
Instructional for Compliance Purposes	48.558	2,815,198	57,976	55,280	1,138	569,184	11,722	23.29

**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	1,586.104	129,194,995	81,454	9,268,218	5,843	18,794,007	11,849	22.38
02	56.509	4,733,510	83,766	1,021,179	18,071	670,466	11,865	22.07
12	37.076	3,264,116	88,039	214,088	5,774	420,649	11,346	22.26
13	14.000	1,185,133	84,652	71,670	5,119	162,624	11,616	22.42
14	108.416	8,954,133	82,591	608,811	5,616	1,263,298	11,652	22.48
21	277.505	21,594,404	77,816	1,873,347	6,751	3,312,290	11,936	21.86
23	12.000	938,975	78,248	53,706	4,476	139,392	11,616	23.23
24	48.700	4,108,114	84,356	261,829	5,376	569,184	11,688	22.76
31	71.266	5,891,753	82,673	560,757	7,869	850,097	11,929	21.07
34	12.096	1,012,963	83,744	64,735	5,352	145,465	12,026	21.86
45	23.300	1,815,527	77,920	113,910	4,889	278,930	11,971	21.94
51	81.907	7,133,294	87,090	449,780	5,491	971,183	11,857	21.31
52	9.774	906,463	92,742	71,270	7,292	127,722	13,068	20.90
55	107.764	9,255,586	85,888	609,906	5,660	1,306,576	12,124	21.60
58	1.000	96,131	96,131	3,201,186	3,201,186	11,616	11,616	21.79
64	1.000	93,152	93,152	5,771	5,771	11,616	11,616	20.55
65	40.222	3,235,615	80,444	204,187	5,077	483,671	12,025	22.20
68	0.500	42,220	84,440	3,264	6,528	5,958	11,916	21.22
69	0.300	27,701	92,337	1,671	5,570	3,485	11,616	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
74	15.196	1,211,862	79,749	72,964	4,802	180,838	11,900	22.70
88	11.950	924,774	77,387	54,666	4,575	139,456	11,670	21.78
89	1.400	159,376	113,840	18,277	13,055	20,465	14,618	22.99
97	5.475	856,443	156,428	60,801	11,105	68,968	12,597	19.84
CP	3.000	262,875	87,625	27,913	9,304	24,432	8,144	20.56
K-12 Program 02 Instructional	52.509	4,229,632	80,551			619,202	11,792	22.20
Program 21 Instructional	269.930	20,805,956	77,079	1,817,111	6,732	3,231,850	11,973	22.63
Program 21 Administrative	6.575	708,406	107,742	56,236	8,553	80,440	12,234	21.09
K-12 Program 21 Instructional	258.114	19,871,542	76,987			3,090,820	11,975	22.67
Program 31 Instructional	69.666	5,702,390	81,853	544,297	7,813	830,312	11,918	21.06
Program 31 Administrative	1.600	189,363	118,352	16,460	10,288	19,786	12,366	21.16
Program 34 Instructional	11.696	965,623	82,560	60,620	5,183	140,519	12,014	21.89
Program 34 Administrative	0.400	47,340	118,350	4,115	10,288	4,946	12,366	21.16
K-3 BEA Instructional	648.911	50,647,543	78,050			7,713,001	11,886	22.34
4-6 BEA Instructional	324.199	24,620,130	75,941			3,807,458	11,744	22.90
7-8 BEA Instructional	218.676	17,724,314	81,053	1,000	5	2,593,957	11,862	22.29
9-12 BEA Instructional	448.173	36,512,846	81,470			5,305,132	11,837	22.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	1,639.959	129,504,833	78,968	1,000	1	19,419,547	11,841	22.42
BEA	1,754.750	143,505,191	81,781	11,089,600	6,320	20,807,934	11,858	22.29
Instructional	2,387.120	190,378,224	79,752	17,453,346	7,311	28,284,263	11,849	22.37
Administrative	124.140	15,156,072	122,089	1,308,424	10,540	1,576,874	12,702	21.40
Other	6.200	731,787	118,030	100,762	16,252	78,019	12,584	23.19
Active	2,517.460	206,266,083	81,934	18,862,532	7,493	29,939,156	11,893	22.30
K-12 Program 21 Contracted	1.000	80,042	80,042					
K-12 BEA Contracted	6.000	363,707	60,618					
On Leave	2.000	189,283	94,642	31,374	15,687	23,232	11,616	21.97
Certificated Total	2,526.460	206,899,115	81,893	18,893,906	7,478	29,962,388	11,859	22.19
Instructional for Funding Purposes	2,394.120	190,821,973	79,704	17,453,346	7,290	28,284,263	11,814	22.25
Instructional for Compliance Purposes	2,387.120	190,378,224	79,752	17,453,346	7,311	28,284,263	11,849	22.37

**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	10.000	702,251	70,225	14,000	1,400	117,336	11,734	21.44
21	1.900	111,964	58,928			22,070	11,616	22.23
31	1.000	58,380	58,380	11,105	11,105	11,616	11,616	22.50
51				1,463				
55	0.100	7,546	75,460	1,463	14,630	1,162	11,616	22.35
74				325				
97				13,391				
Program 21 Instructional	1.900	111,964	58,928			22,070	11,616	22.23
K-12 Program 21 Instructional	1.900	111,964	58,928			22,070	11,616	22.23
Program 31 Instructional	1.000	58,380	58,380	11,105	11,105	11,616	11,616	22.50
K-3 BEA Instructional	4.370	260,326	59,571			48,439	11,084	21.56
4-6 BEA Instructional	0.980	72,830	74,316			10,803	11,023	22.68
9-12 BEA Instructional	4.650	332,063	71,411	25,105	5,399	56,918	12,241	22.26
K-12 BEA Instructional	10.000	665,219	66,522	25,105	2,511	116,160	11,616	22.03
K-12 BEA Administrative	1.000	95,412	95,412	13,391	13,391	12,792	12,792	18.81
BEA Instructional	11.000	760,631	69,148	38,496	3,500	128,952	11,723	21.53
Instructional	12.000	784,729	65,394	28,356	2,363	139,392	11,616	22.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.000	95,412	95,412	13,391	13,391	12,792	12,792	18.81
Active	13.000	880,141	67,703	41,747	3,211	152,184	11,706	21.62
Certificated Total	13.000	880,141	67,703	41,747	3,211	152,184	11,706	21.62
Instructional for Funding Purposes	12.000	784,729	65,394	28,356	2,363	139,392	11,616	22.06
Instructional for Compliance Purposes	12.000	784,729	65,394	28,356	2,363	139,392	11,616	22.06

**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	12.628	896,034	70,956	8,035	636	156,139	12,364	21.60
14	0.580	26,475	45,647			6,737	11,616	22.93
21	1.000	71,070	71,070	1,684	1,684	11,616	11,616	22.68
31	0.833	38,785	46,561	5,171	6,208	11,616	13,945	22.95
51	0.505	27,416	54,289			5,866	11,616	22.83
55	0.495	26,831	54,204			5,750	11,616	22.83
71				4,000				
97	0.500	61,513	123,026					22.40
Program 21 Instructional	1.000	71,070	71,070	1,684	1,684	11,616	11,616	22.68
K-12 Program 21 Instructional	1.000	71,070	71,070			11,616	11,616	22.68
Program 31 Instructional	0.833	38,785	46,561	5,171	6,208	11,616	13,945	22.95
K-3 BEA Instructional	4.056	264,562	65,227			49,949	12,315	22.76
4-6 BEA Instructional	2.000	138,355	69,178			23,232	11,616	22.70
9-12 BEA Instructional	6.405	429,120	66,998	9,473	1,479	82,958	12,952	20.54
K-12 BEA Instructional	12.461	832,037	66,771	9,473	760	156,139	12,530	21.58
BEA	13.961	996,332	71,365	13,206	946	167,755	12,016	21.71
Instructional	15.041	983,829	65,410	15,157	1,008	186,108	12,373	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
Administrative	1.500	164,295	109,530			11,616	7,744	22.37
Other				3,733				
Active	16.541	1,148,124	69,411	18,890	1,142	197,724	11,954	21.85
Certificated Total	16.541	1,148,124	69,411	18,890	1,142	197,724	11,954	21.85
Instructional for Funding Purposes	15.041	983,829	65,410	15,157	1,008	186,108	12,373	21.77
Instructional for Compliance Purposes	15.041	983,829	65,410	15,157	1,008	186,108	12,373	21.77

**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	229.834	21,569,540	93,848	2,733,769	11,895	2,728,157	11,870	22.01
02	6.461	636,119	98,455	71,433	11,056	74,342	11,506	19.96
13	2.000	273,848	136,924	5,000	2,500	23,232	11,616	23.11
14				274,576				
21	42.095	3,602,502	85,580	487,347	11,577	513,427	12,197	21.33
24	5.526	525,459	95,088	69,754	12,623	69,696	12,612	22.30
31	15.776	1,566,968	99,326	335,480	21,265	190,502	12,075	22.11
34	4.240	433,941	102,345	59,262	13,977	49,252	11,616	22.08
51	1.650	167,812	101,704	26,146	15,846	19,166	11,616	21.84
52				18,000				
55	3.350	347,329	103,680	46,091	13,759	38,914	11,616	22.35
58				194				
64	0.200	20,071	100,355	2,230	11,150	2,323	11,616	22.60
65	1.400	113,821	81,301	12,646	9,033	16,262	11,616	22.42
74	1.400	120,959	86,399	14,120	10,086	16,262	11,616	22.78
79	0.498	52,405	105,231	6,406	12,863	5,785	11,616	22.65
97	2.400	522,205	217,585			27,878	11,616	19.82
K-12 Program 02 Instructional	6.001	562,516	93,737	26,540	4,423	69,696	11,614	19.84

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	40.523	3,352,329	82,727	479,734	11,839	501,811	12,383	22.00
Program 21 Administrative	1.000	194,432	194,432			11,616	11,616	19.72
K-12 Program 21 Instructional	37.840	3,142,038	83,035	275,439	7,279	466,963	12,340	22.09
Program 31 Instructional	14.976	1,432,915	95,681	335,480	22,401	181,210	12,100	22.20
Program 31 Administrative	0.800	134,053	167,566			9,293	11,616	20.82
Program 34 Instructional	3.800	363,403	95,632	59,262	15,595	44,141	11,616	22.25
Program 34 Administrative	0.440	70,538	160,314			5,111	11,616	21.10
K-3 BEA Instructional	87.913	7,623,071	86,712	673,150	7,657	1,053,548	11,984	22.17
4-6 BEA Instructional	47.137	4,254,993	90,269	238,122	5,052	556,360	11,803	22.19
7-8 BEA Instructional	34.513	3,177,661	92,071	306,577	8,883	410,080	11,882	22.18
9-12 BEA Instructional	63.259	5,816,419	91,946	229,341	3,625	748,128	11,826	21.85
K-12 BEA Instructional	232.822	20,872,144	89,649	1,447,190	6,216	2,768,116	11,889	22.08
K-12 BEA Administrative	13.280	2,141,496	161,257	3,000	226	154,260	11,616	21.42
BEA	258.711	24,728,773	95,585	3,199,944	12,369	3,070,132	11,867	21.92
Instructional	286.871	25,519,924	88,960	4,051,680	14,124	3,432,551	11,965	22.08
Administrative	23.000	3,899,648	169,550	39,800	1,730	267,168	11,616	21.10



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	6.216	464,532	74,732	65,151	10,481	69,696	11,212	16.97
Active	316.087	29,884,104	94,544	4,156,631	13,150	3,769,415	11,925	21.87
On Leave	0.743	68,875	92,699	5,823	7,837	5,785	7,786	22.74
Certificated Total	316.830	29,952,979	94,540	4,162,454	13,138	3,775,200	11,916	21.87
Instructional for Funding Purposes	286.871	25,519,924	88,960	4,051,680	14,124	3,432,551	11,965	22.08
Instructional for Compliance Purposes	286.871	25,519,924	88,960	4,051,680	14,124	3,432,551	11,965	22.08

**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	138,160	69,080	17,303	8,652	23,232	11,616	22.32
97	0.450	13,500	30,000			10,454	23,232	22.27
99	0.050	1,500	30,000			1,162	23,232	22.27
K-3 BEA Instructional	2.000	138,160	69,080	17,303	8,652	23,232	11,616	22.32
K-12 BEA Instructional	2.000	138,160	69,080	17,303	8,652	23,232	11,616	22.32
BEA	2.450	151,660	61,902	17,303	7,062	33,686	13,750	22.32
Instructional	2.000	138,160	69,080	17,303	8,652	23,232	11,616	22.32
Administrative	0.500	15,000	30,000			11,616	23,232	22.27
Active	2.500	153,160	61,264	17,303	6,921	34,848	13,939	22.32
Certificated Total	2.500	153,160	61,264	17,303	6,921	34,848	13,939	22.32
Instructional for Funding Purposes	2.000	138,160	69,080	17,303	8,652	23,232	11,616	22.32
Instructional for Compliance Purposes	2.000	138,160	69,080	17,303	8,652	23,232	11,616	22.32

**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	4.268	345,500	80,951	5,132	1,202	49,577	11,616	21.07
02	0.330	37,100	112,424			3,833	11,616	22.27
21	0.074	12,000	162,162			860	11,616	22.27
97	0.268	30,051	112,131			3,113	11,616	22.27
99	0.060	6,678	111,300			697	11,616	22.27
Program 21 Administrative	0.074	12,000	162,162			860	11,616	22.27
K-3 BEA Instructional	2.000	140,920	70,460	1,748	874	23,232	11,616	19.42
4-6 BEA Instructional	1.000	97,922	97,922	907	907	11,616	11,616	22.19
7-8 BEA Instructional	1.000	76,607	76,607	2,477	2,477	11,616	11,616	22.38
K-12 BEA Instructional	4.000	315,449	78,862	5,132	1,283	46,464	11,616	20.92
BEA	4.866	412,651	84,803	5,132	1,055	56,523	11,616	21.30
Instructional	4.000	315,449	78,862	5,132	1,283	46,464	11,616	20.92
Administrative	1.000	115,880	115,880			11,616	11,616	22.27
Active	5.000	431,329	86,266	5,132	1,026	58,080	11,616	21.34
Certificated Total	5.000	431,329	86,266	5,132	1,026	58,080	11,616	21.34
Instructional for Funding Purposes	4.000	315,449	78,862	5,132	1,283	46,464	11,616	20.92

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	4.000	315,449	78,862	5,132	1,283	46,464	11,616	20.92

**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	46,719	46,719	2,595	2,595	11,616	11,616	21.98
K-3 BEA Instructional	0.125	5,840	46,720	2,595	20,760	1,452	11,616	21.98
4-6 BEA Instructional	0.500	23,360	46,720			5,808	11,616	21.98
7-8 BEA Instructional	0.375	17,519	46,717			4,356	11,616	21.98
K-12 BEA Instructional	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
BEA	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
Instructional	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
Active	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
Certificated Total	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
Instructional for Funding Purposes	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98
Instructional for Compliance Purposes	1.000	46,719	46,719	2,595	2,595	11,616	11,616	21.98

**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	158.108	14,169,504	89,619	1,217,364	7,700	1,829,415	11,571	17.94
13	1.000	122,416	122,416	3,060	3,060	11,616	11,616	22.18
14	1.750	153,446	87,683	8,028	4,587	18,876	10,786	9.78
19	0.762	95,099	124,802	2,376	3,118	11,616	15,244	17.51
21	31.500	2,607,958	82,792	243,440	7,728	377,520	11,985	16.17
24	1.000	62,821	62,821	4,392	4,392	11,616	11,616	21.42
31	14.340	1,125,209	78,466	92,418	6,445	166,573	11,616	19.88
34	1.000	82,485	82,485	5,768	5,768	11,616	11,616	23.65
51	3.800	365,162	96,095	25,532	6,719	44,141	11,616	14.77
52	1.000	29,360	29,360			11,616	11,616	20.40
55	3.000	257,521	85,840	15,966	5,322	34,848	11,616	14.92
58				111,113				
65	1.200	102,549	85,458	7,170	5,975	13,939	11,616	10.65
74	0.544	56,135	103,189	3,925	7,215	6,319	11,616	8.16
79	0.508	37,687	74,187	2,635	5,187	11,616	22,866	22.38
97	2.500	426,844	170,738	49,340	19,736	29,040	11,616	18.46
Program 21 Instructional	30.000	2,418,456	80,615	232,983	7,766	360,096	12,003	16.46
Program 21 Administrative	1.500	189,502	126,335	10,457	6,971	17,424	11,616	12.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	27.700	2,216,617	80,022	210,864	7,612	333,379	12,035	16.60
Program 31 Instructional	13.900	1,066,728	76,743	92,418	6,649	161,462	11,616	19.82
Program 31 Administrative	0.440	58,481	132,911			5,111	11,616	20.88
Program 34 Instructional	1.000	82,485	82,485	5,768	5,768	11,616	11,616	23.65
K-3 BEA Instructional	59.056	5,283,414	89,464	383,028	6,486	685,994	11,616	17.76
4-6 BEA Instructional	31.792	2,684,252	84,432	189,390	5,957	375,197	11,802	17.10
7-8 BEA Instructional	24.900	2,208,992	88,715	162,187	6,514	289,238	11,616	18.01
9-12 BEA Instructional	45.200	3,632,986	80,376	359,948	7,963	525,043	11,616	19.06
K-12 BEA Instructional	160.948	13,809,644	85,802	1,094,553	6,801	1,875,473	11,653	18.02
BEA Instructional	175.948	15,804,042	89,822	1,364,890	7,757	2,036,645	11,575	18.12
Administrative	203.000	17,218,405	84,820	1,565,997	7,714	2,381,280	11,730	17.59
Active	18.012	2,418,796	134,288	114,871	6,377	209,088	11,608	18.00
K-12 BEA Contracted	221.012	19,637,201	88,851	1,680,868	7,605	2,590,368	11,720	17.64
On Leave	1.000	56,995	56,995					
				111,659				
Certificated Total	222.012	19,694,196	88,708	1,792,527	8,074	2,590,368	11,668	17.66
Instructional for Funding Purposes	204.000	17,275,400	84,683	1,565,997	7,676	2,381,280	11,673	17.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	203.000	17,218,405	84,820	1,565,997	7,714	2,381,280	11,730	17.59



**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	4.101	253,895	61,911	38,135	9,299	42,143	10,276	21.79
21	0.565	19,542	34,588	2,007	3,552	3,752	6,641	21.48
97	0.086	5,100	59,302			569	6,618	21.48
Program 21 Instructional	0.565	19,542	34,588			3,752	6,641	21.48
Program 21 Administrative				2,007				
K-12 Program 21 Instructional	0.565	19,542	34,588			3,752	6,641	21.48
K-3 BEA Instructional	1.616	114,582	70,905			18,539	11,472	21.84
4-6 BEA Instructional	1.145	71,401	62,359			11,825	10,328	21.83
7-8 BEA Instructional	1.340	67,912	50,681			11,779	8,790	21.68
K-12 BEA Instructional	4.101	253,895	61,911			42,143	10,276	21.79
BEA	4.187	258,995	61,857	38,135	9,108	42,712	10,201	21.79
Instructional	4.666	273,437	58,602			45,895	9,836	21.76
Administrative	0.086	5,100	59,302	40,142	466,767	569	6,618	21.48
Active	4.752	278,537	58,615	40,142	8,447	46,464	9,778	21.75
Certificated Total	4.752	278,537	58,615	40,142	8,447	46,464	9,778	21.75
Instructional for Funding Purposes	4.666	273,437	58,602			45,895	9,836	21.76

Salary and Benefits by Program for 2021-2022

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	4.666	273,437	58,602			45,895	9,836	21.76

**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	44.800	3,432,174	76,611	225,519	5,034	525,043	11,720	22.48
12	0.640	32,560	50,875	331	517	7,434	11,616	27.49
31	3.500	252,393	72,112	34,389	9,825	40,656	11,616	26.96
34	0.400	26,828	67,070	4,405	11,013	4,646	11,616	20.83
51	1.150	79,098	68,781	2,596	2,257	13,358	11,616	22.54
55	3.110	192,623	61,937	6,647	2,137	36,126	11,616	23.15
74	0.200	16,137	80,685	478	2,390			21.74
97	1.000	150,000	150,000			16,616	16,616	22.70
Program 31 Instructional	3.500	252,393	72,112	34,389	9,825	40,656	11,616	26.96
Program 34 Instructional	0.400	26,828	67,070	4,405	11,013	4,646	11,616	20.83
K-3 BEA Instructional	13.300	945,432	71,085	45,296	3,406	154,493	11,616	22.30
4-6 BEA Instructional	6.900	518,313	75,118			80,150	11,616	22.47
7-8 BEA Instructional	10.970	869,606	79,271	37,658	3,433	132,074	12,040	22.24
9-12 BEA Instructional	15.030	1,095,488	72,887	66,128	4,400	174,588	11,616	23.86
K-12 BEA Instructional	46.200	3,428,839	74,217	149,082	3,227	541,306	11,717	22.82
K-12 BEA Administrative	1.500	167,303	111,535	114,889	76,593	17,424	11,616	21.97
BEA	49.700	3,861,395	77,694	264,313	5,318	586,962	11,810	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
Instructional	50.800	3,693,909	72,715	157,368	3,098	592,416	11,662	22.87
Administrative	4.000	487,904	121,976	116,997	29,249	51,464	12,866	22.55
Active	54.800	4,181,813	76,310	274,365	5,007	643,880	11,750	22.84
Certificated Total	54.800	4,181,813	76,310	274,365	5,007	643,880	11,750	22.84
Instructional for Funding Purposes	50.800	3,693,909	72,715	157,368	3,098	592,416	11,662	22.87
Instructional for Compliance Purposes	50.800	3,693,909	72,715	157,368	3,098	592,416	11,662	22.87

**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	102.610	9,575,281	93,317	223,188	2,175	1,198,920	11,684	21.86
02	1.342	151,610	112,973	2,251	1,677	15,589	11,616	21.70
13	2.658	254,008	95,564	4,234	1,593	31,059	11,685	21.41
21	24.850	2,395,532	96,400	89,170	3,588	195,730	7,876	21.40
24	0.150	14,244	94,960	285	1,900	1,742	11,616	20.86
31	6.647	578,828	87,081	25,560	3,845	81,080	12,198	21.09
34	0.400	44,900	112,250	898	2,245	4,646	11,616	21.64
51	1.100	123,368	112,153	5,697	5,179	12,778	11,616	20.85
52	0.100	15,104	151,040			1,162	11,616	20.49
55	1.110	123,976	111,690	5,709	5,143	12,894	11,616	20.86
65	1.582	132,710	83,887	2,352	1,487	24,394	15,419	21.85
74	0.400	39,006	97,515	1,780	4,450	11,616	29,040	7.20
97	1.000	188,700	188,700	28,900	28,900	11,616	11,616	17.61
K-12 Program 02 Instructional	0.842	92,882	110,311			9,781	11,616	21.55
Program 21 Instructional	23.850	2,237,224	93,804	88,450	3,709	184,114	7,720	21.63
Program 21 Administrative	1.000	158,308	158,308	720	720	11,616	11,616	19.46
K-12 Program 21 Instructional	22.500	2,100,384	93,350			168,432	7,486	21.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	6.647	578,828	87,081	25,560	3,845	81,080	12,198	21.09
Program 34 Instructional	0.400	44,900	112,250	898	2,245	4,646	11,616	21.64
K-3 BEA Instructional	39.088	3,488,741	89,254	2,568	66	454,046	11,616	21.93
4-6 BEA Instructional	15.214	1,382,741	90,886	1,508	99	176,726	11,616	21.66
7-8 BEA Instructional	21.575	1,893,763	87,776	4,270	198	257,585	11,939	21.50
9-12 BEA Instructional	26.022	2,394,987	92,037	1,748	67	306,172	11,766	21.48
K-12 BEA Instructional	101.899	9,160,232	89,895	10,094	99	1,194,529	11,723	21.68
K-12 BEA Administrative	3.000	407,706	135,902			34,848	11,616	26.55
BEA	111.999	10,539,319	94,102	280,797	2,507	1,311,851	11,713	21.72
Instructional	131.949	11,980,728	90,798	343,433	2,603	1,463,832	11,094	21.60
Administrative	12.000	1,656,539	138,045	46,591	3,883	139,392	11,616	21.69
Active	143.949	13,637,267	94,737	390,024	2,709	1,603,224	11,137	21.61
Certificated Total	143.949	13,637,267	94,737	390,024	2,709	1,603,224	11,137	21.61
Instructional for Funding Purposes	131.949	11,980,728	90,798	343,433	2,603	1,463,832	11,094	21.60
Instructional for Compliance Purposes	131.949	11,980,728	90,798	343,433	2,603	1,463,832	11,094	21.60

**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	23.020	1,466,135	63,690			267,400	11,616	23.83
12	1.000	14,418	14,418			2,904	2,904	21.17
13	1.640	118,872	72,483			19,050	11,616	23.94
14	1.120	81,182	72,484			13,010	11,616	23.94
21	2.680	172,069	64,205			31,131	11,616	23.94
24	1.320	90,587	68,627			15,333	11,616	23.94
51	1.320	85,964	65,124			15,333	11,616	23.94
55	1.380	89,871	65,124			16,030	11,616	23.94
65	0.400	26,830	67,075			4,646	11,616	23.94
74	0.120	7,815	65,125			1,394	11,616	23.94
Program 21 Instructional	2.680	172,069	64,205			31,131	11,616	23.94
K-12 Program 21 Instructional	2.680	172,069	64,205			31,131	11,616	23.94
4-6 BEA Instructional	2.950	179,499	60,847			34,267	11,616	23.94
7-8 BEA Instructional	6.480	473,292	73,039			75,272	11,616	23.94
9-12 BEA Instructional	13.590	813,344	59,849			157,861	11,616	23.75
K-12 BEA Instructional	23.020	1,466,135	63,690			267,400	11,616	23.83
BEA	23.020	1,466,135	63,690			267,400	11,616	23.83

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	34.000	2,153,743	63,345			386,232	11,360	23.82
Active	34.000	2,153,743	63,345			386,232	11,360	23.82
Certificated Total	34.000	2,153,743	63,345			386,232	11,360	23.82
Instructional for Funding Purposes	34.000	2,153,743	63,345			386,232	11,360	23.82
Instructional for Compliance Purposes	34.000	2,153,743	63,345			386,232	11,360	23.82



**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	8.610	520,641	60,469			95,658	11,110	23.53
12	0.500	6,313	12,626			1,452	2,904	21.17
21	1.510	89,937	59,561			17,540	11,616	22.27
24	0.380	25,984	68,379			4,414	11,616	23.94
51	0.720	38,094	52,908			8,364	11,616	23.94
55	1.110	58,729	52,909			12,894	11,616	23.94
65	0.110	7,522	68,382			1,278	11,616	23.94
74	0.060	3,175	52,917			697	11,616	23.94
Program 21 Instructional	1.510	89,937	59,561			17,540	11,616	22.27
K-12 Program 21 Instructional	1.510	89,937	59,561			17,540	11,616	22.27
9-12 BEA Instructional	8.610	520,641	60,469			95,658	11,110	23.53
K-12 BEA Instructional	8.610	520,641	60,469			95,658	11,110	23.53
BEA	8.610	520,641	60,469			95,658	11,110	23.53
Instructional	13.000	750,395	57,723			142,296	10,946	23.42
Active	13.000	750,395	57,723			142,296	10,946	23.42
Certificated Total	13.000	750,395	57,723			142,296	10,946	23.42
Instructional for Funding Purposes	13.000	750,395	57,723			142,296	10,946	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
Instructional for Compliance Purposes	13.000	750,395	57,723			142,296	10,946	23.42

**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	17.070	989,283	57,954			198,285	11,616	22.73
12	1.000	7,014	7,014			2,904	2,904	21.17
13	0.030	1,590	53,000			348	11,616	23.94
14	1.390	76,585	55,097			16,146	11,616	23.94
21	0.880	44,859	50,976			10,222	11,616	21.17
24	0.700	36,866	52,666			8,131	11,616	23.48
51	0.920	58,459	63,542			10,687	11,616	23.94
55	0.800	50,835	63,544			9,293	11,616	23.94
65	1.090	64,430	59,110			12,661	11,616	23.94
74	0.120	7,626	63,550			1,394	11,616	23.94
Program 21 Instructional	0.880	44,859	50,976			10,222	11,616	21.17
K-12 Program 21 Instructional	0.880	44,859	50,976			10,222	11,616	21.17
9-12 BEA Instructional	17.070	989,283	57,954			198,285	11,616	22.73
K-12 BEA Instructional	17.070	989,283	57,954			198,285	11,616	22.73
BEA	17.070	989,283	57,954			198,285	11,616	22.73
Instructional	24.000	1,337,547	55,731			270,072	11,253	22.89
Active	24.000	1,337,547	55,731			270,072	11,253	22.89
Certificated Total	24.000	1,337,547	55,731			270,072	11,253	22.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	24.000	1,337,547	55,731			270,072	11,253	22.89
Instructional for Compliance Purposes	24.000	1,337,547	55,731			270,072	11,253	22.89

**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	5.138	334,582	65,119			59,683	11,616	22.28
21	0.316	22,630	71,614			3,671	11,616	22.28
51	0.144	9,114	63,292			1,673	11,616	22.27
52	0.167	10,727	64,234			1,940	11,616	22.27
97	0.235	27,400	116,596			2,730	11,616	22.34
Program 21 Instructional	0.199	8,930	44,874			2,312	11,616	22.21
Program 21 Administrative	0.117	13,700	117,094			1,359	11,616	22.34
K-12 Program 21 Instructional	0.199	8,930	44,874			2,312	11,616	22.21
K-3 BEA Instructional	2.384	148,408	62,252			27,693	11,616	22.37
4-6 BEA Instructional	1.635	110,207	67,405			18,992	11,616	21.98
7-8 BEA Instructional	0.884	48,567	54,940			10,269	11,616	22.64
K-12 BEA Instructional	4.903	307,182	62,652			56,953	11,616	22.27
BEA	5.373	361,982	67,371			62,413	11,616	22.28
Instructional	5.413	335,953	62,064			62,877	11,616	22.27
Administrative	0.587	68,500	116,695			6,819	11,616	22.34
Active	6.000	404,453	67,409			69,696	11,616	22.28
Certificated Total	6.000	404,453	67,409			69,696	11,616	22.28

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	5.413	335,953	62,064			62,877	11,616	22.27
Instructional for Compliance Purposes	5.413	335,953	62,064			62,877	11,616	22.27

**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	514.941	43,074,972	83,650	5,912,733	11,482	5,993,151	11,639	22.40
02	3.240	283,941	87,636	38,896	12,005	40,424	12,476	22.16
12	3.022	235,393	77,893	31,098	10,291	41,818	13,838	22.30
13	0.867	64,416	74,298	7,157	8,255	10,071	11,616	22.69
14				34,881				
21	95.791	7,510,543	78,406	1,138,191	11,882	1,107,818	11,565	22.55
24	4.630	426,306	92,075	58,275	12,586	53,782	11,616	21.65
31	27.351	2,165,575	79,177	343,212	12,548	331,648	12,126	21.53
34	5.950	567,862	95,439	85,125	14,307	69,115	11,616	21.86
51	3.780	326,504	86,377	38,948	10,304	43,908	11,616	23.72
52	1.499	143,454	95,700	20,658	13,781	17,412	11,616	20.98
55	7.867	694,351	88,261	87,704	11,148	96,029	12,207	22.92
58	0.600	64,447	107,412	503,299	838,832	6,970	11,616	22.27
64	0.300	28,691	95,637	3,832	12,773	3,485	11,616	21.24
65	2.200	179,379	81,536	22,075	10,034	26,717	12,144	21.63
74	7.200	613,183	85,164	83,557	11,605	83,635	11,616	21.99
97	5.000	860,502	172,100	136,995	27,399	58,080	11,616	19.44
K-12 Program 02 Instructional	3.040	256,529	84,385			38,100	12,533	22.17

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 21 Instructional	89.431	6,936,635	77,564	1,081,779	12,096	1,080,404	12,081	22.40
Program 21 Administrative	2.360	343,917	145,728	38,058	16,126	27,414	11,616	20.59
K-12 Program 21 Instructional	82.271	6,373,978	77,475			996,850	12,117	22.37
Program 31 Instructional	25.518	1,939,742	76,015	320,525	12,561	314,805	12,337	21.64
Program 31 Administrative	1.450	198,373	136,809	22,687	15,646	16,843	11,616	22.11
Program 34 Instructional	5.800	544,684	93,911	84,258	14,527	67,373	11,616	21.88
Program 34 Administrative	0.150	23,178	154,520	867	5,780	1,742	11,616	21.35
K-3 BEA Instructional	182.850	13,787,858	75,405			2,130,034	11,649	22.99
4-6 BEA Instructional	97.404	7,696,272	79,014			1,120,603	11,505	22.39
7-8 BEA Instructional	74.436	6,231,324	83,714			864,649	11,616	22.62
9-12 BEA Instructional	149.172	12,018,051	80,565	19,153	128	1,778,340	11,921	22.09
K-12 BEA Instructional	503.862	39,733,505	78,858	19,153	38	5,893,625	11,697	22.53
BEA	556.482	46,952,852	84,374	6,516,961	11,711	6,492,419	11,667	22.29
Instructional	623.646	49,227,908	78,936	7,482,109	11,997	7,338,226	11,767	22.49
Administrative	53.344	7,488,981	140,390	714,791	13,400	621,456	11,650	21.22
Other	1.500	163,383	108,922	17,591	11,727	17,424	11,616	22.19
Active	678.490	56,880,272	83,834	8,214,491	12,107	7,977,106	11,757	22.33



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 Program 21 Contracted	4.000	229,991	57,498					
On Leave	1.748	129,256	73,945	332,145	190,014	6,958	3,981	10.63
Certificated Total	684.238	57,239,519	83,654	8,546,636	12,491	7,984,064	11,669	22.33
Instructional for Funding Purposes	627.646	49,457,899	78,799	7,482,109	11,921	7,338,226	11,692	22.53
Instructional for Compliance Purposes	623.646	49,227,908	78,936	7,482,109	11,997	7,338,226	11,767	22.49

**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	345.067	27,582,327	79,933	898,415	2,604	4,030,752	11,681	21.47
12				11,640				
21	49.309	3,776,626	76,591	398,137	8,074	580,777	11,778	22.00
31	13.500	1,146,338	84,914	123,637	9,158	151,008	11,186	21.00
51	10.684	922,567	86,350	864,552	80,920	124,884	11,689	21.85
52	1.000	75,124	75,124	6,823	6,823	11,616	11,616	21.74
53				1,000				
55	15.001	1,236,619	82,436	700,425	46,692	174,252	11,616	22.12
58				503,017				
64	0.500	47,582	95,164			5,808	11,616	21.97
65	11.250	979,015	87,024	4,786	425	130,680	11,616	21.09
69	1.000	78,712	78,712			11,616	11,616	21.73
74	1.000	67,698	67,698			11,616	11,616	21.47
79	0.500	22,916	45,832			5,808	11,616	21.54
97	2.000	361,139	180,570			23,232	11,616	10.19
Program 21 Instructional	47.809	3,563,695	74,540	398,137	8,328	563,353	11,783	22.10
Program 21 Administrative	1.500	212,931	141,954			17,424	11,616	20.25
K-12 Program 21 Instructional	45.809	3,387,084	73,939			540,121	11,791	22.17

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 Instructional	12.500	1,012,872	81,030	123,637	9,891	139,392	11,151	21.10
Program 31 Administrative	1.000	133,466	133,466			11,616	11,616	20.22
K-3 BEA Instructional	121.159	9,072,824	74,884			1,425,457	11,765	22.09
4-6 BEA Instructional	62.885	4,787,384	76,129			730,472	11,616	22.16
7-8 BEA Instructional	56.572	4,462,106	78,875	207	4	658,046	11,632	20.86
9-12 BEA Instructional	91.750	6,897,422	75,176			1,059,960	11,553	21.45
K-12 BEA Instructional	332.366	25,219,736	75,879	207	1	3,873,936	11,656	21.70
BEA	360.567	29,089,804	80,678	1,022,052	2,835	4,204,992	11,662	21.20
Instructional	420.110	32,075,959	76,351	3,481,932	8,288	4,901,952	11,668	21.75
Administrative	29.701	4,087,238	137,613	1,000	34	348,480	11,733	18.30
Other	1.000	133,466	133,466	29,500	29,500	11,616	11,616	19.61
Active	450.811	36,296,663	80,514	3,512,432	7,791	5,262,048	11,672	21.33
Certificated Total	450.811	36,296,663	80,514	3,512,432	7,791	5,262,048	11,672	21.33
Instructional for Funding Purposes	420.110	32,075,959	76,351	3,481,932	8,288	4,901,952	11,668	21.75
Instructional for Compliance Purposes	420.110	32,075,959	76,351	3,481,932	8,288	4,901,952	11,668	21.75

**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	13.000	963,867	74,144			118,248	9,096	
24	1.000	80,389	80,389			9,096	9,096	
7-8 BEA Instructional	3.000	220,971	73,657			27,288	9,096	
9-12 BEA Instructional	9.000	602,896	66,988			81,864	9,096	
K-12 BEA Instructional	12.000	823,867	68,656			109,152	9,096	
K-12 BEA Administrative	1.000	140,000	140,000			9,096	9,096	
BEA	13.000	963,867	74,144			118,248	9,096	
Instructional	13.000	904,256	69,558			118,248	9,096	
Administrative	1.000	140,000	140,000			9,096	9,096	
Active	14.000	1,044,256	74,590			127,344	9,096	
Certificated Total	14.000	1,044,256	74,590			127,344	9,096	
Instructional for Funding Purposes	13.000	904,256	69,558			118,248	9,096	
Instructional for Compliance Purposes	13.000	904,256	69,558			118,248	9,096	

**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	1,383.630	138,980,546	100,446	8,350,061	6,035	16,179,973	11,694	22.25
02	74.303	7,103,901	95,607	415,276	5,589	854,833	11,505	22.66
03	7.000	721,912	103,130	37,283	5,326	78,989	11,284	21.60
13	21.050	1,918,585	91,144	134,417	6,386	249,628	11,859	21.61
21	268.894	25,386,312	94,410	1,683,542	6,261	3,193,169	11,875	19.94
24	47.429	4,312,835	90,932	286,400	6,038	552,074	11,640	22.13
31	85.199	7,862,762	92,287	469,010	5,505	1,024,647	12,027	23.23
34	17.794	1,798,900	101,096	96,999	5,451	220,716	12,404	22.62
51	56.842	5,767,754	101,470	372,984	6,562	681,255	11,985	22.55
52	11.600	1,236,755	106,617	82,130	7,080	139,392	12,017	20.37
55	88.259	8,798,142	99,685	572,195	6,483	1,051,852	11,918	21.03
56	2.200	227,075	103,216	12,417	5,644	25,555	11,616	21.26
57	1.300	107,726	82,866	7,156	5,505	15,101	11,616	22.32
58	2.972	346,711	116,659	13,084	4,402	34,523	11,616	18.95
61	5.500	594,825	108,150	34,366	6,248	63,888	11,616	21.01
64	2.000	215,618	107,809	14,324	7,162	23,232	11,616	19.95
65	23.504	2,271,114	96,627	126,162	5,368	278,912	11,867	21.51
68	1.000	161,123	161,123			11,616	11,616	20.61
74	0.500	98,988	197,976			5,808	11,616	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
79	4.500	315,353	70,078	58,633	13,030	52,272	11,616	21.72
88	16.678	1,454,041	87,183	91,437	5,482	196,310	11,771	13.93
97	3.000	854,222	284,741	1,750	583	34,848	11,616	17.55
CP	6.500	760,393	116,984	44,407	6,832	75,504	11,616	21.19
K-12 Program 02 Instructional	70.303	6,433,951	91,517			808,369	11,498	22.86
Program 21 Instructional	264.394	24,691,025	93,387	1,683,542	6,368	3,140,897	11,880	19.93
Program 21 Administrative	4.500	695,287	154,508			52,272	11,616	20.63
K-12 Program 21 Instructional	248.116	23,174,463	93,402			2,949,233	11,887	20.22
Program 26, 56, and 59 Instructional	2.000	186,900	93,450	12,417	6,209	23,232	11,616	21.52
Program 26, 56, and 59 Administrative	0.200	40,175	200,875			2,323	11,616	19.89
Program 31 Instructional	80.499	6,989,468	86,827	469,010	5,826	970,052	12,050	23.38
Program 31 Administrative	4.700	873,294	185,807			54,595	11,616	21.79
Program 34 Instructional	15.494	1,438,545	92,845	96,999	6,260	193,999	12,521	23.47
Program 34 Administrative	2.300	360,355	156,676			26,717	11,616	19.30
K-3 BEA Instructional	529.888	49,543,923	93,499			6,180,200	11,663	21.99
4-6 BEA Instructional	303.897	28,444,420	93,599			3,563,882	11,727	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
7-8 BEA Instructional	207.044	19,652,812	94,921			2,416,349	11,671	22.67
9-12 BEA Instructional	406.983	37,930,380	93,199			4,798,999	11,792	23.07
K-12 BEA Instructional	1,447.812	135,571,535	93,639			16,959,430	11,714	22.51
BEA	1,570.926	157,322,243	100,146	9,370,379	5,965	18,394,006	11,709	22.29
Instructional	1,996.040	187,440,625	93,906	12,879,417	6,452	23,464,320	11,755	21.98
Administrative	134.614	23,741,770	176,369	19,522	145	1,568,160	11,649	20.71
Active	2,130.654	211,182,395	99,116	12,898,939	6,054	25,032,480	11,749	21.85
On Leave	1.000	113,198	113,198	5,094	5,094	11,616	11,616	22.54
Certificated Total	2,131.654	211,295,593	99,123	12,904,033	6,054	25,044,096	11,749	21.85
Instructional for Funding Purposes	1,994.040	187,253,725	93,907	12,867,000	6,453	23,441,088	11,756	21.98
Instructional for Compliance Purposes	1,994.040	187,253,725	93,907	12,867,000	6,453	23,441,088	11,756	21.98

**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	13.344	937,979	70,292	62,834	4,709	154,493	11,578	23.16
02	0.200	18,728	93,640			2,323	11,616	21.70
12	0.600	56,185	93,642			6,970	11,616	21.70
13	2.028	116,033	57,215			23,232	11,456	15.74
21	2.000	160,072	80,036			23,232	11,616	22.73
31	1.000	84,239	84,239			11,616	11,616	23.17
51	2.500	177,246	70,898			29,040	11,616	22.51
55	1.500	76,003	50,669			17,424	11,616	23.01
58	1.000	95,000	95,000	10,705	10,705	11,616	11,616	22.84
68	0.400	33,673	84,183			4,646	11,616	23.59
97	0.500	62,179	124,358	7,175	14,350	5,808	11,616	25.02
K-12 Program 02 Instructional	0.200	18,728	93,640			2,323	11,616	21.70
Program 21 Instructional	2.000	160,072	80,036			23,232	11,616	22.73
K-12 Program 21 Instructional	2.000	160,072	80,036			23,232	11,616	22.73
Program 31 Instructional	1.000	84,239	84,239			11,616	11,616	23.17
K-3 BEA Instructional	4.544	306,702	67,496			52,272	11,504	24.53
4-6 BEA Instructional	0.500	46,821	93,642	2,601	5,202	5,808	11,616	22.37



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.560	166,306	64,963	11,955	4,670	29,737	11,616	22.94
9-12 BEA Instructional	5.240	336,868	64,288	19,310	3,685	60,868	11,616	22.65
K-12 BEA Instructional	12.844	856,697	66,700	33,866	2,637	148,685	11,576	23.34
BEA	15.044	1,103,125	73,327	70,009	4,654	174,240	11,582	23.23
Instructional	21.872	1,475,909	67,479	59,452	2,718	253,229	11,578	22.49
Administrative	3.000	331,358	110,453			34,848	11,616	22.88
Other	0.200	10,070	50,350	6,912	34,560	2,323	11,616	21.85
Active	25.072	1,817,337	72,485	66,364	2,647	290,400	11,583	22.55
On Leave				14,350				
Certificated Total	25.072	1,817,337	72,485	80,714	3,219	290,400	11,583	22.55
Instructional for Funding Purposes	21.872	1,475,909	67,479	59,452	2,718	253,229	11,578	22.49
Instructional for Compliance Purposes	21.872	1,475,909	67,479	59,452	2,718	253,229	11,578	22.49

**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	450.049	40,246,882	89,428	6,748,779	14,996	5,092,366	11,315	20.32
21	72.102	6,026,733	83,586	1,204,241	16,702	829,213	11,501	21.14
24	3.600	300,899	83,583	56,564	15,712	35,089	9,747	17.33
31	25.071	2,125,293	84,771	566,917	22,612	297,581	11,870	20.89
34	1.800	129,815	72,119	23,020	12,789	9,850	5,472	13.86
52	0.720	66,946	92,981			8,865	12,312	21.52
58				518,194				
65	5.600	523,642	93,508	83,097	14,839	61,560	10,993	18.96
74	6.000	540,518	90,086	50,859	8,477	73,872	12,312	22.05
79	2.577	207,193	80,401	36,897	14,318	19,515	7,573	16.01
88				30,000				
89	1.000	91,090	91,090	43,751	43,751			6.60
97	3.832	619,553	161,679	32,341	8,440	35,889	9,366	17.77
Program 21 Instructional	70.902	5,830,103	82,228	1,191,023	16,798	814,439	11,487	21.19
Program 21 Administrative	1.200	196,630	163,858	13,218	11,015	14,774	12,312	19.37
K-12 Program 21 Instructional	63.595	5,228,997	82,223			736,381	11,579	21.10
Program 31 Instructional	24.071	1,974,968	82,048	554,342	23,029	285,269	11,851	20.94

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 Administrative	1.000	150,325	150,325	12,575	12,575	12,312	12,312	20.16
Program 34 Instructional	1.800	129,815	72,119	23,020	12,789	9,850	5,472	13.86
K-3 BEA Instructional	180.909	15,475,565	85,543	2,500	14	2,076,197	11,476	20.90
4-6 BEA Instructional	82.949	7,152,633	86,229			939,849	11,330	20.78
7-8 BEA Instructional	68.900	6,106,886	88,634	53,098	771	685,581	9,950	18.20
9-12 BEA Instructional	121.819	10,597,016	86,990	88,733	728	1,454,392	11,939	21.11
K-12 BEA Instructional	454.577	39,332,100	86,525	144,331	318	5,156,019	11,342	20.51
K-12 BEA Administrative				500				
BEA	480.752	43,121,543	89,696	7,371,057	15,332	5,435,686	11,307	20.30
Instructional	544.899	46,879,991	86,034	9,039,297	16,589	6,168,312	11,320	20.52
Administrative	26.309	3,935,232	149,577	322,255	12,249	283,176	10,763	18.31
Other	1.143	63,341	55,416	33,108	28,966	12,312	10,772	8.82
Active	572.351	50,878,564	88,894	9,394,660	16,414	6,463,800	11,293	20.33
Certificated Total	572.351	50,878,564	88,894	9,394,660	16,414	6,463,800	11,293	20.33
Instructional for Funding Purposes	544.899	46,879,991	86,034	9,039,297	16,589	6,168,312	11,320	20.52
Instructional for Compliance Purposes	544.899	46,879,991	86,034	9,039,297	16,589	6,168,312	11,320	20.52

**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	14.350	1,048,739	73,083	10,291	717	172,498	12,021	22.32
21	1.100	95,460	86,782	5,207	4,734	12,778	11,616	22.12
31	1.230	74,677	60,713	19,219	15,625	14,288	11,616	22.45
34	0.420	22,167	52,779			4,879	11,616	22.34
51	0.300	19,163	63,877			3,485	11,616	22.30
55	0.700	44,713	63,876			8,131	11,616	22.30
58				17,186				
97	0.400	57,000	142,500			4,646	11,616	25.58
Program 21 Instructional	1.000	81,210	81,210	5,207	5,207	11,616	11,616	21.68
Program 21 Administrative	0.100	14,250	142,500			1,162	11,616	25.58
K-12 Program 21 Instructional	1.000	81,210	81,210	5,207	5,207	11,616	11,616	21.68
Program 31 Instructional	1.230	74,677	60,713	19,219	15,625	14,288	11,616	22.45
Program 34 Instructional	0.420	22,167	52,779			4,879	11,616	22.34
K-3 BEA Instructional	4.300	328,116	76,306			49,949	11,616	24.62
4-6 BEA Instructional	3.000	243,624	81,208			34,848	11,616	20.75
7-8 BEA Instructional	0.420	22,167	52,779			4,879	11,616	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
9-12 BEA Instructional	7.780	480,426	61,751	20,840	2,679	96,180	12,363	21.46
K-12 BEA Instructional	15.500	1,074,333	69,312	20,840	1,345	185,856	11,991	22.15
BEA	16.400	1,202,583	73,328	29,510	1,799	196,310	11,970	22.46
Instructional	17.500	1,219,419	69,681	51,903	2,966	209,088	11,948	22.12
Administrative	1.000	142,500	142,500			11,616	11,616	25.58
Active	18.500	1,361,919	73,617	51,903	2,806	220,704	11,930	22.43
Certificated Total	18.500	1,361,919	73,617	51,903	2,806	220,704	11,930	22.43
Instructional for Funding Purposes	17.500	1,219,419	69,681	51,903	2,966	209,088	11,948	22.12
Instructional for Compliance Purposes	17.500	1,219,419	69,681	51,903	2,966	209,088	11,948	22.12

**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	68.777	5,216,101	75,841	383,185	5,571	798,484	11,610	22.57
12	1.900	59,850	31,500			23,232	12,227	27.34
21	9.210	717,000	77,850	28,276	3,070	106,983	11,616	22.14
24	0.340	24,774	72,865	210	618	3,949	11,616	22.45
31	3.670	287,210	78,259	59,884	16,317	42,631	11,616	22.93
34	1.290	108,280	83,938	19,033	14,754	14,985	11,616	22.59
51	0.250	22,500	90,000			2,904	11,616	21.44
52				6,045				
55	0.500	45,000	90,000	6,955	13,910	5,808	11,616	21.44
79				5,485				
97	1.000	170,000	170,000			11,616	11,616	20.06
Program 21 Instructional	8.660	640,069	73,911	27,616	3,189	100,595	11,616	22.18
Program 21 Administrative	0.550	76,931	139,875	660	1,200	6,389	11,616	21.74
K-12 Program 21 Instructional	8.660	640,069	73,911	24,001	2,771	100,595	11,616	22.18
Program 31 Instructional	3.670	287,210	78,259	59,884	16,317	42,631	11,616	22.93
Program 34 Instructional	1.290	108,280	83,938	19,033	14,754	14,985	11,616	22.59
K-3 BEA Instructional	22.917	1,680,295	73,321	65,329	2,851	275,880	12,038	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
4-6 BEA Instructional	9.693	678,373	69,986	27,960	2,885	118,402	12,215	21.87
7-8 BEA Instructional	14.507	1,083,882	74,714	57,836	3,987	168,513	11,616	22.89
9-12 BEA Instructional	18.320	1,341,560	73,229	130,377	7,117	206,765	11,286	22.40
K-12 BEA Instructional	65.437	4,784,110	73,110	289,430	4,423	769,560	11,760	22.45
K-12 BEA Administrative	4.850	585,682	120,759			58,080	11,975	24.01
BEA	74.737	5,781,591	77,359	462,102	6,183	867,715	11,610	22.52
Instructional	75.187	5,516,453	73,370	464,629	6,180	882,816	11,742	22.41
Administrative	7.850	1,018,237	129,712	9,200	1,172	92,928	11,838	22.78
Other	3.900	116,025	29,750			34,848	8,935	25.65
Active	86.937	6,650,715	76,500	473,829	5,450	1,010,592	11,624	22.52
On Leave				35,244				
Certificated Total	86.937	6,650,715	76,500	509,073	5,856	1,010,592	11,624	22.52
Instructional for Funding Purposes	75.187	5,516,453	73,370	464,629	6,180	882,816	11,742	22.41
Instructional for Compliance Purposes	75.187	5,516,453	73,370	464,629	6,180	882,816	11,742	22.41

**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	18.806	1,344,656	71,501	90,401	4,807	245,616	13,061	21.54
12								
13				4,787				
21	1.406	121,418	86,357			18,000	12,802	19.53
31	1.000	79,721	79,721			12,000	12,000	21.51
51	0.400	20,597	51,493			4,800	12,000	21.55
55	0.400	29,119	72,798			4,800	12,000	21.47
74	0.200	11,670	58,350			2,400	12,000	21.60
97	1.000	158,517	158,517	10,000	10,000	12,000	12,000	21.16
Program 21 Instructional	1.000	82,669	82,669			12,000	12,000	19.62
Program 21 Administrative	0.406	38,749	95,441			6,000	14,778	19.34
K-12 Program 21 Instructional	1.000	82,669	82,669			12,000	12,000	19.62
Program 31 Instructional	1.000	79,721	79,721			12,000	12,000	21.51
K-3 BEA Instructional	7.000	496,150	70,879			72,000	10,286	20.86
4-6 BEA Instructional	2.000	147,878	73,939			60,000	30,000	20.56
7-8 BEA Instructional	1.000	78,349	78,349			12,000	12,000	19.57
9-12 BEA Instructional	9.400	663,251	70,559			107,616	11,449	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
K-12 BEA Instructional	19.400	1,385,628	71,424			251,616	12,970	21.60
BEA	20.806	1,582,894	76,079	100,401	4,826	269,616	12,959	21.50
Instructional	21.400	1,529,683	71,481	95,188	4,448	275,616	12,879	21.49
Administrative	1.812	236,015	130,251	10,000	5,519	24,000	13,245	20.54
Active	23.212	1,765,698	76,068	105,188	4,532	299,616	12,908	21.36
Certificated Total	23.212	1,765,698	76,068	105,188	4,532	299,616	12,908	21.36
Instructional for Funding Purposes	21.400	1,529,683	71,481	95,188	4,448	275,616	12,879	21.49
Instructional for Compliance Purposes	21.400	1,529,683	71,481	95,188	4,448	275,616	12,879	21.49

**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	40.271	3,285,541	81,586	67,456	1,675	491,288	12,200	22.38
13	1.000	91,000	91,000			11,710	11,710	23.03
14	1.470	120,328	81,856	6,686	4,548	17,333	11,791	22.26
21	5.000	414,553	82,911	48	10	59,480	11,896	21.69
31	3.585	254,646	71,031	722	201	42,339	11,810	21.09
34	1.405	81,938	58,319			16,519	11,757	23.16
51	1.000	51,902	51,902			11,795	11,795	23.19
52				7,230				
55	0.500	47,246	94,492			6,066	12,132	22.60
58	0.530	29,136	54,974	13,028	24,581	6,156	11,616	22.68
97	1.000	135,000	135,000	432	432	12,317	12,317	20.54
Program 21 Instructional	5.000	414,553	82,911			59,480	11,896	21.69
Program 21 Administrative				48				
K-12 Program 21 Instructional	5.000	414,553	82,911			59,480	11,896	21.69
Program 31 Instructional	3.386	230,029	67,935	722	213	39,790	11,751	20.98
Program 31 Administrative	0.199	24,617	123,704			2,549	12,809	22.33
Program 34 Instructional	1.200	61,879	51,566			14,078	11,732	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 34 Administrative	0.205	20,059	97,849			2,441	11,907	22.85
K-3 BEA Instructional	13.881	1,039,890	74,915			176,028	12,681	22.22
4-6 BEA Instructional	7.580	607,023	80,082	2,505	330	91,492	12,070	22.42
7-8 BEA Instructional	7.140	552,294	77,352	2,505	351	84,850	11,884	22.83
9-12 BEA Instructional	13.660	1,093,959	80,085	4,994	366	161,032	11,789	21.97
K-12 BEA Instructional	42.261	3,293,166	77,924	10,004	237	513,402	12,148	22.27
K-12 BEA Administrative	1.000	107,405	107,405			12,028	12,028	22.77
BEA	46.261	3,757,125	81,216	68,610	1,483	562,463	12,158	22.23
Instructional	50.761	3,956,331	77,940	72,617	1,431	614,232	12,100	22.23
Administrative	5.000	554,959	110,992	480	96	60,771	12,154	22.15
Active	55.761	4,511,290	80,904	73,097	1,311	675,003	12,105	22.22
On Leave				22,505				
Certificated Total	55.761	4,511,290	80,904	95,602	1,714	675,003	12,105	22.22
Instructional for Funding Purposes	50.761	3,956,331	77,940	72,617	1,431	614,232	12,100	22.23
Instructional for Compliance Purposes	50.761	3,956,331	77,940	72,617	1,431	614,232	12,100	22.23

**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	59.721	4,182,522	70,034	225,718	3,780	716,881	12,004	21.87
02	1.000	77,949	77,949	3,464	3,464	11,616	11,616	21.31
12	1.000	87,887	87,887	3,906	3,906	11,616	11,616	21.21
13	2.000	104,635	52,318	4,650	2,325	23,232	11,616	22.84
14	3.622	239,769	66,198	10,562	2,916	46,464	12,828	19.52
21	3.900	267,970	68,710	9,125	2,340	45,651	11,705	23.79
23	0.572	33,205	58,051	1,479	2,586	10,687	18,683	23.53
24	2.250	159,034	70,682	7,068	3,141	26,136	11,616	21.17
31	2.505	208,865	83,379	46,407	18,526	29,098	11,616	23.09
34	0.900	79,098	87,887	24,607	27,341	10,454	11,616	23.73
51	1.642	131,177	79,889	5,357	3,262	19,073	11,616	20.91
52	0.670	52,973	79,064	2,354	3,513	7,783	11,616	23.04
53	0.450	33,519	74,487	6,490	14,422	5,227	11,616	22.92
55	2.552	159,391	62,457	12,085	4,736	29,644	11,616	22.75
58				63,558				
65	1.451	101,893	70,223	4,529	3,121	16,855	11,616	22.90
74	0.115	11,978	104,157	571	4,965	1,336	11,616	21.00
97	0.900	136,592	151,769	10,900	12,111	10,454	11,616	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-12 Program 02 Instructional	1.000	77,949	77,949	3,464	3,464	11,616	11,616	21.31
Program 21 Instructional	3.400	205,317	60,387	9,125	2,684	39,843	11,718	24.72
Program 21 Administrative	0.500	62,653	125,306			5,808	11,616	21.04
K-12 Program 21 Instructional	2.800	169,530	60,546	7,534	2,691	32,873	11,740	24.90
Program 31 Instructional	2.405	193,688	80,536	46,407	19,296	27,936	11,616	23.08
Program 31 Administrative	0.100	15,177	151,770			1,162	11,616	23.34
Program 34 Instructional	0.900	79,098	87,887	24,607	27,341	10,454	11,616	23.73
K-3 BEA Instructional	20.471	1,410,133	68,884	76,645	3,744	249,407	12,183	21.64
4-6 BEA Instructional	11.097	707,087	63,719	42,955	3,871	133,294	12,012	21.48
7-8 BEA Instructional	10.037	718,782	71,613	60,274	6,005	116,590	11,616	21.98
9-12 BEA Instructional	18.421	1,245,313	67,603	103,683	5,629	221,134	12,004	22.98
K-12 BEA Instructional	60.026	4,081,315	67,992	283,557	4,724	720,424	12,002	22.08
K-12 BEA Administrative	2.000	241,913	120,957	7,506	3,753	23,232	11,616	19.80
BEA	65.026	4,685,026	72,049	311,096	4,784	778,504	11,972	21.99
Instructional	79.250	5,339,441	67,375	424,424	5,356	952,512	12,019	22.06
Administrative	6.000	729,016	121,503	18,406	3,068	69,696	11,616	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
Active	85.250	6,068,457	71,184	442,830	5,194	1,022,208	11,991	21.97
Certificated Total	85.250	6,068,457	71,184	442,830	5,194	1,022,208	11,991	21.97
Instructional for Funding Purposes	79.250	5,339,441	67,375	424,424	5,356	952,512	12,019	22.06
Instructional for Compliance Purposes	79.250	5,339,441	67,375	424,424	5,356	952,512	12,019	22.06

**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	162.852	12,031,509	73,880	1,890,322	11,608	1,895,847	11,642	22.70
02	7.429	649,127	87,377	87,997	11,845	92,928	12,509	20.58
12	1.000	63,844	63,844	7,968	7,968	11,616	11,616	22.81
14	7.000	538,574	76,939	70,634	10,091	81,312	11,616	22.58
21	22.815	1,773,641	77,740	305,576	13,394	267,168	11,710	22.25
31	25.720	1,583,036	61,549	217,867	8,471	304,572	11,842	22.92
34	7.280	493,639	67,808	61,981	8,514	84,564	11,616	22.88
51	6.250	492,138	78,742	63,362	10,138	72,600	11,616	22.67
52	0.330	27,950	84,697	37,451	113,488	3,833	11,616	22.76
53	0.150	21,370	142,467	2,898	19,320	1,742	11,616	21.66
55	11.713	850,798	72,637	122,720	10,477	144,991	12,379	22.80
58	3.250	275,899	84,892	34,806	10,710	37,752	11,616	22.64
64	0.089	7,064	79,371	885	9,944	5,796	65,128	25.47
65	4.079	333,846	81,845	42,047	10,308	47,382	11,616	22.68
86	0.250	35,692	142,768	6,749	26,996	2,904	11,616	21.65
97	2.000	418,313	209,157	102,725	51,363	23,232	11,616	19.28
K-12 Program 02 Instructional	5.429	426,603	78,579	53,386	9,833	69,696	12,838	19.54
Program 21 Instructional	20.815	1,518,895	72,971	258,064	12,398	243,936	11,719	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
Program 21 Administrative	2.000	254,746	127,373	47,512	23,756	23,232	11,616	21.90
K-12 Program 21 Instructional	19.715	1,461,130	74,113	189,355	9,605	231,158	11,725	22.28
Program 31 Instructional	24.970	1,496,927	59,949	204,076	8,173	295,860	11,849	22.94
Program 31 Administrative	0.750	86,109	114,812	13,791	18,388	8,712	11,616	22.53
Program 34 Instructional	7.030	464,936	66,136	58,024	8,254	81,660	11,616	22.90
Program 34 Administrative	0.250	28,703	114,812	3,957	15,828	2,904	11,616	22.53
K-3 BEA Instructional	66.273	4,344,520	65,555	536,694	8,098	769,827	11,616	22.92
4-6 BEA Instructional	29.647	1,977,520	66,702	287,751	9,706	344,380	11,616	22.90
7-8 BEA Instructional	31.330	1,946,240	62,121	280,047	8,939	363,929	11,616	22.92
9-12 BEA Instructional	53.031	3,571,958	67,356	474,363	8,945	632,607	11,929	22.51
K-12 BEA Instructional	180.281	11,840,238	65,677	1,613,136	8,948	2,110,743	11,708	22.79
K-12 BEA Administrative	6.750	835,855	123,830	137,745	20,407	78,408	11,616	22.13
BEA	205.281	15,175,624	73,926	2,360,892	11,501	2,401,143	11,697	22.54
Instructional	232.207	15,600,671	67,184	2,245,996	9,672	2,729,760	11,756	22.75
Administrative	29.250	3,888,694	132,947	647,821	22,148	339,768	11,616	21.71
Other	0.750	107,075	142,767	162,171	216,228	8,712	11,616	21.77
Active	262.207	19,596,440	74,737	3,055,988	11,655	3,078,240	11,740	22.53



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	262.207	19,596,440	74,737	3,055,988	11,655	3,078,240	11,740	22.53
Instructional for Funding Purposes	232.207	15,600,671	67,184	2,245,996	9,672	2,729,760	11,756	22.75
Instructional for Compliance Purposes	232.207	15,600,671	67,184	2,245,996	9,672	2,729,760	11,756	22.75

**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	14.250	1,059,991	74,385	35,785	2,511	165,528	11,616	20.89
21	1.850	129,048	69,756	3,139	1,697	21,490	11,616	20.17
31	1.100	78,390	71,264			12,778	11,616	21.92
34	0.700	51,912	74,160			8,131	11,616	21.79
51	0.150	13,697	91,313			1,742	11,616	21.38
55	0.350	31,578	90,223			4,066	11,616	21.36
65	0.600	52,502	87,503			6,970	11,616	21.29
97	1.000	132,000	132,000			11,616	11,616	21.49
Program 21 Instructional	1.600	102,413	64,008	3,139	1,962	18,586	11,616	19.82
Program 21 Administrative	0.250	26,635	106,540			2,904	11,616	21.69
K-12 Program 21 Instructional	1.600	102,413	64,008	3,139	1,962	18,586	11,616	19.82
Program 31 Instructional	1.050	73,063	69,584			12,197	11,616	21.94
Program 31 Administrative	0.050	5,327	106,540			581	11,616	21.69
Program 34 Instructional	0.650	46,585	71,669			7,550	11,616	21.80
Program 34 Administrative	0.050	5,327	106,540			581	11,616	21.69
K-3 BEA Instructional	4.000	325,330	81,333			46,464	11,616	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
4-6 BEA Instructional	2.000	157,940	78,970			23,232	11,616	19.78
7-8 BEA Instructional	1.650	120,830	73,230			19,166	11,616	21.97
9-12 BEA Instructional	7.900	532,923	67,459	3,836	486	91,766	11,616	20.97
K-12 BEA Instructional	15.550	1,137,023	73,120	3,836	247	180,629	11,616	20.97
BEA	17.050	1,322,293	77,554	35,785	2,099	198,053	11,616	21.05
Instructional	18.000	1,310,578	72,810	38,924	2,162	209,088	11,616	20.88
Administrative	2.000	238,540	119,270			23,232	11,616	21.58
Active	20.000	1,549,118	77,456	38,924	1,946	232,320	11,616	20.99
Certificated Total	20.000	1,549,118	77,456	38,924	1,946	232,320	11,616	20.99
Instructional for Funding Purposes	18.000	1,310,578	72,810	38,924	2,162	209,088	11,616	20.88
Instructional for Compliance Purposes	18.000	1,310,578	72,810	38,924	2,162	209,088	11,616	20.88

**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	36.728	3,010,999	81,981	174,633	4,755	437,273	11,906	23.47
12	2.000	114,420	57,210	32,426	16,213	23,232	11,616	17.63
31	2.046	156,198	76,343	24,986	12,212	23,766	11,616	23.87
34	1.060	82,806	78,119	555	524	12,313	11,616	24.10
51	0.600	57,250	95,417			6,970	11,616	23.26
52				17,238				
55	0.400	38,168	95,420	2,544	6,360	4,646	11,616	23.26
58				8,238				
74				7,200				
97	0.381	87,125	228,675			11,616	30,488	10.87
Program 31 Instructional	2.010	152,302	75,772	24,986	12,431	23,348	11,616	23.79
Program 31 Administrative	0.036	3,896	108,222			418	11,616	28.19
Program 34 Instructional	0.990	75,014	75,772	555	561	11,500	11,616	23.79
Program 34 Administrative	0.070	7,792	111,314			813	11,616	28.19
K-3 BEA Instructional	11.253	868,162	77,149	51,438	4,571	141,096	12,538	23.19
4-6 BEA Instructional	9.581	756,971	79,008	15,202	1,587	111,552	11,643	23.21
7-8 BEA Instructional	5.660	466,766	82,467			65,747	11,616	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
9-12 BEA Instructional	11.140	916,379	82,260	87,347	7,841	129,402	11,616	23.25
K-12 BEA Instructional	37.634	3,008,278	79,935	153,987	4,092	447,797	11,899	23.24
K-12 BEA Administrative	1.894	210,953	111,380	4,120	2,175	22,001	11,616	27.65
BEA	40.215	3,337,128	82,982	200,174	4,978	484,968	12,059	23.25
Instructional	40.634	3,218,116	79,198	230,067	5,662	482,645	11,878	23.05
Administrative	2.381	309,766	130,099	4,120	1,730	34,848	14,636	23.20
Other	0.200	19,084	95,420			2,323	11,616	24.62
Active	43.215	3,546,966	82,077	234,187	5,419	519,816	12,029	23.07
On Leave				33,633				
Certificated Total	43.215	3,546,966	82,077	267,820	6,197	519,816	12,029	23.07
Instructional for Funding Purposes	40.634	3,218,116	79,198	230,067	5,662	482,645	11,878	23.05
Instructional for Compliance Purposes	40.634	3,218,116	79,198	230,067	5,662	482,645	11,878	23.05

**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	16.000	1,234,450	77,153	86,359	5,397	186,784	11,674	22.76
58								
79				2,000				
97	1.000	128,030	128,030			11,616	11,616	21.29
K-3 BEA Instructional	4.496	334,361	74,369	25,165	5,597	52,486	11,674	23.19
4-6 BEA Instructional	3.563	250,060	70,182	3,018	847	41,594	11,674	23.88
7-8 BEA Instructional	3.079	268,115	87,079	8,878	2,883	35,944	11,674	19.67
9-12 BEA Instructional	4.862	381,914	78,551	48,798	10,037	56,759	11,674	23.10
K-12 BEA Instructional	16.000	1,234,450	77,153	85,859	5,366	186,784	11,674	22.76
BEA	17.000	1,362,480	80,146	86,359	5,080	198,400	11,671	22.61
Instructional	16.000	1,234,450	77,153	87,859	5,491	186,784	11,674	22.76
Administrative	1.000	128,030	128,030			11,616	11,616	21.29
Other				500				
Active	17.000	1,362,480	80,146	88,359	5,198	198,400	11,671	22.61
Certificated Total	17.000	1,362,480	80,146	88,359	5,198	198,400	11,671	22.61
Instructional for Funding Purposes	16.000	1,234,450	77,153	87,859	5,491	186,784	11,674	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
Instructional for Compliance Purposes	16.000	1,234,450	77,153	87,859	5,491	186,784	11,674	22.76

**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	149.396	14,318,544	95,843	647,875	4,337	1,561,307	10,451	21.51
12	1.180	112,088	94,990	3,542	3,002			18.84
21	23.398	2,254,537	96,356	151,744	6,485	196,310	8,390	21.22
31	5.400	467,366	86,549	15,338	2,840	55,757	10,325	21.95
38	0.200	18,768	93,840	1,011	5,055	2,323	11,616	20.03
51	4.899	525,239	107,214	18,859	3,850	56,907	11,616	22.25
52	1.153	102,222	88,657	2,077	1,801	9,293	8,060	20.65
55	6.231	552,811	88,719	14,380	2,308	54,607	8,764	19.48
58	0.300	30,445	101,483	408,178	1,360,593	3,485	11,616	22.46
61	0.050	7,046	140,920			581	11,616	21.29
64	0.700	71,039	101,484	2,550	3,643	8,131	11,616	22.46
65	6.403	658,545	102,849	66,524	10,390	77,827	12,155	22.55
88	0.640	51,131	79,892	1,128	1,763	1,626	2,541	22.10
89	0.400	47,392	118,480	1,702	4,255	4,646	11,616	20.54
97	3.000	567,875	189,292	1,800	600	34,848	11,616	20.21
Program 21 Instructional	22.498	2,125,020	94,454	150,844	6,705	185,856	8,261	21.20
Program 21 Administrative	0.900	129,517	143,908	900	1,000	10,454	11,616	21.64
K-12 Program 21 Instructional	22.498	2,125,020	94,454	6,606	294	185,856	8,261	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
Program 31 Instructional	5.400	467,366	86,549	15,338	2,840	55,757	10,325	21.95
K-3 BEA Instructional	59.324	5,563,867	93,788	11,918	201	668,327	11,266	22.10
4-6 BEA Instructional	22.658	1,931,578	85,249	2,775	122	234,028	10,329	21.74
7-8 BEA Instructional	20.185	1,923,393	95,288			201,166	9,966	20.87
9-12 BEA Instructional	42.100	3,773,621	89,635	20,928	497	412,368	9,795	21.22
K-12 BEA Instructional	144.267	13,192,459	91,445	35,621	247	1,515,888	10,508	21.60
BEA	157.796	15,353,785	97,301	665,013	4,214	1,651,911	10,469	21.47
Instructional	188.531	17,431,730	92,461	1,324,271	7,024	1,916,640	10,166	21.51
Administrative	14.819	2,353,318	158,804	12,437	839	151,008	10,190	20.74
Active	203.350	19,785,048	97,296	1,336,708	6,573	2,067,648	10,168	21.42
Certificated Total	203.350	19,785,048	97,296	1,336,708	6,573	2,067,648	10,168	21.42
Instructional for Funding Purposes	188.531	17,431,730	92,461	1,324,271	7,024	1,916,640	10,166	21.51
Instructional for Compliance Purposes	188.531	17,431,730	92,461	1,324,271	7,024	1,916,640	10,166	21.51

**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	310.501	26,890,068	86,602	2,540,629	8,182	3,674,222	11,833	22.14
02	5.925	551,863	93,141	87,457	14,761	71,345	12,041	22.04
13	12.811	1,111,601	86,769	82,638	6,451	154,621	12,069	22.29
14	0.500	66,335	132,670			5,808	11,616	21.69
19	2.900	239,875	82,716	19,992	6,894	34,848	12,017	25.43
21	54.828	4,629,696	84,440	485,204	8,850	660,718	12,051	22.07
23	2.820	248,335	88,062	14,424	5,115	32,757	11,616	22.65
24	6.000	478,283	79,714	42,514	7,086	69,696	11,616	21.77
31	19.294	1,710,260	88,642	131,534	6,817	229,346	11,887	22.10
34	6.856	557,239	81,278	29,755	4,340	79,639	11,616	21.94
45	5.079	453,422	89,274	41,553	8,181	61,061	12,022	21.12
51	3.990	360,774	90,420	20,667	5,180	50,336	12,616	20.44
52	0.500	60,133	120,266	3,608	7,216	5,808	11,616	21.07
55	6.500	551,270	84,811	23,255	3,578	81,312	12,510	22.36
56	1.000	68,878	68,878	6,123	6,123	11,616	11,616	23.67
58				239,610				
65	2.000	176,746	88,373	10,640	5,320	34,848	17,424	20.27
73				6,109				
74	2.000	162,950	81,475	8,040	4,020	23,232	11,616	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
86	1.000	96,940	96,940	6,236	6,236	11,616	11,616	22.64
97	1.600	256,064	160,040	25,427	15,892	18,586	11,616	20.86
K-12 Program 02 Instructional	5.400	478,853	88,676	4,612	854	64,469	11,939	21.99
Program 21 Instructional	52.828	4,348,212	82,309	448,220	8,485	637,486	12,067	21.92
Program 21 Administrative	2.000	281,484	140,742	6,000	3,000	23,232	11,616	24.98
K-12 Program 21 Instructional	47.253	3,888,042	82,281	76,021	1,609	569,846	12,059	21.67
Program 26, 56, and 59 Instructional	1.000	68,878	68,878	6,123	6,123	11,616	11,616	23.67
Program 31 Instructional	18.600	1,612,141	86,674	94,722	5,093	221,285	11,897	22.12
Program 31 Administrative	0.694	98,119	141,382			8,062	11,616	21.82
Program 34 Instructional	6.800	549,276	80,776	25,808	3,795	78,989	11,616	21.94
Program 34 Administrative	0.056	7,963	142,196			650	11,616	21.82
K-3 BEA Instructional	104.797	8,416,776	80,315	62,263	594	1,240,027	11,833	22.34
4-6 BEA Instructional	66.701	5,642,853	84,599	54,769	821	790,751	11,855	22.05
7-8 BEA Instructional	51.485	4,126,249	80,145	50,825	987	606,506	11,780	22.22
9-12 BEA Instructional	98.686	8,571,248	86,854	86,333	875	1,173,990	11,896	22.17
K-12 BEA Instructional	321.669	26,757,126	83,182	254,190	790	3,811,275	11,848	22.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	18.286	2,441,485	133,517	150,939	8,254	214,896	11,752	21.12
BEA	349.255	30,418,916	87,097	2,856,355	8,178	4,134,200	11,837	22.10
Instructional	415.518	34,595,976	83,260	2,894,265	6,965	4,953,643	11,922	22.17
Administrative	27.786	3,813,203	137,235	176,839	6,364	325,248	11,705	21.54
Other	2.200	204,409	92,913	53,228	24,195	25,555	11,616	21.98
Active	445.504	38,613,588	86,674	3,124,332	7,013	5,304,446	11,907	22.11
On Leave	0.600	57,144	95,240	701,083	1,168,472	6,970	11,616	22.62
Certificated Total	446.104	38,670,732	86,685	3,825,415	8,575	5,311,416	11,906	22.11
Instructional for Funding Purposes	414.518	34,527,098	83,295	2,888,142	6,967	4,942,027	11,922	22.16
Instructional for Compliance Purposes	414.518	34,527,098	83,295	2,888,142	6,967	4,942,027	11,922	22.16

**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	33.740	2,520,850	74,714	45,950	1,362	392,759	11,641	21.93
21	3.000	249,614	83,205	20,756	6,919	34,848	11,616	25.61
24	0.500	47,611	95,222	8,966	17,932	5,808	11,616	18.99
52				26,594				
55	0.760	41,672	54,832	1,158	1,524	8,828	11,616	21.96
58				20,302				
65	2.000	115,437	57,719			23,232	11,616	22.07
97	1.000	140,345	140,345	9,613	9,613	11,616	11,616	20.09
Program 21 Instructional	3.000	249,614	83,205	8,256	2,752	34,848	11,616	25.61
Program 21 Administrative				12,500				
K-12 Program 21 Instructional	2.750	229,376	83,409			31,944	11,616	26.04
K-3 BEA Instructional	15.903	1,117,860	70,292	13,913	875	184,729	11,616	21.45
4-6 BEA Instructional	8.064	589,361	73,085	7,654	949	93,671	11,616	24.00
7-8 BEA Instructional	7.773	591,119	76,048	5,115	658	91,126	11,723	21.26
K-12 BEA Instructional	31.740	2,298,340	72,411	26,682	841	369,527	11,642	21.99
BEA	34.740	2,661,195	76,603	55,563	1,599	404,375	11,640	21.83
Instructional	38.000	2,752,674	72,439	111,226	2,927	442,243	11,638	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
Administrative	3.000	362,855	120,952	22,113	7,371	34,848	11,616	20.81
Active	41.000	3,115,529	75,989	133,339	3,252	477,091	11,636	22.06
Certificated Total	41.000	3,115,529	75,989	133,339	3,252	477,091	11,636	22.06
Instructional for Funding Purposes	38.000	2,752,674	72,439	111,226	2,927	442,243	11,638	22.23
Instructional for Compliance Purposes	38.000	2,752,674	72,439	111,226	2,927	442,243	11,638	22.23



**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	278.990	23,936,978	85,799	2,899,493	10,393	3,252,480	11,658	21.82
12	4.600	406,672	88,407	42,495	9,238	53,434	11,616	21.42
13	17.200	1,423,589	82,767	160,426	9,327	199,795	11,616	21.21
14	0.750	65,660	87,547	18,913	25,217	12,255	16,340	21.31
21	46.069	3,770,351	81,841	508,291	11,033	552,534	11,994	22.57
24	5.000	466,572	93,314	67,766	13,553	58,080	11,616	21.90
31	15.550	1,274,002	81,929	176,885	11,375	180,629	11,616	21.68
51	5.702	529,521	92,866	84,604	14,838	66,234	11,616	22.41
52	0.250	34,866	139,464	30,569	122,276	2,904	11,616	20.66
55	8.998	810,885	90,118	135,824	15,095	107,367	11,932	21.47
58				178,239				
65	5.000	388,707	77,741	32,070	6,414	58,080	11,616	20.88
73				13,640				
74	1.000	96,249	96,249	10,941	10,941	11,616	11,616	21.42
79				2,395				
97	2.000	352,443	176,222	50,943	25,472	23,232	11,616	19.66
Program 21 Instructional	43.269	3,417,077	78,973	457,642	10,577	520,010	12,018	22.70
Program 21 Administrative	2.800	353,274	126,169	14,893	5,319	32,525	11,616	21.32



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	37.066	2,921,886	78,829	1,886	51	438,825	11,839	22.80
Program 31 Instructional	14.800	1,163,220	78,596	126,144	8,523	171,917	11,616	21.50
Program 31 Administrative	0.750	110,782	147,709	3,900	5,200	8,712	11,616	24.00
K-3 BEA Instructional	97.341	7,691,504	79,016	376,522	3,868	1,141,318	11,725	22.26
4-6 BEA Instructional	56.266	4,624,029	82,182	222,674	3,958	654,713	11,636	21.71
7-8 BEA Instructional	39.862	3,188,092	79,978	152,524	3,826	463,037	11,616	21.80
9-12 BEA Instructional	77.121	6,312,995	81,858	389,978	5,057	895,838	11,616	21.73
K-12 BEA Instructional	270.590	21,816,620	80,626	1,141,698	4,219	3,154,906	11,659	21.92
K-12 BEA Administrative	19.000	2,666,571	140,346			220,704	11,616	21.13
BEA	296.540	25,563,423	86,206	3,127,321	10,546	3,456,341	11,656	21.78
Instructional	362.109	29,421,552	81,251	3,496,525	9,656	4,241,776	11,714	21.94
Administrative	29.000	4,134,943	142,584	244,879	8,444	336,864	11,616	20.99
Active	391.109	33,556,495	85,798	3,741,404	9,566	4,578,640	11,707	21.83
On Leave				672,090				
Certificated Total	391.109	33,556,495	85,798	4,413,494	11,285	4,578,640	11,707	21.83
Instructional for Funding Purposes	362.109	29,421,552	81,251	3,496,525	9,656	4,241,776	11,714	21.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	362.109	29,421,552	81,251	3,496,525	9,656	4,241,776	11,714	21.94



**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	23.214	1,616,361	69,629	13,040	562	270,002	11,631	22.60
02	25.600	1,888,074	73,753	840	33	308,986	12,070	21.63
21	5.000	381,006	76,201			58,080	11,616	21.57
24	1.000	62,148	62,148			11,616	11,616	21.79
51	0.352	29,070	82,585			4,089	11,616	22.27
55	0.804	68,584	85,303			9,339	11,616	22.26
74				2,527				
88				420				
97	1.000	139,140	139,140	2,100	2,100	11,616	11,616	26.68
99				840				
K-12 Program 02 Instructional	23.600	1,673,261	70,901			285,754	12,108	21.54
Program 21 Instructional	5.000	381,006	76,201			58,080	11,616	21.57
K-12 Program 21 Instructional	4.914	373,448	75,997			57,081	11,616	21.62
K-3 BEA Instructional	14.383	943,633	65,608			170,534	11,857	21.49
4-6 BEA Instructional	11.668	801,467	68,689			143,051	12,260	21.67
7-8 BEA Instructional	11.231	836,011	74,438	6,000	534	131,238	11,685	22.13
9-12 BEA Instructional	7.532	498,223	66,148			87,701	11,644	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
K-12 BEA Instructional	44.814	3,079,334	68,714	6,000	134	532,524	11,883	21.99
K-12 BEA Administrative	1.000	105,144	105,144			11,616	11,616	22.06
BEA	49.814	3,643,575	73,144	15,980	321	590,604	11,856	22.22
Instructional	51.970	3,620,142	69,658	14,727	283	615,648	11,846	21.94
Administrative	5.000	564,241	112,848			58,080	11,616	23.61
Active	56.970	4,184,383	73,449	14,727	259	673,728	11,826	22.15
Certificated Total	56.970	4,184,383	73,449	14,727	259	673,728	11,826	22.15
Instructional for Funding Purposes	51.970	3,620,142	69,658	14,727	283	615,648	11,846	21.94
Instructional for Compliance Purposes	51.970	3,620,142	69,658	14,727	283	615,648	11,846	21.94

**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	1,021.290	82,152,493	80,440	10,917,138	10,690	12,120,901	11,868	21.56
02	38.052	2,907,775	76,416	321,454	8,448	465,279	12,227	21.16
03	4.900	394,575	80,526	47,555	9,705	56,918	11,616	21.99
11	68.000	5,437,347	79,961	621,868	9,145	789,888	11,616	21.44
12	12.804	976,425	76,259	127,473	9,956	149,963	11,712	20.39
13	39.000	3,373,409	86,498	394,743	10,122	476,256	12,212	21.65
14	11.090	744,802	67,160	251,536	22,681	153,471	13,839	21.35
21	183.777	13,853,578	75,383	1,722,325	9,372	2,266,749	12,334	22.17
23	10.000	769,813	76,981	107,558	10,756	139,392	13,939	20.69
24	39.000	2,758,842	70,740	371,267	9,520	453,024	11,616	22.54
31	76.840	5,809,479	75,605	1,078,435	14,035	920,316	11,977	20.80
34	13.955	1,079,962	77,389	179,155	12,838	168,467	12,072	21.08
51	42.888	3,240,277	75,552	360,331	8,402	532,942	12,426	20.44
52	4.000	331,727	82,932	65,013	16,253	46,464	11,616	21.02
55	60.793	5,066,944	83,347	657,257	10,811	740,172	12,175	20.79
58	0.450	31,493	69,984	3,841	8,536	5,227	11,616	21.13
64	1.198	103,520	86,411	14,793	12,348	13,939	11,635	20.97
65	26.770	2,106,550	78,691	264,486	9,880	316,768	11,833	21.47
74	4.000	327,547	81,887	48,113	12,028	46,464	11,616	21.42

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	5.000	913,328	182,666	20,945	4,189	77,330	15,466	19.68
K-12 Program 02 Instructional	35.052	2,576,554	73,507			430,431	12,280	21.11
Program 21 Instructional	169.177	12,378,232	73,167	1,714,987	10,137	2,077,408	12,279	21.72
Program 21 Administrative	8.300	1,093,226	131,714			96,413	11,616	22.03
K-12 Program 21 Instructional	161.752	11,795,140	72,921			1,976,059	12,217	21.85
Program 31 Instructional	73.239	5,305,469	72,440	1,078,435	14,725	879,273	12,006	20.83
Program 31 Administrative	3.601	504,010	139,964			41,043	11,398	20.46
Program 34 Instructional	13.855	1,065,849	76,929	179,155	12,931	167,305	12,075	21.08
Program 34 Administrative	0.100	14,113	141,130			1,162	11,616	21.20
K-3 BEA Instructional	434.203	32,698,325	75,307			5,170,607	11,908	21.94
4-6 BEA Instructional	151.984	10,978,774	72,236			1,804,046	11,870	21.88
7-8 BEA Instructional	172.842	13,096,878	75,774			2,080,031	12,034	20.88
9-12 BEA Instructional	302.087	22,610,719	74,848			3,579,099	11,848	21.14
K-12 BEA Instructional	1,061.116	79,384,696	74,812			12,633,782	11,906	21.52
BEA	1,160.037	93,257,612	80,392	12,564,682	10,831	13,809,212	11,904	21.47
Instructional	1,546.240	116,582,716	75,398	16,361,821	10,582	18,522,354	11,979	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
Administrative	101.767	14,794,703	145,378	1,155,545	11,355	1,208,488	11,875	21.14
Other	8.500	541,620	63,720	57,920	6,814	104,544	12,299	22.78
Active	1,656.507	131,919,039	79,637	17,575,286	10,610	19,835,386	11,974	21.44
K-12 Program 21 Contracted	5.300	317,750	59,953			81,312	15,342	
On Leave	1.000	81,308	81,308			11,616	11,616	22.09
Certificated Total	1,663.807	132,379,886	79,564	17,575,286	10,563	19,939,930	11,985	21.50
Instructional for Funding Purposes	1,552.540	116,962,255	75,336	16,361,821	10,539	18,615,282	11,990	21.54
Instructional for Compliance Purposes	1,546.240	116,582,716	75,398	16,361,821	10,582	18,522,354	11,979	21.47



**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	73.262	6,987,844	95,382	396,585	5,413	892,051	12,176	21.25
02	3.600	346,604	96,279	22,084	6,134	49,786	13,829	21.71
13	1.000	79,450	79,450			11,616	11,616	40.41
21	10.541	1,002,513	95,106	88,851	8,429	152,042	14,424	21.79
24	0.525	62,728	119,482	3,428	6,530	9,002	17,147	21.11
31	4.892	391,852	80,101	30,989	6,335	72,786	14,879	17.32
34	2.129	183,890	86,374	9,500	4,462	27,751	13,035	22.64
51	0.100	15,084	150,840			1,162	11,616	21.34
52				22,800				
55	1.100	83,800	76,182			23,232	21,120	21.65
65	0.700	47,689	68,127			8,131	11,616	21.56
74	0.200	13,384	66,920			2,323	11,616	21.54
79	0.400	34,834	87,085	1,693	4,233	4,646	11,616	34.44
97	1.000	180,250	180,250	10,814	10,814	11,616	11,616	17.99
K-12 Program 02 Instructional	3.600	346,604	96,279			49,786	13,829	21.71
Program 21 Instructional	9.791	889,382	90,837	88,851	9,075	143,330	14,639	21.79
Program 21 Administrative	0.750	113,131	150,841			8,712	11,616	21.72
K-12 Program 21 Instructional	8.866	805,128	90,811			132,585	14,954	21.88

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	4.892	391,852	80,101	30,989	6,335	72,786	14,879	17.32
Program 34 Instructional	2.059	173,331	84,182	9,500	4,614	26,938	13,083	22.76
Program 34 Administrative	0.070	10,559	150,843			813	11,616	20.78
K-3 BEA Instructional	24.247	2,063,468	85,102			308,405	12,719	21.32
4-6 BEA Instructional	10.855	1,083,842	99,847			127,544	11,750	21.56
7-8 BEA Instructional	14.309	1,365,052	95,398	1,200	84	170,395	11,908	21.46
9-12 BEA Instructional	28.660	2,539,866	88,621	923	32	366,915	12,802	20.50
K-12 BEA Instructional	78.071	7,052,228	90,331	2,123	27	973,258	12,466	21.08
BEA	84.883	8,090,440	95,313	469,972	5,537	1,053,989	12,417	21.00
Instructional	91.587	8,233,327	89,896	572,430	6,250	1,173,216	12,810	21.34
Administrative	7.862	1,196,595	152,200	14,314	1,821	92,928	11,820	20.63
Active	99.449	9,429,922	94,822	586,744	5,900	1,266,144	12,732	21.25
Certificated Total	99.449	9,429,922	94,822	586,744	5,900	1,266,144	12,732	21.25
Instructional for Funding Purposes	91.587	8,233,327	89,896	572,430	6,250	1,173,216	12,810	21.34
Instructional for Compliance Purposes	91.587	8,233,327	89,896	572,430	6,250	1,173,216	12,810	21.34

**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	10.500	752,137	71,632	26,412	2,515	103,022	9,812	18.14
21	1.000	69,901	69,901	3,000	3,000	10,342	10,342	21.48
55	1.500	39,950	26,633	3,883	2,589	488	325	18.86
58	0.445	62,928	141,411					0.01
Program 21 Instructional	1.000	69,901	69,901	3,000	3,000	10,342	10,342	21.48
K-12 Program 21 Instructional	1.000	69,901	69,901			10,342	10,342	21.48
K-3 BEA Instructional	3.800	237,099	62,394			36,490	9,603	17.22
4-6 BEA Instructional	3.575	247,998	69,370			35,099	9,818	20.33
7-8 BEA Instructional	3.125	267,040	85,453			31,433	10,058	17.44
K-12 BEA Instructional	10.500	752,137	71,632			103,022	9,812	18.14
BEA	10.500	752,137	71,632	26,412	2,515	103,022	9,812	18.14
Instructional	12.445	919,916	73,919	33,295	2,675	113,851	9,148	17.86
Administrative	1.000	5,000	5,000					7.94
Active	13.445	924,916	68,793	33,295	2,476	113,851	8,468	17.80
Certificated Total	13.445	924,916	68,793	33,295	2,476	113,851	8,468	17.80
Instructional for Funding Purposes	12.445	919,916	73,919	33,295	2,675	113,851	9,148	17.86

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	12.445	919,916	73,919	33,295	2,675	113,851	9,148	17.86

**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	25.038	1,881,193	75,134	66,491	2,656	302,655	12,088	23.33
02	0.168	9,393	55,911	1,670	9,940	1,951	11,616	23.52
31	1.667	134,458	80,659	35,136	21,077	19,364	11,616	23.36
51	0.751	53,222	70,868	364	485	8,724	11,616	23.40
52	0.500	41,968	83,936			5,808	11,616	23.31
55	0.859	69,020	80,349	18,419	21,442	9,978	11,616	23.31
58				2,880				
71				9,297				
74				306				
97	1.000	122,400	122,400			11,616	11,616	18.69
K-12 Program 02 Instructional	0.168	9,393	55,911			1,951	11,616	23.52
Program 31 Instructional	1.667	134,458	80,659	35,136	21,077	19,364	11,616	23.36
K-3 BEA Instructional	7.058	501,360	71,034	5,362	760	81,986	11,616	23.41
4-6 BEA Instructional	4.323	291,651	67,465	6,404	1,481	59,706	13,811	23.57
7-8 BEA Instructional	3.600	257,179	71,439	2,097	583	41,818	11,616	23.39
9-12 BEA Instructional	9.692	738,265	76,173	64,179	6,622	114,905	11,856	23.37
K-12 BEA Instructional	24.673	1,788,455	72,486	78,042	3,163	298,415	12,095	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
BEA	27.873	2,147,444	77,044	103,297	3,706	335,586	12,040	23.07
Instructional	26.783	1,952,665	72,907	127,864	4,774	322,925	12,057	23.41
Administrative	3.000	346,754	115,585			34,848	11,616	21.19
Other	0.200	12,235	61,175	6,699	33,495	2,323	11,616	23.53
Active	29.983	2,311,654	77,099	134,563	4,488	360,096	12,010	23.09
Certificated Total	29.983	2,311,654	77,099	134,563	4,488	360,096	12,010	23.09
Instructional for Funding Purposes	26.783	1,952,665	72,907	127,864	4,774	322,925	12,057	23.41
Instructional for Compliance Purposes	26.783	1,952,665	72,907	127,864	4,774	322,925	12,057	23.41

**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	132.937	10,315,460	77,597	895,663	6,737	1,542,953	11,607	22.71
21	16.232	1,095,857	67,512	90,966	5,604	188,760	11,629	22.26
24	1.000	128,638	128,638			11,616	11,616	21.83
31	10.232	647,211	63,254	87,940	8,595	119,180	11,648	23.06
34	5.318	405,323	76,217	60,908	11,453	62,029	11,664	21.40
51	5.936	434,493	73,196	31,502	5,307	69,115	11,643	22.62
52	0.500	30,822	61,644	21,281	42,562	5,808	11,616	22.59
53	0.600	75,300	125,500			6,970	11,616	21.77
55	14.276	1,054,520	73,867	93,287	6,535	165,993	11,627	22.71
58	0.400	29,595	73,988	92,805	232,013	4,646	11,616	32.38
64				10,000				
65	6.800	520,561	76,553	45,090	6,631	78,989	11,616	22.58
79	0.780	98,217	125,919	545	699	9,060	11,616	29.58
89				3,400				
97	1.000	165,000	165,000			11,616	11,616	20.71
99				2,000				
Program 21 Instructional	16.232	1,095,857	67,512	90,966	5,604	188,760	11,629	22.26
K-12 Program 21 Instructional	16.142	1,087,135	67,348			187,715	11,629	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 Instructional	9.572	577,794	60,363	86,940	9,083	111,514	11,650	23.11
Program 31 Administrative	0.660	69,417	105,177	1,000	1,515	7,667	11,616	22.58
Program 34 Instructional	4.978	369,563	74,239	60,908	12,235	58,080	11,667	21.31
Program 34 Administrative	0.340	35,760	105,176			3,949	11,616	22.58
K-3 BEA Instructional	46.958	3,456,226	73,602			545,464	11,616	22.59
4-6 BEA Instructional	31.139	2,400,265	77,082			361,025	11,594	22.85
7-8 BEA Instructional	19.982	1,425,408	71,335			230,973	11,559	22.43
9-12 BEA Instructional	39.108	2,793,803	71,438			455,440	11,646	22.87
K-12 BEA Instructional	137.187	10,075,702	73,445			1,592,902	11,611	22.70
BEA	149.487	11,532,994	77,150	1,044,511	6,987	1,735,779	11,612	22.65
Instructional	180.511	13,132,951	72,754	1,409,227	7,807	2,096,688	11,615	22.69
Administrative	15.500	1,868,046	120,519	16,160	1,043	180,048	11,616	22.41
Other				10,000				
Active	196.011	15,000,997	76,531	1,435,387	7,323	2,276,736	11,615	22.65
Certificated Total	196.011	15,000,997	76,531	1,435,387	7,323	2,276,736	11,615	22.65
Instructional for Funding Purposes	180.511	13,132,951	72,754	1,409,227	7,807	2,096,688	11,615	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
Instructional for Compliance Purposes	180.511	13,132,951	72,754	1,409,227	7,807	2,096,688	11,615	22.69

**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	16.150	1,090,378	67,516	59,897	3,709	192,264	11,905	24.81
21	1.100	93,183	84,712	3,358	3,053	13,200	12,000	21.68
31	0.916	79,541	86,835	16,173	17,656	10,992	12,000	21.64
34	0.184	15,934	86,598	598	3,250	2,208	12,000	21.64
51	0.070	9,589	136,986			840	12,000	21.86
55	0.080	10,959	136,988			960	12,000	21.86
97	0.500	68,492	136,984	1,800	3,600	6,000	12,000	21.86
Program 21 Instructional	1.000	79,485	79,485	3,358	3,358	12,000	12,000	21.65
Program 21 Administrative	0.100	13,698	136,980			1,200	12,000	21.86
K-12 Program 21 Instructional	0.880	69,947	79,485			10,560	12,000	21.65
Program 31 Instructional	0.833	70,533	84,673	16,173	19,415	9,996	12,000	21.55
Program 31 Administrative	0.083	9,008	108,530			996	12,000	22.45
Program 34 Instructional	0.167	14,141	84,677	598	3,581	2,004	12,000	21.55
Program 34 Administrative	0.017	1,793	105,471			204	12,000	22.45
K-3 BEA Instructional	4.735	281,175	59,382			56,290	11,888	25.71
4-6 BEA Instructional	3.051	179,131	58,712			36,138	11,845	27.86

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	2.435	135,335	55,579			29,179	11,983	21.28
9-12 BEA Instructional	5.779	447,959	77,515			68,857	11,915	24.09
K-12 BEA Instructional	16.000	1,043,600	65,225			190,464	11,904	24.81
K-12 BEA Administrative	1.000	108,007	108,007			12,000	12,000	22.45
BEA	17.750	1,254,345	70,667	78,468	4,421	211,464	11,913	24.39
Instructional	17.000	1,123,085	66,064	80,026	4,707	202,464	11,910	24.58
Administrative	2.000	244,991	122,496	1,800	900	24,000	12,000	22.11
Active	19.000	1,368,076	72,004	81,826	4,307	226,464	11,919	24.17
Certificated Total	19.000	1,368,076	72,004	81,826	4,307	226,464	11,919	24.17
Instructional for Funding Purposes	17.000	1,123,085	66,064	80,026	4,707	202,464	11,910	24.58
Instructional for Compliance Purposes	17.000	1,123,085	66,064	80,026	4,707	202,464	11,910	24.58

**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	256.732	20,887,781	81,360	1,089,428	4,243	3,289,133	12,812	21.81
02	17.910	1,507,995	84,198	72,713	4,060	237,467	13,259	21.39
03	5.230	383,188	73,267	43,734	8,362	70,235	13,429	21.47
12	38.800	2,829,575	72,927	71,219	1,836	490,351	12,638	22.10
19	0.700	92,758	132,511			10,670	15,242	21.73
21	50.276	3,663,705	72,872	98,597	1,961	598,302	11,900	21.21
31	14.670	1,062,580	72,432	50,013	3,409	186,580	12,718	21.78
34	2.200	155,122	70,510	9,054	4,115	27,746	12,612	21.56
45	5.400	425,364	78,771	32,000	5,926	68,737	12,729	21.02
51	6.409	496,816	77,518	16,869	2,632	81,398	12,701	21.80
52	0.700	55,085	78,693	1,674	2,391	8,881	12,687	21.76
55	11.205	895,583	79,927	55,016	4,910	142,862	12,750	21.59
56	1.000	49,576	49,576	12,463	12,463	12,560	12,560	22.20
58				287,735				
61	1.000	71,028	71,028			12,556	12,556	22.07
65	5.957	493,477	82,840	19,264	3,234	76,038	12,764	21.61
74	3.112	263,834	84,780	12,598	4,048	42,410	13,628	21.91
79	1.000	77,725	77,725	7,134	7,134	12,705	12,705	20.16
97	1.500	303,964	202,643	1,500	1,000	21,421	14,280	19.55

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 02 Instructional	15.700	1,229,607	78,319	15,120	963	205,497	13,089	21.29
Program 21 Instructional	46.074	3,349,600	72,700	98,597	2,140	585,000	12,697	21.18
Program 21 Administrative	1.000	128,392	128,392			13,302	13,302	22.05
K-12 Program 21 Instructional	43.970	3,197,788	72,727			558,072	12,692	21.26
Program 26, 56, and 59 Instructional	1.000	49,576	49,576	12,463	12,463	12,560	12,560	22.20
Program 31 Instructional	14.170	996,467	70,322	50,013	3,529	179,904	12,696	21.78
Program 31 Administrative	0.500	66,113	132,226			6,676	13,352	21.79
Program 34 Instructional	2.200	155,122	70,510	9,054	4,115	27,746	12,612	21.56
K-3 BEA Instructional	86.485	6,566,979	75,932			1,098,911	12,706	21.98
4-6 BEA Instructional	56.910	4,393,556	77,202			724,826	12,736	22.07
7-8 BEA Instructional	39.512	3,023,393	76,518			507,146	12,835	21.57
9-12 BEA Instructional	96.035	7,436,319	77,433	45,360	472	1,234,744	12,857	21.48
K-12 BEA Instructional	278.942	21,420,247	76,791	45,360	163	3,565,627	12,783	21.76
K-12 BEA Administrative	0.400	48,384	120,960			10,564	26,410	22.09
BEA Instructional	303.642	24,725,994	81,431	1,298,442	4,276	3,901,318	12,848	21.73
Instructional	394.099	29,988,325	76,093	1,876,511	4,762	5,029,037	12,761	21.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	24.750	3,349,269	135,324	4,500	182	338,116	13,661	21.67
Other	0.750	100,800	134,400			10,035	13,380	19.20
Active	419.599	33,438,394	79,691	1,881,011	4,483	5,377,188	12,815	21.70
K-12 Program 21 Contracted	2.974	172,453	57,987					
On Leave	1.000	91,049	91,049			12,862	12,862	20.56
Certificated Total	423.801	33,715,156	79,554	1,881,011	4,438	5,390,050	12,718	21.70
Instructional for Funding Purposes	396.301	30,124,462	76,014	1,864,048	4,704	5,016,477	12,658	21.72
Instructional for Compliance Purposes	393.099	29,938,749	76,161	1,864,048	4,742	5,016,477	12,761	21.72

**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	168.988	13,876,670	82,116	756	4	3,067,479	18,152	20.16
13	4.000	274,224	68,556			69,864	17,466	19.31
21	21.244	1,662,091	78,238	510	24	390,073	18,362	18.31
31	13.400	1,048,842	78,272			257,790	19,238	19.34
34	3.050	245,293	80,424			52,353	17,165	16.87
51	8.680	690,090	79,503	408	47	158,789	18,294	20.52
52	0.100	14,999	149,990	120	1,200	1,419	14,192	19.32
53	0.280	39,664	141,657	168	600	3,949	14,104	19.81
55	11.510	914,418	79,446	27,304	2,372	211,505	18,376	21.77
64	1.600	142,889	89,306			31,066	19,416	20.88
65	3.150	252,225	80,071	90	29	60,364	19,163	19.49
68	0.375	34,295	91,453			7,281	19,416	18.50
74	1.000	45,895	45,895			12,816	12,816	21.36
97	3.000	508,644	169,548	10,200	3,400	43,114	14,371	18.25
Program 21 Instructional	20.394	1,551,125	76,058			378,170	18,543	18.09
Program 21 Administrative	0.850	110,966	130,548	510	600	11,903	14,003	21.63
K-12 Program 21 Instructional	17.964	1,385,580	77,131			333,960	18,590	17.82
Program 31 Instructional	13.200	1,020,695	77,325			254,971	19,316	19.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.200	28,147	140,735			2,819	14,095	20.78
Program 34 Instructional	3.000	238,256	79,419			51,648	17,216	16.78
Program 34 Administrative	0.050	7,037	140,740			705	14,095	20.78
K-3 BEA Instructional	52.945	3,953,098	74,664			959,208	18,117	20.60
4-6 BEA Instructional	33.363	2,523,643	75,642			625,509	18,749	20.00
7-8 BEA Instructional	31.900	2,431,222	76,214			585,161	18,344	19.46
9-12 BEA Instructional	51.570	4,132,278	80,129			985,245	19,105	19.59
K-12 BEA Instructional	169.778	13,040,241	76,808			3,155,123	18,584	19.94
K-12 BEA Administrative	2.000	284,316	142,158			28,216	14,108	20.63
BEA	188.438	15,679,449	83,207	10,956	58	3,420,736	18,153	19.98
Instructional	219.377	16,786,774	76,520	26,956	123	4,069,306	18,549	19.87
Administrative	21.000	2,963,465	141,117	12,600	600	298,555	14,217	20.22
Active	240.377	19,750,239	82,164	39,556	165	4,367,861	18,171	19.92
Certificated Total	240.377	19,750,239	82,164	39,556	165	4,367,861	18,171	19.92
Instructional for Funding Purposes	219.377	16,786,774	76,520	26,956	123	4,069,306	18,549	19.87
Instructional for Compliance Purposes	219.377	16,786,774	76,520	26,956	123	4,069,306	18,549	19.87



**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	49.513	3,559,711	71,894	171,452	3,463	589,489	11,906	21.63
12	0.200	23,200	116,000			2,323	11,616	21.86
21	7.430	525,900	70,781	12,143	1,634	82,474	11,100	19.62
24	0.500	42,916	85,832	1,287	2,574	5,808	11,616	19.32
31	2.660	213,207	80,153	28,620	10,759	30,899	11,616	22.67
34	0.140	9,744	69,600			1,626	11,616	25.01
51	2.335	212,295	90,919	22,631	9,692	27,123	11,616	21.90
53	0.400	46,400	116,000			4,646	11,616	21.86
55	2.250	223,845	99,487	5,815	2,584	26,136	11,616	20.67
65	1.348	98,024	72,718	2,060	1,528	15,879	11,780	20.35
74	0.050	5,800	116,000			581	11,616	21.86
97	1.250	171,500	137,200			14,520	11,616	21.52
Program 21 Instructional	6.867	472,408	68,794	12,143	1,768	75,504	10,995	19.51
Program 21 Administrative	0.563	53,492	95,012			6,970	12,379	20.53
K-12 Program 21 Instructional	5.627	363,315	64,566	7,578	1,347	61,100	10,858	19.02
Program 31 Instructional	2.560	201,607	78,753	28,620	11,180	29,737	11,616	22.71
Program 31 Administrative	0.100	11,600	116,000			1,162	11,616	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
Program 34 Instructional	0.140	9,744	69,600			1,626	11,616	25.01
K-3 BEA Instructional	14.600	908,432	62,221	27,889	1,910	169,594	11,616	22.25
4-6 BEA Instructional	7.620	508,622	66,748	15,389	2,020	88,514	11,616	22.01
7-8 BEA Instructional	11.613	871,490	75,044	29,648	2,553	134,897	11,616	22.17
9-12 BEA Instructional	14.598	1,077,101	73,784	45,511	3,118	183,126	12,545	20.90
K-12 BEA Instructional	48.431	3,365,645	69,494	118,437	2,445	576,130	11,896	21.74
K-12 BEA Administrative	2.938	313,538	106,718			34,848	11,861	21.81
BEA	53.563	3,954,162	73,823	200,072	3,735	636,534	11,884	21.69
Instructional	60.700	4,298,387	70,814	242,213	3,990	714,384	11,769	21.40
Administrative	6.876	781,191	113,611	1,795	261	81,312	11,825	21.52
Other	0.500	52,964	105,928			5,808	11,616	19.48
Active	68.076	5,132,542	75,394	244,008	3,584	801,504	11,774	21.40
Certificated Total	68.076	5,132,542	75,394	244,008	3,584	801,504	11,774	21.40
Instructional for Funding Purposes	60.700	4,298,387	70,814	242,213	3,990	714,384	11,769	21.40
Instructional for Compliance Purposes	60.700	4,298,387	70,814	242,213	3,990	714,384	11,769	21.40



**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	153.035	12,684,684	82,887	1,535,659	10,035	1,788,186	11,685	23.38
02	3.312	316,866	95,672	26,130	7,889	38,705	11,686	23.25
13	3.129	202,486	64,713	18,800	6,008	40,888	13,068	23.27
14	1.683	128,367	76,273	46,862	27,844	19,840	11,789	23.05
19				758				
21	30.048	2,433,032	80,972	352,640	11,736	362,803	12,074	23.74
24	4.694	407,059	86,719	37,626	8,016	56,802	12,101	23.28
31	11.384	922,039	80,994	136,515	11,992	141,425	12,423	24.37
34	2.202	197,019	89,473	32,623	14,815	25,578	11,616	23.03
51	3.047	279,532	91,740	57,046	18,722	35,394	11,616	23.62
52	1.370	130,308	95,115	10,655	7,777	15,914	11,616	23.19
55	4.260	370,837	87,051	38,969	9,148	49,484	11,616	22.96
58				46,706				
64				149				
65	0.988	84,495	85,521	7,307	7,396	11,477	11,616	23.38
89				6,309				
97	2.000	338,360	169,180	48,919	24,460	23,232	11,616	20.67
98	0.250	34,845	139,380	850	3,400	2,904	11,616	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
K-12 Program 02 Instructional	2.312	180,934	78,259	22,626	9,786	27,089	11,716	23.30
Program 21 Instructional	29.048	2,292,204	78,911	344,326	11,854	351,187	12,090	23.66
Program 21 Administrative	1.000	140,828	140,828	3,150	3,150	11,616	11,616	25.34
K-12 Program 21 Instructional	28.108	2,201,017	78,306	168,311	5,988	340,267	12,106	23.68
Program 31 Instructional	10.760	834,927	77,595	130,394	12,118	134,176	12,470	24.54
Program 31 Administrative	0.624	87,112	139,603	6,121	9,809	7,248	11,616	22.71
Program 34 Instructional	2.076	179,597	86,511	30,321	14,605	24,115	11,616	23.06
Program 34 Administrative	0.126	17,422	138,270	1,225	9,722	1,464	11,616	22.71
K-3 BEA Instructional	52.566	4,026,431	76,598	463,428	8,816	609,859	11,602	23.24
4-6 BEA Instructional	31.346	2,385,721	76,109	72,325	2,307	364,673	11,634	22.98
7-8 BEA Instructional	25.445	2,025,697	79,611	141,514	5,562	300,529	11,811	23.84
9-12 BEA Instructional	46.226	3,713,744	80,339	245,701	5,315	547,497	11,844	23.69
K-12 BEA Instructional	155.583	12,151,593	78,104	940,865	6,047	1,822,558	11,714	23.43
BEA	171.933	14,458,968	84,097	1,779,846	10,352	2,017,126	11,732	23.38
Instructional	203.802	16,046,881	78,738	2,258,932	11,084	2,403,544	11,794	23.44
Administrative	17.000	2,451,382	144,199	40,115	2,360	197,472	11,616	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
Other	0.600	31,666	52,777	12,838	21,397	11,616	19,360	24.55
Active	221.402	18,529,929	83,694	2,311,885	10,442	2,612,632	11,800	23.41
On Leave				92,638				
Certificated Total	221.402	18,529,929	83,694	2,404,523	10,860	2,612,632	11,800	23.41
Instructional for Funding Purposes	203.802	16,046,881	78,738	2,258,932	11,084	2,403,544	11,794	23.44
Instructional for Compliance Purposes	203.802	16,046,881	78,738	2,258,932	11,084	2,403,544	11,794	23.44

**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	9.669	749,926	77,560	9,005	931	112,315	11,616	26.20
21	0.333	28,218	84,739			3,868	11,616	25.21
31	0.667	51,580	77,331	8,500	12,744	7,748	11,616	26.15
34	0.166	12,899	77,705			1,928	11,616	26.15
55	0.165	12,899	78,176			1,917	11,616	25.97
58								
97	0.420	50,000	119,048	2,778	6,614	11,616	27,657	26.43
Program 21 Instructional	0.333	28,218	84,739			3,868	11,616	25.21
K-12 Program 21 Instructional	0.333	28,218	84,739			3,868	11,616	25.21
Program 31 Instructional	0.667	51,580	77,331			7,748	11,616	26.15
Program 34 Instructional	0.166	12,899	77,705			1,928	11,616	26.15
K-3 BEA Instructional	2.336	182,416	78,089			27,135	11,616	26.39
4-6 BEA Instructional	2.166	156,804	72,393			25,160	11,616	26.22
7-8 BEA Instructional	1.416	105,298	74,363			16,448	11,616	26.07
9-12 BEA Instructional	3.584	264,887	73,908	9,005	2,513	41,632	11,616	26.06
K-12 BEA Instructional	9.502	709,405	74,658	9,005	948	110,375	11,616	26.18

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 BEA Administrative	1.420	155,000	109,155	2,778	1,956	23,232	16,361	26.37
BEA	10.922	864,405	79,143	20,283	1,857	133,607	12,233	26.21
Instructional	10.000	750,522	75,052	9,005	901	116,160	11,616	26.14
Administrative	1.420	155,000	109,155	2,778	1,956	23,232	16,361	26.37
Other				8,500				
Active	11.420	905,522	79,293	20,283	1,776	139,392	12,206	26.18
Certificated Total	11.420	905,522	79,293	20,283	1,776	139,392	12,206	26.18
Instructional for Funding Purposes	10.000	750,522	75,052	9,005	901	116,160	11,616	26.14
Instructional for Compliance Purposes	10.000	750,522	75,052	9,005	901	116,160	11,616	26.14



**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	18.000	1,369,566	76,087	6,465	359	209,088	11,616	22.54
13	1.000	79,616	79,616			11,616	11,616	23.75
31	3.000	191,137	63,712	16,691	5,564	34,848	11,616	22.64
51	0.465	40,874	87,901	6,772	14,563	5,401	11,616	22.43
52				5,000				
55	0.867	68,438	78,937	5,000	5,767	10,071	11,616	22.48
65	0.113	9,511	84,168			1,313	11,616	22.34
74				2,000				
79	0.555	37,074	66,800	825	1,486	6,447	11,616	22.73
97	1.000	138,360	138,360	3,600	3,600	11,616	11,616	22.37
Program 31 Instructional	3.000	191,137	63,712	16,691	5,564	34,848	11,616	22.64
K-3 BEA Instructional	4.246	330,064	77,735			49,322	11,616	22.60
4-6 BEA Instructional	3.589	255,099	71,078	1,300	362	41,690	11,616	22.34
7-8 BEA Instructional	1.835	151,309	82,457			21,315	11,616	22.53
9-12 BEA Instructional	9.330	589,265	63,158	18,156	1,946	108,377	11,616	22.73
K-12 BEA Instructional	19.000	1,325,737	69,776	19,456	1,024	220,704	11,616	22.60
K-12 BEA Administrative	1.000	116,419	116,419	1,200	1,200	11,616	11,616	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
BEA	22.000	1,699,063	77,230	26,756	1,216	255,552	11,616	22.54
Instructional	22.000	1,561,250	70,966	40,353	1,834	255,552	11,616	22.64
Administrative	3.000	373,326	124,442	6,000	2,000	34,848	11,616	22.33
Active	25.000	1,934,576	77,383	46,353	1,854	290,400	11,616	22.58
Certificated Total	25.000	1,934,576	77,383	46,353	1,854	290,400	11,616	22.58
Instructional for Funding Purposes	22.000	1,561,250	70,966	40,353	1,834	255,552	11,616	22.64
Instructional for Compliance Purposes	22.000	1,561,250	70,966	40,353	1,834	255,552	11,616	22.64

**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	29.216	2,394,797	81,969	11,325	388	336,206	11,508	23.52
03	3.000	232,811	77,604	62,974	20,991	34,848	11,616	21.97
21	4.000	293,676	73,419	31,998	8,000	46,464	11,616	22.66
31	3.140	239,120	76,153	1,000	318	36,474	11,616	22.66
55				48,685				
58				96,783				
97	1.000	184,387	184,387	31,880	31,880	11,616	11,616	20.16
Program 21 Instructional	4.000	293,676	73,419	22,033	5,508	46,464	11,616	22.66
Program 21 Administrative				9,965				
K-12 Program 21 Instructional	4.000	293,676	73,419	22,033	5,508	46,464	11,616	22.66
Program 31 Instructional	3.140	239,120	76,153			36,474	11,616	22.66
Program 31 Administrative				1,000				
K-3 BEA Instructional	11.220	786,061	70,059			123,304	10,990	25.47
4-6 BEA Instructional	5.600	479,671	85,656			61,429	10,970	22.58
7-8 BEA Instructional	2.910	245,405	84,332			33,803	11,616	22.60
9-12 BEA Instructional	12.825	1,014,744	79,122	62,474	4,871	156,456	12,199	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
K-12 BEA Instructional	32.555	2,525,881	77,588	62,474	1,919	374,992	11,519	23.40
K-12 BEA Administrative	1.801	201,172	111,700	12,825	7,121	20,920	11,616	22.51
BEA	36.356	3,051,115	83,923	107,179	2,948	419,144	11,529	23.09
Instructional	36.555	2,819,557	77,132	229,975	6,291	421,456	11,529	23.32
Administrative	3.801	525,234	138,183	54,670	14,383	44,152	11,616	21.62
Active	40.356	3,344,791	82,882	284,645	7,053	465,608	11,538	23.05
Certificated Total	40.356	3,344,791	82,882	284,645	7,053	465,608	11,538	23.05
Instructional for Funding Purposes	36.555	2,819,557	77,132	229,975	6,291	421,456	11,529	23.32
Instructional for Compliance Purposes	36.555	2,819,557	77,132	229,975	6,291	421,456	11,529	23.32

**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	368.209	30,396,099	82,551	2,018,881	5,483	4,318,143	11,727	22.43
02	17.626	1,402,171	79,551	63,679	3,613	222,899	12,646	22.01
11	9.600	918,145	95,640	49,840	5,192	111,514	11,616	22.47
13				5,000				
14	0.415	45,969	110,769			4,821	11,616	22.56
21	67.301	5,134,055	76,285	316,517	4,703	794,147	11,800	22.48
23	0.983	48,760	49,603	552	562	11,616	11,817	22.17
24	5.750	424,828	73,883	18,990	3,303	66,792	11,616	22.03
31	27.780	2,217,222	79,814	321,525	11,574	322,692	11,616	22.78
34	8.407	686,999	81,717	42,951	5,109	100,966	12,010	22.65
45	10.200	760,564	74,565	96,168	9,428	118,483	11,616	22.59
51	12.348	1,049,319	84,979	46,909	3,799	143,434	11,616	22.23
52	2.000	163,047	81,524	6,457	3,229	23,232	11,616	21.81
53	3.212	236,640	73,674	9,820	3,057	38,449	11,970	21.77
55	20.952	1,723,074	82,239	122,236	5,834	250,019	11,933	21.99
56	0.600	56,078	93,463	3,370	5,617	11,616	19,360	22.93
58				955,103				
64	1.354	135,201	99,853	6,447	4,761	15,728	11,616	22.73
65	12.106	1,048,553	86,614	45,567	3,764	140,623	11,616	21.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
74	4.000	347,832	86,958	17,136	4,284	46,464	11,616	21.40
79	2.458	220,847	89,848	22,648	9,214	28,552	11,616	22.53
97	1.000	169,150	169,150	34,050	34,050	11,616	11,616	20.76
K-12 Program 02 Instructional	16.226	1,221,025	75,251	6,370	393	206,637	12,735	21.94
Program 21 Instructional	65.501	4,903,865	74,867	255,254	3,897	773,238	11,805	22.48
Program 21 Administrative	1.800	230,190	127,883	1,500	833	20,909	11,616	22.43
K-12 Program 21 Instructional	55.201	4,063,217	73,608	20,226	366	647,786	11,735	22.56
Program 26, 56, and 59 Instructional	0.600	56,078	93,463	3,370	5,617	11,616	19,360	22.93
Program 31 Instructional	26.900	2,093,806	77,837	242,865	9,028	312,470	11,616	22.82
Program 31 Administrative	0.880	123,416	140,245			10,222	11,616	22.04
Program 34 Instructional	8.287	670,169	80,870	42,256	5,099	99,572	12,015	22.66
Program 34 Administrative	0.120	16,830	140,250			1,394	11,616	22.04
K-3 BEA Instructional	142.350	11,185,865	78,580	6,812	48	1,669,103	11,725	22.64
4-6 BEA Instructional	81.571	6,465,673	79,264	1,558	19	957,646	11,740	22.36
7-8 BEA Instructional	68.320	5,359,758	78,451	6,078	89	802,851	11,751	22.53
9-12 BEA Instructional	112.875	8,665,956	76,775	85,084	754	1,338,268	11,856	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 BEA Instructional	405.116	31,677,252	78,193	99,532	246	4,767,869	11,769	22.47
K-12 BEA Administrative	1.000	161,399	161,399			11,616	11,616	21.43
BEA	433.222	35,632,205	82,249	2,577,254	5,949	5,094,801	11,760	22.44
Instructional	535.229	41,803,059	78,103	3,379,398	6,314	6,304,263	11,779	22.40
Administrative	38.000	5,042,570	132,699	76,070	2,002	441,408	11,616	22.26
Other	1.000	145,248	145,248	1,500	1,500	11,616	11,616	22.12
Active	574.229	46,990,877	81,833	3,456,968	6,020	6,757,287	11,768	22.38
On Leave	2.072	193,676	93,473	746,878	360,462	24,521	11,835	22.98
Certificated Total	576.301	47,184,553	81,875	4,203,846	7,295	6,781,808	11,768	22.39
Instructional for Funding Purposes	534.629	41,746,981	78,086	3,376,028	6,315	6,292,647	11,770	22.40
Instructional for Compliance Purposes	534.629	41,746,981	78,086	3,376,028	6,315	6,292,647	11,770	22.40

**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	149.977	12,236,598	81,590	555,305	3,703	1,890,723	12,607	20.99
02	29.015	2,336,858	80,540	79,625	2,744	372,466	12,837	21.79
12	3.500	224,649	64,185	856	245	48,848	13,957	22.26
21	29.440	2,237,491	76,002	20,108	683	354,270	12,034	21.51
24	5.000	412,582	82,516			61,060	12,212	21.22
31	12.250	1,026,156	83,768	3,683	301	149,597	12,212	20.22
34	4.250	302,070	71,075	214	50	51,901	12,212	20.77
51	4.860	367,370	75,591			59,350	12,212	21.02
52	0.500	46,450	92,900			6,106	12,212	20.35
55	9.455	822,136	86,953	7,817	827	115,464	12,212	21.39
58				41,666				
65	2.150	155,352	72,257	128	60	26,256	12,212	22.43
74	0.500	46,450	92,900			6,106	12,212	20.35
88	0.620	49,358	79,610	86	139	8,548	13,788	21.33
97	1.000	178,372	178,372	14,270	14,270	12,212	12,212	18.24
K-12 Program 02 Instructional	26.975	2,051,650	76,057	72,227	2,678	347,554	12,884	21.89
Program 21 Instructional	28.540	2,112,078	74,004	19,338	678	343,279	12,028	21.54
Program 21 Administrative	0.900	125,413	139,348	770	856	10,991	12,212	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
K-12 Program 21 Instructional	25.071	1,855,390	74,005	14,538	580	294,566	11,749	21.06
Program 31 Instructional	12.000	990,340	82,528	3,469	289	146,544	12,212	20.17
Program 31 Administrative	0.250	35,816	143,264	214	856	3,053	12,212	21.62
Program 34 Instructional	4.000	266,254	66,564			48,848	12,212	20.67
Program 34 Administrative	0.250	35,816	143,264	214	856	3,053	12,212	21.62
K-3 BEA Instructional	55.202	4,198,886	76,064	40,607	736	698,673	12,657	21.14
4-6 BEA Instructional	36.311	2,651,149	73,012	29,777	820	461,601	12,712	21.28
7-8 BEA Instructional	26.001	1,996,669	76,792	60,307	2,319	318,306	12,242	21.01
9-12 BEA Instructional	62.613	4,940,822	78,910	111,369	1,779	798,469	12,752	20.91
K-12 BEA Instructional	180.127	13,787,526	76,543	242,060	1,344	2,277,050	12,641	21.06
K-12 BEA Administrative	11.000	1,553,806	141,255	9,416	856	134,332	12,212	21.11
BEA	196.492	16,080,054	81,836	653,097	3,324	2,476,899	12,606	21.02
Instructional	233.477	17,776,574	76,138	310,004	1,328	2,924,286	12,525	21.13
Administrative	18.040	2,572,418	142,595	46,507	2,578	226,410	12,550	20.93
Other	1.000	92,900	92,900	367,247	367,247	12,212	12,212	21.52
Active	252.517	20,441,892	80,953	723,758	2,866	3,162,908	12,526	21.11
Certificated Total	252.517	20,441,892	80,953	723,758	2,866	3,162,908	12,526	21.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	233.477	17,776,574	76,138	310,004	1,328	2,924,286	12,525	21.13
Instructional for Compliance Purposes	233.477	17,776,574	76,138	310,004	1,328	2,924,286	12,525	21.13

**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	232.227	19,861,215	85,525	1,770,896	7,626	2,520,088	10,852	21.28
03	1.000	84,738	84,738	7,156	7,156	10,648	10,648	21.12
12	0.653	36,542	55,960			10,648	16,306	18.67
13	2.000	116,391	58,196	4,220	2,110	21,296	10,648	21.66
14	8.000	552,553	69,069	37,973	4,747	88,088	11,011	21.97
21	33.720	2,549,630	75,612	213,774	6,340	340,607	10,101	19.99
24	7.600	668,496	87,960	58,500	7,697	87,120	11,463	21.52
31	14.910	1,349,351	90,500	100,354	6,731	160,494	10,764	21.17
34	14.420	1,213,545	84,157	104,225	7,228	156,663	10,864	20.76
51	3.740	337,978	90,368	27,752	7,420	40,019	10,700	21.12
52	0.040	5,637	140,925			418	10,454	20.09
55	6.000	555,723	92,621	46,931	7,822	64,856	10,809	21.31
58				184,569				
64	0.100	3,874	38,740	172	1,720	1,065	10,648	21.19
65	1.800	148,941	82,745	12,578	6,988	19,166	10,648	21.11
74	1.120	97,516	87,068	7,880	7,036	12,410	11,080	22.06
79	0.860	74,543	86,678			9,574	11,132	20.78
97	2.329	488,559	209,772	9,500	4,079	26,110	11,211	18.36

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 21 Instructional	33.000	2,448,162	74,187	210,392	6,376	333,080	10,093	19.99
Program 21 Administrative	0.720	101,468	140,928	3,382	4,697	7,527	10,454	20.09
K-12 Program 21 Instructional	28.000	2,054,122	73,362			279,114	9,968	19.72
Program 31 Instructional	13.310	1,115,218	83,788	90,933	6,832	143,187	10,758	21.25
Program 31 Administrative	1.600	234,133	146,333	9,421	5,888	17,307	10,817	20.71
Program 34 Instructional	13.230	1,037,194	78,397	97,171	7,345	143,642	10,857	20.73
Program 34 Administrative	1.190	176,351	148,194	7,054	5,928	13,021	10,942	20.92
K-3 BEA Instructional	91.504	7,200,840	78,694			1,003,680	10,969	21.63
4-6 BEA Instructional	31.380	2,451,492	78,123			342,848	10,926	21.08
7-8 BEA Instructional	54.500	4,655,269	85,418			589,512	10,817	21.21
9-12 BEA Instructional	67.173	5,586,975	83,173			720,492	10,726	21.28
K-12 BEA Instructional	244.557	19,894,576	81,349			2,656,532	10,863	21.37
BEA Instructional	309.190	24,901,472	80,538	1,992,131	7,521	2,874,002	10,850	21.18
BEA Administrative	21.329	3,243,760	152,082	181,609	8,515	227,924	10,686	19.96
BEA Other				48,521				
Active	330.519	28,145,232	85,155	2,586,480	7,826	3,569,269	10,799	21.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	330.519	28,145,232	85,155	2,586,480	7,826	3,569,269	10,799	21.10
Instructional for Funding Purposes	309.190	24,901,472	80,538	2,356,350	7,621	3,341,345	10,807	21.24
Instructional for Compliance Purposes	309.190	24,901,472	80,538	2,356,350	7,621	3,341,345	10,807	21.24



**Whatcom Intergenerational High School (37902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.990	416,872	69,595			69,580	11,616	23.80
13	0.850	62,696	73,760			9,874	11,616	23.71
19	0.010	796	79,600			116	11,616	23.77
21	0.575	51,100	88,870			6,679	11,616	23.51
23	0.025	2,222	88,880			290	11,616	23.51
24	0.150	13,331	88,873			1,742	11,616	23.51
51	0.250	16,112	64,448			2,904	11,616	23.90
55	0.150	10,160	67,733			1,742	11,616	23.89
79		51,663						
97		63,144						
Program 21 Instructional	0.575	51,100	88,870			6,679	11,616	23.51
K-12 Program 21 Instructional	0.575	51,100	88,870			6,679	11,616	23.51
9-12 BEA Instructional	5.000	338,038	67,608			58,080	11,616	23.81
K-12 BEA Instructional	5.000	338,038	67,608			58,080	11,616	23.81
K-12 BEA Administrative	0.990	141,978	143,412			11,500	11,616	23.77
BEA	5.990	480,016	80,136			69,580	11,616	23.80
Instructional	7.000	493,659	70,523			81,312	11,616	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
Administrative	1.000	194,437	194,437			11,616	11,616	23.77
Active	8.000	688,096	86,012			92,928	11,616	23.76
Certificated Total	8.000	688,096	86,012			92,928	11,616	23.76
Instructional for Funding Purposes	7.000	493,659	70,523			81,312	11,616	23.76
Instructional for Compliance Purposes	7.000	493,659	70,523			81,312	11,616	23.76



**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	20.232	1,600,824	79,123	74,511	3,683	237,326	11,730	22.08
12	0.140	12,808	91,486			1,626	11,616	22.54
21	2.000	158,439	79,220	4,663	2,332	23,232	11,616	21.19
31	1.143	104,566	91,484			13,277	11,616	21.56
51	0.280	25,620	91,500	5,083	18,154	3,252	11,616	22.16
55	1.645	111,868	68,005			23,302	14,165	21.91
58				42,820				
97	1.000	130,844	130,844	5,689	5,689	11,616	11,616	21.69
Program 21 Instructional	2.000	158,439	79,220	3,521	1,761	23,232	11,616	21.19
K-12 Program 21 Instructional	1.870	147,746	79,009	3,521	1,883	21,722	11,616	21.25
Program 31 Instructional	1.143	104,566	91,484			13,277	11,616	21.56
K-3 BEA Instructional	5.641	397,190	70,411	1,336	237	62,761	11,126	22.20
4-6 BEA Instructional	2.497	215,145	86,161			30,933	12,388	22.24
7-8 BEA Instructional	3.594	256,948	71,494	809	225	45,523	12,666	21.80
9-12 BEA Instructional	6.516	524,236	80,454	12,932	1,985	75,063	11,520	21.06
K-12 BEA Instructional	18.248	1,393,519	76,366	15,077	826	214,280	11,743	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-12 BEA Administrative	2.860	287,470	100,514			33,222	11,616	24.01
BEA	22.375	1,836,234	82,066	80,200	3,584	262,220	11,719	22.02
Instructional	22.173	1,689,446	76,194	73,202	3,301	264,067	11,909	21.66
Administrative	4.000	431,122	107,781			46,464	11,616	23.21
Other	0.267	24,401	91,390	9,746	36,502	3,101	11,616	22.71
Active	26.440	2,144,969	81,126	82,948	3,137	313,632	11,862	21.96
On Leave				49,818				
Certificated Total	26.440	2,144,969	81,126	132,766	5,021	313,632	11,862	21.96
Instructional for Funding Purposes	22.173	1,689,446	76,194	73,202	3,301	264,067	11,909	21.66
Instructional for Compliance Purposes	22.173	1,689,446	76,194	73,202	3,301	264,067	11,909	21.66

**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	204.749	17,310,467	84,545	1,239,617	6,054	2,409,251	11,767	22.56
02	1.967	108,531	55,176	3,052	1,552	23,232	11,811	23.12
21	42.930	3,229,494	75,227	307,138	7,154	482,413	11,237	23.53
24	1.800	136,197	75,665	8,641	4,801	23,232	12,907	23.16
26	1.200	74,333	61,944	6,963	5,803	13,939	11,616	21.90
31	14.600	1,170,434	80,167	129,635	8,879	164,947	11,298	22.46
34	1.750	152,496	87,141	15,693	8,967	20,328	11,616	22.74
51	1.500	115,718	77,145	3,856	2,571	17,424	11,616	22.77
55	0.370	25,266	68,286	2,801	7,570	4,298	11,616	22.85
58				68,460				
64				5,000				
65	1.500	124,354	82,903	11,066	7,377	17,424	11,616	25.83
74				35,000				
88	3.092	251,580	81,365	8,104	2,621	43,854	14,183	22.23
97	2.000	337,499	168,750	60,603	30,302	23,232	11,616	18.90
K-12 Program 02 Instructional	1.967	108,531	55,176			23,232	11,811	23.12
Program 21 Instructional	39.730	2,936,900	73,921	290,995	7,324	468,474	11,791	22.63
Program 21 Administrative	1.200	156,022	130,018	16,143	13,453	13,939	11,616	22.41

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 Program 21 Instructional	36.730	2,677,761	72,904			433,626	11,806	22.30
Program 26, 56, and 59 Instructional	1.200	74,333	61,944	6,963	5,803	13,939	11,616	21.90
Program 31 Instructional	13.850	1,083,666	78,243	123,161	8,892	156,235	11,281	22.45
Program 31 Administrative	0.750	86,768	115,691	6,474	8,632	8,712	11,616	22.61
Program 34 Instructional	1.500	123,573	82,382	10,869	7,246	17,424	11,616	22.77
Program 34 Administrative	0.250	28,923	115,692	4,824	19,296	2,904	11,616	22.61
K-3 BEA Instructional	79.076	6,198,314	78,384			932,695	11,795	22.44
4-6 BEA Instructional	35.096	2,661,658	75,839			424,030	12,082	22.92
7-8 BEA Instructional	36.477	2,967,303	81,347			424,100	11,627	22.58
9-12 BEA Instructional	51.617	4,247,008	82,279			595,320	11,533	22.58
K-12 BEA Instructional	202.266	16,074,283	79,471			2,376,146	11,748	22.58
BEA	225.066	19,079,427	84,773	1,448,600	6,436	2,640,991	11,734	22.49
Instructional	251.458	19,738,631	78,497	1,666,749	6,628	2,964,791	11,790	22.61
Administrative	24.000	3,161,166	131,715	238,880	9,953	278,784	11,616	21.98
Active	275.458	22,899,797	83,134	1,905,629	6,918	3,243,575	11,775	22.52
K-12 Program 21 Contracted	2.000	136,572	68,286					

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	277.458	23,036,369	83,027	1,905,629	6,868	3,243,575	11,690	22.65
Instructional for Funding Purposes	252.258	19,800,870	78,495	1,659,786	6,580	2,950,852	11,698	22.75
Instructional for Compliance Purposes	250.258	19,664,298	78,576	1,659,786	6,632	2,950,852	11,791	22.61

**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	67.603	5,314,755	78,617	222,629	3,293	801,504	11,856	22.52
02	1.250	95,413	76,330	7,651	6,121	23,232	18,586	24.11
13	0.094	6,001	63,840			1,266	13,470	23.25
31	3.500	251,278	71,794	43,928	12,551	46,464	13,275	22.43
51	1.000	82,607	82,607	8,795	8,795	11,616	11,616	21.54
52	0.770	49,000	63,636			10,350	13,441	23.25
55	1.000	84,220	84,220	10,539	10,539	11,616	11,616	23.09
58				68,460				
74				3,000				
97	1.000	165,000	165,000			11,616	11,616	20.10
K-12 Program 02 Instructional	1.250	95,413	76,330	2,651	2,121	23,232	18,586	24.11
Program 31 Instructional	3.500	251,278	71,794	43,928	12,551	46,464	13,275	22.43
K-3 BEA Instructional	20.004	1,592,840	79,626	49,062	2,453	238,128	11,904	22.19
4-6 BEA Instructional	15.986	1,179,316	73,772	37,356	2,337	190,131	11,894	22.84
7-8 BEA Instructional	9.863	771,571	78,229	37,517	3,804	123,501	12,522	22.33
9-12 BEA Instructional	22.500	1,643,663	73,052	118,950	5,287	278,784	12,390	22.65
K-12 BEA Instructional	68.353	5,187,390	75,891	242,885	3,553	830,544	12,151	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
K-12 BEA Administrative	4.000	474,056	118,514	12,323	3,081	40,656	10,164	22.94
BEA	73.353	5,826,446	79,430	274,208	3,738	882,816	12,035	22.47
Instructional	70.353	5,354,217	76,105	315,979	4,491	853,776	12,136	22.50
Administrative	5.864	694,057	118,359	49,023	8,360	63,888	10,895	22.29
Active	76.217	6,048,274	79,356	365,002	4,789	917,664	12,040	22.48
Certificated Total	76.217	6,048,274	79,356	365,002	4,789	917,664	12,040	22.48
Instructional for Funding Purposes	70.353	5,354,217	76,105	315,979	4,491	853,776	12,136	22.50
Instructional for Compliance Purposes	70.353	5,354,217	76,105	315,979	4,491	853,776	12,136	22.50

**Why Not You Academy (formerly Cascade: Midway charter) (17917)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.960	452,600	75,940			69,231	11,616	23.41
13	1.140	93,299	81,841			13,242	11,616	23.14
21	0.575	53,561	93,150			6,679	11,616	22.92
23	0.035	3,260	93,143			407	11,616	22.92
24	0.150	13,972	93,147			1,742	11,616	22.92
55	0.330	23,527	71,294			3,833	11,616	23.08
65	0.110	14,574	132,491			1,278	11,616	22.39
79	1.750	154,438	88,250			20,328	11,616	22.73
97	0.950	125,875	132,500			11,035	11,616	22.28
Program 21 Instructional	0.575	53,561	93,150			6,679	11,616	22.92
K-12 Program 21 Instructional	0.575	53,561	93,150			6,679	11,616	22.92
9-12 BEA Instructional	4.770	332,512	69,709			55,408	11,616	23.62
K-12 BEA Instructional	4.770	332,512	69,709			55,408	11,616	23.62
K-12 BEA Administrative	2.140	245,963	114,936			24,858	11,616	22.55
BEA	6.910	578,475	83,716			80,267	11,616	23.16
Instructional	8.000	579,372	72,422			92,928	11,616	23.39
Administrative	3.000	355,734	118,578			34,848	11,616	22.52



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	11.000	935,106	85,010			127,776	11,616	23.06
Certificated Total	11.000	935,106	85,010			127,776	11,616	23.06
Instructional for Funding Purposes	8.000	579,372	72,422			92,928	11,616	23.39
Instructional for Compliance Purposes	8.000	579,372	72,422			92,928	11,616	23.39

**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	17.672	1,231,890	69,709	44,438	2,515	213,154	12,062	21.67
21	1.986	143,610	72,311	5,478	2,758	23,232	11,698	21.42
31	0.983	75,586	76,893			11,616	11,817	20.40
34	0.786	64,338	81,855			9,293	11,823	19.92
51	0.384	25,267	65,799			4,646	12,100	21.83
55	0.442	36,190	81,878			5,227	11,826	21.56
58				27,965				
Program 21 Instructional	1.986	143,610	72,311	5,478	2,758	23,232	11,698	21.42
K-12 Program 21 Instructional	1.986	143,610	72,311			23,232	11,698	21.42
Program 31 Instructional	0.983	75,586	76,893			11,616	11,817	20.40
Program 34 Instructional	0.786	64,338	81,855			9,293	11,823	19.92
K-3 BEA Instructional	4.712	347,745	73,800	250	53	56,059	11,897	20.90
4-6 BEA Instructional	4.165	237,507	57,024			52,144	12,520	23.30
7-8 BEA Instructional	1.235	94,400	76,437	1,826	1,479	14,543	11,776	21.64
9-12 BEA Instructional	8.191	578,873	70,672	21,548	2,631	98,074	11,973	21.22
K-12 BEA Instructional	18.303	1,258,525	68,761	23,624	1,291	220,820	12,065	21.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	1.000	103,491	103,491			11,616	11,616	21.41
BEA	19.441	1,371,814	70,563	44,438	2,286	234,062	12,040	21.50
Instructional	21.115	1,463,592	69,315	57,567	2,726	253,926	12,026	21.51
Administrative	1.000	103,491	103,491			11,616	11,616	21.41
Other	0.138	9,798	71,000	20,314	147,203	1,626	11,784	21.74
Active	22.253	1,576,881	70,862	77,881	3,500	267,168	12,006	21.50
Certificated Total	22.253	1,576,881	70,862	77,881	3,500	267,168	12,006	21.50
Instructional for Funding Purposes	21.115	1,463,592	69,315	57,567	2,726	253,926	12,026	21.51
Instructional for Compliance Purposes	21.115	1,463,592	69,315	57,567	2,726	253,926	12,026	21.51

**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	17.314	1,375,882	79,466	150,098	8,669	205,836	11,888	21.50
12	3.000	186,213	62,071			34,848	11,616	21.15
13	0.900	60,239	66,932			10,454	11,616	21.54
21	2.350	205,146	87,296			28,320	12,051	21.51
31	1.800	138,949	77,194	22,959	12,755	20,909	11,616	20.92
55	0.580	44,996	77,579			6,737	11,616	21.75
58				11,186				
65				1,500				
97	1.450	170,900	117,862	5,000	3,448	18,144	12,513	22.48
Program 21 Instructional	2.000	171,390	85,695			23,232	11,616	21.30
Program 21 Administrative	0.350	33,756	96,446			5,088	14,537	22.43
K-12 Program 21 Instructional	2.000	171,390	85,695			23,232	11,616	21.30
Program 31 Instructional	1.800	138,949	77,194	22,959	12,755	20,909	11,616	20.92
K-3 BEA Instructional	6.020	456,014	75,750	1,500	249	69,928	11,616	21.50
4-6 BEA Instructional	2.000	155,063	77,532			23,232	11,616	21.60
7-8 BEA Instructional	2.500	210,197	84,079	6,429	2,572	29,040	11,616	22.13
9-12 BEA Instructional	7.594	585,870	77,149	39,646	5,221	92,928	12,237	20.97

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	18.114	1,407,144	77,683	47,575	2,626	215,128	11,876	21.37
BEA	20.564	1,685,731	81,975	178,057	8,659	244,889	11,909	21.54
Instructional	24.594	1,869,982	76,034	96,261	3,914	290,400	11,808	21.35
Administrative	2.800	312,343	111,551	5,000	1,786	34,848	12,446	22.47
Other				40,836				
Active	27.394	2,182,325	79,664	142,097	5,187	325,248	11,873	21.51
On Leave				48,646				
Certificated Total	27.394	2,182,325	79,664	190,743	6,963	325,248	11,873	21.51
Instructional for Funding Purposes	24.594	1,869,982	76,034	96,261	3,914	290,400	11,808	21.35
Instructional for Compliance Purposes	24.594	1,869,982	76,034	96,261	3,914	290,400	11,808	21.35

**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	7.990	490,205	61,352	15,774	1,974	116,044	14,524	21.97
13	0.920	62,636	68,083			11,616	12,626	22.94
21	1.000	74,476	74,476	17,237	17,237	11,616	11,616	22.44
31	1.600	108,359	67,724	3,303	2,064	18,586	11,616	18.85
34	0.400	27,089	67,723	460	1,150	4,646	11,616	18.85
51	0.300	23,065	76,883			3,485	11,616	22.01
55	1.600	120,328	75,205	2,070	1,294	18,586	11,616	21.98
65	0.110	8,720	79,273			1,278	11,616	22.41
97	0.850	85,957	101,126			11,616	13,666	18.63
Program 21 Instructional	1.000	74,476	74,476	2,068	2,068	11,616	11,616	22.44
Program 21 Administrative				15,169				
K-12 Program 21 Instructional	1.000	74,476	74,476	2,068	2,068	11,616	11,616	22.44
Program 31 Instructional	1.600	108,359	67,724	3,303	2,064	18,586	11,616	18.85
Program 34 Instructional	0.400	27,089	67,723	460	1,150	4,646	11,616	18.85
K-3 BEA Instructional	2.590	177,612	68,576	8,134	3,141	35,893	13,858	22.27
4-6 BEA Instructional	0.500	39,635	79,270			11,616	23,232	22.74
7-8 BEA Instructional	0.550	35,164	63,935			6,389	11,616	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
9-12 BEA Instructional	6.350	373,242	58,778	11,403	1,796	85,378	13,445	20.76
K-12 BEA Instructional	9.990	625,653	62,628	19,537	1,956	139,276	13,942	21.22
BEA	10.840	711,610	65,647	19,537	1,802	150,892	13,920	20.86
Instructional	13.920	914,878	65,724	23,675	1,701	185,856	13,352	21.55
Administrative	0.850	85,957	101,126	15,169	17,846	11,616	13,666	18.63
Active	14.770	1,000,835	67,761	38,844	2,630	197,472	13,370	21.26
Certificated Total	14.770	1,000,835	67,761	38,844	2,630	197,472	13,370	21.26
Instructional for Funding Purposes	13.920	914,878	65,724	23,675	1,701	185,856	13,352	21.55
Instructional for Compliance Purposes	13.920	914,878	65,724	23,675	1,701	185,856	13,352	21.55

**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	34.957	2,503,535	71,618	29,897	855	406,444	11,627	22.94
12	0.350	37,100	106,000			4,066	11,616	24.71
14	4.000	289,835	72,459			46,464	11,616	22.67
21	4.341	299,284	68,944			59,009	13,593	21.81
31	2.290	205,423	89,704			26,601	11,616	20.54
34	0.470	41,404	88,094			5,460	11,616	20.49
51	5.657	383,919	67,866			66,095	11,684	23.28
55	1.858	136,093	73,247	1,530	823	34,035	18,318	17.41
58				17,128				
65	0.200	11,117	55,585			2,323	11,616	21.48
97	1.000	135,000	135,000	10,385	10,385	11,616	11,616	20.61
Program 21 Instructional	4.091	272,784	66,679			56,105	13,714	21.56
Program 21 Administrative	0.250	26,500	106,000			2,904	11,616	24.71
K-12 Program 21 Instructional	4.091	272,784	66,679			56,105	13,714	21.56
Program 31 Instructional	2.190	192,923	88,093			25,439	11,616	20.44
Program 31 Administrative	0.100	12,500	125,000			1,162	11,616	22.22
Program 34 Instructional	0.470	41,404	88,094			5,460	11,616	20.49



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	14.160	936,389	66,129	4,554	322	164,483	11,616	22.36
4-6 BEA Instructional	4.340	276,499	63,709	778	179	50,413	11,616	21.63
7-8 BEA Instructional	6.877	496,252	72,161	827	120	80,267	11,672	22.03
9-12 BEA Instructional	9.840	748,222	76,039	6,314	642	114,301	11,616	23.57
K-12 BEA Instructional	35.217	2,457,362	69,778	12,473	354	409,464	11,627	22.56
K-12 BEA Administrative	1.500	178,000	118,667			17,424	11,616	22.32
BEA	38.717	2,885,362	74,524	40,282	1,040	450,120	11,626	22.60
Instructional	49.523	3,402,110	68,698	43,417	877	597,062	12,056	22.36
Administrative	5.600	640,600	114,393			65,050	11,616	22.95
Active	55.123	4,042,710	73,340	43,417	788	662,112	12,012	22.45
On Leave				15,523				
Certificated Total	55.123	4,042,710	73,340	58,940	1,069	662,112	12,012	22.45
Instructional for Funding Purposes	49.523	3,402,110	68,698	43,417	877	597,062	12,056	22.36
Instructional for Compliance Purposes	49.523	3,402,110	68,698	43,417	877	597,062	12,056	22.36

**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	13.767	1,125,149	81,728	44,457	3,229	159,917	11,616	23.79
13				4,500				
21	1.033	74,129	71,761	1,236	1,197	11,999	11,616	23.00
31	1.301	85,936	66,054	1,933	1,486	18,981	14,589	22.06
34	0.400	27,544	68,860	459	1,148	6,575	16,437	21.52
97	1.000	106,636	106,636	1,025	1,025	11,616	11,616	23.66
Program 21 Instructional	1.033	74,129	71,761	1,236	1,197	11,999	11,616	23.00
K-12 Program 21 Instructional	1.033	74,129	71,761	1,236	1,197	11,999	11,616	23.00
Program 31 Instructional	1.301	85,936	66,054	1,933	1,486	18,981	14,589	22.06
Program 34 Instructional	0.400	27,544	68,860	459	1,148	6,575	16,437	21.52
K-3 BEA Instructional	4.000	295,876	73,969	10,986	2,747	46,464	11,616	27.44
4-6 BEA Instructional	3.000	238,586	79,529			34,848	11,616	22.96
7-8 BEA Instructional	2.133	175,630	82,339			24,777	11,616	22.85
9-12 BEA Instructional	5.335	435,537	81,638	11,409	2,139	67,768	12,702	22.30
K-12 BEA Instructional	14.468	1,145,629	79,184	22,395	1,548	173,857	12,017	23.65
BEA	16.468	1,345,265	81,690	47,874	2,907	197,089	11,968	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	15.501	1,219,758	78,689	28,131	1,815	185,856	11,990	23.61
Administrative	2.000	199,636	99,818			23,232	11,616	23.21
Other				9,000				
Active	17.501	1,419,394	81,104	37,131	2,122	209,088	11,947	23.56
On Leave				16,479				
Certificated Total	17.501	1,419,394	81,104	53,610	3,063	209,088	11,947	23.56
Instructional for Funding Purposes	15.501	1,219,758	78,689	28,131	1,815	185,856	11,990	23.61
Instructional for Compliance Purposes	15.501	1,219,758	78,689	28,131	1,815	185,856	11,990	23.61

**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	9.369	682,041	72,798	44,517	4,752	108,830	11,616	23.07
31	0.630	49,074	77,895			7,318	11,616	23.83
51	0.037	1,936	52,324			430	11,616	9.37
52	0.114	5,912	51,860			1,324	11,616	9.37
55	0.250	13,082	52,328			2,904	11,616	9.37
69	0.100	5,233	52,330			1,162	11,616	9.37
97	0.500	64,293	128,586			5,808	11,616	25.64
Program 31 Instructional	0.630	49,074	77,895			7,318	11,616	23.83
K-3 BEA Instructional	2.250	160,080	71,147	8,987	3,994	26,136	11,616	23.46
4-6 BEA Instructional	1.000	77,896	77,896	7,201	7,201	11,616	11,616	23.22
7-8 BEA Instructional	3.150	221,654	70,366			36,590	11,616	23.58
9-12 BEA Instructional	3.099	207,192	66,858	24,479	7,899	35,998	11,616	21.68
K-12 BEA Instructional	9.499	666,822	70,199	40,667	4,281	110,340	11,616	22.91
K-12 BEA Administrative	1.000	128,586	128,586			11,616	11,616	25.64
BEA	10.499	795,408	75,760	44,517	4,240	121,956	11,616	23.30
Instructional	10.000	692,985	69,299	44,517	4,452	116,160	11,616	22.41
Administrative	1.000	128,586	128,586			11,616	11,616	25.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	11.000	821,571	74,688	44,517	4,047	127,776	11,616	22.85
Certificated Total	11.000	821,571	74,688	44,517	4,047	127,776	11,616	22.85
Instructional for Funding Purposes	10.000	692,985	69,299	44,517	4,452	116,160	11,616	22.41
Instructional for Compliance Purposes	10.000	692,985	69,299	44,517	4,452	116,160	11,616	22.41

**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	123.958	9,801,046	79,067	119,796	966	1,479,601	11,936	22.00
02	4.361	338,153	77,540	33,300	7,636	60,367	13,843	22.44
12	1.884	117,098	62,154	6,000	3,185	22,239	11,804	20.96
14				89,468				
19				8,725				
21	16.382	1,273,902	77,762	50,258	3,068	203,305	12,410	21.86
23	0.984	51,409	52,245			11,430	11,616	23.51
24	2.952	234,069	79,292			34,621	11,728	21.74
31	3.600	266,396	73,999			52,982	14,717	19.78
34	0.700	56,679	80,970			8,519	12,170	22.43
51	2.752	211,042	76,687			32,504	11,811	20.56
52	0.350	24,091	68,831			4,256	12,161	20.72
55	3.371	279,509	82,916			34,402	10,205	23.52
58				110,431				
65	0.942	77,655	82,436			21,539	22,866	20.34
74	0.584	44,812	76,733			6,716	11,500	23.38
97	1.000	186,430	186,430			11,616	11,616	20.95
K-12 Program 02 Instructional	4.211	315,581	74,942	33,300	7,908	58,625	13,922	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
Program 21 Instructional	15.582	1,153,517	74,029	50,258	3,225	194,012	12,451	21.88
Program 21 Administrative	0.800	120,385	150,481			9,293	11,616	21.68
K-12 Program 21 Instructional	14.598	1,060,298	72,633	50,258	3,443	182,582	12,507	21.82
Program 31 Instructional	3.450	243,824	70,674			51,139	14,823	19.61
Program 31 Administrative	0.150	22,572	150,480			1,842	12,283	21.92
Program 34 Instructional	0.650	49,155	75,623			7,905	12,161	22.50
Program 34 Administrative	0.050	7,524	150,480			614	12,283	21.92
K-3 BEA Instructional	46.724	3,323,057	71,121	61,352	1,313	560,487	11,996	22.30
4-6 BEA Instructional	26.725	2,033,363	76,085	2,000	75	322,252	12,058	22.09
7-8 BEA Instructional	17.320	1,276,773	73,717	1,200	69	213,448	12,324	20.84
9-12 BEA Instructional	32.450	2,600,031	80,124	34,450	1,062	391,687	12,070	21.57
K-12 BEA Instructional	123.219	9,233,224	74,933	99,002	803	1,487,874	12,075	21.83
K-12 BEA Administrative	7.400	983,834	132,951			89,830	12,139	23.52
BEA	133.619	10,648,704	79,695	153,096	1,146	1,613,085	12,072	21.94
Instructional	152.620	11,426,426	74,868	371,284	2,433	1,849,594	12,119	21.84
Administrative	10.200	1,441,130	141,287			122,888	12,048	22.83

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.000	94,735	94,735			11,616	11,616	19.76
Active	163.820	12,962,291	79,125	371,284	2,266	1,984,098	12,111	21.92
On Leave				46,694				
Certificated Total	163.820	12,962,291	79,125	417,978	2,551	1,984,098	12,111	21.92
Instructional for Funding Purposes	152.620	11,426,426	74,868	371,284	2,433	1,849,594	12,119	21.84
Instructional for Compliance Purposes	152.620	11,426,426	74,868	371,284	2,433	1,849,594	12,119	21.84



**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	14.000	950,831	67,917			43,311	3,094	19.19
21	1.000	59,966	59,966			3,376	3,376	22.26
Program 21 Instructional	1.000	59,966	59,966			3,376	3,376	22.26
K-12 Program 21 Instructional	1.000	59,966	59,966			3,376	3,376	22.26
7-8 BEA Instructional	2.000	124,135	62,068			4,640	2,320	31.09
9-12 BEA Instructional	10.000	608,691	60,869			36,422	3,642	16.38
K-12 BEA Instructional	12.000	732,826	61,069			41,062	3,422	18.87
K-12 BEA Administrative	2.000	218,005	109,003			2,249	1,125	20.26
BEA	14.000	950,831	67,917			43,311	3,094	19.19
Instructional	13.000	792,792	60,984			44,438	3,418	19.13
Administrative	2.000	218,005	109,003			2,249	1,125	20.26
Active	15.000	1,010,797	67,386			46,687	3,112	19.37
Certificated Total	15.000	1,010,797	67,386			46,687	3,112	19.37
Instructional for Funding Purposes	13.000	792,792	60,984			44,438	3,418	19.13
Instructional for Compliance Purposes	13.000	792,792	60,984			44,438	3,418	19.13

**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	731.962	60,634,969	82,839	4,463,989	6,099	8,508,015	11,624	21.51
02	2.200	226,213	102,824	12,981	5,900	25,555	11,616	23.10
03	2.350	217,004	92,342	11,912	5,069	27,298	11,616	21.18
12	37.198	3,095,878	83,227	490,790	13,194	432,092	11,616	22.37
21	151.727	11,858,274	78,155	1,010,850	6,662	1,651,214	10,883	21.17
24	17.756	1,252,797	70,556	124,658	7,021	213,734	12,037	20.28
31	53.500	4,306,787	80,501	351,445	6,569	621,456	11,616	20.77
34	14.800	1,238,110	83,656	112,941	7,631	171,917	11,616	20.18
45	19.500	1,693,964	86,870	107,640	5,520	232,320	11,914	20.17
51	19.352	1,810,401	93,551	1,049,002	54,206	224,793	11,616	20.33
52	5.900	533,525	90,428	39,682	6,726	68,534	11,616	19.71
53	0.850	70,862	83,367	2,230	2,624	9,874	11,616	25.64
55	38.186	3,269,085	85,610	835,564	21,881	443,569	11,616	21.57
56	4.000	372,877	93,219	30,570	7,643	46,464	11,616	18.68
58	0.380	36,646	96,437	38,328	100,863	8,828	23,232	17.28
64	1.003	96,435	96,147	5,769	5,752	11,651	11,616	17.20
65	20.347	1,807,660	88,842	119,834	5,890	236,351	11,616	21.96
74	1.150	119,517	103,928	7,642	6,645	13,358	11,616	20.27
79	3.650	289,276	79,254	17,782	4,872	42,398	11,616	19.42

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	7.900	1,499,350	189,791	76,275	9,655	91,766	11,616	18.24
K-12 Program 02 Instructional	1.900	183,217	96,430			22,070	11,616	23.62
Program 21 Instructional	135.477	10,484,082	77,386	997,674	7,364	1,590,230	11,738	20.79
Program 21 Administrative	5.250	716,608	136,497	6,300	1,200	60,984	11,616	20.64
K-12 Program 21 Instructional	119.127	9,166,663	76,949			1,404,955	11,794	21.07
Program 26, 56, and 59 Instructional	4.000	372,877	93,219	26,221	6,555	46,464	11,616	18.68
Program 31 Instructional	53.000	4,237,831	79,959	338,923	6,395	615,648	11,616	20.75
Program 31 Administrative	0.500	68,956	137,912	2,200	4,400	5,808	11,616	22.14
Program 34 Instructional	14.300	1,170,571	81,858	105,531	7,380	166,109	11,616	20.11
Program 34 Administrative	0.500	67,539	135,078	1,200	2,400	5,808	11,616	21.77
K-3 BEA Instructional	259.947	20,070,357	77,209			3,022,077	11,626	21.85
4-6 BEA Instructional	151.206	11,462,644	75,808	394	3	1,757,981	11,626	21.58
7-8 BEA Instructional	112.424	8,902,956	79,191	1,577	14	1,306,266	11,619	20.94
9-12 BEA Instructional	236.135	19,108,327	80,921			2,749,844	11,645	21.15
K-12 BEA Instructional	759.712	59,544,284	78,377	1,971	3	8,836,167	11,631	21.43
BEA	832.212	69,816,397	83,893	5,137,183	6,173	9,678,327	11,630	21.34

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	1,039.711	82,043,021	78,909	8,659,093	8,328	12,117,060	11,654	21.33
Administrative	81.000	11,494,683	141,910	182,945	2,259	940,896	11,616	20.71
Other	1.000	137,912	137,912	1,200	1,200	11,616	11,616	20.80
Active	1,121.711	93,675,616	83,511	8,843,238	7,884	13,069,572	11,651	21.26
K-12 Program 21 Contracted	11.000	657,584	59,780					
On Leave	1.000	96,430	96,430	66,646	66,646	11,616	11,616	19.71
Certificated Total	1,133.711	94,429,630	83,293	8,909,884	7,859	13,081,188	11,538	21.31
Instructional for Funding Purposes	1,046.711	82,327,728	78,654	8,632,872	8,248	12,070,596	11,532	21.40
Instructional for Compliance Purposes	1,035.711	81,670,144	78,854	8,632,872	8,335	12,070,596	11,654	21.34

**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	279.671	22,046,393	78,830	2,305,685	8,244	3,291,394	11,769	22.22
02	5.000	430,632	86,126	31,530	6,306	58,080	11,616	20.64
12	14.256	1,035,618	72,644	17,495	1,227	164,947	11,570	22.69
14	12.000	857,309	71,442	55,402	4,617	139,392	11,616	22.09
21	57.960	4,184,059	72,189	272,043	4,694	687,086	11,854	29.79
23	2.333	145,455	62,347			27,298	11,701	21.68
24	8.416	594,831	70,679	41,980	4,988	98,736	11,732	21.78
31	18.700	1,507,636	80,622	309,859	16,570	217,219	11,616	21.91
34	1.700	96,496	56,762	15,568	9,158	19,747	11,616	22.26
51	4.748	425,861	89,693	10,953	2,307	58,057	12,228	21.88
52	2.000	178,638	89,319	2,978	1,489	23,232	11,616	19.18
55	6.252	567,110	90,709	13,306	2,128	75,527	12,080	22.04
58				150,379				
65	1.000	68,734	68,734	3,819	3,819	11,616	11,616	22.33
74	0.750	91,036	121,381	9,003	12,004	8,712	11,616	23.44
79	0.800	81,324	101,655	8,576	10,720	9,293	11,616	21.44
97	1.000	195,448	195,448	38,198	38,198	11,616	11,616	19.89
K-12 Program 02 Instructional	5.000	430,632	86,126			58,080	11,616	20.64

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 21 Instructional	34.960	2,601,987	74,428	233,388	6,676	419,918	12,011	22.34
Program 21 Administrative	3.000	383,950	127,983	38,655	12,885	34,848	11,616	21.99
K-12 Program 21 Instructional	29.083	2,203,273	75,758			344,995	11,862	22.11
Program 31 Instructional	17.800	1,382,399	77,663	295,572	16,605	206,765	11,616	21.91
Program 31 Administrative	0.900	125,237	139,152	10,982	12,202	10,454	11,616	21.89
Program 34 Instructional	1.600	82,580	51,613	14,162	8,851	18,586	11,616	22.31
Program 34 Administrative	0.100	13,916	139,160	1,220	12,200	1,162	11,616	21.89
K-3 BEA Instructional	104.673	7,746,534	74,007			1,242,610	11,871	22.46
4-6 BEA Instructional	41.867	2,951,233	70,491			487,895	11,653	22.13
7-8 BEA Instructional	60.498	4,686,954	77,473	2,203	36	705,184	11,656	22.04
9-12 BEA Instructional	76.061	5,918,513	77,813			892,295	11,731	22.01
K-12 BEA Instructional	283.099	21,303,234	75,250	2,203	8	3,327,984	11,756	22.19
BEA	306.071	24,276,605	79,317	2,700,840	8,824	3,598,056	11,756	22.15
Instructional	367.864	27,656,790	75,182	2,737,949	7,443	4,332,768	11,778	22.18
Administrative	27.000	3,518,975	130,332	360,374	13,347	313,632	11,616	22.06
Other	1.722	132,693	77,057	19,592	11,377	23,232	13,491	18.28
Active	396.586	31,308,458	78,945	3,117,915	7,862	4,669,632	11,775	22.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	20.000	1,198,122	59,906			232,320	11,616	526.22
On Leave				168,859				
Certificated Total	416.586	32,506,580	78,031	3,286,774	7,890	4,901,952	11,767	22.89
Instructional for Funding Purposes	387.864	28,854,912	74,394	2,737,949	7,059	4,565,088	11,770	23.02
Instructional for Compliance Purposes	367.864	27,656,790	75,182	2,737,949	7,443	4,332,768	11,778	22.18

**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	71.568	5,329,702	74,470	181,975	2,543	860,978	12,030	21.91
21	6.276	467,418	74,477	22,623	3,605	72,902	11,616	24.00
24	1.984	130,984	66,020			23,046	11,616	22.34
31	2.218	123,281	55,582	10,570	4,766	25,764	11,616	22.32
51	1.473	121,500	82,485	15,042	10,212	17,110	11,616	21.73
52				30,649				
55	1.679	140,656	83,774	82,644	49,222	19,503	11,616	19.41
58				6,288				
64				30,378				
65	1.984	129,989	65,519			23,046	11,616	21.74
69	0.800	55,820	69,775			9,293	11,616	22.91
71				13,393				
74	0.132	18,205	137,917	3,116	23,606	1,347	10,208	19.37
79	0.600	50,757	84,595	217,369	362,282	11,616	19,360	22.55
97	1.100	177,230	161,118	20,532	18,665	12,778	11,616	18.93
99	0.250	41,473	165,892	6,000	24,000	2,904	11,616	18.78
Program 21 Instructional	5.926	414,606	69,964	22,623	3,818	68,836	11,616	24.62
Program 21 Administrative	0.350	52,812	150,891			4,066	11,616	19.28



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	5.926	414,606	69,964	22,623	3,818	68,836	11,616	24.62
Program 31 Instructional	1.968	93,281	47,399	10,570	5,371	22,860	11,616	22.41
Program 31 Administrative	0.250	30,000	120,000			2,904	11,616	21.99
K-3 BEA Instructional	22.754	1,599,404	70,291	1,900	84	264,310	11,616	22.04
4-6 BEA Instructional	13.774	969,277	70,370	2,918	212	166,411	12,082	21.40
7-8 BEA Instructional	11.441	764,368	66,810	25,870	2,261	132,899	11,616	22.42
9-12 BEA Instructional	19.817	1,418,934	71,602	88,509	4,466	230,194	11,616	21.56
K-12 BEA Instructional	67.786	4,751,983	70,103	119,197	1,758	793,814	11,711	21.82
K-12 BEA Administrative	6.000	701,000	116,833	65,368	10,895	92,928	15,488	22.55
BEA	74.886	5,630,213	75,184	213,077	2,845	899,520	12,012	21.82
Instructional	82.032	5,766,117	70,291	537,583	6,553	963,942	11,751	22.00
Administrative	8.032	1,020,898	127,104	95,016	11,830	116,346	14,485	21.39
Other				7,980				
Active	90.064	6,787,015	75,358	640,579	7,112	1,080,288	11,995	21.91
Certificated Total	90.064	6,787,015	75,358	640,579	7,112	1,080,288	11,995	21.91
Instructional for Funding Purposes	82.032	5,766,117	70,291	537,583	6,553	963,942	11,751	22.00

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 Compliance Purposes	82.032	5,766,117	70,291	537,583	6,553	963,942	11,751	22.00

**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
01	55,185.399	4,784,408,078	86,697	468,601,793	8,491	653,748,981	11,846	21.91
02	1,533.487	126,413,053	82,435	9,524,013	6,211	16,267,805	10,608	20.99
03	63.032	5,439,382	86,296	455,036	7,219	758,146	12,028	21.22
11	133.887	11,623,104	86,813	1,127,068	8,418	1,617,322	12,080	21.79
12	793.638	63,435,048	79,929	4,612,748	5,812	9,456,106	11,915	21.68
13	659.014	54,869,967	83,261	6,629,993	10,060	7,693,955	11,675	21.71
14	426.100	34,588,148	81,174	3,557,984	8,350	5,046,790	11,844	22.29
19	19.312	1,769,588	91,632	226,354	11,721	228,481	11,831	21.84
21	10,077.336	831,025,811	82,465	85,025,065	8,437	120,084,034	11,916	22.04
22	8.933	770,993	86,308	19,990	2,238	102,836	11,512	23.11
23	59.882	4,758,751	79,469	460,691	7,693	732,913	12,239	21.81
24	1,035.862	86,837,402	83,831	7,912,562	7,639	12,152,558	11,732	21.75
26	10.707	920,300	85,953	113,385	10,590	125,358	11,708	21.98
29	15.613	1,465,175	93,843	30,442	1,950	222,122	14,227	13.52
31	3,158.894	262,983,328	83,252	30,232,035	9,570	37,825,062	11,974	21.70
34	616.266	52,471,890	85,145	4,778,093	7,753	7,273,166	11,802	21.52
38	4.646	434,513	93,524	41,970	9,034	56,749	12,215	24.79
39				10,872				
45	227.268	19,359,457	85,183	1,622,979	7,141	2,677,859	11,783	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
46	0.400	36,874	92,185	4,537	11,343	4,646	11,616	21.96
51	1,131.291	98,970,121	87,484	9,892,707	8,745	13,692,159	12,103	21.37
52	156.893	14,688,687	93,622	2,870,410	18,295	1,866,311	11,895	20.96
53	37.661	3,155,782	83,794	122,765	3,260	451,155	11,979	21.35
55	1,957.614	172,984,272	88,365	14,985,199	7,655	23,857,459	12,187	21.63
56	48.627	4,341,096	89,273	336,107	6,912	579,103	11,909	22.23
57	5.225	403,274	77,182	117,385	22,466	60,694	11,616	23.12
58	54.821	5,301,113	96,699	34,734,522	633,599	646,205	11,788	20.95
59	0.098	13,434	137,082			1,138	11,616	23.36
61	8.815	875,865	99,361	77,946	8,842	108,051	12,258	21.95
62	0.344	53,531	155,613			3,996	11,616	21.37
64	44.378	4,151,126	93,540	669,511	15,087	560,104	12,621	20.20
65	1,171.825	100,567,848	85,822	9,651,967	8,237	14,269,034	12,177	21.75
68	35.834	2,944,420	82,168	87,601	2,445	507,923	14,174	24.61
69	11.738	874,339	74,488	178,616	15,217	140,039	11,930	18.88
71	0.667	53,227	79,801	75,042	112,507	13,556	20,324	14.21
73	0.801	71,419	89,162	135,707	169,422	9,304	11,616	22.29
74	255.432	22,736,906	89,014	2,242,376	8,779	3,028,187	11,855	21.87
76	2.405	196,663	81,773	23,113	9,610	33,320	13,855	25.83
78	0.200	22,059	110,295	5,286	26,430	2,323	11,616	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
79	231.528	19,665,914	84,940	8,401,661	36,288	2,780,346	12,009	23.03
86	1.450	155,492	107,236	18,154	12,520	14,520	10,014	21.82
88	74.871	6,201,871	82,834	401,708	5,365	921,386	12,306	20.73
89	13.648	1,461,324	107,072	212,235	15,551	151,904	11,130	20.35
97	459.144	77,032,473	167,774	5,661,086	12,330	5,518,390	12,019	18.73
98	0.950	147,213	154,961	1,008	1,061	9,958	10,482	21.31
99	3.974	572,701	144,112	50,496	12,707	47,945	12,065	15.87
CP	32.109	3,680,686	114,631	129,432	4,031	382,235	11,904	21.33
SB				9,246				
K-12 Program 02 Instructional	1,441.001	113,584,280	78,823	1,514,205	1,051	15,162,348	10,522	20.98
Program 21 Instructional	9,601.455	774,752,885	80,691	83,334,223	8,679	115,664,567	12,047	22.06
Program 21 Administrative	304.087	43,518,193	143,111	1,033,517	3,399	3,570,547	11,742	20.94
K-12 Program 21 Instructional	8,894.241	717,551,277	80,676	6,206,266	698	107,015,198	12,032	22.06
Program 26, 56, and 59 Instructional	53.441	4,309,208	80,635	411,019	7,691	636,008	11,901	22.27
Program 26, 56, and 59 Administrative	5.991	902,041	150,566	22,216	3,708	69,591	11,616	21.76
Program 31 Instructional	3,048.148	247,464,286	81,185	29,460,893	9,665	36,554,932	11,993	21.73
Program 31 Administrative	105.958	15,209,442	143,542	442,929	4,180	1,232,447	11,631	21.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	588.445	48,714,224	82,785	4,631,808	7,871	6,955,034	11,819	21.57
Program 34 Administrative	25.483	3,617,892	141,973	91,951	3,608	293,739	11,527	20.71
K-3 BEA Instructional	20,622.991	1,668,689,230	80,914	15,670,305	760	244,853,237	11,873	22.22
4-6 BEA Instructional	10,678.868	870,025,189	81,472	6,042,614	566	126,638,205	11,859	22.16
7-8 BEA Instructional	8,900.312	740,860,449	83,240	8,004,789	899	105,592,274	11,864	21.87
9-12 BEA Instructional	15,936.991	1,341,321,315	84,164	19,422,751	1,219	190,375,732	11,946	21.82
K-12 BEA Instructional	56,139.172	4,620,905,270	82,312	49,545,243	883	667,459,575	11,889	22.04
K-12 BEA Administrative	944.974	130,305,805	137,894	2,074,401	2,195	11,147,977	11,797	21.69
BEA	61,243.490	5,328,107,661	86,999	520,875,035	8,505	724,069,410	11,823	21.83
Instructional	73,754.613	6,068,656,196	82,282	677,339,385	9,184	879,738,099	11,928	22.00
Administrative	5,240.212	761,488,887	145,316	23,680,227	4,519	61,057,419	11,652	20.57
Other	321.717	23,334,558	72,531	4,447,504	13,824	3,396,240	10,557	19.63
Active	79,316.542	6,853,479,641	86,407	705,467,116	8,894	944,191,758	11,904	21.85
K-12 Program 21 Contracted	151.659	11,364,216	74,933			696,909	4,595	37.37
K-12 BEA Contracted	212.913	11,580,866	54,392			23,232	109	0.54
On Leave	68.063	6,610,351	97,121	10,606,740	155,837	790,777	11,618	22.10
Certificated Total	79,772.019	6,884,933,718	86,308	716,073,856	8,977	945,731,636	11,855	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
Instructional for Funding Purposes	74,088.586	6,089,127,133	82,187	676,928,366	9,137	879,851,192	11,876	21.99
Instructional for Compliance Purposes	73,701.172	6,064,346,988	82,283	676,928,366	9,185	879,102,092	11,928	22.00