

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	Defunct LEAP 1 Mix Factor
01	153.015	12,305,782	80,422	386,094	2,523	2,058,526	13,453	23.64	1.58973
21	28.454	2,405,152	84,528	95,279	3,349	345,924	12,157	24.28	1.60678
22				5,248					
24	9.000	707,482	78,609	15,071	1,675	61,992	6,888	31.21	1.36160
31	13.016	1,020,724	78,421	66,865	5,137	187,578	14,411	23.44	1.57271
34	3.450	302,576	87,703	25,336	7,344	45,782	13,270	22.86	1.74001
45	2.460	183,646	74,653	14,211	5,777	32,324	13,140	24.01	1.48675
51	8.454	667,678	78,978	9,662	1,143	107,773	12,748	23.73	1.59148
52				92,545					
55	11.149	923,682	82,849	1,108	99	149,692	13,426	23.55	1.64020
56	2.100	200,852	95,644	3,087	1,470	23,576	11,226	21.76	1.88482
58				284,311					
64	0.220	16,818	76,445	187	850	2,458	11,172	23.69	1.55041
65	1.580	128,948	81,613	1,758	1,113	21,297	13,479	23.70	1.63540
74	0.450	28,288	62,862	708	1,573	6,310	14,022	32.64	1.09579
88	5.808	501,680	86,377	11,305	1,946	79,673	13,718	23.54	1.72697
97	1.000	179,095	179,095			2,599	2,599	22.02	1.88482
Program 21 Instructional	25.454	2,060,550	80,952	67,872	2,666	334,959	13,159	23.50	1.62790

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	117,802	117,802			10,965	10,965	23.49	1.88482
K-12 Program 21 Instructional	23.458	1,881,697	80,216	860	37	306,458	13,064	23.48	1.61420
Program 26, 56, and 59 Instructional	2.000	188,922	94,461	2,100	1,050	22,142	11,071	21.51	1.88482
Program 26, 56, and 59 Administrative	0.100	11,930	119,300			1,434	14,336	26.66	1.88482
Program 31 Instructional	12.466	960,489	77,049	64,726	5,192	176,922	14,192	23.44	1.55893
Program 31 Administrative	0.550	60,235	109,518			10,655	19,373	23.49	1.88482
Program 34 Instructional	3.200	275,196	85,999	7,458	2,331	40,939	12,794	22.80	1.72870
Program 34 Administrative	0.250	27,380	109,520			4,843	19,373	23.49	1.88482
K-3 BEA Instructional	60.149	4,526,188	75,250			818,507	13,608	23.66	1.52171
4-6 BEA Instructional	27.906	2,190,128	78,482			358,885	12,860	24.07	1.57955
7-8 BEA Instructional	26.138	2,108,286	80,660	6,771	259	346,346	13,251	23.03	1.62689
9-12 BEA Instructional	46.548	3,706,758	79,633	4,391	94	625,086	13,429	23.52	1.60704
K-12 BEA Instructional	160.741	12,531,360	77,960	16,229	101	2,148,825	13,368	23.58	1.57356
BEA Instructional	172.941	13,991,823	80,905	492,506	2,848	2,326,810	13,454	23.59	1.59169
Instructional	219.956	17,302,080	78,662	810,601	3,685	2,921,522	13,282	23.56	1.58702

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	14.200	1,683,795	118,577			203,982	14,365	23.70	1.81953
Other				9,250					
Active	234.156	18,985,875	81,082	819,851	3,501	3,125,504	13,348	23.57	1.60112
K-12 Program 21 Contracted	2.000	226,800	113,400						1.19891
On Leave				192,924					
Certificated Total	240.156	19,572,403	81,499	1,012,775	4,217	3,125,504	13,014	23.81	1.59225
Instructional for Funding Purposes	223.956	17,699,686	79,032	808,501	3,610	2,899,380	12,946	23.84	1.57523
Instructional for Compliance Purposes	217.956	17,113,158	78,517	808,501	3,709	2,899,380	13,303	23.59	1.58428

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	Defunct LEAP 1 Mix Factor
01	31.840	2,293,636	72,036	63,353	1,990	413,994	13,002	23.08	1.66847
21	2.830	169,907	60,038			42,198	14,911	23.84	1.44042
31	2.790	193,433	69,331	12,819	4,595	35,355	12,672	23.17	1.61802
34	1.040	79,269	76,220	1,645	1,582	13,179	12,672	23.39	1.74850
51	0.375	25,913	69,101			9,504	25,344	23.93	1.69447
52				5,200					
55	0.295	21,269	72,098			5,322	18,041	23.44	1.75800
58				23,620					
74				7,500					
97	0.420	87,866	209,205			12,672	30,171	7.70	1.69557
Program 21 Instructional	2.830	169,907	60,038			42,198	14,911	23.84	1.44042
K-12 Program 21 Instructional	2.830	169,907	60,038			42,198	14,911	23.84	1.44042
Program 31 Instructional	2.790	193,433	69,331	7,579	2,716	35,355	12,672	23.17	1.61802
Program 31 Administrative				5,240					
Program 34 Instructional	1.040	79,269	76,220	1,645	1,582	13,179	12,672	23.39	1.74850
K-3 BEA Instructional	9.168	630,432	68,764	18,009	1,964	122,513	13,363	23.39	1.65775
4-6 BEA Instructional	6.332	420,195	66,361			80,239	12,672	23.49	1.59679

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.510	106,640	70,623	3,374	2,234	23,316	15,441	23.44	1.64166
9-12 BEA Instructional	16.660	1,191,276	71,505	41,072	2,465	211,116	12,672	22.74	1.69734
K-12 BEA Instructional	33.670	2,348,543	69,752	62,455	1,855	437,184	12,984	23.07	1.66515
BEA	36.090	2,654,204	73,544	77,817	2,156	475,200	13,167	22.58	1.66719
Instructional	37.170	2,565,632	69,024	105,175	2,830	494,208	13,296	23.13	1.64907
Administrative	2.420	305,661	126,306	5,240	2,165	38,016	15,709	18.72	1.69557
Other				3,722					
Active	39.590	2,871,293	72,526	114,137	2,883	532,224	13,443	22.67	1.65192
Certificated Total	39.590	2,871,293	72,526	114,137	2,883	532,224	13,443	22.67	1.65192
Instructional for Funding Purposes	37.170	2,565,632	69,024	105,175	2,830	494,208	13,296	23.13	1.64907
Instructional for Compliance Purposes	37.170	2,565,632	69,024	105,175	2,830	494,208	13,296	23.13	1.64907

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	Defunct LEAP 1 Mix Factor
01	10.067	608,422	60,437	10,532	1,046	105,592	10,489	22.59	1.42067
21	1.000	54,517	54,517	6,190	6,190	10,560	10,560	23.16	1.19891
51	0.143	10,954	76,601			1,441	10,080	23.53	1.88482
55	0.150	9,738	64,920			1,512	10,080	21.51	1.55041
97	0.640	84,927	132,698			9,546	14,916	21.05	1.88482
Program 21 Instructional	1.000	54,517	54,517	6,190	6,190	10,560	10,560	23.16	1.19891
K-12 Program 21 Instructional	1.000	54,517	54,517			10,560	10,560	23.16	1.19891
K-3 BEA Instructional	4.520	212,631	47,042	297	66	46,750	10,343	22.25	1.11622
4-6 BEA Instructional	1.330	79,904	60,078			13,406	10,080	22.73	1.49937
7-8 BEA Instructional	3.857	268,115	69,514			40,067	10,388	23.12	1.70698
K-12 BEA Instructional	9.707	560,650	57,757	297	31	100,223	10,325	22.73	1.40346
BEA	10.707	693,349	64,757	10,532	984	115,139	10,754	22.40	1.44841
Instructional	11.000	635,859	57,805	16,722	1,520	113,736	10,340	22.76	1.39312
Administrative	1.000	132,699	132,699			14,916	14,916	21.05	1.88482
Active	12.000	768,558	64,047	16,722	1,394	128,652	10,721	22.46	1.43410
Certificated Total	12.000	768,558	64,047	16,722	1,394	128,652	10,721	22.46	1.43410
Instructional for Funding Purposes	11.000	635,859	57,805	16,722	1,520	113,736	10,340	22.76	1.39312

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	11.000	635,859	57,805	16,722	1,520	113,736	10,340	22.76	1.39312

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	Defunct LEAP 1 Mix Factor
01	148.594	13,287,322	89,420	571,156	3,844	1,905,239	12,822	22.10	1.61973
02	2.193	198,429	90,483			25,248	11,513	22.17	1.69576
21	19.478	1,676,512	86,072	5,690	292	258,792	13,286	21.60	1.54151
22	2.017	179,381	88,935			31,560	15,647	19.11	1.66989
31	6.178	529,172	85,654	19,151	3,100	77,991	12,624	21.41	1.61539
34	0.200	20,545	102,725			2,525	12,624	21.16	1.88482
51	2.000	137,266	68,633			25,248	12,624	26.45	1.33453
55	1.200	123,268	102,723			15,149	12,624	20.38	1.88482
65	0.611	43,031	70,427			12,624	20,661	21.78	1.36942
74	0.500	37,950	75,900			6,312	12,624	21.42	1.47584
97	1.000	182,797	182,797	5,000	5,000	12,624	12,624	22.66	1.88482
K-12 Program 02 Instructional	2.193	198,429	90,483			25,248	11,513	22.17	1.69576
Program 21 Instructional	18.478	1,528,924	82,743	5,690	308	246,168	13,322	21.31	1.55571
Program 21 Administrative	1.000	147,588	147,588			12,624	12,624	25.41	1.27915
K-12 Program 21 Instructional	18.478	1,528,924	82,743			246,168	13,322	21.31	1.55571
Program 31 Instructional	5.845	494,965	84,682	19,151	3,276	73,787	12,624	21.41	1.60004
Program 31 Administrative	0.333	34,207	102,724			4,204	12,624	21.31	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.200	20,545	102,725			2,525	12,624	21.16	1.88482
K-3 BEA Instructional	56.155	4,683,406	83,401			724,113	12,895	22.49	1.57643
4-6 BEA Instructional	18.940	1,558,874	82,306			239,099	12,624	21.76	1.55999
7-8 BEA Instructional	28.025	2,564,707	91,515	18,577	663	360,668	12,869	21.86	1.71685
9-12 BEA Instructional	42.712	3,725,163	87,216	26,077	611	544,057	12,738	21.77	1.63943
K-12 BEA Instructional	145.832	12,532,150	85,936	44,654	306	1,867,935	12,809	22.05	1.61973
K-12 BEA Administrative	2.333	301,712	129,324			29,452	12,624	22.71	1.57088
BEA	158.165	14,218,265	89,895	595,307	3,764	2,023,627	12,794	22.08	1.62263
Instructional	170.638	14,581,970	85,456	576,467	3,378	2,204,996	12,922	21.95	1.61059
Administrative	13.333	1,833,703	137,531	24,530	1,840	168,316	12,624	22.52	1.62855
Active	183.971	16,415,673	89,230	600,997	3,267	2,373,312	12,900	22.01	1.61190
Certificated Total	183.971	16,415,673	89,230	600,997	3,267	2,373,312	12,900	22.01	1.61190
Instructional for Funding Purposes	170.638	14,581,970	85,456	576,467	3,378	2,204,996	12,922	21.95	1.61059
Instructional for Compliance Purposes	170.638	14,581,970	85,456	576,467	3,378	2,204,996	12,922	21.95	1.61059

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	Defunct LEAP 1 Mix Factor
01	278.181	24,990,346	89,835	3,127,618	11,243	3,098,860	11,140	23.33	1.62416
02	6.165	489,686	79,430	40,855	6,627	101,603	16,481	21.96	1.26267
03	2.000	173,592	86,796	21,078	10,539	21,362	10,681	23.00	1.63615
21	43.128	3,583,245	83,084	514,398	11,927	496,690	11,517	23.17	1.56499
24	4.500	414,920	92,204	73,433	16,318	53,982	11,996	23.48	1.80093
31	17.500	1,490,209	85,155	244,454	13,969	200,473	11,456	23.78	1.53095
34	2.250	169,802	75,468	26,189	11,640	24,836	11,038	24.05	1.36716
51	2.000	198,854	99,427	33,366	16,683	22,088	11,044	23.34	1.86388
52				1,500					
55	7.150	606,924	84,884	83,338	11,656	76,784	10,739	23.47	1.62601
58				2,700					
65	1.200	91,665	76,388	20,352	16,960	13,097	10,914	23.35	1.52476
74				64,529					
78				23,919					
97	2.500	487,222	194,889	7,500	3,000	27,934	11,174	20.35	1.51087
98	0.500	77,258	154,516			5,522	11,044	22.30	1.88482
K-12 Program 02 Instructional	5.065	336,458	66,428	36,873	7,280	80,716	15,936	21.66	1.26890
Program 21 Instructional	42.128	3,420,988	81,205	511,398	12,139	485,359	11,521	23.19	1.57510

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	162,257	162,257	3,000	3,000	11,331	11,331	22.56	1.13919
K-12 Program 21 Instructional	40.128	3,266,914	81,412	391,279	9,751	463,015	11,538	23.21	1.57735
Program 31 Instructional	16.700	1,366,596	81,832	244,454	14,638	191,475	11,466	23.90	1.52307
Program 31 Administrative	0.800	123,613	154,516			8,998	11,248	22.17	1.69557
Program 34 Instructional	2.250	169,802	75,468	26,189	11,640	24,836	11,038	24.05	1.36716
K-3 BEA Instructional	99.047	8,247,449	83,268	900,249	9,089	1,099,268	11,098	23.40	1.58802
4-6 BEA Instructional	49.805	4,164,981	83,626	446,307	8,961	558,246	11,209	23.81	1.58732
7-8 BEA Instructional	51.912	4,348,132	83,760	323,898	6,239	587,461	11,316	23.91	1.58693
9-12 BEA Instructional	84.132	7,373,691	87,644	393,026	4,672	958,986	11,399	23.02	1.65502
K-12 BEA Instructional	284.896	24,134,253	84,713	2,074,250	7,281	3,203,960	11,246	23.44	1.60748
K-12 BEA Administrative	7.000	1,042,633	148,948			78,145	11,164	22.45	1.72017
BEA	308.596	27,800,857	90,088	3,467,694	11,237	3,475,068	11,261	23.28	1.60894
Instructional	341.874	28,867,604	84,439	3,992,434	11,678	3,855,270	11,277	23.41	1.60764
Administrative	25.200	3,906,119	155,005	292,795	11,619	287,961	11,427	22.15	1.61227
Active	367.074	32,773,723	89,284	4,285,229	11,674	4,143,231	11,287	23.27	1.60795
Certificated Total	367.074	32,773,723	89,284	4,285,229	11,674	4,143,231	11,287	23.27	1.60795
Instructional for Funding Purposes	341.874	28,867,604	84,439	3,992,434	11,678	3,855,270	11,277	23.41	1.60764

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	341.874	28,867,604	84,439	3,992,434	11,678	3,855,270	11,277	23.41	1.60764

Ashe Preparatory Academy (17915)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.264	219,062	67,115			2,366	725	5.80	1.13924
21	0.144	9,800	68,056			464	3,222	9.32	1.23838
Program 21 Instructional	0.144	9,800	68,056			464	3,222	9.32	1.23838
K-12 Program 21 Instructional	0.144	9,800	68,056			464	3,222	9.32	1.23838
K-3 BEA Instructional	2.264	163,037	72,013			1,415	625	6.12	1.20074
4-6 BEA Instructional	1.000	56,025	56,025			951	951	4.79	1.00000
K-12 BEA Instructional	3.264	219,062	67,115			2,366	725	5.80	1.13924
BEA	3.264	219,062	67,115			2,366	725	5.80	1.13924
Instructional	3.408	228,862	67,154			2,830	830	6.19	1.14343
Active	3.408	228,862	67,154			2,830	830	6.19	1.14343
Certificated Total	3.408	228,862	67,154			2,830	830	6.19	1.14343
Instructional for Funding Purposes	3.408	228,862	67,154			2,830	830	6.19	1.14343
Instructional for Compliance Purposes	3.408	228,862	67,154			2,830	830	6.19	1.14343

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	Defunct LEAP 1 Mix Factor
01	32.635	2,350,722	72,031	45,511	1,395	333,190	10,210	23.43	1.65576
21	4.301	275,054	63,951	5,176	1,203	33,451	7,777	24.28	1.50482
24	0.340	45,300	133,235			4,189	12,321	22.93	1.88482
31	3.003	244,919	81,558	29,130	9,700	35,740	11,901	23.98	1.88482
34	0.216	17,691	81,903	178	824	2,571	11,904	22.31	1.88482
51	0.725	59,897	82,617			8,663	11,949	23.24	1.72729
52	0.545	33,825	62,064			6,715	12,321	22.64	1.39673
55	0.325	37,154	114,320	800	2,462	3,959	12,183	23.01	1.82625
97	0.310	41,303	133,235			3,820	12,321	22.93	1.88482
Program 21 Instructional	4.301	275,054	63,951	5,176	1,203	33,451	7,777	24.28	1.50482
K-12 Program 21 Instructional	4.125	260,953	63,261	3,036	736	30,763	7,458	24.33	1.48861
Program 31 Instructional	2.800	224,336	80,120	29,130	10,404	33,239	11,871	24.00	1.88482
Program 31 Administrative	0.203	20,583	101,394			2,501	12,321	23.72	1.88482
Program 34 Instructional	0.200	16,024	80,120	178	890	2,374	11,871	22.18	1.88482
Program 34 Administrative	0.016	1,667	104,188			197	12,321	23.72	1.88482
K-3 BEA Instructional	10.054	669,417	66,582	9,340	929	108,274	10,769	23.81	1.56331
4-6 BEA Instructional	6.767	441,500	65,243	4,727	699	63,351	9,362	23.12	1.53492

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.173	373,147	72,134	4,383	847	57,010	11,021	23.51	1.69684
9-12 BEA Instructional	11.860	919,897	77,563	14,461	1,219	118,225	9,968	23.39	1.82467
K-12 BEA Instructional	33.854	2,403,961	71,010	32,911	972	346,860	10,246	23.47	1.66960
K-12 BEA Administrative	2.000	209,371	104,686			24,642	12,321	23.55	1.79020
BEA	36.164	2,654,635	73,405	74,819	2,069	375,321	10,378	23.47	1.67811
Instructional	39.400	2,763,259	70,133	80,795	2,051	395,335	10,034	23.53	1.64828
Administrative	3.000	342,606	114,202			36,963	12,321	23.30	1.82174
Active	42.400	3,105,865	73,252	80,795	1,906	432,298	10,196	23.51	1.66055
Certificated Total	42.400	3,105,865	73,252	80,795	1,906	432,298	10,196	23.51	1.66055
Instructional for Funding Purposes	39.400	2,763,259	70,133	80,795	2,051	395,335	10,034	23.53	1.64828
Instructional for Compliance Purposes	39.400	2,763,259	70,133	80,795	2,051	395,335	10,034	23.53	1.64828

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	Defunct LEAP 1 Mix Factor
01	878.651	71,626,370	81,519	10,914,693	12,422	11,533,347	13,126	22.62	1.57311
02	1.000	89,337	89,337	11,663	11,663	12,672	12,672	22.78	1.80472
21	138.142	10,456,056	75,691	2,082,615	15,076	1,813,272	13,126	23.00	1.49772
24	10.800	1,044,223	96,687	154,849	14,338	135,682	12,563	22.28	1.72850
31	39.189	3,153,482	80,469	618,738	15,789	517,658	13,209	22.19	1.61341
34	7.700	648,708	84,248	112,673	14,633	98,094	12,739	22.76	1.59540
51	13.455	1,163,215	86,452	183,225	13,618	167,203	12,427	22.10	1.66658
52	1.131	157,911	139,621	9,980	8,824	14,337	12,676	20.70	1.57172
55	34.192	3,112,530	91,031	459,785	13,447	416,496	12,181	22.16	1.71333
64	0.900	77,810	86,456	10,984	12,204	11,405	12,672	23.05	1.74892
65	38.887	2,890,656	74,335	420,405	10,811	493,151	12,682	22.51	1.49231
68	0.200	18,661	93,305	2,986	14,930	2,534	12,672	23.47	1.88482
69	1.000	87,589	87,589	42,661	42,661	12,672	12,672	23.00	1.76934
74	2.000	182,641	91,321	25,265	12,633	25,344	12,672	20.22	1.84477
79	1.180	106,946	90,632	9,422	7,985	17,313	14,672	22.47	1.44327
97	6.520	1,184,483	181,669	63,760	9,779	82,885	12,712	19.50	1.76798
99	1.000	167,959	167,959	9,161	9,161	10,867	10,867	21.47	1.80472
K-12 Program 02 Instructional	1.000	89,337	89,337			12,672	12,672	22.78	1.80472

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	134.011	9,851,609	73,513	2,049,902	15,297	1,756,806	13,109	23.05	1.48901
Program 21 Administrative	4.131	604,447	146,320	32,713	7,919	56,466	13,669	22.15	1.78019
K-12 Program 21 Instructional	120.829	8,980,073	74,321	2,500	21	1,588,827	13,149	23.04	1.50522
Program 31 Instructional	38.889	3,108,676	79,937	616,294	15,848	513,544	13,205	22.20	1.61214
Program 31 Administrative	0.300	44,806	149,353	2,444	8,147	4,113	13,711	21.55	1.77794
Program 34 Instructional	7.200	574,032	79,727	108,599	15,083	91,238	12,672	22.90	1.58273
Program 34 Administrative	0.500	74,676	149,352	4,074	8,148	6,856	13,711	21.55	1.77794
K-3 BEA Instructional	315.047	23,731,172	75,326	46,865	149	4,226,484	13,415	22.96	1.52212
4-6 BEA Instructional	155.616	11,728,477	75,368	7,665	49	2,036,535	13,087	22.89	1.52193
7-8 BEA Instructional	151.514	11,681,046	77,095	25,737	170	1,956,365	12,912	22.73	1.55670
9-12 BEA Instructional	245.772	20,063,329	81,634	89,899	366	3,176,452	12,924	22.37	1.64728
K-12 BEA Instructional	867.949	67,204,024	77,429	170,166	196	11,395,835	13,130	22.73	1.56356
BEA	933.060	76,702,380	82,205	11,721,527	12,562	12,244,656	13,123	22.55	1.57659
Instructional	1,098.205	84,807,565	77,224	14,499,035	13,202	14,364,717	13,080	22.72	1.55902
Administrative	76.942	11,230,923	145,966	633,830	8,238	989,246	12,857	21.33	1.75291
Other	0.800	130,089	162,611			10,969	13,711	21.63	1.69557
Active	1,175.947	96,168,577	81,780	15,132,865	12,869	15,364,932	13,066	22.57	1.57180

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,175.947	96,168,577	81,780	15,132,865	12,869	15,364,932	13,066	22.57	1.57180
Instructional for Funding Purposes	1,098.205	84,807,565	77,224	14,499,035	13,202	14,364,717	13,080	22.72	1.55902
Instructional for Compliance Purposes	1,098.205	84,807,565	77,224	14,499,035	13,202	14,364,717	13,080	22.72	1.55902

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	Defunct LEAP 1 Mix Factor
01	192.812	17,086,830	88,619	890,326	4,618	2,255,390	11,697	22.44	1.62084
02	2.115	180,947	85,554	12,369	5,848	28,795	13,614	22.99	1.58396
21	29.861	2,581,622	86,455	157,470	5,273	364,775	12,216	22.18	1.59652
24	7.000	623,825	89,118	29,461	4,209	71,962	10,280	22.92	1.67648
31	15.498	1,394,640	89,988	83,811	5,408	183,090	11,814	22.06	1.61993
34	5.530	438,060	79,215	23,120	4,181	57,072	10,320	22.58	1.52301
51	0.743	73,905	99,468	2,956	3,978	9,506	12,794	21.73	1.80347
52	0.400	41,044	102,610	1,592	3,980	4,468	11,169	19.20	1.88482
55	1.385	125,882	90,890	9,819	7,090	17,083	12,334	22.42	1.75163
58				14,800					
65	0.700	55,155	78,793	2,184	3,120	7,971	11,387	22.74	1.55245
74	0.765	68,541	89,596	1,706	2,230	7,203	9,415	19.84	1.68546
97	2.000	352,210	176,105	1,200	600	30,763	15,382	20.59	1.79020
K-12 Program 02 Instructional	2.115	180,947	85,554	6,549	3,096	28,795	13,614	22.99	1.58396
Program 21 Instructional	28.861	2,438,205	84,481	157,470	5,456	353,610	12,252	22.16	1.59313
Program 21 Administrative	1.000	143,417	143,417			11,165	11,165	22.42	1.69447
K-12 Program 21 Instructional	26.451	2,225,694	84,144	126,716	4,791	325,000	12,287	22.19	1.58359

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.248	1,210,136	84,934	83,811	5,882	169,297	11,882	22.29	1.59670
Program 31 Administrative	1.250	184,504	147,603			13,793	11,034	20.49	1.88482
Program 34 Instructional	5.306	408,826	77,050	23,120	4,357	54,706	10,310	22.61	1.51112
Program 34 Administrative	0.224	29,234	130,509			2,366	10,562	22.19	1.80472
K-3 BEA Instructional	64.479	5,450,353	84,529	279,677	4,337	750,133	11,634	22.51	1.59876
4-6 BEA Instructional	37.860	3,239,842	85,574	96,653	2,553	439,971	11,621	22.69	1.59903
7-8 BEA Instructional	29.373	2,558,767	87,113	111,205	3,786	314,441	10,705	22.73	1.64668
9-12 BEA Instructional	71.843	6,053,270	84,257	309,318	4,305	877,331	12,212	22.58	1.59798
K-12 BEA Instructional	203.555	17,302,232	85,000	796,853	3,915	2,381,876	11,701	22.60	1.60545
K-12 BEA Administrative	9.400	1,343,754	142,953	1,250	133	109,628	11,663	21.14	1.80261
BEA	217.955	19,452,687	89,251	1,010,826	4,638	2,555,109	11,723	22.39	1.61949
Instructional	243.409	20,728,789	85,160	1,227,164	5,042	2,853,678	11,724	22.54	1.60803
Administrative	15.400	2,293,872	148,953	3,650	237	184,398	11,974	20.74	1.80999
Active	258.809	23,022,661	88,956	1,230,814	4,756	3,038,076	11,739	22.36	1.62004
Certificated Total	258.809	23,022,661	88,956	1,230,814	4,756	3,038,076	11,739	22.36	1.62004
Instructional for Funding Purposes	243.409	20,728,789	85,160	1,227,164	5,042	2,853,678	11,724	22.54	1.60803

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	243.409	20,728,789	85,160	1,227,164	5,042	2,853,678	11,724	22.54	1.60803

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	Defunct LEAP 1 Mix Factor
01	578.630	46,617,105	80,565	3,091,364	5,343	7,001,183	12,100	23.66	1.58876
02	77.962	6,429,948	82,475	529,928	6,797	979,919	12,569	23.88	1.63901
03	0.680	56,741	83,443	7,911	11,634	7,263	10,681	24.39	1.73500
21	137.210	10,063,200	73,342	578,792	4,218	1,667,131	12,150	23.87	1.48678
22	0.020	2,979	148,950	142	7,100	243	12,165	21.27	1.88482
24				55,194					
31	43.188	3,220,556	74,571	620,213	14,361	523,468	12,121	23.99	1.51201
34	2.340	184,638	78,905	13,009	5,559	29,223	12,488	23.95	1.54493
51	8.500	744,857	87,630	80,027	9,415	104,381	12,280	23.81	1.76302
52	1.000	69,805	69,805	42,490	42,490	11,687	11,687	24.35	1.41708
55	12.750	1,079,625	84,676	110,161	8,640	150,703	11,820	24.30	1.74606
58				265,274					
64	0.800	60,280	75,350			10,014	12,517	24.81	1.50458
65	7.000	494,864	70,695	33,767	4,824	82,579	11,797	23.95	1.46408
74	1.300	116,053	89,272	35,344	27,188	16,398	12,614	59.30	1.83555
97	4.600	757,075	164,582	68,029	14,789	52,114	11,329	21.76	1.83285
99	0.400	53,975	134,938	1,840	4,600	3,820	9,551	22.88	1.88482
K-12 Program 02 Instructional	73.032	5,785,715	79,222	166,634	2,282	910,374	12,465	23.94	1.62714

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	134.230	9,664,689	72,001	560,402	4,175	1,633,494	12,169	23.91	1.48180
Program 21 Administrative	2.980	398,511	133,729	18,390	6,171	33,638	11,288	22.67	1.71116
K-12 Program 21 Instructional	128.960	9,287,417	72,018	68,117	528	1,568,955	12,166	23.95	1.48252
Program 31 Instructional	42.328	3,103,130	73,312	616,741	14,571	512,705	12,113	24.02	1.50444
Program 31 Administrative	0.860	117,426	136,542	3,472	4,037	10,763	12,515	23.19	1.88482
Program 34 Instructional	2.200	165,522	75,237	13,009	5,913	27,471	12,487	24.04	1.52330
Program 34 Administrative	0.140	19,116	136,543			1,752	12,515	23.19	1.88482
K-3 BEA Instructional	218.603	16,526,401	75,600	197,251	902	2,642,198	12,087	23.64	1.55376
4-6 BEA Instructional	140.117	10,748,669	76,712	120,679	861	1,711,391	12,214	23.93	1.57274
7-8 BEA Instructional	103.552	7,858,132	75,886	136,096	1,314	1,259,149	12,160	23.51	1.55473
9-12 BEA Instructional	189.912	15,002,171	78,995	495,258	2,608	2,329,167	12,264	23.83	1.62371
K-12 BEA Instructional	652.184	50,135,373	76,873	949,284	1,456	7,941,905	12,177	23.74	1.57836
K-12 BEA Administrative	6.000	781,404	130,234	6,960	1,160	77,194	12,866	23.25	1.80855
BEA	707.400	57,266,063	80,953	4,330,454	6,122	8,593,170	12,148	23.68	1.59119
Instructional	817.514	62,327,593	76,240	5,221,698	6,387	9,948,032	12,169	23.81	1.56611
Administrative	58.000	7,570,645	130,528	311,787	5,376	684,536	11,802	23.26	1.74937

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	0.866	53,463	61,736			7,558	8,727	14.49	1.30089
Active	876.380	69,951,701	79,819	5,533,485	6,314	10,640,126	12,141	23.75	1.57798
Certificated Total	876.380	69,951,701	79,819	5,533,485	6,314	10,640,126	12,141	23.75	1.57798
Instructional for Funding Purposes	817.514	62,327,593	76,240	5,221,698	6,387	9,948,032	12,169	23.81	1.56611
Instructional for Compliance Purposes	817.514	62,327,593	76,240	5,221,698	6,387	9,948,032	12,169	23.81	1.56611

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	Defunct LEAP 1 Mix Factor
01	1,211.626	104,714,827	86,425	13,257,789	10,942	12,632,378	10,426	23.80	1.54820
21	190.823	15,081,702	79,035	2,600,038	13,625	1,894,647	9,929	23.95	1.47758
24	26.294	2,207,547	83,956	353,171	13,432	267,030	10,156	23.78	1.54803
31	36.293	3,172,286	87,408	417,416	11,501	414,193	11,412	21.88	1.59745
34	8.683	741,813	85,433	94,036	10,830	91,567	10,546	23.53	1.56777
51	8.415	699,608	83,138	88,978	10,574	85,628	10,176	23.76	1.53548
52	1.000	76,404	76,404	19,156	19,156	8,301	8,301	25.60	1.39673
55	11.860	1,067,785	90,032	147,358	12,425	149,268	12,586	23.18	1.64504
58	1.600	164,002	102,501	33,904	21,190	23,355	14,597	22.66	1.70940
64	1.000	98,937	98,937	12,977	12,977	11,246	11,246	21.06	1.88482
65	34.587	2,881,051	83,299	325,843	9,421	337,270	9,751	24.34	1.52460
73	0.200	19,787	98,935	2,836	14,180	2,311	11,557	22.49	1.88482
74	3.663	376,497	102,784	66,378	18,121	36,746	10,032	21.56	1.76071
79	3.600	301,002	83,612	69,944	19,429	46,148	12,819	21.48	1.57400
88	0.300	28,605	95,350	4,992	16,640	478	1,594	23.47	1.69607
97	3.800	729,351	191,934	99,852	26,277	45,586	11,996	20.43	1.57703
CP	0.200	41,000	205,000	5,400	27,000	2,813	14,066	18.81	1.27915
SB				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	Defunct LEAP 1 Mix Factor
Program 21 Instructional	186.823	14,465,702	77,430	2,591,238	13,870	1,850,481	9,905	24.00	1.46971
Program 21 Administrative	4.000	616,000	154,000	8,800	2,200	44,166	11,042	22.67	1.84477
K-12 Program 21 Instructional	186.823	14,465,702	77,430			1,850,481	9,905	24.00	1.46971
Program 31 Instructional	35.360	3,041,036	86,002	416,106	11,768	403,468	11,410	21.80	1.58986
Program 31 Administrative	0.933	131,250	140,675	1,310	1,404	10,725	11,495	24.27	1.88482
Program 34 Instructional	8.383	702,813	83,838	93,496	11,153	88,118	10,512	23.48	1.55642
Program 34 Administrative	0.300	39,000	130,000	540	1,800	3,449	11,495	24.61	1.88482
K-3 BEA Instructional	389.775	31,146,928	79,910			4,031,801	10,344	24.06	1.49064
4-6 BEA Instructional	243.109	19,923,614	81,953			2,498,468	10,277	23.95	1.51997
7-8 BEA Instructional	177.144	14,700,992	82,989			1,827,645	10,317	23.85	1.54400
9-12 BEA Instructional	357.227	30,395,454	85,087			3,799,441	10,636	23.31	1.58984
K-12 BEA Instructional	1,167.255	96,166,988	82,387			12,157,354	10,415	23.76	1.53521
BEA Instructional	1,260.402	109,358,277	86,765	13,869,093	11,004	13,183,724	10,460	23.72	1.54984
BEA Administrative	95.347	13,884,775	145,624	340,348	3,570	1,059,066	11,107	23.42	1.75606
BEA Other	4.000	270,663	67,666			34,916	8,729	20.56	1.35101
BEA Active	1,542.944	132,306,853	85,750	17,600,568	11,407	16,037,417	10,394	23.74	1.54174

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	95,351	95,351			11,548	11,548	23.08	1.69607
Certificated Total	1,543.944	132,402,204	85,756	17,600,568	11,400	16,048,965	10,395	23.74	1.54184
Instructional for Funding Purposes	1,443.597	118,151,415	81,845	17,260,220	11,956	14,943,435	10,352	23.78	1.52811
Instructional for Compliance Purposes	1,443.597	118,151,415	81,845	17,260,220	11,956	14,943,435	10,352	23.78	1.52811

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	Defunct LEAP 1 Mix Factor
01	631.343	55,290,509	87,576	3,653,482	5,787	7,829,884	12,402	23.26	1.60301
02	7.400	700,820	94,705	51,224	6,922	97,473	13,172	20.49	1.70534
21	106.137	8,738,338	82,331	609,708	5,745	1,330,547	12,536	23.24	1.55296
22	1.000	103,332	103,332	7,335	7,335	14,058	14,058	23.46	1.88482
24	15.075	1,191,392	79,031	95,044	6,305	174,713	11,590	23.66	1.56204
31	32.736	2,535,338	77,448	193,129	5,900	459,901	14,049	23.07	1.49117
34	3.593	304,988	84,884	18,677	5,198	45,993	12,801	23.86	1.54647
51	11.998	1,033,698	86,156	53,188	4,433	143,095	11,927	23.32	1.64072
52	1.500	154,998	103,332	7,596	5,064	18,585	12,390	23.10	1.88482
55	18.510	1,680,735	90,801	77,450	4,184	220,208	11,897	22.61	1.70143
58				981,250					
64	0.850	61,974	72,911	2,278	2,680	15,203	17,886	21.83	1.42304
65	12.237	1,093,423	89,354	49,263	4,026	161,157	13,170	22.87	1.64088
71	0.167	17,236	103,210	1,829	10,952	2,348	14,058	19.71	1.88482
74	3.208	285,968	89,142	13,176	4,107	38,796	12,094	22.78	1.69499
79	3.400	318,361	93,636	24,579	7,229	39,978	11,758	23.41	1.75337
89	0.148	1,722	11,635			1,012	6,837	23.48	1.63129
97	3.000	583,128	194,376	44,600	14,867	38,923	12,974	18.91	1.73355

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	6.400	562,208	87,845			85,904	13,422	20.05	1.67730
Program 21 Instructional	103.637	8,381,976	80,878	609,708	5,883	1,300,841	12,552	23.26	1.54726
Program 21 Administrative	2.500	356,362	142,545			29,707	11,883	22.85	1.78919
K-12 Program 21 Instructional	95.674	7,815,472	81,689	38,548	403	1,204,245	12,587	23.27	1.56009
Program 31 Instructional	31.946	2,423,976	75,877	173,887	5,443	450,006	14,086	23.11	1.48423
Program 31 Administrative	0.790	111,362	140,965	19,242	24,357	9,895	12,526	22.16	1.77188
Program 34 Instructional	3.293	262,388	79,681	18,677	5,672	42,177	12,808	24.13	1.52815
Program 34 Administrative	0.300	42,600	142,000			3,815	12,718	22.10	1.74756
K-3 BEA Instructional	237.278	19,182,607	80,844	46,525	196	2,918,950	12,302	23.17	1.54921
4-6 BEA Instructional	120.288	10,051,572	83,563	6,840	57	1,494,383	12,423	23.33	1.59637
7-8 BEA Instructional	92.930	7,732,963	83,213	17,585	189	1,139,281	12,260	23.36	1.58229
9-12 BEA Instructional	174.824	15,081,782	86,268	41,075	235	2,273,144	13,002	23.32	1.63764
K-12 BEA Instructional	625.320	52,048,924	83,236	112,025	179	7,825,758	12,515	23.27	1.58792
K-12 BEA Administrative	35.360	4,806,242	135,923	27,744	785	435,465	12,315	22.93	1.70246
BEA Instructional	678.072	59,414,783	87,623	3,961,112	5,842	8,472,173	12,495	23.17	1.59901
BEA Instructional	793.102	65,925,544	83,124	5,706,287	7,195	9,908,924	12,494	23.25	1.58708

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	53.360	7,622,485	142,850	159,497	2,989	656,995	12,313	22.41	1.72982
Other	3.440	306,605	89,129	18,024	5,240	37,545	10,914	23.37	1.83200
Active	849.902	73,854,634	86,898	5,883,808	6,923	10,603,464	12,476	23.17	1.59703
On Leave	2.400	241,326	100,553			28,409	11,837	23.47	1.84756
Certificated Total	852.302	74,095,960	86,936	5,883,808	6,903	10,631,873	12,474	23.17	1.59773
Instructional for Funding Purposes	793.102	65,925,544	83,124	5,706,287	7,195	9,908,924	12,494	23.25	1.58708
Instructional for Compliance Purposes	793.102	65,925,544	83,124	5,706,287	7,195	9,908,924	12,494	23.25	1.58708

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	Defunct LEAP 1 Mix Factor
01	1.994	140,047	70,234	2,294	1,150	23,593	11,832	18.95	1.78993
97	0.250	23,756	95,024			2,958	11,832	23.38	1.69447
K-3 BEA Instructional	0.997	70,023	70,234	2,294	2,301	11,797	11,832	18.95	1.78993
4-6 BEA Instructional	0.997	70,024	70,235			11,797	11,832	18.95	1.78993
K-12 BEA Instructional	1.994	140,047	70,234	2,294	1,150	23,593	11,832	18.95	1.78993
BEA	2.244	163,803	72,996	2,294	1,022	26,551	11,832	19.45	1.77930
Instructional	1.994	140,047	70,234	2,294	1,150	23,593	11,832	18.95	1.78993
Administrative	0.250	23,756	95,024			2,958	11,832	23.38	1.69447
Active	2.244	163,803	72,996	2,294	1,022	26,551	11,832	19.45	1.77930
Certificated Total	2.244	163,803	72,996	2,294	1,022	26,551	11,832	19.45	1.77930
Instructional for Funding Purposes	1.994	140,047	70,234	2,294	1,150	23,593	11,832	18.95	1.78993
Instructional for Compliance Purposes	1.994	140,047	70,234	2,294	1,150	23,593	11,832	18.95	1.78993

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	Defunct LEAP 1 Mix Factor
01	1,045.069	70,463,062	67,424	17,384,563	16,635	12,558,967	12,017	23.24	1.50565
02	15.670	1,246,991	79,578	296,182	18,901	186,912	11,928	22.56	1.75789
03	3.000	141,265	47,088						1.13261
21	180.260	11,149,295	61,851	2,569,694	14,255	1,810,074	10,041	23.30	1.44305
24	10.600	684,269	64,554	192,588	18,169	126,437	11,928	23.13	1.56598
31	57.231	3,744,105	65,421	930,529	16,259	699,589	12,224	22.20	1.52414
34	12.600	848,239	67,321	229,400	18,206	152,678	12,117	21.26	1.58271
45	13.000	913,075	70,237	162,497	12,500	155,064	11,928	22.78	1.49328
51	15.717	1,169,277	74,396	317,893	20,226	187,472	11,928	23.05	1.74914
52	4.000	253,053	63,263	71,654	17,914	47,712	11,928	21.80	1.52166
55	32.299	2,361,291	73,107	675,746	20,922	394,865	12,225	23.32	1.73863
58	2.000	125,513	62,757	36,066	18,033	23,856	11,928	22.99	1.50945
64	0.700	54,853	78,361	17,530	25,043	8,350	11,928	37.36	1.88482
65	10.533	768,024	72,916	196,407	18,647	122,858	11,664	23.44	1.64020
68	0.510	39,965	78,363	11,964	23,459	6,083	11,928	23.47	1.88482
74	7.000	536,585	76,655	154,017	22,002	83,496	11,928	23.08	1.84377
79	0.800	37,072	46,340	10,109	12,636	9,542	11,928	27.44	1.11463
88	6.971	384,323	55,132	107,400	15,407	84,689	12,149	24.55	1.32604
97	1.400	296,936	212,097	37,506	26,790	16,699	11,928	16.56	1.86193

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	13.570	985,879	72,651			161,863	11,928	22.49	1.74746
Program 21 Instructional	143.810	8,885,087	61,784	2,516,730	17,500	1,733,138	12,052	23.23	1.48614
Program 21 Administrative	6.450	790,834	122,610	52,964	8,211	76,936	11,928	24.27	1.71281
K-12 Program 21 Instructional	133.932	8,267,176	61,727			1,613,012	12,044	23.19	1.48478
Program 31 Instructional	55.231	3,475,892	62,934	910,312	16,482	675,733	12,235	22.20	1.51166
Program 31 Administrative	2.000	268,213	134,107	20,217	10,109	23,856	11,928	22.26	1.86880
Program 34 Instructional	12.200	797,752	65,390	225,542	18,487	147,907	12,124	21.20	1.57280
Program 34 Administrative	0.400	50,487	126,218	3,858	9,645	4,771	11,928	22.53	1.88482
K-3 BEA Instructional	415.254	25,292,453	60,908	35,723	86	4,999,395	12,039	23.47	1.46557
4-6 BEA Instructional	222.885	13,551,238	60,799	57,243	257	2,677,848	12,014	23.45	1.46357
7-8 BEA Instructional	149.162	9,582,604	64,243	144,724	970	1,797,061	12,048	22.71	1.54603
9-12 BEA Instructional	260.642	16,588,636	63,645	343,413	1,318	3,131,434	12,014	22.71	1.53086
K-12 BEA Instructional	1,047.943	65,014,931	62,041	581,103	555	12,605,737	12,029	23.15	1.49284
K-12 BEA Administrative	21.635	2,768,825	127,979	57,273	2,647	262,416	12,129	23.41	1.68894
BEA Instructional	1,147.970	77,653,673	67,644	19,040,677	16,586	13,769,910	11,995	23.12	1.51018
Instructional	1,280.933	80,076,402	62,514	22,465,449	17,538	15,410,976	12,031	23.18	1.50424

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	103.427	13,313,684	128,725	926,211	8,955	1,240,512	11,994	22.98	1.70594
Other	1.000	134,106	134,106	10,085	10,085	11,928	11,928	22.58	1.80472
Active	1,385.360	93,524,192	67,509	23,401,745	16,892	16,663,416	12,028	23.16	1.51952
K-12 Program 21 Contracted	27.671	1,355,289	48,979						1.17515
K-12 BEA Contracted	3.000	141,265	47,088						1.13261
On Leave	1.000	78,362	78,362			11,928	11,928	23.18	1.88482
Certificated Total	1,419.360	95,217,193	67,085	23,401,745	16,488	16,675,344	11,748	23.16	1.51175
Instructional for Funding Purposes	1,313.933	81,691,041	62,173	22,465,449	17,098	15,410,976	11,729	23.18	1.49595
Instructional for Compliance Purposes	1,280.933	80,076,402	62,514	22,465,449	17,538	15,410,976	12,031	23.18	1.50424

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	Defunct LEAP 1 Mix Factor
01	12.820	953,363	74,365	9,469	739	181,852	14,185	23.43	1.65158
21	0.540	30,240	56,000			7,920	14,666	23.80	1.32891
24	0.120	6,720	56,000			1,760	14,666	23.80	1.32891
51	0.110	6,160	56,000			1,613	14,666	23.80	1.32891
97	0.830	98,765	118,994			12,173	14,666	22.47	1.88482
99	0.580	71,098	122,583			8,506	14,666	22.13	1.88482
Program 21 Instructional	0.540	30,240	56,000			7,920	14,666	23.80	1.32891
K-12 Program 21 Instructional	0.540	30,240	56,000			7,920	14,666	23.80	1.32891
K-3 BEA Instructional	3.905	263,679	67,523			51,105	13,087	23.31	1.56308
4-6 BEA Instructional	1.815	146,330	80,623			26,619	14,666	23.50	1.78498
7-8 BEA Instructional	1.810	136,615	75,478			26,545	14,666	23.73	1.69865
9-12 BEA Instructional	4.700	334,325	71,133			68,930	14,666	23.65	1.62620
K-12 BEA Instructional	12.230	880,949	72,032			173,199	14,162	23.54	1.64033
BEA	13.650	1,052,128	77,079	9,469	694	194,025	14,214	23.34	1.66577
Instructional	13.000	924,069	71,082	9,469	728	184,492	14,192	23.55	1.62189
Administrative	2.000	242,277	121,139			29,332	14,666	22.26	1.88482
Active	15.000	1,166,346	77,756	9,469	631	213,824	14,255	23.28	1.65694

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	15.000	1,166,346	77,756	9,469	631	213,824	14,255	23.28	1.65694
Instructional for Funding Purposes	13.000	924,069	71,082	9,469	728	184,492	14,192	23.55	1.62189
Instructional for Compliance Purposes	13.000	924,069	71,082	9,469	728	184,492	14,192	23.55	1.62189

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	Defunct LEAP 1 Mix Factor
01	114.898	9,575,937	83,343	749,324	6,522	1,316,865	11,461	22.87	1.62515
02	3.430	305,886	89,180	23,998	6,997	27,471	8,009	18.13	1.74972
21	24.011	1,753,704	73,038	95,252	3,967	266,194	11,086	22.81	1.45239
24	2.850	205,695	72,174	12,147	4,262	31,398	11,017	23.29	1.47956
31	4.300	339,778	79,018	47,653	11,082	52,680	12,251	22.43	1.58864
34	0.700	46,010	65,729	2,712	3,874	9,033	12,905	21.77	1.32514
51	2.150	173,877	80,873	10,436	4,854	21,396	9,951	21.86	1.65457
52	0.100	7,696	76,960	28,485	284,850	1,427	14,272	22.45	1.59744
55	4.800	361,685	75,351	20,305	4,230	51,157	10,658	22.80	1.53142
65	1.800	107,312	59,618	6,426	3,570	22,914	12,730	23.50	1.22991
74	0.200	19,001	95,005	15,389	76,945	2,270	11,348	18.21	1.88482
79	1.370	91,921	67,096	9,547	6,969	16,918	12,349	23.16	1.39156
89				1,200					
97	0.827	143,058	172,984			13,244	16,015	18.01	1.88482
K-12 Program 02 Instructional	3.330	291,349	87,492			26,286	7,894	18.11	1.74806
Program 21 Instructional	22.611	1,583,250	70,021	95,032	4,203	250,203	11,066	23.42	1.43409
Program 21 Administrative	1.400	170,454	121,753	220	157	15,991	11,422	18.19	1.74794
K-12 Program 21 Instructional	21.339	1,498,432	70,220	354	17	234,454	10,987	23.44	1.43740

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	4.200	330,278	78,638	47,600	11,333	51,545	12,273	22.58	1.58158
Program 31 Administrative	0.100	9,500	95,000	53	530	1,135	11,348	18.21	1.88482
Program 34 Instructional	0.600	36,510	60,850	2,659	4,432	7,898	13,164	23.00	1.23186
Program 34 Administrative	0.100	9,500	95,000	53	530	1,135	11,348	18.21	1.88482
K-3 BEA Instructional	41.438	3,102,970	74,882			457,660	11,044	22.93	1.51137
4-6 BEA Instructional	22.792	1,870,729	82,078			257,514	11,298	23.15	1.65396
7-8 BEA Instructional	17.607	1,403,349	79,704	2,721	155	202,832	11,520	23.04	1.61300
9-12 BEA Instructional	32.938	2,805,417	85,173	7,069	215	379,727	11,529	22.49	1.71171
K-12 BEA Instructional	114.775	9,182,465	80,004	9,790	85	1,297,733	11,307	22.85	1.61277
K-12 BEA Administrative	0.200	19,000	95,000	106	530	2,270	11,348	18.21	1.88482
BEA	124.155	10,410,669	83,852	823,687	6,634	1,419,293	11,432	22.63	1.62736
Instructional	150.656	11,732,902	77,879	914,049	6,067	1,695,415	11,254	22.91	1.57520
Administrative	10.780	1,398,658	129,746	54,275	5,035	137,551	12,760	20.62	1.79841
Other				54,550					
Active	161.436	13,131,560	81,342	1,022,874	6,336	1,832,966	11,354	22.66	1.59011
Certificated Total	161.436	13,131,560	81,342	1,022,874	6,336	1,832,966	11,354	22.66	1.59011
Instructional for Funding Purposes	150.656	11,732,902	77,879	914,049	6,067	1,695,415	11,254	22.91	1.57520

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	150.656	11,732,902	77,879	914,049	6,067	1,695,415	11,254	22.91	1.57520

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	Defunct LEAP 1 Mix Factor
01	6.000	288,611	48,102	1,331	222	54,727	9,121	20.45	0.89756
02	0.500	25,175	50,350			5,483	10,965	23.59	1.22566
21	1.000	56,880	56,880			10,965	10,965	8.72	1.36942
97	0.500	52,500	105,000			8,825	17,649	23.80	1.80472
K-12 Program 02 Instructional	0.500	25,175	50,350			5,483	10,965	23.59	1.22566
Program 21 Instructional	1.000	56,880	56,880			10,965	10,965	8.72	1.36942
K-12 Program 21 Instructional	1.000	56,880	56,880			10,965	10,965	8.72	1.36942
K-3 BEA Instructional	2.894	130,192	44,987			23,753	8,208	16.56	0.68429
4-6 BEA Instructional	1.993	85,661	42,981	831	417	18,062	9,063	23.67	1.02116
7-8 BEA Instructional	1.113	45,433	40,820			9,570	8,599	23.69	0.97062
K-12 BEA Instructional	6.000	261,286	43,548	831	139	51,385	8,564	20.09	0.84931
BEA	7.000	366,286	52,327	1,331	190	69,034	9,862	21.13	0.98579
Instructional	7.000	318,166	45,452	831	119	62,350	8,907	18.11	0.92361
Administrative	1.000	105,000	105,000			17,649	17,649	23.80	1.80472
Other				500					
Active	8.000	423,166	52,896	1,331	166	79,999	10,000	19.49	1.03375
Certificated Total	8.000	423,166	52,896	1,331	166	79,999	10,000	19.49	1.03375

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	7.000	318,166	45,452	831	119	62,350	8,907	18.11	0.92361
Instructional for Compliance Purposes	7.000	318,166	45,452	831	119	62,350	8,907	18.11	0.92361

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	Defunct LEAP 1 Mix Factor
01	233.026	19,951,978	85,621	611,272	2,623	2,664,857	11,436	22.76	1.52479
02	7.400	737,957	99,724	32,614	4,407	84,228	11,382	21.94	1.75441
03	2.500	238,944	95,578	2,762	1,105	26,993	10,797	22.17	1.61079
21	43.285	3,585,432	82,833	85,247	1,969	490,188	11,325	23.04	1.49760
24	9.300	750,774	80,728	12,276	1,320	95,044	10,220	22.13	1.49425
31	17.990	1,611,663	89,587	63,433	3,526	207,997	11,562	21.77	1.55851
34	6.296	546,698	86,833	13,124	2,084	77,331	12,283	21.60	1.50461
45	14.000	1,177,033	84,074	94,865	6,776	158,763	11,340	23.62	1.43318
51	7.355	733,797	99,768	12,273	1,669	82,187	11,174	21.08	1.78654
52	0.796	84,018	105,550	3,800	4,774	9,753	12,252	22.00	1.88482
55	22.361	2,004,839	89,658	33,289	1,489	257,219	11,503	22.42	1.63933
58	0.500	69,991	139,982	471,784	943,568	5,888	11,775	25.41	1.68583
65	1.902	149,021	78,350	2,456	1,291	21,922	11,526	22.18	1.42360
73				6,000					
74	0.990	89,974	90,883	1,483	1,498	12,851	12,981	23.14	1.70867
79	9.221	830,458	90,062	22,582	2,449	110,720	12,007	21.12	1.58603
89	0.200	21,004	105,020	346	1,730	2,433	12,164	23.62	1.88482
97	1.000	189,366	189,366	37,412	37,412	12,509	12,509	19.26	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	6.900	666,597	96,608	17,435	2,527	79,484	11,519	21.82	1.74496
Program 21 Instructional	42.085	3,426,953	81,429	81,647	1,940	475,793	11,306	22.92	1.49323
Program 21 Administrative	1.200	158,479	132,066	3,600	3,000	14,395	11,996	26.14	1.65097
K-12 Program 21 Instructional	37.390	3,024,398	80,888			426,241	11,400	22.96	1.48122
Program 31 Instructional	16.390	1,379,793	84,185	63,433	3,870	188,572	11,505	21.69	1.53589
Program 31 Administrative	1.600	231,870	144,919			19,425	12,141	22.33	1.79020
Program 34 Instructional	5.796	477,422	82,371	13,124	2,264	71,478	12,332	21.46	1.49062
Program 34 Administrative	0.500	69,276	138,552			5,853	11,706	22.61	1.66676
K-3 BEA Instructional	102.342	8,186,340	79,990			1,159,960	11,334	22.97	1.48926
4-6 BEA Instructional	45.260	3,486,048	77,023			524,619	11,591	22.79	1.42589
7-8 BEA Instructional	37.514	3,240,055	86,369			423,318	11,284	22.60	1.58693
9-12 BEA Instructional	78.196	6,769,992	86,577	136,732	1,749	900,890	11,521	22.21	1.57867
K-12 BEA Instructional	263.312	21,682,435	82,345	136,732	519	3,008,788	11,427	22.64	1.51883
K-12 BEA Administrative	9.500	1,332,769	140,291			110,625	11,645	23.16	1.65354
BEA Instructional	282.212	24,453,639	86,650	855,482	3,031	3,232,679	11,455	22.65	1.53000
Instructional	356.722	29,660,028	83,146	1,457,260	4,085	4,063,484	11,391	22.61	1.53103

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	21.400	3,112,919	145,464	49,758	2,325	257,398	12,028	22.43	1.67731
Active	378.122	32,772,947	86,673	1,507,018	3,986	4,320,882	11,427	22.59	1.53931
Certificated Total	378.122	32,772,947	86,673	1,507,018	3,986	4,320,882	11,427	22.59	1.53931
Instructional for Funding Purposes	356.722	29,660,028	83,146	1,457,260	4,085	4,063,484	11,391	22.61	1.53103
Instructional for Compliance Purposes	356.722	29,660,028	83,146	1,457,260	4,085	4,063,484	11,391	22.61	1.53103

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	Defunct LEAP 1 Mix Factor
01	48.625	3,345,188	68,796	97,981	2,015	597,781	12,294	22.60	1.51048
02	0.606	50,351	83,087	1,997	3,295	10,933	18,041	8.77	1.88482
21	6.400	433,917	67,800	13,586	2,123	76,743	11,991	23.61	1.50612
31	4.338	300,941	69,373	8,707	2,007	54,378	12,535	21.81	1.53220
51	1.150	85,839	74,643	2,385	2,074	13,870	12,061	22.84	1.69197
52	0.325	29,135	89,646	2,625	8,077	3,946	12,143	20.01	1.39673
53	0.440	21,321	48,457	593	1,348	5,007	11,380	22.77	1.09846
55	2.542	186,652	73,427	4,137	1,627	29,171	11,476	23.98	1.60642
58				4,000					
64	0.110	5,330	48,455	148	1,345	1,252	11,380	22.77	1.09846
65	2.300	158,537	68,929	3,529	1,534	25,067	10,899	22.75	1.49831
97	2.000	221,873	110,937	34,403	17,202	29,994	14,997	22.10	1.88482
K-12 Program 02 Instructional	0.606	50,351	83,087	1,997	3,295	10,933	18,041	8.77	1.88482
Program 21 Instructional	6.000	391,975	65,329	13,586	2,264	71,886	11,981	23.32	1.48088
Program 21 Administrative	0.400	41,942	104,855			4,857	12,143	26.97	1.88482
K-12 Program 21 Instructional	5.000	317,223	63,445	9,582	1,916	59,048	11,810	23.28	1.43816
Program 31 Instructional	4.138	278,265	67,246	8,707	2,104	52,091	12,588	21.69	1.52431

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.200	22,676	113,380			2,286	11,432	23.46	1.69557
K-3 BEA Instructional	18.579	1,198,371	64,501	36,221	1,950	241,117	12,978	23.14	1.45384
4-6 BEA Instructional	9.480	627,267	66,167	12,066	1,273	114,817	12,112	23.04	1.49988
7-8 BEA Instructional	7.534	520,891	69,139	19,403	2,575	90,621	12,028	21.94	1.56724
9-12 BEA Instructional	14.476	972,059	67,150	34,049	2,352	175,509	12,124	21.14	1.52220
K-12 BEA Instructional	50.069	3,318,588	66,280	101,739	2,032	622,065	12,424	22.31	1.49938
K-12 BEA Administrative	2.000	219,663	109,832	1,350	675	22,812	11,406	22.85	1.79020
BEA	55.569	3,918,353	70,513	143,088	2,575	693,086	12,473	22.34	1.52974
Instructional	62.336	4,134,463	66,325	133,603	2,143	764,979	12,272	22.43	1.49770
Administrative	6.500	704,621	108,403	37,028	5,697	83,164	12,794	23.02	1.81816
Other				3,460					
Active	68.836	4,839,084	70,299	174,091	2,529	848,142	12,321	22.52	1.52796
Certificated Total	68.836	4,839,084	70,299	174,091	2,529	848,142	12,321	22.52	1.52796
Instructional for Funding Purposes	62.336	4,134,463	66,325	133,603	2,143	764,979	12,272	22.43	1.49770
Instructional for Compliance Purposes	62.336	4,134,463	66,325	133,603	2,143	764,979	12,272	22.43	1.49770

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	Defunct LEAP 1 Mix Factor
01	47.345	3,129,783	66,106	64,797	1,369	560,872	11,846	22.92	1.46457
21	2.780	166,771	59,990	7,200	2,590	32,386	11,650	16.03	1.35351
31	2.250	173,169	76,964	8,750	3,889	23,591	10,485	23.80	1.68053
51	0.929	55,749	60,010			10,629	11,441	20.80	1.35248
52				1,000					
53	0.220	18,585	84,477			2,692	12,236	6.54	1.88482
55	3.709	254,056	68,497	3,000	809	44,415	11,975	22.34	1.53136
58				53,015					
65	2.257	149,049	66,039	4,505	1,996	25,503	11,299	23.12	1.40212
74				2,000					
97	1.000	129,769	129,769	1,500	1,500	13,165	13,165	20.09	1.88482
98				2,000					
Program 21 Instructional	2.780	166,771	59,990	7,200	2,590	32,386	11,650	16.03	1.35351
K-12 Program 21 Instructional	2.663	157,014	58,961	7,200	2,704	30,954	11,624	16.58	1.33017
Program 31 Instructional	2.000	146,865	73,433	8,750	4,375	20,647	10,323	24.06	1.65500
Program 31 Administrative	0.250	26,304	105,216			2,945	11,779	22.33	1.88482
K-3 BEA Instructional	18.000	1,089,196	60,511			209,197	11,622	22.97	1.36559

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	7.122	441,188	61,947			92,632	13,006	22.90	1.40845
7-8 BEA Instructional	6.500	473,496	72,846	8,004	1,231	75,518	11,618	22.84	1.64177
9-12 BEA Instructional	14.355	959,685	66,854	22,947	1,599	167,113	11,641	22.96	1.51088
K-12 BEA Instructional	45.977	2,963,565	64,458	30,951	673	544,459	11,842	22.94	1.45663
K-12 BEA Administrative	2.250	227,380	101,058	1,800	800	26,145	11,620	23.14	1.75710
BEA	50.595	3,432,721	67,847	75,047	1,483	597,628	11,812	22.85	1.48248
Instructional	55.122	3,528,864	64,019	87,166	1,581	651,250	11,815	22.47	1.44836
Administrative	5.000	534,456	106,891	22,505	4,501	59,923	11,985	22.22	1.78472
Other	0.368	13,611	36,986	38,096	103,522	2,080	5,653	25.13	1.42517
Active	60.490	4,076,931	67,398	147,767	2,443	713,253	11,791	22.45	1.47602
Certificated Total	60.490	4,076,931	67,398	147,767	2,443	713,253	11,791	22.45	1.47602
Instructional for Funding Purposes	55.122	3,528,864	64,019	87,166	1,581	651,250	11,815	22.47	1.44836
Instructional for Compliance Purposes	55.122	3,528,864	64,019	87,166	1,581	651,250	11,815	22.47	1.44836

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	Defunct LEAP 1 Mix Factor
01	4.000	246,678	61,670	2,600	650	42,562	10,641	22.43	1.48332
02				5,875					
21	0.826	47,508	57,516	1,800	2,179	7,184	8,697	22.97	1.29367
51	0.124	6,224	50,194			1,043	8,409	23.02	1.21224
55	0.124	6,225	50,202			1,043	8,409	23.02	1.21224
58				10,505					
74	0.026	1,310	50,385			219	8,409	23.02	1.21224
88	0.322	21,313	66,189			333	1,034	8.15	1.52023
97	0.900	97,808	108,676			9,707	10,786	22.76	1.88482
K-12 Program 02 Instructional				3,150					
Program 21 Instructional	0.726	36,640	50,468	1,800	2,479	6,105	8,409	23.02	1.21224
Program 21 Administrative	0.100	10,868	108,680			1,079	10,786	22.76	1.88482
K-12 Program 21 Instructional	0.726	36,640	50,468	1,800	2,479	6,105	8,409	23.02	1.21224
K-3 BEA Instructional	2.000	145,677	72,839			23,770	11,885	21.95	1.75198
4-6 BEA Instructional	1.318	61,642	46,769	2,350	1,783	11,716	8,889	23.15	1.12472
7-8 BEA Instructional	0.682	39,359	57,711	800	1,173	7,076	10,375	23.07	1.38850
K-12 BEA Instructional	4.000	246,678	61,670	3,150	788	42,562	10,641	22.43	1.48332

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	4.900	344,486	70,303	8,475	1,730	52,269	10,667	22.52	1.55707
Instructional	5.322	318,390	59,825	20,780	3,905	51,304	9,640	21.64	1.43462
Administrative	1.000	108,676	108,676			10,786	10,786	22.76	1.88482
Active	6.322	427,066	67,552	20,780	3,287	62,090	9,821	21.91	1.50583
Certificated Total	6.322	427,066	67,552	20,780	3,287	62,090	9,821	21.91	1.50583
Instructional for Funding Purposes	5.322	318,390	59,825	20,780	3,905	51,304	9,640	21.64	1.43462
Instructional for Compliance Purposes	5.322	318,390	59,825	20,780	3,905	51,304	9,640	21.64	1.43462

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	Defunct LEAP 1 Mix Factor
01	186.495	16,364,061	87,745	698,751	3,747	2,229,566	11,955	22.95	1.56304
21	35.973	2,981,171	82,872	52,315	1,454	419,080	11,650	22.72	1.51529
24	6.000	493,950	82,325	7,596	1,266	70,556	11,759	23.27	1.53109
31	13.843	1,252,231	90,460	79,246	5,725	169,604	12,252	23.15	1.61573
34	2.700	224,141	83,015	5,163	1,912	39,750	14,722	23.33	1.52773
51	4.200	390,543	92,986	8,254	1,965	58,698	13,976	23.07	1.71145
52	0.650	68,505	105,392	1,014	1,560	8,395	12,915	22.83	1.88482
53	0.100	10,539	105,390	936	9,360	985	9,853	23.31	1.88482
55	9.156	883,344	96,477	16,253	1,775	126,071	13,769	23.08	1.73843
58				297,505					
64	0.400	42,157	105,393	3,744	9,360	3,941	9,853	23.31	1.88482
65	6.300	469,231	74,481	11,139	1,768	62,714	9,955	23.33	1.38916
74	0.900	88,944	98,827	5,496	6,107	9,390	10,433	22.20	1.78088
97	1.000	188,648	188,648	28,830	28,830	11,537	11,537	16.97	1.80472
99	0.600	80,498	134,163	3,066	5,110	7,283	12,138	21.80	1.88482
Program 21 Instructional	35.353	2,881,768	81,514	48,651	1,376	411,547	11,641	22.78	1.51021
Program 21 Administrative	0.620	99,403	160,327	3,664	5,910	7,534	12,151	20.76	1.80472
K-12 Program 21 Instructional	31.038	2,504,073	80,678			374,313	12,060	22.81	1.49690

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.243	1,167,195	88,137	77,080	5,820	162,314	12,257	23.27	1.62077
Program 31 Administrative	0.600	85,036	141,727	2,166	3,610	7,291	12,151	21.46	1.50458
Program 34 Instructional	2.700	224,141	83,015	5,163	1,912	39,750	14,722	23.33	1.52773
K-3 BEA Instructional	63.124	5,172,840	81,947			739,395	11,713	22.90	1.50813
4-6 BEA Instructional	39.042	3,213,004	82,296			463,132	11,862	23.14	1.52075
7-8 BEA Instructional	30.178	2,562,204	84,903			382,559	12,677	23.35	1.56550
9-12 BEA Instructional	58.094	5,069,644	87,266			703,293	12,106	23.16	1.60762
K-12 BEA Instructional	190.438	16,017,692	84,110			2,288,379	12,016	23.10	1.55016
BEA	204.038	18,029,081	88,361	811,990	3,980	2,450,457	12,010	22.89	1.56733
Instructional	253.317	21,317,814	84,155	1,111,074	4,386	3,038,487	11,995	23.07	1.55177
Administrative	14.000	2,114,757	151,054	87,665	6,262	169,455	12,104	21.08	1.80544
Other	1.000	105,392	105,392	20,569	20,569	9,627	9,627	23.45	1.88482
Active	268.317	23,537,963	87,724	1,219,308	4,544	3,217,569	11,992	22.89	1.56624
Certificated Total	268.317	23,537,963	87,724	1,219,308	4,544	3,217,569	11,992	22.89	1.56624
Instructional for Funding Purposes	253.317	21,317,814	84,155	1,111,074	4,386	3,038,487	11,995	23.07	1.55177
Instructional for Compliance Purposes	253.317	21,317,814	84,155	1,111,074	4,386	3,038,487	11,995	23.07	1.55177

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	Defunct LEAP 1 Mix Factor
01	381.851	31,476,556	82,432	3,569,804	9,349	4,746,315	12,430	22.72	1.63254
21	56.203	4,288,981	76,312	422,059	7,510	687,864	12,239	22.88	1.60208
24	8.000	629,716	78,715	64,497	8,062	98,016	12,252	22.07	1.60283
31	18.950	1,406,487	74,221	176,681	9,324	229,725	12,123	22.38	1.42380
34	2.600	202,470	77,873	8,538	3,284	31,855	12,252	22.71	1.43594
51	2.100	162,231	77,253	16,285	7,755	28,180	13,419	23.31	1.57452
52	0.680	61,982	91,150	46,570	68,485	8,331	12,252	22.97	1.88482
55	3.670	315,668	86,013	25,175	6,860	59,667	16,258	23.15	1.69213
58	0.131	11,888	90,748	392,457	2,995,855	1,605	12,252	22.97	1.88482
74	1.300	114,621	88,170	20,650	15,885	19,603	15,079	21.46	1.81315
79				3,436					
89	1.249	34,057	27,267	1,429	1,144	12,681	10,153	23.78	1.82075
97	2.500	413,960	165,584	38,791	15,516	30,630	12,252	20.98	1.69654
Program 21 Instructional	53.173	3,996,876	75,167	419,532	7,890	654,245	12,304	22.87	1.60200
Program 21 Administrative	2.030	289,705	142,712	1,350	665	24,872	12,252	22.88	1.67412
K-12 Program 21 Instructional	50.173	3,806,589	75,869			611,363	12,185	22.85	1.62065
Program 31 Instructional	18.150	1,284,048	70,746	162,968	8,979	219,923	12,117	22.38	1.41717

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.800	122,439	153,049	600	750	9,802	12,252	22.34	1.57423
Program 34 Instructional	2.400	171,860	71,608	8,538	3,558	29,405	12,252	22.77	1.42442
Program 34 Administrative	0.200	30,610	153,050			2,450	12,252	22.34	1.57423
K-3 BEA Instructional	117.430	9,142,257	77,853	19,078	162	1,470,755	12,525	22.97	1.60433
4-6 BEA Instructional	75.862	6,062,959	79,921	5,518	73	950,388	12,528	22.78	1.64093
7-8 BEA Instructional	62.120	5,114,497	82,333	15,109	243	770,014	12,396	22.48	1.67860
9-12 BEA Instructional	116.291	9,153,217	78,710	18,663	160	1,467,189	12,617	22.49	1.60565
K-12 BEA Instructional	371.703	29,472,930	79,292	58,368	157	4,658,345	12,532	22.69	1.62463
K-12 BEA Administrative	19.199	2,526,488	131,595	3,395	177	222,325	11,580	22.87	1.56953
BEA	405.901	33,499,473	82,531	3,793,814	9,347	5,038,525	12,413	22.69	1.62193
Instructional	440.587	34,739,894	78,849	4,519,747	10,258	5,525,909	12,542	22.70	1.62279
Administrative	33.148	4,323,905	130,442	74,275	2,241	374,458	11,297	22.66	1.61554
Other	4.999	9,269	1,854	20,945	4,190	47,979	9,598	24.29	1.48211
Active	478.734	39,073,068	81,617	4,614,967	9,640	5,948,346	12,425	22.70	1.62082
On Leave	0.500	45,549	91,098	171,405	342,810	6,126	12,252	23.02	1.88482
Certificated Total	479.234	39,118,617	81,627	4,786,372	9,988	5,954,472	12,425	22.70	1.62109
Instructional for Funding Purposes	440.587	34,739,894	78,849	4,519,747	10,258	5,525,909	12,542	22.70	1.62279

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	440.587	34,739,894	78,849	4,519,747	10,258	5,525,909	12,542	22.70	1.62279

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	Defunct LEAP 1 Mix Factor
01	34.352	2,659,657	77,424	159,312	4,638	367,833	10,708	23.49	1.51422
02	2.000	175,641	87,821	2,927	1,464	19,038	9,519	23.70	1.75359
21	4.000	297,975	74,494	4,966	1,242	44,126	11,032	23.85	1.37913
31	1.000	83,014	83,014	1,384	1,384	11,316	11,316	23.72	1.13919
52	0.500	44,513	89,026			2,069	4,138	23.69	1.76934
55	1.100	79,020	71,836	1,137	1,034	12,432	11,302	23.81	1.35605
68	0.533	44,274	83,066			9,924	18,619	23.79	1.69447
97	1.000	132,132	132,132			2,919	2,919	23.68	1.67169
K-12 Program 02 Instructional	2.000	175,641	87,821	1,550	775	19,038	9,519	23.70	1.75359
Program 21 Instructional	4.000	297,975	74,494	4,966	1,242	44,126	11,032	23.85	1.37913
K-12 Program 21 Instructional	4.000	297,975	74,494	1,280	320	44,126	11,032	23.85	1.37913
Program 31 Instructional	1.000	83,014	83,014	1,384	1,384	11,316	11,316	23.72	1.13919
K-3 BEA Instructional	11.267	791,438	70,244	9,561	849	119,031	10,565	23.82	1.42896
4-6 BEA Instructional	5.900	487,352	82,602	4,896	830	67,118	11,376	23.72	1.65674
7-8 BEA Instructional	4.278	296,397	69,284	4,604	1,076	44,080	10,304	23.72	1.39090
9-12 BEA Instructional	13.007	1,003,925	77,183	27,331	2,101	135,585	10,424	23.06	1.53174

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	34.452	2,579,112	74,861	46,392	1,347	365,814	10,618	23.49	1.50204
BEA	38.352	3,050,444	79,538	163,623	4,266	401,106	10,459	23.52	1.52103
Instructional	40.585	3,044,894	75,025	164,435	4,052	434,365	10,703	23.54	1.49179
Administrative	3.900	471,332	120,854	5,291	1,357	35,292	9,049	23.69	1.68872
Active	44.485	3,516,226	79,043	169,726	3,815	469,657	10,558	23.56	1.50906
Certificated Total	44.485	3,516,226	79,043	169,726	3,815	469,657	10,558	23.56	1.50906
Instructional for Funding Purposes	40.585	3,044,894	75,025	164,435	4,052	434,365	10,703	23.54	1.49179
Instructional for Compliance Purposes	40.585	3,044,894	75,025	164,435	4,052	434,365	10,703	23.54	1.49179

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	Defunct LEAP 1 Mix Factor
01	11.100	840,816	75,749	8,601	775	143,441	12,923	24.11	1.70205
21	0.850	67,669	79,611	1,765	2,076	10,669	12,552	23.42	1.19891
51	0.400	33,258	83,145			4,627	11,568	24.77	1.88482
55	0.150	11,940	79,600			1,883	12,552	23.42	1.19891
97	1.000	104,000	104,000			12,552	12,552	23.31	1.80105
Program 21 Instructional	0.850	67,669	79,611	1,765	2,076	10,669	12,552	23.42	1.19891
K-12 Program 21 Instructional	0.850	67,669	79,611			10,669	12,552	23.42	1.19891
K-3 BEA Instructional	4.700	335,849	71,457			59,406	12,640	24.22	1.58418
4-6 BEA Instructional	3.870	299,499	77,390			52,061	13,453	24.06	1.75436
7-8 BEA Instructional	2.530	205,468	81,213			31,973	12,638	24.01	1.84101
K-12 BEA Instructional	11.100	840,816	75,749			143,441	12,923	24.11	1.70205
BEA	12.100	944,816	78,084	8,601	711	155,993	12,892	24.02	1.71023
Instructional	12.500	953,683	76,295	10,366	829	160,620	12,850	24.08	1.66765
Administrative	1.000	104,000	104,000			12,552	12,552	23.31	1.80105
Active	13.500	1,057,683	78,347	10,366	768	173,172	12,828	24.00	1.67753
Certificated Total	13.500	1,057,683	78,347	10,366	768	173,172	12,828	24.00	1.67753
Instructional for Funding Purposes	12.500	953,683	76,295	10,366	829	160,620	12,850	24.08	1.66765

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	12.500	953,683	76,295	10,366	829	160,620	12,850	24.08	1.66765

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	Defunct LEAP 1 Mix Factor
01	64.533	4,970,188	77,018	222,587	3,449	762,054	11,809	23.10	1.60625
02	1.000	57,293	57,293	3,910	3,910	11,804	11,804	22.98	1.26526
21	11.180	727,996	65,116	25,351	2,268	123,871	11,080	23.04	1.49182
22	0.720	60,915	84,604			10,742	14,919	22.76	1.88482
31	5.867	420,618	71,692	134,813	22,978	72,547	12,365	23.46	1.55101
34	2.700	193,428	71,640	20,251	7,500	31,735	11,754	22.64	1.57254
51	2.500	193,247	77,299	2,560	1,024	28,987	11,595	23.54	1.70710
52	1.000	55,941	55,941			8,598	8,598	23.68	1.23542
53	0.333	20,921	62,826			4,616	13,863	23.32	1.38747
55	1.400	91,944	65,674	2,000	1,429	21,492	15,351	23.70	1.45038
58				135,423					
65	2.767	178,130	64,377	2,094	757	35,620	12,873	23.52	1.42172
74	0.300	25,604	85,347			3,677	12,258	23.05	1.84788
97	1.000	140,000	140,000	3,600	3,600	12,724	12,724	20.87	1.34693
K-12 Program 02 Instructional	1.000	57,293	57,293	1,910	1,910	11,804	11,804	22.98	1.26526
Program 21 Instructional	10.580	663,839	62,745	22,221	2,100	116,410	11,003	22.91	1.46954
Program 21 Administrative	0.600	64,157	106,928	3,130	5,217	7,461	12,435	24.55	1.88482
K-12 Program 21 Instructional	10.080	632,738	62,772	16,533	1,640	110,903	11,002	22.87	1.47429

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	5.867	420,618	71,692	134,813	22,978	72,547	12,365	23.46	1.55101
Program 34 Instructional	2.700	193,428	71,640	20,251	7,500	31,735	11,754	22.64	1.57254
K-3 BEA Instructional	20.000	1,386,323	69,316	60,162	3,008	236,524	11,826	23.39	1.53016
4-6 BEA Instructional	9.000	703,924	78,214	27,625	3,069	106,822	11,869	23.33	1.72729
7-8 BEA Instructional	16.033	1,202,065	74,974	48,973	3,055	190,139	11,859	22.40	1.62071
9-12 BEA Instructional	22.667	1,646,260	72,628	189,971	8,381	267,873	11,818	23.31	1.59565
K-12 BEA Instructional	67.700	4,938,572	72,948	337,415	4,984	801,358	11,837	23.11	1.59974
K-12 BEA Administrative	4.000	457,498	114,375	16,727	4,182	47,872	11,968	22.98	1.72321
BEA	75.100	5,781,527	76,984	385,161	5,129	890,864	11,862	23.06	1.59272
Instructional	87.300	6,229,113	71,353	511,493	5,859	1,031,500	11,816	23.12	1.57722
Administrative	7.000	817,041	116,720	38,460	5,494	84,999	12,143	22.87	1.59672
Other	1.000	90,071	90,071	2,636	2,636	11,968	11,968	22.75	1.26526
Active	95.300	7,136,225	74,882	552,589	5,798	1,128,467	11,841	23.09	1.57538
Certificated Total	95.300	7,136,225	74,882	552,589	5,798	1,128,467	11,841	23.09	1.57538
Instructional for Funding Purposes	87.300	6,229,113	71,353	511,493	5,859	1,031,500	11,816	23.12	1.57722
Instructional for Compliance Purposes	87.300	6,229,113	71,353	511,493	5,859	1,031,500	11,816	23.12	1.57722

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	Defunct LEAP 1 Mix Factor
01	81.817	5,946,365	72,679	275,199	3,364	1,015,801	12,416	22.50	1.61792
21	11.266	737,356	65,450	20,489	1,819	147,873	13,126	22.73	1.47857
24	1.440	109,868	76,297	1,787	1,241	17,351	12,049	22.20	1.63768
31	6.167	456,930	74,093	87,696	14,220	79,612	12,909	23.35	1.70924
34	2.550	188,344	73,860	17,658	6,925	28,627	11,226	20.57	1.70381
51	2.612	193,064	73,914	3,982	1,525	31,627	12,108	22.30	1.70504
52	0.630	37,399	59,363	7,448	11,822	7,517	11,932	22.33	1.36942
53	0.478	36,885	77,165	972	2,033	7,817	16,353	22.21	1.63268
55	1.692	127,894	75,587	2,354	1,391	21,399	12,647	22.82	1.74369
65	1.620	122,656	75,714	2,518	1,554	23,518	14,517	22.98	1.68131
74	0.300	23,687	78,957	848	2,827	3,577	11,923	23.53	1.82137
79	0.625	49,331	78,930	822	1,315	7,480	11,968	23.07	1.82074
97	1.000	156,744	156,744	1,200	1,200	13,048	13,048	20.86	1.80472
Program 21 Instructional	10.766	685,849	63,705	20,489	1,903	141,583	13,151	22.69	1.46960
Program 21 Administrative	0.500	51,507	103,014			6,290	12,580	23.21	1.67169
K-12 Program 21 Instructional	10.206	648,175	63,509			134,881	13,216	22.67	1.46509
Program 31 Instructional	5.917	436,503	73,771	78,918	13,338	76,620	12,949	23.34	1.70182

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.250	20,427	81,708	8,778	35,112	2,992	11,968	23.42	1.88482
Program 34 Instructional	2.550	188,344	73,860	15,158	5,944	28,627	11,226	20.57	1.70381
Program 34 Administrative				2,500					
K-3 BEA Instructional	29.768	1,928,113	64,771			378,180	12,704	22.85	1.49416
4-6 BEA Instructional	16.025	1,161,874	72,504			196,019	12,232	22.41	1.67251
7-8 BEA Instructional	13.856	963,459	69,534			163,961	11,833	21.78	1.60414
9-12 BEA Instructional	24.035	1,808,486	75,244			296,623	12,341	22.77	1.73575
K-12 BEA Instructional	83.684	5,861,932	70,048			1,034,783	12,365	22.56	1.61591
K-12 BEA Administrative	0.250	20,427	81,708			2,992	11,968	23.42	1.88482
BEA	91.534	6,748,383	73,725	381,753	4,171	1,137,088	12,423	22.47	1.62850
Instructional	103.347	7,197,059	69,640	349,682	3,384	1,290,362	12,486	22.57	1.60648
Administrative	8.250	945,349	114,588	72,556	8,795	107,056	12,976	21.97	1.75654
Other	0.600	44,115	73,525	735	1,225	7,829	13,048	23.19	1.69607
Active	112.197	8,186,523	72,966	422,973	3,770	1,405,247	12,525	22.50	1.61800
Certificated Total	112.197	8,186,523	72,966	422,973	3,770	1,405,247	12,525	22.50	1.61800
Instructional for Funding Purposes	103.347	7,197,059	69,640	349,682	3,384	1,290,362	12,486	22.57	1.60648

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	103.347	7,197,059	69,640	349,682	3,384	1,290,362	12,486	22.57	1.60648

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	Defunct LEAP 1 Mix Factor
01	72.690	5,138,676	70,693	309,253	4,254	878,211	12,082	23.44	1.52745
21	11.650	754,549	64,768	114,875	9,861	128,306	11,013	21.89	1.43864
22	0.050	4,750	95,000			144	2,873	23.97	1.88482
24	2.000	168,114	84,057			23,503	11,752	21.55	1.88482
31	4.330	261,757	60,452	37,237	8,600	52,566	12,140	25.91	1.35429
51	1.130	67,852	60,046			11,299	9,999	23.78	1.28462
55	1.700	157,133	92,431	16,747	9,851	18,823	11,072	23.53	1.88482
58				29,664					
65	0.100	5,523	55,230	1,867	18,670	1,194	11,943	24.14	1.23838
74	0.100	9,500	95,000	11,695	116,950	287	2,873	23.97	1.88482
97	1.000	120,000	120,000	20,160	20,160	12,012	12,012	22.70	1.80472
Program 21 Instructional	11.000	692,799	62,982	114,479	10,407	126,439	11,494	21.74	1.41227
Program 21 Administrative	0.650	61,750	95,000	396	609	1,867	2,873	23.97	1.88482
K-12 Program 21 Instructional	10.820	677,669	62,631	38,276	3,538	124,324	11,490	21.86	1.40441
Program 31 Instructional	4.330	261,757	60,452	37,237	8,600	52,566	12,140	25.91	1.35429
K-3 BEA Instructional	24.292	1,562,218	64,310	48,004	1,976	298,066	12,270	23.45	1.43417
4-6 BEA Instructional	14.731	1,029,700	69,900	40,846	2,773	173,536	11,780	23.63	1.55451

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	11.247	832,783	74,045	42,843	3,809	136,864	12,169	23.53	1.66060
9-12 BEA Instructional	20.500	1,330,310	64,893	116,246	5,671	249,967	12,193	23.79	1.44703
K-12 BEA Instructional	70.770	4,755,011	67,190	247,939	3,503	858,432	12,130	23.60	1.49893
K-12 BEA Administrative	5.750	591,347	102,843	11,257	1,958	66,338	11,537	23.34	1.71701
BEA	78.020	5,520,433	70,757	366,650	4,699	942,788	12,084	23.55	1.52139
Instructional	85.750	5,747,990	67,032	455,524	5,312	1,030,064	12,012	23.30	1.49706
Administrative	9.000	939,864	104,429	85,974	9,553	96,280	10,698	23.34	1.76871
Active	94.750	6,687,854	70,584	541,498	5,715	1,126,344	11,888	23.30	1.52286
Certificated Total	94.750	6,687,854	70,584	541,498	5,715	1,126,344	11,888	23.30	1.52286
Instructional for Funding Purposes	85.750	5,747,990	67,032	455,524	5,312	1,030,064	12,012	23.30	1.49706
Instructional for Compliance Purposes	85.750	5,747,990	67,032	455,524	5,312	1,030,064	12,012	23.30	1.49706

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	Defunct LEAP 1 Mix Factor
01	6.000	406,012	67,669	7,648	1,275	70,542	11,757	23.55	1.57674
52				2,185					
97	0.095	17,136	180,379					10.93	1.88482
K-3 BEA Instructional	3.200	213,695	66,780	1,332	416	36,983	11,557	23.54	1.53554
4-6 BEA Instructional	1.500	87,955	58,637			17,412	11,608	23.52	1.39762
7-8 BEA Instructional	1.000	79,076	79,076			12,202	12,202	23.65	1.88482
K-12 BEA Instructional	5.700	380,726	66,794	1,332	234	66,597	11,684	23.56	1.56052
BEA	6.095	423,148	69,425	7,648	1,255	70,542	11,574	23.06	1.58154
Instructional	5.700	380,726	66,794	9,287	1,629	66,597	11,684	23.56	1.56052
Administrative	0.395	42,422	107,397			3,945	9,988	18.40	1.88482
Other				546					
Active	6.095	423,148	69,425	9,833	1,613	70,542	11,574	23.06	1.58154
Certificated Total	6.095	423,148	69,425	9,833	1,613	70,542	11,574	23.06	1.58154
Instructional for Funding Purposes	5.700	380,726	66,794	9,287	1,629	66,597	11,684	23.56	1.56052
Instructional for Compliance Purposes	5.700	380,726	66,794	9,287	1,629	66,597	11,684	23.56	1.56052

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	Defunct LEAP 1 Mix Factor
01	592.067	54,690,436	92,372	1,165,514	1,969	7,215,493	12,187	22.04	1.58369
02	17.000	1,754,571	103,210	78,378	4,610	224,518	13,207	22.10	1.75134
21	131.334	11,374,063	86,604	289,504	2,204	1,597,789	12,166	24.79	1.52575
22	0.125	13,786	110,288			1,593	12,747	19.32	1.88482
29	4.000	381,222	95,306			47,356	11,839	22.88	1.71521
31	28.157	2,810,738	99,824	87,251	3,099	364,379	12,941	21.69	1.69217
34	5.213	455,483	87,374	22,607	4,337	64,205	12,316	21.30	1.44534
51	6.048	600,483	99,286	11,159	1,845	69,677	11,521	22.69	1.68420
52	1.400	132,215	94,439	6,482	4,630	17,122	12,230	21.01	1.69265
55	9.765	952,333	97,525	23,136	2,369	116,556	11,936	22.36	1.69548
58				499,632					
65	0.756	83,383	110,295			9,637	12,747	22.04	1.88482
69	1.000	151,167	151,167	9,531	9,531	13,328	13,328	22.23	1.81820
73				34,289					
74	1.249	144,382	115,598	35,468	28,397	16,190	12,963	21.55	1.88482
79	1.950	215,075	110,295	11,575	5,936	24,835	12,736	21.89	1.88482
86	0.200	22,059	110,295	17,662	88,310	856	4,280	6.38	1.88482
89	1.000	110,295	110,295			9,126	9,126	22.78	1.88482
97	3.000	504,957	168,319	21,080	7,027	67,345	22,448	19.53	1.85812

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	15.800	1,567,136	99,186			205,870	13,030	22.11	1.74221
Program 21 Instructional	108.540	9,407,356	86,672	286,378	2,638	1,336,548	12,314	21.82	1.55223
Program 21 Administrative	4.112	587,020	142,758	3,126	760	52,636	12,800	22.34	1.79139
K-12 Program 21 Instructional	100.459	8,629,913	85,905	1,541	15	1,232,948	12,273	21.84	1.54022
Program 31 Instructional	26.000	2,506,028	96,386	71,592	2,754	337,202	12,969	21.56	1.69694
Program 31 Administrative	2.157	304,710	141,266	15,659	7,260	27,177	12,599	22.79	1.63467
Program 34 Instructional	4.400	340,325	77,347	15,373	3,494	53,630	12,189	20.92	1.40497
Program 34 Administrative	0.813	115,158	141,646	7,234	8,898	10,575	13,007	22.46	1.66380
K-3 BEA Instructional	237.408	20,238,659	85,248	1,770	7	2,853,258	12,018	22.44	1.51572
4-6 BEA Instructional	119.405	10,708,884	89,685			1,460,492	12,231	21.95	1.58903
7-8 BEA Instructional	81.594	7,652,236	93,784	8,323	102	975,496	11,955	21.62	1.64736
9-12 BEA Instructional	162.392	15,256,129	93,946			2,071,554	12,757	21.55	1.66147
K-12 BEA Instructional	600.799	53,855,908	89,640	10,093	17	7,360,800	12,252	21.97	1.58756
K-12 BEA Administrative	6.830	956,518	140,047	1,689	247	77,650	11,369	22.54	1.39718
BEA Instructional	645.437	60,216,185	93,295	1,374,830	2,130	7,935,939	12,295	21.99	1.59300
Instructional	734.170	65,730,978	89,531	1,930,348	2,629	8,993,225	12,250	21.95	1.58702

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	47.412	6,915,566	145,861	373,659	7,881	624,603	13,174	21.99	1.69049
Other	1.000	98,556	98,556	9,261	9,261	11,725	11,725	23.30	1.80472
Active	782.582	72,745,100	92,955	2,313,268	2,956	9,629,552	12,305	21.96	1.59356
K-12 Program 21 Contracted	15.791	1,103,200	69,863			185,781	11,765	16,207.49	1.24867
On Leave	4.081	380,502	93,237			21,847	5,353	36.68	1.60726
Certificated Total	804.264	74,396,648	92,503	2,313,268	2,876	9,860,004	12,260	22.39	1.58692
Instructional for Funding Purposes	751.771	67,002,024	89,126	1,930,348	2,568	9,201,830	12,240	22.38	1.57999
Instructional for Compliance Purposes	734.170	65,730,978	89,531	1,930,348	2,629	8,993,225	12,250	21.95	1.58702

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	Defunct LEAP 1 Mix Factor
01	774.523	63,490,139	81,973	2,164,778	2,795	9,531,725	12,307	25.04	1.62897
02				130,295					
21	143.524	10,476,784	72,997	286,542	1,996	1,763,831	12,289	24.79	1.53173
24	19.600	1,677,282	85,576	38,808	1,980	250,144	12,762	25.14	1.74940
31	26.300	2,161,020	82,168	98,354	3,740	344,085	13,083	25.35	1.68284
34	1.700	153,678	90,399	2,727	1,604	19,550	11,500	25.05	1.78221
45	2.950	276,678	93,789	4,227	1,433	37,976	12,873	24.86	1.72644
51	18.700	1,644,977	87,967	44,286	2,368	225,397	12,053	25.32	1.79122
52	3.340	237,570	71,129	18,963	5,678	39,091	11,704	25.32	1.51919
55	27.870	2,396,347	85,983	61,242	2,197	380,953	13,669	25.30	1.75011
65	4.600	403,594	87,738	9,495	2,064	64,659	14,056	24.07	1.78448
74	2.600	223,460	85,946	5,318	2,045	40,358	15,522	25.37	1.74732
97	5.400	854,697	158,277			85,959	15,918	18.38	1.73870
Program 21 Instructional	141.524	10,233,316	72,308	286,542	2,025	1,736,293	12,269	24.88	1.52864
Program 21 Administrative	2.000	243,468	121,734			27,538	13,769	21.21	1.75015
K-12 Program 21 Instructional	129.204	9,334,329	72,245			1,571,552	12,163	24.81	1.52635
Program 31 Instructional	25.900	2,106,230	81,322	98,354	3,797	339,549	13,110	25.37	1.67972

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.400	54,790	136,975			4,536	11,340	24.33	1.88482
Program 34 Instructional	1.600	139,980	87,488	2,727	1,704	18,416	11,510	25.11	1.77580
Program 34 Administrative	0.100	13,698	136,980			1,134	11,340	24.33	1.88482
K-3 BEA Instructional	293.172	22,346,526	76,223			3,529,674	12,040	25.46	1.58970
4-6 BEA Instructional	149.599	11,308,724	75,594			1,806,367	12,075	25.18	1.57580
7-8 BEA Instructional	110.665	8,789,852	79,428			1,409,000	12,732	25.11	1.64222
9-12 BEA Instructional	193.457	15,819,600	81,773			2,462,469	12,729	24.95	1.68389
K-12 BEA Instructional	746.893	58,264,702	78,009			9,207,511	12,328	25.21	1.61909
BEA	810.873	66,936,212	82,548	2,400,381	2,960	10,019,295	12,356	24.96	1.63212
Instructional	964.527	75,008,084	77,767	2,759,579	2,861	11,937,909	12,377	25.17	1.61622
Administrative	64.580	8,801,052	136,281	100,756	1,560	819,503	12,690	23.14	1.78095
Active	1,029.107	83,809,136	81,439	2,860,335	2,779	12,757,412	12,397	24.96	1.62655
On Leave	2.000	187,090	93,545	2,620	1,310	26,317	13,159	24.29	1.88482
Certificated Total	1,031.107	83,996,226	81,462	2,862,955	2,777	12,783,729	12,398	24.96	1.62705
Instructional for Funding Purposes	964.527	75,008,084	77,767	2,759,579	2,861	11,937,909	12,377	25.17	1.61622
Instructional for Compliance Purposes	964.527	75,008,084	77,767	2,759,579	2,861	11,937,909	12,377	25.17	1.61622

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	Defunct LEAP 1 Mix Factor
01	170.287	13,512,444	79,351	1,060,841	6,230	2,055,837	12,073	23.42	1.55667
21	32.088	2,366,145	73,739	241,505	7,526	352,476	10,985	23.79	1.47356
22	0.900	77,599	86,221	7,437	8,263	8,972	9,969	20.92	1.69447
24	1.000	86,220	86,220	7,305	7,305	12,559	12,559	23.49	1.69447
31	9.750	747,955	76,713	92,626	9,500	106,682	10,942	24.15	1.54380
34	2.751	223,506	81,245	13,180	4,791	33,891	12,319	23.63	1.62587
51	5.640	493,377	87,478	31,574	5,598	61,922	10,979	23.39	1.75406
52	0.613	44,107	71,953	9,908	16,163	4,559	7,438	23.41	1.45196
53	0.080	4,522	56,525	836	10,450	913	11,412	22.97	1.10825
55	8.190	624,734	76,280	60,716	7,413	102,194	12,478	23.19	1.55117
58	0.267	20,608	77,184	206,961	775,135	2,396	8,972	23.47	1.57423
64	0.170	9,609	56,524	1,722	10,129	1,940	11,412	22.97	1.10825
65	4.380	336,368	76,796	18,403	4,202	59,638	13,616	23.47	1.53513
74	0.548	51,436	93,861	2,357	4,301	4,917	8,972	23.65	1.88482
97	1.000	173,168	173,168			12,753	12,753	22.58	1.30517
Program 21 Instructional	31.088	2,237,946	71,987	235,095	7,562	343,504	11,049	23.88	1.46291
Program 21 Administrative	1.000	128,199	128,199	6,410	6,410	8,972	8,972	22.33	1.80472
K-12 Program 21 Instructional	28.588	2,031,043	71,045	165,726	5,797	306,867	10,734	23.90	1.44715

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	9.750	747,955	76,713	92,626	9,500	106,682	10,942	24.15	1.54380
Program 34 Instructional	2.751	223,506	81,245	13,180	4,791	33,891	12,319	23.63	1.62587
K-3 BEA Instructional	60.668	4,686,371	77,246	321,365	5,297	656,295	10,818	23.37	1.56000
4-6 BEA Instructional	37.604	2,557,221	68,004	123,363	3,281	434,325	11,550	24.15	1.37457
7-8 BEA Instructional	24.908	1,933,196	77,613	184,090	7,391	301,342	12,098	24.30	1.57388
9-12 BEA Instructional	46.667	3,750,128	80,359	443,361	9,501	605,987	12,985	23.49	1.62275
K-12 BEA Instructional	169.847	12,926,916	76,109	1,072,179	6,313	1,997,950	11,763	23.69	1.53822
K-12 BEA Administrative	10.606	1,290,882	121,712	64,545	6,086	174,295	16,434	22.05	1.81394
BEA Instructional	183.788	14,657,073	79,750	1,166,647	6,348	2,209,163	12,020	23.46	1.55565
BEA Administrative	222.723	16,913,442	75,939	1,671,866	7,506	2,601,464	11,680	23.66	1.53510
BEA Other	14.606	1,843,249	126,198	83,505	5,717	220,185	15,075	22.11	1.78818
BEA Active	0.335	15,107	45,096					3.83	1.00000
BEA Total	237.664	18,771,798	78,985	1,755,371	7,386	2,821,649	11,872	23.48	1.54990
Certificated Total	237.664	18,771,798	78,985	1,755,371	7,386	2,821,649	11,872	23.48	1.54990
Instructional for Funding Purposes	222.723	16,913,442	75,939	1,671,866	7,506	2,601,464	11,680	23.66	1.53510
Instructional for Compliance Purposes	222.723	16,913,442	75,939	1,671,866	7,506	2,601,464	11,680	23.66	1.53510

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	Defunct LEAP 1 Mix Factor
01	147.450	12,042,731	81,673	663,367	4,499	1,819,230	12,338	23.09	1.59208
02	2.000	183,036	91,518	10,624	5,312	12,035	6,018	15.39	1.84633
21	27.000	2,128,263	78,825	119,081	4,410	303,349	11,235	22.81	1.56776
24	1.300	108,024	83,095	5,784	4,449	20,284	15,603	23.56	1.69274
31	9.700	738,134	76,096	49,943	5,149	115,994	11,958	23.93	1.51308
51	1.358	115,648	85,161	2,922	2,152	20,978	15,448	22.93	1.73330
52	0.250	20,762	83,048			3,107	12,429	23.64	1.69447
55	1.250	113,321	90,657			15,772	12,618	23.76	1.84675
56	14.565	1,222,765	83,952	61,032	4,190	169,816	11,659	18.96	1.61754
57	0.830	48,906	58,923			8,002	9,641	19.47	1.20301
58	0.400	37,024	92,560	71,565	178,913	4,972	12,429	23.34	1.88482
65	0.600	44,885	74,808	2,632	4,387	9,641	16,068	22.36	1.52733
74	0.300	27,768	92,560			3,729	12,429	22.36	1.88482
97	1.000	163,256	163,256	70,543	70,543	9,803	9,803	17.60	1.69557
K-12 Program 02 Instructional	2.000	183,036	91,518			12,035	6,018	15.39	1.84633
Program 21 Instructional	26.000	1,997,793	76,838	74,869	2,880	289,163	11,122	22.73	1.56284
Program 21 Administrative	1.000	130,470	130,470	500	500	14,186	14,186	24.09	1.69557
K-12 Program 21 Instructional	23.700	1,818,603	76,734			253,934	10,715	22.62	1.56214

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 26, 56, and 59 Instructional	13.565	1,092,170	80,514	46,012	3,392	156,989	11,573	18.68	1.61178
Program 26, 56, and 59 Administrative	1.000	130,595	130,595	4,335	4,335	12,827	12,827	21.63	1.69557
Program 31 Instructional	9.400	699,760	74,443	48,437	5,153	112,774	11,997	24.05	1.51193
Program 31 Administrative	0.300	38,374	127,913			3,220	10,732	21.62	1.54908
K-3 BEA Instructional	50.220	3,890,645	77,472			597,579	11,899	23.28	1.56836
4-6 BEA Instructional	25.724	1,986,362	77,218			308,388	11,988	23.38	1.56573
7-8 BEA Instructional	24.646	1,939,677	78,701			300,338	12,186	23.51	1.59405
9-12 BEA Instructional	47.160	3,746,299	79,438			592,261	12,559	22.69	1.61017
K-12 BEA Instructional	147.750	11,562,983	78,260			1,798,566	12,173	23.14	1.58553
K-12 BEA Administrative	4.900	617,450	126,010			63,693	12,999	21.99	1.65401
BEA	160.150	13,127,157	81,968	794,477	4,961	1,957,061	12,220	22.95	1.59111
Instructional	193.603	15,169,284	78,353	768,970	3,972	2,331,203	12,041	22.70	1.58717
Administrative	13.000	1,673,108	128,701	13,085	1,007	171,849	13,219	21.69	1.66795
Other	1.400	152,131	108,665	2,728	1,949	13,659	9,757	22.59	1.61600
Active	208.003	16,994,523	81,703	784,783	3,773	2,516,711	12,099	22.60	1.59241
On Leave				272,710					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	208.003	16,994,523	81,703	1,057,493	5,084	2,516,711	12,099	22.60	1.59241
Instructional for Funding Purposes	180.038	14,077,114	78,190	722,958	4,016	2,174,214	12,076	23.07	1.58532
Instructional for Compliance Purposes	180.038	14,077,114	78,190	722,958	4,016	2,174,214	12,076	23.07	1.58532

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	Defunct LEAP 1 Mix Factor
01	266.297	18,423,751	69,185	1,184,116	4,447	2,652,654	9,961	22.91	1.47971
02	5.000	361,389	72,278	11,394	2,279	52,073	10,415	22.35	1.50253
21	61.677	4,348,863	70,510	170,427	2,763	592,497	9,606	23.06	1.52013
22	3.833	261,635	68,259	11,673	3,045	40,510	10,569	22.25	1.50962
24	6.500	453,627	69,789	20,271	3,119	72,651	11,177	23.41	1.58469
31	14.899	1,013,642	68,034	78,401	5,262	173,501	11,645	22.67	1.47608
34	1.485	101,996	68,684	3,395	2,286	23,132	15,577	22.90	1.53322
51	7.250	578,076	79,735	20,149	2,779	72,679	10,025	22.85	1.80423
55	15.470	1,090,750	70,507	40,871	2,642	161,564	10,444	22.95	1.54270
58	0.334	27,822	83,299	1,288	3,856	3,813	11,417	21.63	1.80472
65	4.000	238,857	59,714	10,973	2,743	29,279	7,320	22.70	1.34261
74	1.330	101,685	76,455	4,075	3,064	14,850	11,165	22.96	1.68571
79	2.667	183,325	68,738	7,644	2,866	27,708	10,389	22.32	1.53060
97	2.000	298,500	149,250	12,300	6,150	30,156	15,078	20.87	1.23903
K-12 Program 02 Instructional	4.000	252,457	63,114			42,836	10,709	22.54	1.40696
Program 21 Instructional	59.677	4,117,820	69,002	163,979	2,748	570,680	9,563	23.14	1.53423
Program 21 Administrative	2.000	231,043	115,522	6,448	3,224	21,817	10,909	21.71	1.09946
K-12 Program 21 Instructional	59.677	4,117,820	69,002			570,680	9,563	23.14	1.53423

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.899	1,013,642	68,034	78,401	5,262	173,501	11,645	22.67	1.47608
Program 34 Instructional	1.485	101,996	68,684	3,395	2,286	23,132	15,577	22.90	1.53322
K-3 BEA Instructional	99.465	6,670,768	67,066			949,132	9,542	23.28	1.49579
4-6 BEA Instructional	39.785	2,482,325	62,393			399,606	10,044	22.97	1.37797
7-8 BEA Instructional	57.553	3,851,992	66,929			605,034	10,513	22.97	1.49128
9-12 BEA Instructional	70.834	4,647,008	65,604			715,170	10,096	22.72	1.46468
K-12 BEA Instructional	267.637	17,652,093	65,955			2,668,941	9,972	23.02	1.46907
K-12 BEA Administrative	5.544	641,709	115,748			67,980	12,262	21.92	1.75476
BEA	289.681	20,199,278	69,729	1,289,606	4,452	2,931,517	10,120	22.85	1.47853
Instructional	368.698	24,705,690	67,008	1,481,919	4,019	3,662,675	9,934	23.02	1.49192
Administrative	24.044	2,778,228	115,548	84,011	3,494	284,392	11,828	21.73	1.55234
Other				11,047					
Active	392.742	27,483,918	69,980	1,576,977	4,015	3,947,067	10,050	22.89	1.49561
Certificated Total	392.742	27,483,918	69,980	1,576,977	4,015	3,947,067	10,050	22.89	1.49561
Instructional for Funding Purposes	368.698	24,705,690	67,008	1,481,919	4,019	3,662,675	9,934	23.02	1.49192
Instructional for Compliance Purposes	368.698	24,705,690	67,008	1,481,919	4,019	3,662,675	9,934	23.02	1.49192

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	Defunct LEAP 1 Mix Factor
01	34.284	2,415,608	70,459	153,236	4,470	385,493	11,244	23.61	1.56535
02	3.600	248,607	69,058	9,418	2,616	46,875	13,021	23.65	1.51436
21	6.402	479,355	74,876	32,956	5,148	78,945	12,331	23.86	1.73835
22	0.100	5,489	54,890			1,692	16,921	24.49	1.37458
31	2.766	202,812	73,323	22,672	8,197	26,219	9,479	24.05	1.67764
34	0.834	52,424	62,859	2,863	3,433	8,406	10,079	24.61	1.40730
51	1.868	136,917	73,296	3,248	1,739	22,799	12,205	23.69	1.63371
55	2.028	152,432	75,164	3,519	1,735	30,066	14,826	23.92	1.69757
58				27,818					
74	0.189	15,485	81,931			1,876	9,925	23.66	1.88482
89				1,650					
97	1.000	124,067	124,067			16,115	16,115	23.24	1.21224
K-12 Program 02 Instructional	3.100	199,515	64,360			40,495	13,063	23.76	1.46812
Program 21 Instructional	5.974	445,414	74,559	29,784	4,986	73,031	12,225	23.91	1.73359
Program 21 Administrative	0.428	33,941	79,301	3,172	7,411	5,913	13,816	23.33	1.80472
K-12 Program 21 Instructional	5.899	441,320	74,813	1,200	203	71,762	12,165	23.90	1.73816
Program 31 Instructional	2.766	202,812	73,323	22,672	8,197	26,219	9,479	24.05	1.67764

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.834	52,424	62,859	2,863	3,433	8,406	10,079	24.61	1.40730
K-3 BEA Instructional	12.178	835,031	68,569	3,600	296	138,630	11,384	23.75	1.58838
4-6 BEA Instructional	5.851	365,437	62,457	600	103	62,027	10,601	23.78	1.45225
7-8 BEA Instructional	6.306	452,847	71,812	5,200	825	84,743	13,439	23.75	1.65398
9-12 BEA Instructional	14.016	945,821	67,482	25,524	1,821	147,156	10,499	23.65	1.52573
K-12 BEA Instructional	38.351	2,599,136	67,772	34,924	911	432,556	11,279	23.72	1.55550
K-12 BEA Administrative	1.250	140,537	112,430			14,762	11,809	23.08	1.71854
BEA	42.484	3,043,518	71,639	188,189	4,430	483,108	11,372	23.65	1.55692
Instructional	48.510	3,354,873	69,158	254,208	5,240	562,020	11,586	23.75	1.58729
Administrative	4.228	452,667	107,064	3,172	750	50,509	11,946	23.14	1.58410
Other	0.333	25,656	77,045			5,957	17,888	24.13	1.69447
Active	53.071	3,833,196	72,228	257,380	4,850	618,485	11,654	23.69	1.58771
Certificated Total	53.071	3,833,196	72,228	257,380	4,850	618,485	11,654	23.69	1.58771
Instructional for Funding Purposes	48.510	3,354,873	69,158	254,208	5,240	562,020	11,586	23.75	1.58729
Instructional for Compliance Purposes	48.510	3,354,873	69,158	254,208	5,240	562,020	11,586	23.75	1.58729

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	Defunct LEAP 1 Mix Factor
01	37.529	2,672,929	71,223			364,751	9,719	20.10	1.24838
21	1.000	60,924	60,924			4,233	4,233	24.41	1.00000
29	4.627	401,985	86,878			59,360	12,829	20.25	1.24708
31	1.400	111,688	79,777			11,585	8,275	18.63	1.18924
51	0.173	17,471	100,988			8,929	51,613	24.86	1.80105
67	1.000	95,791	95,791			10,210	10,210	30.70	1.88482
68	7.827	576,804	73,694			80,087	10,232	18.67	1.20194
Program 21 Instructional	1.000	60,924	60,924			4,233	4,233	24.41	1.00000
K-12 Program 21 Instructional	1.000	60,924	60,924			4,233	4,233	24.41	1.00000
Program 31 Instructional	1.400	111,688	79,777			11,585	8,275	18.63	1.18924
K-3 BEA Instructional	10.500	712,528	67,860			92,476	8,807	18.41	1.24138
4-6 BEA Instructional	3.094	213,066	68,864			29,079	9,399	17.05	1.23006
7-8 BEA Instructional	9.083	641,130	70,586			86,637	9,538	20.32	1.24509
9-12 BEA Instructional	15.250	1,088,631	71,386			148,925	9,766	21.66	1.25836
K-12 BEA Instructional	37.927	2,655,355	70,012			357,116	9,416	20.11	1.24818
K-12 BEA Administrative	1.002	129,262	129,004			19,220	19,182	19.19	1.17348

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	38.929	2,784,617	71,531			376,336	9,667	20.04	1.24625
Instructional	51.727	3,704,614	71,619			511,406	9,887	20.54	1.25060
Administrative	1.829	232,978	127,380			27,749	15,172	17.52	1.20282
Active	53.556	3,937,592	73,523			539,155	10,067	20.29	1.24896
Certificated Total	53.556	3,937,592	73,523			539,155	10,067	20.29	1.24896
Instructional for Funding Purposes	51.727	3,704,614	71,619			511,406	9,887	20.54	1.25060
Instructional for Compliance Purposes	51.727	3,704,614	71,619			511,406	9,887	20.54	1.25060

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	Defunct LEAP 1 Mix Factor
01	44.862	3,380,969	75,364	240,989	5,372	493,514	11,001	23.17	1.57058
02	2.102	166,403	79,164	9,852	4,687	25,312	12,042	23.54	1.67280
21	6.091	497,009	81,597	23,082	3,790	75,689	12,426	23.55	1.71172
24	1.700	141,670	83,335	8,964	5,273	21,140	12,435	23.49	1.77285
31	1.300	95,582	73,525	12,362	9,509	11,798	9,075	20.90	1.48222
51	1.000	78,824	78,824	29,737	29,737	8,817	8,817	23.51	1.69447
55	1.700	118,511	69,712	4,532	2,666	21,446	12,616	22.10	1.37778
65	0.200	16,791	83,955			1,763	8,817	23.47	1.80472
74	0.200	11,773	58,865	490	2,450	2,196	10,978	23.75	1.26526
97	1.000	139,071	139,071			8,991	8,991	22.97	1.69557
K-12 Program 02 Instructional	2.102	166,403	79,164	2,791	1,328	25,312	12,042	23.54	1.67280
Program 21 Instructional	5.549	445,530	80,290	23,082	4,160	69,204	12,471	23.56	1.69481
Program 21 Administrative	0.542	51,479	94,980			6,484	11,964	23.45	1.88482
K-12 Program 21 Instructional	4.979	401,219	80,582	4,914	987	59,157	11,881	23.53	1.69752
Program 31 Instructional	1.200	83,907	69,923	12,362	10,302	10,899	9,082	20.59	1.45535
Program 31 Administrative	0.100	11,675	116,750			899	8,991	23.41	1.80472
K-3 BEA Instructional	17.117	1,199,386	70,070	7,037	411	191,775	11,204	23.48	1.50323

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.472	743,381	78,482	7,615	804	99,481	10,503	23.13	1.66462
7-8 BEA Instructional	1.131	80,806	71,447	2,147	1,898	13,669	12,086	22.55	1.51353
9-12 BEA Instructional	16.635	1,218,142	73,228	51,770	3,112	181,395	10,904	22.74	1.55506
K-12 BEA Instructional	44.355	3,241,715	73,086	69,269	1,562	486,320	10,964	23.09	1.55740
K-12 BEA Administrative	3.800	390,941	102,879	5,209	1,371	42,999	11,316	23.43	1.74171
BEA	49.264	3,782,025	76,771	263,203	5,343	539,614	10,954	23.12	1.57514
Instructional	54.504	4,034,453	74,021	306,823	5,629	608,391	11,162	23.14	1.57578
Administrative	5.651	612,150	108,326	18,290	3,237	62,274	11,020	23.33	1.73458
Other				4,895					
Active	60.155	4,646,603	77,244	330,008	5,486	670,665	11,149	23.16	1.59070
Certificated Total	60.155	4,646,603	77,244	330,008	5,486	670,665	11,149	23.16	1.59070
Instructional for Funding Purposes	54.504	4,034,453	74,021	306,823	5,629	608,391	11,162	23.14	1.57578
Instructional for Compliance Purposes	54.504	4,034,453	74,021	306,823	5,629	608,391	11,162	23.14	1.57578

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	Defunct LEAP 1 Mix Factor
01	131.073	9,844,707	75,109	358,618	2,736	1,329,814	10,146	21.73	1.58826
02	2.850	213,948	75,069	26,985	9,468	32,317	11,339	21.35	1.60260
03	2.450	180,581	73,707	26,614	10,863	27,638	11,281	21.55	1.55652
21	21.867	1,664,335	76,112	112,717	5,155	222,902	10,194	21.89	1.62565
24	0.400	33,367	83,418	1,112	2,780	4,679	11,697	21.94	1.84788
31	8.950	684,659	76,498	87,426	9,768	99,135	11,077	21.77	1.66897
51	1.500	116,883	77,922	1,798	1,199	11,697	7,798	22.07	1.68379
52				2,500					
55	5.100	335,704	65,824	33,714	6,611	60,683	11,899	22.34	1.38183
65	0.600	33,033	55,055	367	612			91.13	1.16008
74	0.550	44,224	80,407	591	1,075	5,708	10,378	20.12	1.71574
79	0.310	24,760	79,871			668	2,155	23.43	1.80472
97	1.200	182,381	151,984	1,481	1,234	22,668	18,890	20.10	1.45427
K-12 Program 02 Instructional	2.600	187,311	72,043	24,959	9,600	29,081	11,185	21.27	1.57546
Program 21 Instructional	21.167	1,578,175	74,558	104,812	4,952	209,233	9,885	21.87	1.62333
Program 21 Administrative	0.700	86,160	123,086	7,905	11,293	13,669	19,527	22.26	1.69557
K-12 Program 21 Instructional	19.392	1,437,652	74,136	93,501	4,822	191,982	9,900	21.97	1.61214

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	8.450	631,386	74,720	81,874	9,689	92,663	10,966	21.75	1.65619
Program 31 Administrative	0.500	53,273	106,546	5,552	11,104	6,473	12,945	22.02	1.88482
K-3 BEA Instructional	42.796	2,968,692	69,368	58,110	1,358	413,579	9,664	21.80	1.50414
4-6 BEA Instructional	27.337	1,938,837	70,924	21,545	788	258,286	9,448	21.56	1.54697
7-8 BEA Instructional	20.300	1,519,076	74,831	43,114	2,124	206,982	10,196	21.74	1.64134
9-12 BEA Instructional	44.090	3,327,726	75,476	139,151	3,156	468,135	10,618	21.19	1.66620
K-12 BEA Instructional	134.523	9,754,331	72,511	321,577	2,390	1,346,982	10,013	21.52	1.58666
K-12 BEA Administrative	11.750	1,325,308	112,792	73,821	6,283	161,354	13,732	23.03	1.64490
BEA	146.523	11,106,276	75,799	501,124	3,420	1,511,572	10,316	21.69	1.59184
Instructional	163.850	11,883,551	72,527	564,791	3,447	1,633,792	9,971	21.64	1.58564
Administrative	13.000	1,475,031	113,464	89,132	6,856	184,117	14,163	22.94	1.65341
Active	176.850	13,358,582	75,536	653,923	3,698	1,817,909	10,279	21.77	1.59062
Certificated Total	176.850	13,358,582	75,536	653,923	3,698	1,817,909	10,279	21.77	1.59062
Instructional for Funding Purposes	163.850	11,883,551	72,527	564,791	3,447	1,633,792	9,971	21.64	1.58564
Instructional for Compliance Purposes	163.850	11,883,551	72,527	564,791	3,447	1,633,792	9,971	21.64	1.58564

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	Defunct LEAP 1 Mix Factor
01	49.422	3,369,711	68,182	193,421	3,914	627,056	12,688	23.04	1.55252
02	1.000	68,097	68,097	8,405	8,405	8,076	8,076	23.80	1.57423
21	6.080	374,124	61,534	10,489	1,725	79,029	12,998	22.30	1.38592
31	3.610	207,956	57,606	23,473	6,502	49,518	13,717	24.25	1.38436
34	0.500	33,767	67,534	563	1,126	6,248	12,495	23.73	1.69557
51	1.250	90,102	72,082	4,747	3,798	19,689	15,751	22.60	1.76126
52				2,800					
55	0.500	45,083	90,166	726	1,452	5,897	11,794	22.40	1.84477
58	1.000	42,403	42,403	5,633	5,633	11,439	11,439	23.66	1.00000
65	0.030	3,153	105,100			359	11,968	23.46	1.69557
74				10,511					
97	1.000	155,000	155,000			11,968	11,968	22.76	1.38747
K-12 Program 02 Instructional	1.000	68,097	68,097	8,405	8,405	8,076	8,076	23.80	1.57423
Program 21 Instructional	5.430	305,487	56,259	10,489	1,932	71,250	13,122	22.24	1.32620
Program 21 Administrative	0.650	68,637	105,595			7,779	11,968	22.62	1.88482
K-12 Program 21 Instructional	5.230	296,923	56,773	8,671	1,658	68,926	13,179	22.26	1.33767
Program 31 Instructional	3.360	184,492	54,908	23,473	6,986	46,526	13,847	24.32	1.38089

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.250	23,464	93,856			2,992	11,968	23.61	1.43100
Program 34 Instructional	0.500	33,767	67,534	563	1,126	6,248	12,495	23.73	1.69557
K-3 BEA Instructional	14.872	959,694	64,530	52,854	3,554	196,875	13,238	22.75	1.59842
4-6 BEA Instructional	10.000	742,477	74,248	28,366	2,837	132,251	13,225	22.83	1.76421
7-8 BEA Instructional	8.000	507,884	63,486	37,276	4,660	100,978	12,622	23.03	1.56218
9-12 BEA Instructional	16.600	964,619	58,110	95,739	5,767	200,116	12,055	23.63	1.40583
K-12 BEA Instructional	49.472	3,174,674	64,171	214,935	4,345	630,219	12,739	23.08	1.56145
K-12 BEA Administrative	5.060	577,043	114,040	8,000	1,581	60,678	11,992	23.24	1.44026
BEA	55.532	3,834,531	69,051	225,862	4,067	702,865	12,657	23.12	1.54030
Instructional	57.402	3,631,350	63,262	248,308	4,326	735,502	12,813	23.00	1.53483
Administrative	5.990	675,232	112,727	10,000	1,669	71,808	11,988	23.15	1.50833
Other	1.000	82,814	82,814	2,460	2,460	11,968	11,968	23.80	1.00000
Active	64.392	4,389,396	68,167	260,768	4,050	819,278	12,723	23.04	1.52406
Certificated Total	64.392	4,389,396	68,167	260,768	4,050	819,278	12,723	23.04	1.52406
Instructional for Funding Purposes	57.402	3,631,350	63,262	248,308	4,326	735,502	12,813	23.00	1.53483
Instructional for Compliance Purposes	57.402	3,631,350	63,262	248,308	4,326	735,502	12,813	23.00	1.53483

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	Defunct LEAP 1 Mix Factor
01	659.101	52,262,491	79,294	7,341,742	11,139	7,103,827	10,778	23.58	1.48268
03	3.800	296,225	77,954	16,538	4,352	33,268	8,755	25.09	1.33652
21	132.100	10,095,571	76,424	1,283,891	9,719	1,331,660	10,081	22.85	1.43095
22	0.568	54,146	95,327	22,437	39,502	8,002	14,088	23.30	1.88482
24	19.232	1,599,085	83,147	263,649	13,709	209,795	10,909	23.78	1.65000
26	9.500	753,422	79,308	76,555	8,058	101,953	10,732	22.80	1.45286
29				8,785					
31	30.120	2,533,607	84,117	371,274	12,326	326,301	10,833	23.22	1.61798
34	5.869	534,714	91,108	21,020	3,582	67,817	11,555	23.66	1.71745
51	31.291	2,477,705	79,183	388,822	12,426	340,063	10,868	23.64	1.61399
52	1.650	159,877	96,895	270,309	163,824	18,967	11,495	24.43	1.74672
55	45.129	3,754,166	83,187	374,207	8,292	500,707	11,095	23.58	1.63363
56	0.500	35,710	71,420	14,213	28,426	6,030	12,060	21.49	1.41708
58	2.000	193,505	96,753	1,042,078	521,039	22,701	11,351	23.76	1.74846
61	0.400	28,568	71,420	6,949	17,373	4,622	11,555	20.94	1.41708
64	1.090	86,105	78,995	13,171	12,083	11,602	10,644	23.32	1.55238
65	27.900	2,109,861	75,622	260,158	9,325	312,817	11,212	23.91	1.49031
74	4.000	344,397	86,099	50,664	12,666	44,783	11,196	23.96	1.70838
79	2.450	241,862	98,719	36,759	15,004	28,045	11,447	24.72	1.78084

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.600	42,851	71,418			6,933	11,555	20.94	1.41708
89				1,050					
97	2.000	441,640	220,820	29,844	14,922	22,040	11,020	19.43	0.94241
Program 21 Instructional	127.100	9,411,857	74,051	1,279,411	10,066	1,275,365	10,034	22.80	1.42660
Program 21 Administrative	5.000	683,714	136,743	4,480	896	56,295	11,259	23.72	1.54156
K-12 Program 21 Instructional	118.100	8,795,814	74,478			1,178,939	9,983	22.75	1.43182
Program 26, 56, and 59 Instructional	9.000	621,199	69,022	85,208	9,468	96,963	10,774	22.97	1.40288
Program 26, 56, and 59 Administrative	1.000	167,933	167,933	5,560	5,560	11,020	11,020	21.73	1.88482
Program 31 Instructional	29.120	2,371,282	81,431	371,274	12,750	317,180	10,892	23.27	1.61702
Program 31 Administrative	1.000	162,325	162,325			9,121	9,121	22.42	1.64574
Program 34 Instructional	5.869	534,714	91,108	21,020	3,582	67,817	11,555	23.66	1.71745
K-3 BEA Instructional	284.720	20,387,313	71,605			3,033,393	10,654	23.76	1.43924
4-6 BEA Instructional	136.254	10,146,713	74,469			1,449,293	10,637	23.83	1.47861
7-8 BEA Instructional	84.690	6,432,203	75,950			917,578	10,835	23.90	1.50606
9-12 BEA Instructional	139.326	10,744,191	77,115			1,525,131	10,946	23.60	1.52490

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	644.990	47,710,420	73,971			6,925,396	10,737	23.76	1.47484
BEA	700.890	56,068,677	79,996	7,780,418	11,101	7,553,252	10,777	23.54	1.48812
Instructional	913.800	68,383,055	74,834	11,370,185	12,443	9,764,541	10,686	23.62	1.48622
Administrative	63.500	9,476,506	149,236	450,722	7,098	715,573	11,269	22.27	1.63859
Other	2.000	185,947	92,974	73,208	36,604	21,818	10,909	22.84	1.84477
Active	979.300	78,045,508	79,695	11,894,115	12,146	10,501,932	10,724	23.47	1.49683
Certificated Total	979.300	78,045,508	79,695	11,894,115	12,146	10,501,932	10,724	23.47	1.49683
Instructional for Funding Purposes	904.800	67,761,856	74,892	11,284,977	12,472	9,667,578	10,685	23.63	1.48705
Instructional for Compliance Purposes	904.800	67,761,856	74,892	11,284,977	12,472	9,667,578	10,685	23.63	1.48705

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	Defunct LEAP 1 Mix Factor
01	30.848	2,190,969	71,025	104,513	3,388	386,511	12,530	23.41	1.61341
21	3.250	228,048	70,169	6,252	1,924	44,396	13,660	23.86	1.56149
31	2.933	179,687	61,264	25,926	8,839	34,087	11,622	22.90	1.39752
34	0.217	18,159	83,682	349	1,608	3,231	14,890	23.18	1.84121
51	1.167	71,287	61,086	709	608	5,502	4,715	23.41	1.37538
55	0.500	31,486	62,972	691	1,382	10,854	21,708	24.00	1.41708
74	0.167	8,790	52,635			1,504	9,005	23.31	1.13286
97	1.000	137,404	137,404			11,626	11,626	21.67	1.69557
Program 21 Instructional	3.000	203,445	67,815	4,452	1,484	41,261	13,754	23.51	1.57635
Program 21 Administrative	0.250	24,603	98,412	1,800	7,200	3,135	12,541	27.13	1.38325
K-12 Program 21 Instructional	3.000	203,445	67,815			41,261	13,754	23.51	1.57635
Program 31 Instructional	2.833	170,151	60,060	25,228	8,905	32,833	11,589	22.88	1.38700
Program 31 Administrative	0.100	9,536	95,360	698	6,980	1,254	12,541	23.32	1.69557
Program 34 Instructional	0.167	13,391	80,186			2,604	15,593	23.13	1.88482
Program 34 Administrative	0.050	4,768	95,360	349	6,980	627	12,541	23.32	1.69557
K-3 BEA Instructional	9.760	707,169	72,456			131,754	13,499	23.05	1.68308

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	6.904	482,845	69,937			80,782	11,701	23.70	1.63277
7-8 BEA Instructional	4.667	307,767	65,945			51,768	11,092	23.49	1.51714
9-12 BEA Instructional	10.249	676,205	65,978			126,646	12,357	22.93	1.54033
K-12 BEA Instructional	31.580	2,173,986	68,841	1,343	43	390,951	12,380	23.21	1.60123
BEA	34.998	2,526,219	72,182	130,788	3,737	435,455	12,442	23.27	1.59908
Instructional	36.247	2,480,204	68,425	111,562	3,078	448,568	12,375	23.25	1.58936
Administrative	3.501	367,577	104,992	14,235	4,066	45,463	12,986	23.83	1.57527
Other	0.334	18,049	54,039	12,643	37,853	3,681	11,020	23.98	1.25077
Active	40.082	2,865,830	71,499	138,440	3,454	497,711	12,417	23.33	1.58531
Certificated Total	40.082	2,865,830	71,499	138,440	3,454	497,711	12,417	23.33	1.58531
Instructional for Funding Purposes	36.247	2,480,204	68,425	111,562	3,078	448,568	12,375	23.25	1.58936
Instructional for Compliance Purposes	36.247	2,480,204	68,425	111,562	3,078	448,568	12,375	23.25	1.58936

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	Defunct LEAP 1 Mix Factor
01	77.332	5,443,994	70,398	102,012	1,319	909,337	11,759	22.87	1.51562
21	11.330	831,091	73,353	8,756	773	127,934	11,292	23.50	1.60232
31	8.020	531,428	66,263			100,734	12,560	22.71	1.34971
51	1.200	109,288	91,073			15,940	13,283	22.98	1.85336
52	0.200	22,220	111,100	9,000	45,000	2,405	12,025	22.75	1.69607
55	2.696	203,115	75,339			32,209	11,947	22.59	1.61446
64	0.020	2,222	111,100			241	12,025	22.75	1.69607
65	2.200	156,751	71,250			25,703	11,683	22.02	1.51397
74	0.337	28,104	83,395			4,561	13,535	23.55	1.80472
97	1.180	164,998	139,829	8,002	6,781	14,704	12,461	21.51	1.69565
Program 21 Instructional	10.830	775,541	71,610	8,756	808	123,606	11,413	23.32	1.59298
Program 21 Administrative	0.500	55,550	111,100			4,328	8,655	26.47	1.80472
K-12 Program 21 Instructional	10.830	775,541	71,610	6,737	622	123,606	11,413	23.32	1.59298
Program 31 Instructional	7.640	489,754	64,104			88,463	11,579	23.61	1.33961
Program 31 Administrative	0.380	41,674	109,668			12,270	32,291	15.43	1.55284
K-3 BEA Instructional	29.735	1,898,980	63,863	801	27	341,370	11,480	23.27	1.42549
4-6 BEA Instructional	14.864	1,145,420	77,060	99	7	174,785	11,759	22.40	1.68896

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	11.521	929,807	80,705			138,431	12,016	22.45	1.75993
9-12 BEA Instructional	23.640	1,409,473	59,622			270,850	11,457	23.24	1.31323
K-12 BEA Instructional	79.760	5,383,680	67,498	900	11	925,437	11,603	22.93	1.48963
K-12 BEA Administrative	5.680	605,437	106,591	18,542	3,264	64,184	11,300	22.83	1.65975
BEA	86.532	6,140,420	70,961	110,014	1,271	1,024,774	11,843	22.82	1.50270
Instructional	96.423	6,589,819	68,343	80,886	839	1,120,242	11,618	22.94	1.50962
Administrative	8.030	898,404	111,881	46,884	5,839	98,987	12,327	22.30	1.67500
Other	0.062	4,988	80,452			14,538	234,484	24.21	1.00000
Active	104.515	7,493,211	71,695	127,770	1,223	1,233,767	11,805	22.87	1.52203
Certificated Total	104.515	7,493,211	71,695	127,770	1,223	1,233,767	11,805	22.87	1.52203
Instructional for Funding Purposes	96.423	6,589,819	68,343	80,886	839	1,120,242	11,618	22.94	1.50962
Instructional for Compliance Purposes	96.423	6,589,819	68,343	80,886	839	1,120,242	11,618	22.94	1.50962

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	Defunct LEAP 1 Mix Factor
01	14.300	953,826	66,701	63,151	4,416	170,553	11,927	23.24	1.56497
21	0.800	61,292	76,615	9,015	11,269	10,996	13,745	23.19	1.88482
31	1.000	76,614	76,614	21,695	21,695	15,433	15,433	23.20	1.88482
51	0.300	22,984	76,613	127	423	4,124	13,745	23.10	1.88482
55	0.300	16,446	54,820	127	423	1,688	5,626	23.14	1.31246
58				22,020					
79	0.100	7,661	76,610			977	9,765	23.30	1.88482
97	0.500	56,135	112,270	5,907	11,814	17,092	34,184	23.45	1.62022
99	0.050	5,614	112,280			1,709	34,184	23.45	1.62022
Program 21 Instructional	0.800	61,292	76,615			10,996	13,745	23.19	1.88482
Program 21 Administrative				7,999					
K-12 Program 21 Instructional	0.800	61,292	76,615			10,996	13,745	23.19	1.88482
Program 31 Instructional	1.000	76,614	76,614	19,045	19,045	15,433	15,433	23.20	1.88482
Program 31 Administrative				1,500					
K-3 BEA Instructional	4.428	262,126	59,197	563	127	44,558	10,063	23.33	1.43039
4-6 BEA Instructional	2.298	145,615	63,366			22,534	9,806	23.30	1.53615
7-8 BEA Instructional	2.066	139,293	67,422	5,305	2,568	21,541	10,426	23.31	1.64451

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.608	387,561	69,109	54,548	9,727	62,567	11,157	23.30	1.69586
K-12 BEA Instructional	14.400	934,595	64,902	60,416	4,196	151,201	10,500	23.31	1.58138
K-12 BEA Administrative				1,500					
BEA	15.800	1,086,575	68,771	90,753	5,744	203,078	12,853	23.25	1.58696
Instructional	15.900	1,042,978	65,596	102,801	6,465	168,985	10,628	23.30	1.59920
Administrative	1.450	157,594	108,686	15,406	10,625	53,586	36,956	22.88	1.64360
Active	17.350	1,200,572	69,197	118,207	6,813	222,571	12,828	23.24	1.60292
On Leave				3,835					
Certificated Total	17.350	1,200,572	69,197	122,042	7,034	222,571	12,828	23.24	1.60292
Instructional for Funding Purposes	15.900	1,042,978	65,596	102,801	6,465	168,985	10,628	23.30	1.59920
Instructional for Compliance Purposes	15.900	1,042,978	65,596	102,801	6,465	168,985	10,628	23.30	1.59920

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	Defunct LEAP 1 Mix Factor
01	11.598	729,277	62,880	12,027	1,037	137,951	11,894	23.86	1.46689
21	0.989	69,311	70,082	2,311	2,337	14,441	14,602	23.57	1.41708
31	1.157	70,512	60,944	4,651	4,020	14,734	12,734	23.62	1.47337
52				9,000					
55	0.444	30,163	67,935	335	755	6,023	13,566	23.46	1.63870
58				18,510					
68				3,000					
97	0.500	52,581	105,162	3,000	6,000	13,688	27,376	22.57	1.38850
Program 21 Instructional	0.989	69,311	70,082	2,311	2,337	14,441	14,602	23.57	1.41708
K-12 Program 21 Instructional	0.989	69,311	70,082	2,311	2,337	14,441	14,602	23.57	1.41708
Program 31 Instructional	1.157	70,512	60,944	4,651	4,020	14,734	12,734	23.62	1.47337
K-3 BEA Instructional	2.771	166,168	59,967	2,155	778	34,061	12,292	23.45	1.45100
4-6 BEA Instructional	1.782	88,549	49,691	845	474	9,998	5,611	32.38	1.20263
7-8 BEA Instructional	1.761	123,780	70,290	1,619	919	24,387	13,848	23.41	1.70018
9-12 BEA Instructional	4.741	309,469	65,275	5,291	1,116	54,924	11,585	22.94	1.57841
K-12 BEA Instructional	11.055	687,966	62,231	9,910	896	123,370	11,160	23.94	1.50530

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	0.500	52,584	105,168	3,000	6,000	13,688	27,376	22.57	1.38850
BEA	13.255	852,370	64,306	19,678	1,485	166,373	12,552	23.77	1.46449
Instructional	12.488	787,440	63,056	45,934	3,678	143,834	11,518	23.90	1.50305
Administrative	1.000	105,165	105,165	3,000	3,000	27,376	27,376	22.57	1.38850
Other	1.200	59,239	49,366	3,900	3,250	15,627	13,023	23.74	1.15193
Active	14.688	951,844	64,804	52,834	3,597	186,837	12,720	23.75	1.46657
Certificated Total	14.688	951,844	64,804	52,834	3,597	186,837	12,720	23.75	1.46657
Instructional for Funding Purposes	12.488	787,440	63,056	45,934	3,678	143,834	11,518	23.90	1.50305
Instructional for Compliance Purposes	12.488	787,440	63,056	45,934	3,678	143,834	11,518	23.90	1.50305

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	Defunct LEAP 1 Mix Factor
01	40.917	3,245,537	79,320	156,263	3,819	540,872	13,219	23.32	1.62875
21	5.952	417,985	70,226	15,700	2,638	74,445	12,508	23.94	1.49474
31	3.000	249,216	83,072	43,502	14,501	37,675	12,558	23.53	1.76742
51	1.140	93,990	82,447	2,090	1,833	14,900	13,070	23.74	1.75413
55	2.248	184,124	81,906	5,326	2,369	31,545	14,032	21.15	1.74293
74				1,000					
97	1.000	147,900	147,900	10,800	10,800	18,448	18,448	20.36	1.69557
Program 21 Instructional	5.952	417,985	70,226	15,700	2,638	74,445	12,508	23.94	1.49474
K-12 Program 21 Instructional	5.052	338,254	66,954	12,915	2,556	62,315	12,335	24.05	1.42525
Program 31 Instructional	3.000	249,216	83,072	43,502	14,501	37,675	12,558	23.53	1.76742
K-3 BEA Instructional	12.499	904,817	72,391	27,196	2,176	154,593	12,368	23.46	1.53969
4-6 BEA Instructional	9.959	728,776	73,178	19,627	1,971	124,703	12,522	23.59	1.55719
7-8 BEA Instructional	5.189	406,111	78,264	13,129	2,530	68,778	13,255	23.84	1.66504
9-12 BEA Instructional	12.270	991,458	80,803	94,193	7,677	161,598	13,170	23.36	1.71915
K-12 BEA Instructional	39.917	3,031,162	75,937	154,145	3,862	509,673	12,768	23.51	1.61552
K-12 BEA Administrative	0.700	74,422	106,317	16,216	23,166	10,641	15,201	22.15	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	44.917	3,642,653	81,097	210,565	4,688	596,995	13,291	23.21	1.63950
Instructional	49.257	3,727,261	75,670	178,261	3,619	630,563	12,801	23.43	1.60995
Administrative	4.700	579,596	123,318	53,156	11,310	82,762	17,609	21.80	1.82751
Other	0.300	31,895	106,317	3,264	10,880	4,560	15,201	22.15	1.88482
Active	54.257	4,338,752	79,967	234,681	4,325	717,885	13,231	23.19	1.63031
Certificated Total	54.257	4,338,752	79,967	234,681	4,325	717,885	13,231	23.19	1.63031
Instructional for Funding Purposes	49.257	3,727,261	75,670	178,261	3,619	630,563	12,801	23.43	1.60995
Instructional for Compliance Purposes	49.257	3,727,261	75,670	178,261	3,619	630,563	12,801	23.43	1.60995

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	Defunct LEAP 1 Mix Factor
01	87.649	6,236,081	71,148	201,551	2,300	899,238	10,260	23.22	1.57057
02	2.000	131,201	65,601	3,647	1,824	21,207	10,604	23.20	1.46216
21	14.190	909,309	64,081	48,384	3,410	126,370	8,906	23.58	1.46872
22	0.644	48,074	74,649	2,752	4,273	7,113	11,044	23.36	1.72547
24	3.726	197,510	53,009	12,530	3,363	40,105	10,763	23.84	1.25555
31	5.994	415,631	69,341	30,702	5,122	63,296	10,560	23.71	1.53527
34	1.000	84,090	84,090	2,336	2,336	11,044	11,044	24.11	1.88482
45	1.000	58,401	58,401	1,622	1,622	10,521	10,521	22.02	1.41728
51	3.211	257,355	80,148	7,852	2,445	34,282	10,676	23.50	1.80058
52	0.800	67,272	84,090	1,867	2,334	8,417	10,521	23.73	1.88482
55	6.052	481,112	79,496	11,478	1,897	57,998	9,583	22.39	1.68130
58				44,040					
65	0.240	27,270	113,625			2,431	10,128	23.26	1.88482
74	0.400	31,565	78,913	877	2,193	4,208	10,521	23.11	1.78965
97	1.000	160,764	160,764			10,128	10,128	18.91	1.26526
K-12 Program 02 Instructional	2.000	131,201	65,601	3,647	1,824	21,207	10,604	23.20	1.46216
Program 21 Instructional	13.630	845,678	62,045	48,384	3,550	120,698	8,855	23.60	1.45163
Program 21 Administrative	0.560	63,631	113,627			5,672	10,128	23.26	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	13.072	801,832	61,340	46,047	3,523	114,720	8,776	23.61	1.43935
Program 31 Instructional	5.660	374,522	66,170	30,702	5,424	59,914	10,585	23.82	1.54399
Program 31 Administrative	0.334	41,109	123,081			3,383	10,128	22.69	1.38747
Program 34 Instructional	1.000	84,090	84,090	2,336	2,336	11,044	11,044	24.11	1.88482
K-3 BEA Instructional	31.613	2,034,045	64,342	60,569	1,916	332,273	10,511	23.44	1.48809
4-6 BEA Instructional	15.822	1,049,213	66,314	30,401	1,921	152,976	9,669	23.34	1.55095
7-8 BEA Instructional	15.225	1,109,592	72,880	35,253	2,315	161,203	10,588	23.10	1.63881
9-12 BEA Instructional	28.573	2,040,567	71,416	108,635	3,802	292,539	10,238	23.23	1.63721
K-12 BEA Instructional	91.233	6,233,417	68,324	234,858	2,574	938,991	10,292	23.29	1.57085
K-12 BEA Administrative	5.000	564,786	112,957			52,035	10,407	22.78	1.55014
BEA Instructional	98.643	7,086,168	71,837	239,858	2,432	1,015,434	10,294	23.14	1.56476
BEA Administrative	117.344	7,953,707	67,781	364,638	3,107	1,191,857	10,157	23.34	1.56093
BEA Other	9.562	1,065,584	111,439			94,372	9,869	21.91	1.57959
BEA Other	1.000	86,344	86,344	5,000	5,000	10,128	10,128	23.42	1.34610
Active	127.906	9,105,635	71,190	369,638	2,890	1,296,357	10,135	23.17	1.56065
Certificated Total	127.906	9,105,635	71,190	369,638	2,890	1,296,357	10,135	23.17	1.56065
Instructional for Funding Purposes	117.344	7,953,707	67,781	364,638	3,107	1,191,857	10,157	23.34	1.56093

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	117.344	7,953,707	67,781	364,638	3,107	1,191,857	10,157	23.34	1.56093

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	Defunct LEAP 1 Mix Factor
01	27.160	2,234,697	82,279	89,367	3,290	323,166	11,899	23.68	1.53783
02	0.534	55,240	103,446	1,094	2,049	1,908	3,574	13.78	1.63292
21	3.500	271,324	77,521			40,403	11,544	23.44	1.42685
31	2.625	208,094	79,274	4,032	1,536	31,358	11,946	23.10	1.47021
34	0.340	33,464	98,424			3,958	11,642	29.16	1.88482
51	0.350	22,155	63,300			4,536	12,960	23.52	1.21224
52				17,491					
55	1.733	155,000	89,440	1,637	945	21,887	12,630	23.02	1.59626
58				31,515					
74	0.240	17,760	74,000			3,334	13,890	23.34	1.41708
97	0.885	134,503	151,981	12,000	13,559	12,148	13,726	20.31	1.69557
K-12 Program 02 Instructional	0.334	32,840	98,323					7.71	1.88482
Program 21 Instructional	3.000	211,567	70,522			34,582	11,527	23.43	1.35052
Program 21 Administrative	0.500	59,757	119,514			5,821	11,642	23.48	1.88482
K-12 Program 21 Instructional	2.380	156,672	65,829			26,275	11,040	23.40	1.26063
Program 31 Instructional	2.510	190,616	75,943	4,032	1,606	29,779	11,864	23.37	1.45988
Program 31 Administrative	0.115	17,478	151,983			1,578	13,726	20.31	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.340	33,464	98,424			3,958	11,642	29.16	1.88482
K-3 BEA Instructional	9.810	799,810	81,530	385	39	119,524	12,184	23.33	1.56132
4-6 BEA Instructional	5.870	444,248	75,681	1,157	197	69,609	11,858	23.41	1.44931
7-8 BEA Instructional	5.390	408,046	75,704	1,988	369	63,325	11,749	23.80	1.45224
9-12 BEA Instructional	7.474	636,087	85,107	1,048	140	85,170	11,396	23.64	1.63177
K-12 BEA Instructional	28.544	2,288,191	80,164	4,578	160	337,628	11,828	23.51	1.53613
K-12 BEA Administrative	0.960	109,036	113,579			10,903	11,358	23.18	1.79374
BEA	31.544	2,665,998	84,517	106,493	3,376	372,538	11,810	23.30	1.54197
Instructional	33.367	2,634,917	78,968	145,136	4,350	396,146	11,872	23.48	1.51309
Administrative	4.000	497,320	124,330	12,000	3,000	46,552	11,638	22.36	1.66936
Active	37.367	3,132,237	83,824	157,136	4,205	442,698	11,847	23.30	1.52982
Certificated Total	37.367	3,132,237	83,824	157,136	4,205	442,698	11,847	23.30	1.52982
Instructional for Funding Purposes	33.367	2,634,917	78,968	145,136	4,350	396,146	11,872	23.48	1.51309
Instructional for Compliance Purposes	33.367	2,634,917	78,968	145,136	4,350	396,146	11,872	23.48	1.51309

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	Defunct LEAP 1 Mix Factor
01	23.753	2,075,584	87,382	169,342	7,129	262,076	11,033	23.24	1.62833
21	2.000	194,847	97,424	28,067	14,034	22,124	11,062	23.36	1.86635
51	0.503	46,385	92,217	2,500	4,970	5,560	11,054	23.15	1.77705
53	0.033	3,308	100,242			365	11,068	23.11	1.88482
55	0.511	50,730	99,276	2,501	4,894	5,656	11,068	23.11	1.88482
58				24,420					
69	0.200	19,867	99,335	10,500	52,500	2,213	11,063	23.14	1.88482
74				3,600					
97	1.000	135,053	135,053	500	500	11,092	11,092	23.09	1.69557
Program 21 Instructional	2.000	194,847	97,424	28,067	14,034	22,124	11,062	23.36	1.86635
K-12 Program 21 Instructional	2.000	194,847	97,424	1,693	847	22,124	11,062	23.36	1.86635
K-3 BEA Instructional	11.275	883,105	78,324	23,226	2,060	124,247	11,020	23.28	1.49067
4-6 BEA Instructional	7.111	650,254	91,443			78,503	11,040	23.15	1.72548
7-8 BEA Instructional	4.367	426,615	97,691			48,263	11,052	23.22	1.84979
K-12 BEA Instructional	22.753	1,959,974	86,141	23,226	1,021	251,013	11,032	23.22	1.63298
BEA	24.753	2,210,637	89,308	169,842	6,861	273,168	11,036	23.23	1.63104
Instructional	26.000	2,275,111	87,504	240,430	9,247	286,931	11,036	23.23	1.66093

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	250,663	125,332	1,000	500	22,155	11,078	23.25	1.60899
Active	28.000	2,525,774	90,206	241,430	8,623	309,086	11,039	23.23	1.65722
Certificated Total	28.000	2,525,774	90,206	241,430	8,623	309,086	11,039	23.23	1.65722
Instructional for Funding Purposes	26.000	2,275,111	87,504	240,430	9,247	286,931	11,036	23.23	1.66093
Instructional for Compliance Purposes	26.000	2,275,111	87,504	240,430	9,247	286,931	11,036	23.23	1.66093

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	Defunct LEAP 1 Mix Factor
01	10.896	738,886	67,813	48,157	4,420	127,175	11,672	22.10	1.42764
21	1.000	85,426	85,426			14,587	14,587	22.49	1.88482
51	0.250	21,357	85,428			2,875	11,499	22.52	1.88482
52	0.170	9,749	57,347			1,955	11,499	22.83	1.26526
55	0.210	17,939	85,424	2,446	11,648	2,415	11,499	22.52	1.88482
58				11,010					
88	0.540	46,130	85,426	1,025	1,898	6,209	11,499	22.52	1.88482
97	0.500	60,679	121,358	3,436	6,872	6,681	13,362	22.59	1.34610
Program 21 Instructional	1.000	85,426	85,426			14,587	14,587	22.49	1.88482
K-12 Program 21 Instructional	1.000	85,426	85,426			14,587	14,587	22.49	1.88482
K-3 BEA Instructional	7.030	467,618	66,517	18,901	2,689	84,014	11,951	22.38	1.45608
4-6 BEA Instructional	3.366	210,589	62,564	25,820	7,671	36,480	10,838	21.38	1.38036
K-12 BEA Instructional	10.396	678,207	65,237	44,721	4,302	120,494	11,590	22.06	1.43157
K-12 BEA Administrative	1.000	121,358	121,358			13,362	13,362	22.59	1.34610
BEA	11.396	799,565	70,162	51,593	4,527	133,856	11,746	22.14	1.42407
Instructional	12.566	858,808	68,344	59,202	4,711	148,535	11,820	22.15	1.50146
Administrative	1.000	121,358	121,358	6,872	6,872	13,362	13,362	22.59	1.34610

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	13.566	980,166	72,252	66,074	4,871	161,897	11,934	22.20	1.49000
Certificated Total	13.566	980,166	72,252	66,074	4,871	161,897	11,934	22.20	1.49000
Instructional for Funding Purposes	12.566	858,808	68,344	59,202	4,711	148,535	11,820	22.15	1.50146
Instructional for Compliance Purposes	12.566	858,808	68,344	59,202	4,711	148,535	11,820	22.15	1.50146

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	Defunct LEAP 1 Mix Factor
01	13.594	877,072	64,519	25,124	1,848	170,144	12,516	23.63	1.54530
21	0.940	53,746	57,177			11,122	11,832	23.87	1.34358
31	1.428	78,106	54,696	5,675	3,974	23,445	16,418	22.73	1.34196
51	0.370	26,815	72,473			4,378	11,832	23.70	1.69447
52	0.280	13,730	49,036			3,313	11,832	23.89	1.20301
55	0.030	2,969	98,967			355	11,832	23.93	1.88482
74				887					
97	1.000	62,352	62,352	780	780	11,832	11,832	23.19	1.80472
Program 21 Instructional	0.840	43,849	52,201			9,939	11,832	23.86	1.27915
Program 21 Administrative	0.100	9,897	98,970			1,183	11,832	23.93	1.88482
K-12 Program 21 Instructional	0.840	43,849	52,201			9,939	11,832	23.86	1.27915
Program 31 Instructional	1.428	78,106	54,696	2,719	1,904	23,445	16,418	22.73	1.34196
Program 31 Administrative				2,956					
K-3 BEA Instructional	4.519	261,563	57,881	5,012	1,109	54,782	12,123	23.88	1.42284
4-6 BEA Instructional	2.476	164,082	66,269	3,393	1,370	30,172	12,186	23.52	1.60453
9-12 BEA Instructional	7.157	443,431	61,958	12,678	1,771	98,342	13,741	23.28	1.52029

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	14.152	869,076	61,410	21,083	1,490	183,295	12,952	23.50	1.50391
K-12 BEA Administrative	0.870	86,102	98,968	2,956	3,398	10,294	11,832	23.93	1.88482
BEA	16.022	1,017,530	63,508	31,579	1,971	205,421	12,821	23.51	1.54337
Instructional	15.412	936,800	60,784	21,083	1,368	198,204	12,860	23.52	1.48793
Administrative	2.230	177,990	79,816	3,843	1,723	26,385	11,832	23.65	1.82927
Active	17.642	1,114,790	63,190	24,926	1,413	224,589	12,730	23.54	1.53107
On Leave				7,540					
Certificated Total	17.642	1,114,790	63,190	32,466	1,840	224,589	12,730	23.54	1.53107
Instructional for Funding Purposes	15.412	936,800	60,784	21,083	1,368	198,204	12,860	23.52	1.48793
Instructional for Compliance Purposes	15.412	936,800	60,784	21,083	1,368	198,204	12,860	23.52	1.48793

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	Defunct LEAP 1 Mix Factor
01	54.530	5,027,543	92,198	358,333	6,571	668,708	12,263	23.61	1.56864
03				23,728					
21	9.390	783,512	83,441	13,806	1,470	103,257	10,996	24.14	1.38862
24	1.360	129,202	95,001			17,999	13,235	23.63	1.66636
31	1.300	129,414	99,549			15,508	11,930	23.51	1.76836
52	0.150	8,358	55,720			1,799	11,991	23.92	1.01346
55	1.170	107,066	91,509			14,763	12,618	22.10	1.58282
56	1.000	106,777	106,777			12,015	12,015	19.71	1.88482
58				34,131					
65	0.500	27,861	55,722			5,996	11,991	23.92	1.01346
74	0.200	17,846	89,230			2,259	11,294	23.54	1.55041
97	1.000	168,636	168,636			12,026	12,026	21.95	1.69557
Program 21 Instructional	8.390	658,046	78,432	13,806	1,646	91,231	10,874	23.54	1.38876
Program 21 Administrative	1.000	125,466	125,466			12,026	12,026	28.18	1.38747
K-12 Program 21 Instructional	7.470	606,782	81,229	11,418	1,529	80,051	10,716	23.52	1.43498
Program 26, 56, and 59 Instructional	1.000	106,777	106,777			12,015	12,015	19.71	1.88482
Program 31 Instructional	1.300	129,414	99,549			15,508	11,930	23.51	1.76836

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	18.920	1,605,662	84,866	70,819	3,743	219,667	11,610	23.62	1.48651
4-6 BEA Instructional	10.830	1,017,307	93,934	15,314	1,414	135,115	12,476	23.59	1.65911
7-8 BEA Instructional	7.610	718,591	94,427	61,747	8,114	98,636	12,961	23.46	1.62408
9-12 BEA Instructional	15.300	1,378,645	90,108	193,062	12,618	192,828	12,603	23.77	1.59617
K-12 BEA Instructional	52.660	4,720,205	89,635	340,942	6,474	646,247	12,272	23.63	1.57375
K-12 BEA Administrative	3.000	419,627	139,876	22,500	7,500	35,950	11,983	23.31	1.55213
BEA	56.830	5,325,593	93,711	382,061	6,723	696,242	12,251	23.56	1.57544
Instructional	65.430	5,775,361	88,268	407,498	6,228	792,308	12,109	23.49	1.55123
Administrative	5.000	713,729	142,746	22,500	4,500	60,002	12,000	23.71	1.54789
Other	0.170	17,125	100,735			2,019	11,879	23.61	1.80472
Active	70.600	6,506,215	92,156	429,998	6,091	854,329	12,101	23.51	1.55161
Certificated Total	70.600	6,506,215	92,156	429,998	6,091	854,329	12,101	23.51	1.55161
Instructional for Funding Purposes	64.430	5,668,584	87,981	407,498	6,325	780,293	12,111	23.59	1.54606
Instructional for Compliance Purposes	64.430	5,668,584	87,981	407,498	6,325	780,293	12,111	23.59	1.54606

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	Defunct LEAP 1 Mix Factor
01	17.325	1,191,097	68,750	38,655	2,231	198,462	11,455	22.50	1.41197
02	3.000	219,050	73,017	18,635	6,212	30,099	10,033	22.28	1.52109
21	1.830	95,196	52,020			17,906	9,785	21.10	1.11029
51	1.000	70,076	70,076	7,223	7,223	11,045	11,045	22.32	1.45268
55	0.442	32,437	73,387	7,223	16,342	1,480	3,348	12.35	1.51761
58				10,296					
97	0.950	114,000	120,000			10,709	11,273	23.49	1.88482
K-12 Program 02 Instructional	2.035	140,557	69,070			19,752	9,706	22.13	1.43887
Program 21 Instructional	1.780	92,638	52,044			17,473	9,816	21.17	1.10989
Program 21 Administrative	0.050	2,558	51,160			433	8,655	19.19	1.12454
K-12 Program 21 Instructional	1.780	92,638	52,044			17,473	9,816	21.17	1.10989
K-3 BEA Instructional	5.644	337,183	59,742			60,376	10,697	22.51	1.24415
4-6 BEA Instructional	3.204	250,440	78,165			35,728	11,151	22.45	1.62644
7-8 BEA Instructional	2.887	206,331	71,469			31,592	10,943	22.29	1.48462
9-12 BEA Instructional	6.575	434,700	66,114	8,826	1,342	78,682	11,967	22.28	1.36461
K-12 BEA Instructional	18.310	1,228,654	67,103	8,826	482	206,378	11,271	22.38	1.39222

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	21.275	1,524,147	71,640	57,290	2,693	239,271	11,247	22.53	1.44847
Instructional	21.532	1,423,805	66,125	71,187	3,306	236,376	10,978	22.07	1.37426
Administrative	3.015	298,051	98,856	10,845	3,597	33,325	11,053	23.16	1.78472
Active	24.547	1,721,856	70,145	82,032	3,342	269,701	10,987	22.25	1.42468
Certificated Total	24.547	1,721,856	70,145	82,032	3,342	269,701	10,987	22.25	1.42468
Instructional for Funding Purposes	21.532	1,423,805	66,125	71,187	3,306	236,376	10,978	22.07	1.37426
Instructional for Compliance Purposes	21.532	1,423,805	66,125	71,187	3,306	236,376	10,978	22.07	1.37426

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	Defunct LEAP 1 Mix Factor
01	8.759	589,516	67,304	24,168	2,759	101,045	11,536	20.66	1.55120
21	1.000	71,803	71,803	1,596	1,596	11,676	11,676	21.01	1.69607
31	0.961	39,958	41,580			11,676	12,150	20.68	1.00000
34	0.310	24,626	79,439					8.28	1.88482
52	0.400	16,960	42,400			4,507	11,268	20.98	1.01346
97	0.500	63,097	126,194			11,676	23,352	10.66	1.88482
Program 21 Instructional	1.000	71,803	71,803	1,596	1,596	11,676	11,676	21.01	1.69607
K-12 Program 21 Instructional	1.000	71,803	71,803			11,676	11,676	21.01	1.69607
Program 31 Instructional	0.961	39,958	41,580			11,676	12,150	20.68	1.00000
Program 34 Instructional	0.310	24,626	79,439					8.28	1.88482
K-3 BEA Instructional	2.100	144,840	68,971			24,275	11,559	20.99	1.63586
4-6 BEA Instructional	1.500	110,200	73,467			17,514	11,676	20.66	1.74273
7-8 BEA Instructional	3.469	208,512	60,107	913	263	35,028	10,097	18.71	1.42740
9-12 BEA Instructional	1.961	93,958	47,913			23,352	11,908	20.93	1.14553
K-12 BEA Instructional	9.030	557,510	61,740	913	101	100,169	11,093	20.05	1.46705
BEA	10.530	717,197	68,110	24,168	2,295	124,397	11,814	18.70	1.52656

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	10.430	646,273	61,963	10,009	960	116,352	11,156	20.19	1.47161
Administrative	1.500	159,687	106,458			24,228	16,152	15.18	1.88482
Other				15,755					
Active	11.930	805,960	67,557	25,764	2,160	140,580	11,784	18.96	1.52357
Certificated Total	11.930	805,960	67,557	25,764	2,160	140,580	11,784	18.96	1.52357
Instructional for Funding Purposes	10.430	646,273	61,963	10,009	960	116,352	11,156	20.19	1.47161
Instructional for Compliance Purposes	10.430	646,273	61,963	10,009	960	116,352	11,156	20.19	1.47161

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	Defunct LEAP 1 Mix Factor
01	14.150	886,096	62,622	4,500	318	160,220	11,323	24.79	1.41149
21	1.000	55,562	55,562	5,000	5,000	10,802	10,802	23.34	1.32891
31	1.350	63,592	47,105			16,096	11,923	23.80	1.13082
51	0.500	20,788	41,576			5,401	10,802	37.19	1.03950
55	0.500	20,788	41,576			5,401	10,802	37.19	1.03950
58				6,303					
97	1.000	70,000	70,000			11,268	11,268	23.91	1.88482
Program 21 Instructional	1.000	55,562	55,562	5,000	5,000	10,802	10,802	23.34	1.32891
K-12 Program 21 Instructional	1.000	55,562	55,562			10,802	10,802	23.34	1.32891
Program 31 Instructional	1.350	63,592	47,105			16,096	11,923	23.80	1.13082
K-3 BEA Instructional	4.000	206,415	51,604			45,823	11,456	26.60	1.22089
4-6 BEA Instructional	3.000	195,832	65,277			41,054	13,685	23.75	1.56767
7-8 BEA Instructional	2.000	122,844	61,422			13,316	6,658	26.09	1.30398
9-12 BEA Instructional	5.500	330,597	60,109	4,500	818	67,348	12,245	24.10	1.40554
K-12 BEA Instructional	14.500	855,688	59,013	4,500	310	167,541	11,555	24.86	1.37414
BEA	16.500	1,019,688	61,799	4,500	273	187,584	11,369	24.67	1.41721
Instructional	16.500	952,826	57,747	15,803	958	189,145	11,463	25.34	1.35111

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	164,000	82,000			20,043	10,022	23.63	1.72953
Active	18.500	1,116,826	60,369	15,803	854	209,188	11,307	25.10	1.39202
Certificated Total	18.500	1,116,826	60,369	15,803	854	209,188	11,307	25.10	1.39202
Instructional for Funding Purposes	16.500	952,826	57,747	15,803	958	189,145	11,463	25.34	1.35111
Instructional for Compliance Purposes	16.500	952,826	57,747	15,803	958	189,145	11,463	25.34	1.35111

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	Defunct LEAP 1 Mix Factor
01	16.213	1,203,350	74,221	29,571	1,824	193,399	11,929	23.49	1.53812
02	1.000	83,181	83,181			12,276	12,276	23.16	1.88482
21	1.062	86,613	81,556	174	164	13,037	12,276	23.54	1.84718
24	0.667	37,707	56,532			8,188	12,276	23.60	1.28158
31	1.829	90,471	49,465	2,611	1,428	19,829	10,841	23.69	1.12023
51	0.986	79,163	80,287	564	572	12,104	12,276	23.50	1.81971
55	0.536	43,426	81,019	564	1,052	6,580	12,276	23.49	1.83607
71	0.167	12,466	74,647	7,478	44,778	2,050	12,276	23.42	1.69447
74	0.040	3,186	79,650			451	11,268	23.56	1.80472
97	1.000	126,687	126,687	9,113	9,113	12,276	12,276	21.50	1.80472
99				6,000					
K-12 Program 02 Instructional	1.000	83,181	83,181			12,276	12,276	23.16	1.88482
Program 21 Instructional	0.999	81,414	81,495			12,264	12,276	23.55	1.84481
Program 21 Administrative	0.063	5,199	82,524	174	2,762	773	12,276	23.40	1.88482
K-12 Program 21 Instructional	0.999	81,414	81,495			12,264	12,276	23.55	1.84481
Program 31 Instructional	1.829	90,471	49,465			19,829	10,841	23.69	1.12023
Program 31 Administrative				2,611					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	5.010	369,569	73,766			57,187	11,415	23.33	1.67698
4-6 BEA Instructional	4.757	373,650	78,547			58,176	12,230	23.58	1.73801
7-8 BEA Instructional	2.843	199,721	70,250			34,463	12,122	23.54	1.44909
9-12 BEA Instructional	5.432	333,248	61,349	1,500	276	63,401	11,672	23.51	1.27816
K-12 BEA Instructional	18.042	1,276,188	70,734	1,500	83	213,228	11,818	23.48	1.53709
BEA	20.042	1,503,689	75,027	41,295	2,060	237,780	11,864	23.31	1.53059
Instructional	21.033	1,499,862	71,310	22,485	1,069	249,905	11,882	23.49	1.55955
Administrative	2.467	266,388	107,981	33,259	13,482	30,285	12,276	22.51	1.55011
Other				331					
Active	23.500	1,766,250	75,160	56,075	2,386	280,190	11,923	23.34	1.55856
Certificated Total	23.500	1,766,250	75,160	56,075	2,386	280,190	11,923	23.34	1.55856
Instructional for Funding Purposes	21.033	1,499,862	71,310	22,485	1,069	249,905	11,882	23.49	1.55955
Instructional for Compliance Purposes	21.033	1,499,862	71,310	22,485	1,069	249,905	11,882	23.49	1.55955

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	Defunct LEAP 1 Mix Factor
01	2.400	150,615	62,756			30,936	12,890	23.06	1.42158
21	0.100	5,526	55,260			2,118	21,178	22.86	1.25171
97	1.000	21,000	21,000			9,132	9,132	4.49	1.13919
Program 21 Instructional	0.100	5,526	55,260			2,118	21,178	22.86	1.25171
K-12 Program 21 Instructional	0.100	5,526	55,260			2,118	21,178	22.86	1.25171
K-3 BEA Instructional	1.850	104,851	56,676			24,564	13,278	23.05	1.28386
4-6 BEA Instructional	0.550	45,764	83,207			6,372	11,586	23.08	1.88482
K-12 BEA Instructional	2.400	150,615	62,756			30,936	12,890	23.06	1.42158
BEA	3.400	171,615	50,475			40,068	11,785	20.78	1.33852
Instructional	2.500	156,141	62,456			33,054	13,222	23.05	1.41478
Administrative	1.000	21,000	21,000			9,132	9,132	4.49	1.13919
Active	3.500	177,141	50,612			42,186	12,053	20.85	1.33604
Certificated Total	3.500	177,141	50,612			42,186	12,053	20.85	1.33604
Instructional for Funding Purposes	2.500	156,141	62,456			33,054	13,222	23.05	1.41478
Instructional for Compliance Purposes	2.500	156,141	62,456			33,054	13,222	23.05	1.41478

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	Defunct LEAP 1 Mix Factor
01	21.140	1,793,200	84,825	65,942	3,119	260,613	12,328	23.36	1.50775
21	1.800	162,179	90,099	5,457	3,032	22,287	12,382	23.40	1.37986
24	0.700	49,529	70,756	2,923	4,176	8,469	12,098	23.07	1.29461
31	1.140	113,807	99,831	14,624	12,828	13,792	12,098	23.19	1.82656
51	0.650	36,004	55,391	1,188	1,828	7,737	11,903	23.71	1.01346
52	0.570	34,525	60,570	1,140	2,000	6,896	12,098	23.59	1.10825
55	1.000	98,636	98,636	3,255	3,255	12,098	12,098	18.72	1.80472
97	1.000	137,700	137,700			14,126	14,126	21.28	1.46008
Program 21 Instructional	1.300	102,254	78,657	5,457	4,198	15,727	12,098	23.35	1.43916
Program 21 Administrative	0.500	59,925	119,850			6,560	13,120	23.51	1.22566
K-12 Program 21 Instructional	1.300	102,254	78,657			15,727	12,098	23.35	1.43916
Program 31 Instructional	1.140	113,807	99,831	14,624	12,828	13,792	12,098	23.19	1.82656
K-3 BEA Instructional	6.010	444,354	73,936			72,596	12,079	23.52	1.35420
4-6 BEA Instructional	4.560	418,704	91,821			54,898	12,039	23.00	1.68165
7-8 BEA Instructional	2.920	252,823	86,583			35,205	12,057	23.29	1.58597
9-12 BEA Instructional	7.290	606,251	83,162			91,011	12,484	23.43	1.52271

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	20.780	1,722,132	82,874			253,710	12,209	23.32	1.51774
K-12 BEA Administrative	1.500	184,875	123,250			20,695	13,797	23.56	1.61170
BEA	23.280	2,044,707	87,831	80,566	3,461	288,531	12,394	23.20	1.52132
Instructional	25.000	2,043,080	81,723	81,666	3,267	304,637	12,185	23.06	1.49644
Administrative	3.000	382,500	127,500			41,381	13,794	22.67	1.49682
Other				12,863					
Active	28.000	2,425,580	86,628	94,529	3,376	346,018	12,358	23.00	1.49648
Certificated Total	28.000	2,425,580	86,628	94,529	3,376	346,018	12,358	23.00	1.49648
Instructional for Funding Purposes	25.000	2,043,080	81,723	81,666	3,267	304,637	12,185	23.06	1.49644
Instructional for Compliance Purposes	25.000	2,043,080	81,723	81,666	3,267	304,637	12,185	23.06	1.49644

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	Defunct LEAP 1 Mix Factor
01	30.676	2,236,085	72,894	99,960	3,259	367,306	11,974	22.50	1.62334
21	3.600	225,696	62,693	6,358	1,766	37,095	10,304	20.98	1.46475
22	0.235	14,820	63,064			1,772	7,541	22.56	1.49452
24	0.666	51,854	77,859			1,720	2,583	23.26	1.84788
31	3.643	219,672	60,300	29,946	8,220	50,308	13,809	21.17	1.43436
34	1.204	94,080	78,140	1,590	1,321	13,864	11,515	22.17	1.80499
45	0.500	21,383	42,766			11,007	22,014	22.14	1.01346
51	0.050	5,324	106,480			584	11,676	25.37	1.22566
52				3,000					
55	1.151	89,427	77,695			12,789	11,111	22.60	1.75344
58				15,000					
74	0.140	10,002	71,443			648	4,630	24.11	1.32218
79				6,032					
88	0.110	5,430	49,364			1,359	12,356	22.56	1.16984
97	1.250	150,477	120,382			10,320	8,256	22.36	1.65737
Program 21 Instructional	3.600	225,696	62,693			37,095	10,304	20.98	1.46475
Program 21 Administrative				6,358					
K-12 Program 21 Instructional	3.600	225,696	62,693			37,095	10,304	20.98	1.46475

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	3.493	210,148	60,163	27,297	7,815	48,813	13,975	21.30	1.43134
Program 31 Administrative	0.150	9,524	63,493	2,649	17,660	1,495	9,966	19.10	1.50458
Program 34 Instructional	1.104	87,731	79,466			12,867	11,655	22.54	1.83220
Program 34 Administrative	0.100	6,349	63,490	1,590	15,900	997	9,966	19.10	1.50458
K-3 BEA Instructional	10.031	677,686	67,559			106,566	10,624	22.17	1.56237
4-6 BEA Instructional	4.714	327,149	69,399			61,546	13,056	22.61	1.61011
7-8 BEA Instructional	7.490	564,278	75,338	6,099	814	88,106	11,763	22.37	1.75217
9-12 BEA Instructional	11.561	779,355	67,412	58,591	5,068	160,650	13,896	22.21	1.57822
K-12 BEA Instructional	33.796	2,348,468	69,490	64,690	1,914	416,867	12,335	22.29	1.61652
K-12 BEA Administrative	2.060	208,938	101,426	6,039	2,932	23,625	11,468	23.04	1.33806
BEA	37.273	2,721,697	73,021	131,496	3,528	452,803	12,148	22.35	1.60370
Instructional	39.608	2,736,113	69,080	121,295	3,062	471,200	11,897	22.20	1.60848
Administrative	3.450	374,323	108,499	15,397	4,463	35,579	10,313	22.84	1.44919
Other	0.167	13,814	82,719	25,194	150,862	1,992	11,928	22.90	1.88482
Active	43.225	3,124,250	72,279	161,886	3,745	508,771	11,770	22.28	1.59683
Certificated Total	43.225	3,124,250	72,279	161,886	3,745	508,771	11,770	22.28	1.59683
Instructional for Funding Purposes	39.608	2,736,113	69,080	121,295	3,062	471,200	11,897	22.20	1.60848

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	39.608	2,736,113	69,080	121,295	3,062	471,200	11,897	22.20	1.60848

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	Defunct LEAP 1 Mix Factor
01	26.727	1,827,560	68,379	71,768	2,685	322,343	12,061	23.97	1.60745
31	2.831	179,403	63,371	14,532	5,133	27,494	9,712	26.08	1.46353
34	0.167	13,063	78,222			2,197	13,154	25.76	1.88482
51	0.556	39,581	71,189			7,314	13,154	24.10	1.71364
55	1.219	79,223	64,990	800	656	14,065	11,538	23.90	1.56353
58				37,020					
79	0.500	29,913	59,826	2,832	5,664	6,248	12,495	23.33	1.43896
97	1.000	114,831	114,831			11,676	11,676	21.65	1.80472
Program 31 Instructional	2.831	179,403	63,371	14,532	5,133	27,494	9,712	26.08	1.46353
Program 34 Instructional	0.167	13,063	78,222			2,197	13,154	25.76	1.88482
K-3 BEA Instructional	9.231	611,556	66,250	8,713	944	107,755	11,673	23.98	1.59314
4-6 BEA Instructional	4.934	305,033	61,823	2,400	486	61,112	12,386	24.74	1.48728
7-8 BEA Instructional	5.812	417,310	71,801	3,638	626	64,573	11,110	23.88	1.72201
9-12 BEA Instructional	8.748	593,427	67,836	44,049	5,035	100,885	11,532	24.35	1.61206
K-12 BEA Instructional	28.725	1,927,326	67,096	58,800	2,047	334,324	11,639	24.19	1.60679
K-12 BEA Administrative	1.000	92,700	92,700	27,500	27,500	17,710	17,710	23.71	1.26526
BEA	30.725	2,134,857	69,483	86,300	2,809	363,710	11,838	24.01	1.60212

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	31.000	2,076,043	66,969	99,452	3,208	361,950	11,676	24.17	1.60430
Administrative	2.000	207,531	103,766	27,500	13,750	29,386	14,693	22.45	1.53499
Active	33.000	2,283,574	69,199	126,952	3,847	391,336	11,859	24.00	1.60010
Certificated Total	33.000	2,283,574	69,199	126,952	3,847	391,336	11,859	24.00	1.60010
Instructional for Funding Purposes	31.000	2,076,043	66,969	99,452	3,208	361,950	11,676	24.17	1.60430
Instructional for Compliance Purposes	31.000	2,076,043	66,969	99,452	3,208	361,950	11,676	24.17	1.60430

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	Defunct LEAP 1 Mix Factor
01	114.270	8,313,726	72,755	423,672	3,708	1,152,927	10,090	22.91	1.55295
02	9.786	779,051	79,609	43,048	4,399	93,982	9,604	20.29	1.67657
21	22.349	1,596,642	71,441	67,049	3,000	216,187	9,673	23.15	1.54936
24	1.000	50,573	50,573	1,742	1,742	7,805	7,805	23.22	1.10379
31	5.650	455,209	80,568	53,307	9,435	52,047	9,212	22.67	1.72364
51	2.100	180,055	85,740	5,845	2,783	25,824	12,297	23.32	1.85822
52				2,000					
55	5.297	432,968	81,738	16,732	3,159	58,804	11,101	22.64	1.78929
58				93,585					
65				14,500					
88	0.100	12,328	123,280			909	9,086	22.76	1.88482
97	1.000	175,000	175,000			10,289	10,289	20.63	1.69557
K-12 Program 02 Instructional	8.786	664,271	75,606	4,346	495	81,219	9,244	19.80	1.65287
Program 21 Instructional	21.449	1,485,694	69,266	59,685	2,783	208,010	9,698	23.18	1.53528
Program 21 Administrative	0.900	110,948	123,276	7,364	8,182	8,177	9,086	22.76	1.88482
K-12 Program 21 Instructional	18.589	1,283,267	69,034	1,477	79	175,092	9,419	22.89	1.52783
Program 31 Instructional	5.400	429,834	79,599	53,307	9,872	49,776	9,218	22.68	1.73719

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.250	25,375	101,500			2,272	9,086	22.47	1.43104
K-3 BEA Instructional	43.200	2,976,147	68,892	27,283	632	437,611	10,130	22.72	1.52140
4-6 BEA Instructional	25.716	1,847,508	71,843	1,160	45	268,428	10,438	22.89	1.58648
7-8 BEA Instructional	18.015	1,188,882	65,994	10,583	587	173,741	9,644	22.58	1.46990
9-12 BEA Instructional	33.875	2,547,016	75,189	6,045	178	327,660	9,673	22.28	1.64711
K-12 BEA Instructional	120.806	8,559,553	70,854	45,071	373	1,207,440	9,995	22.60	1.56283
K-12 BEA Administrative	7.900	886,934	112,270			82,431	10,434	23.57	1.69253
BEA	130.706	9,722,986	74,388	520,027	3,979	1,309,246	10,017	22.65	1.57067
Instructional	150.552	10,698,467	71,062	658,267	4,372	1,507,126	10,011	22.69	1.56785
Administrative	11.000	1,297,085	117,917	63,213	5,747	111,649	10,150	23.04	1.68654
Active	161.552	11,995,552	74,252	721,480	4,466	1,618,775	10,020	22.73	1.57593
Certificated Total	161.552	11,995,552	74,252	721,480	4,466	1,618,775	10,020	22.73	1.57593
Instructional for Funding Purposes	150.552	10,698,467	71,062	658,267	4,372	1,507,126	10,011	22.69	1.56785
Instructional for Compliance Purposes	150.552	10,698,467	71,062	658,267	4,372	1,507,126	10,011	22.69	1.56785

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	Defunct LEAP 1 Mix Factor
01	81.698	6,320,879	77,369	1,056,472	12,931	983,205	12,035	21.06	1.66943
21	14.900	1,121,542	75,271	5,945	399	188,860	12,675	21.31	1.66641
34	1.232	103,457	83,975	19,278	15,648	14,134	11,473	20.73	1.88482
51	0.970	63,989	65,968	1,500	1,546	11,656	12,016	20.62	1.47751
55	1.000	81,404	81,404	1,500	1,500	12,355	12,355	20.98	1.79244
58	0.040	2,987	74,675			461	11,529	21.59	1.69447
64				4,500					
65	0.325	25,890	79,662	3,000	9,231	4,247	13,067	20.84	1.52697
74	0.600	45,340	75,567	1,500	2,500	6,914	11,523	20.78	1.69750
88	1.000	70,522	70,522	23,885	23,885	12,382	12,382	20.94	1.62244
97	1.000	175,000	175,000			12,875	12,875	20.37	1.27915
Program 21 Instructional	14.900	1,121,542	75,271	5,945	399	188,860	12,675	21.31	1.66641
K-12 Program 21 Instructional	13.900	1,051,020	75,613			176,479	12,696	21.34	1.66958
Program 34 Instructional	1.232	103,457	83,975	19,278	15,648	14,134	11,473	20.73	1.88482
K-3 BEA Instructional	40.675	3,006,768	73,922	84,985	2,089	500,607	12,307	21.32	1.66338
4-6 BEA Instructional	23.520	1,769,003	75,213			279,766	11,895	20.99	1.68960
7-8 BEA Instructional	13.905	1,068,396	76,835	108,813	7,825	156,698	11,269	20.31	1.72811

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	78.100	5,844,167	74,829	193,798	2,481	937,072	11,998	21.03	1.68280
K-12 BEA Administrative	2.000	261,747	130,874			23,963	11,982	21.63	1.41116
BEA	83.930	6,599,336	78,629	1,075,750	12,817	1,010,215	12,036	21.04	1.66794
Instructional	96.935	7,255,841	74,853	1,079,830	11,140	1,173,946	12,111	21.06	1.67831
Administrative	5.000	712,565	142,513	37,750	7,550	61,962	12,392	21.11	1.51370
Other	0.830	42,604	51,330			11,181	13,471	21.14	1.19891
Active	102.765	8,011,010	77,955	1,117,580	10,875	1,247,089	12,135	21.07	1.66643
Certificated Total	102.765	8,011,010	77,955	1,117,580	10,875	1,247,089	12,135	21.07	1.66643
Instructional for Funding Purposes	96.935	7,255,841	74,853	1,079,830	11,140	1,173,946	12,111	21.06	1.67831
Instructional for Compliance Purposes	96.935	7,255,841	74,853	1,079,830	11,140	1,173,946	12,111	21.06	1.67831

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	Defunct LEAP 1 Mix Factor
01	2.330	122,091	52,400			24,592	10,555	23.32	1.50618
97	0.670	19,289	28,790					18.88	1.66233
K-3 BEA Instructional	1.450	77,127	53,191			17,214	11,872	23.83	1.39880
4-6 BEA Instructional	0.550	35,463	64,478			7,378	13,414	23.69	1.69557
K-12 BEA Instructional	2.000	112,590	56,295			24,592	12,296	23.79	1.48042
BEA	3.000	141,380	47,127			24,592	8,197	22.60	1.54105
Instructional	2.000	112,590	56,295			24,592	12,296	23.79	1.48042
Administrative	1.000	28,790	28,790					18.88	1.66233
Active	3.000	141,380	47,127			24,592	8,197	22.60	1.54105
Certificated Total	3.000	141,380	47,127			24,592	8,197	22.60	1.54105
Instructional for Funding Purposes	2.000	112,590	56,295			24,592	12,296	23.79	1.48042
Instructional for Compliance Purposes	2.000	112,590	56,295			24,592	12,296	23.79	1.48042

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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	Defunct LEAP 1 Mix Factor
01	188.824	14,950,281	79,176	284,971	1,509	2,090,628	11,072	23.28	1.62155
02	9.297	708,537	76,211	10,804	1,162	94,723	10,189	22.65	1.52903
21	48.694	3,809,433	78,232	103,152	2,118	536,128	11,010	23.56	1.63836
31	13.800	1,152,591	83,521	30,325	2,197	151,561	10,983	22.08	1.75006
34	2.750	246,493	89,634	1,320	480	30,790	11,196	23.95	1.88213
38	0.300	26,712	89,040			4,067	13,556	21.47	1.88482
51	6.000	498,046	83,008			65,442	10,907	23.24	1.75458
52	1.000	88,497	88,497			10,778	10,778	21.77	1.88482
55	12.350	1,067,115	86,406	6,000	486	138,825	11,241	22.98	1.73855
58				275,019					
65	1.500	125,522	83,681			19,151	12,767	23.11	1.75829
74	1.000	92,136	92,136			11,510	11,510	23.10	1.88482
97	3.000	468,730	156,243	26,400	8,800	8,514	2,838	20.50	1.57319
K-12 Program 02 Instructional	8.297	581,524	70,088	9,604	1,158	81,039	9,767	22.73	1.50896
Program 21 Instructional	47.694	3,676,166	77,078	97,152	2,037	523,252	10,971	23.64	1.63320
Program 21 Administrative	1.000	133,267	133,267	6,000	6,000	12,876	12,876	21.49	1.88482
K-12 Program 21 Instructional	45.694	3,518,486	77,001	97,152	2,126	499,223	10,925	23.65	1.63099

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.310	1,108,962	83,318	23,797	1,788	144,997	10,894	22.03	1.74509
Program 31 Administrative	0.490	43,629	89,039	6,528	13,322	6,564	13,396	23.55	1.88482
Program 34 Instructional	2.650	237,589	89,656			29,450	11,113	23.96	1.88203
Program 34 Administrative	0.100	8,904	89,040	1,320	13,200	1,340	13,396	23.55	1.88482
K-3 BEA Instructional	73.083	5,453,333	74,618	88,338	1,209	808,957	11,069	23.47	1.58035
4-6 BEA Instructional	44.286	3,206,819	72,412			470,272	10,619	23.68	1.54117
7-8 BEA Instructional	27.382	2,211,367	80,760	54,998	2,009	300,997	10,993	23.28	1.69868
9-12 BEA Instructional	55.142	4,411,478	80,002	162,036	2,939	603,647	10,947	23.03	1.68916
K-12 BEA Instructional	199.893	15,282,997	76,456	305,372	1,528	2,183,873	10,925	23.35	1.61789
K-12 BEA Administrative	12.778	1,542,962	120,751	7,848	614	157,268	12,308	21.66	1.77986
BEA	217.671	17,526,632	80,519	353,820	1,625	2,376,215	10,917	23.11	1.62837
Instructional	268.737	20,723,924	77,116	677,543	2,521	2,944,688	10,958	23.38	1.63128
Administrative	19.778	2,510,169	126,917	60,448	3,056	217,428	10,993	21.49	1.76017
Active	288.515	23,234,093	80,530	737,991	2,558	3,162,116	10,960	23.17	1.64012
Certificated Total	288.515	23,234,093	80,530	737,991	2,558	3,162,116	10,960	23.17	1.64012
Instructional for Funding Purposes	268.737	20,723,924	77,116	677,543	2,521	2,944,688	10,958	23.38	1.63128

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	268.737	20,723,924	77,116	677,543	2,521	2,944,688	10,958	23.38	1.63128

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	Defunct LEAP 1 Mix Factor
01	170.632	12,307,305	72,128	2,070,556	12,135	2,150,910	12,606	22.88	1.56159
21	23.437	1,610,839	68,731	258,095	11,012	288,372	12,304	22.11	1.55042
24	0.263	25,520	97,034	1,787	6,795	3,459	13,154	21.10	1.71428
31	8.665	638,671	73,707	123,404	14,242	98,035	11,314	22.61	1.64401
34	1.218	69,483	57,047	13,357	10,966	10,366	8,510	22.80	1.26896
51	2.370	184,025	77,648	38,151	16,097	31,371	13,237	23.10	1.75938
55	7.176	503,484	70,162	92,615	12,906	92,491	12,889	23.33	1.59994
64				20,247					
65	0.937	78,242	83,503	7,259	7,747	11,778	12,570	22.25	1.58890
74	0.333	27,600	82,883	4,447	13,354	4,125	12,387	21.08	1.88482
76	1.840	128,971	70,093	20,778	11,292	28,607	15,547	23.47	1.55984
79				7,500					
97	1.000	203,213	203,213	9,016	9,016	21,488	21,488	18.75	1.80472
Program 21 Instructional	22.577	1,503,168	66,580	255,515	11,317	275,692	12,211	22.18	1.53768
Program 21 Administrative	0.860	107,671	125,199	2,580	3,000	12,680	14,744	21.01	1.88482
K-12 Program 21 Instructional	20.700	1,365,891	65,985			254,129	12,277	22.33	1.52371
Program 31 Instructional	8.447	613,120	72,584	122,880	14,547	95,214	11,272	22.66	1.65039

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.218	25,551	117,206	524	2,404	2,820	12,936	21.14	1.39673
Program 34 Instructional	1.186	65,759	55,446	13,281	11,198	9,952	8,391	22.89	1.26551
Program 34 Administrative	0.032	3,724	116,375	76	2,375	414	12,936	21.14	1.39673
K-3 BEA Instructional	59.721	4,006,908	67,094			728,420	12,197	23.09	1.54472
4-6 BEA Instructional	39.766	2,672,515	67,206			490,760	12,341	22.79	1.53144
7-8 BEA Instructional	23.321	1,611,017	69,080			277,978	11,920	23.27	1.58383
9-12 BEA Instructional	43.007	2,942,980	68,430			508,883	11,833	23.60	1.57645
K-12 BEA Instructional	165.815	11,233,420	67,747			2,006,041	12,098	23.18	1.55526
BEA	181.515	13,218,672	72,824	2,216,333	12,210	2,280,798	12,565	22.81	1.56490
Instructional	199.371	13,528,435	67,856	2,596,655	13,024	2,421,917	12,148	23.07	1.55818
Administrative	17.500	2,147,807	122,732	70,557	4,032	305,336	17,448	20.64	1.68025
Other	1.000	101,111	101,111			13,749	13,749	23.63	1.41708
Active	217.871	15,777,353	72,416	2,667,212	12,242	2,741,002	12,581	22.75	1.56734
Certificated Total	217.871	15,777,353	72,416	2,667,212	12,242	2,741,002	12,581	22.75	1.56734
Instructional for Funding Purposes	199.371	13,528,435	67,856	2,596,655	13,024	2,421,917	12,148	23.07	1.55818
Instructional for Compliance Purposes	199.371	13,528,435	67,856	2,596,655	13,024	2,421,917	12,148	23.07	1.55818

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	Defunct LEAP 1 Mix Factor
01	297.041	23,202,031	78,111	2,478,906	8,345	3,664,611	12,337	23.36	1.58831
02	4.750	323,810	68,171	13,978	2,943	54,449	11,463	22.33	1.37516
21	50.402	3,603,872	71,503	186,623	3,703	625,857	12,417	23.61	1.49963
22	0.200	14,199	70,995	1,026	5,130	2,729	13,643	23.64	1.50458
31	19.600	1,520,781	77,591	192,457	9,819	237,728	12,129	22.73	1.61496
34	3.600	299,692	83,248	38,099	10,583	43,236	12,010	23.23	1.62664
51	9.880	776,343	78,577	22,571	2,285	122,436	12,392	23.50	1.67187
52	0.851	73,339	86,180	7,900	9,283	9,506	11,171	22.04	1.82863
53	2.330	142,039	60,961	13,955	5,989	28,382	12,181	23.91	1.30382
55	24.230	1,823,907	75,275	67,310	2,778	299,461	12,359	23.47	1.59635
56	0.850	75,595	88,935	2,100	2,471	10,435	12,276	19.85	1.88482
57	0.150	13,340	88,933	370	2,467	1,841	12,276	19.85	1.88482
58				402,058					
64	0.200	15,081	75,405	7,416	37,080	2,692	13,462	23.13	1.59808
65	9.222	668,664	72,507	26,067	2,827	111,395	12,079	24.60	1.51875
74	1.000	53,454	53,454	3,861	3,861	12,276	12,276	28.45	1.13286
88	0.900	71,505	79,450	1,987	2,208	10,228	11,364	23.08	1.68379
89				1,590					
97	1.000	200,083	200,083	72,142	72,142	13,447	13,447	20.89	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	4.250	263,744	62,057	1,482	349	48,297	11,364	22.47	1.31520
Program 21 Instructional	47.602	3,366,713	70,726	158,811	3,336	590,757	12,410	23.79	1.49925
Program 21 Administrative	1.800	189,339	105,188	18,164	10,091	23,736	13,187	20.93	1.77968
K-12 Program 21 Instructional	43.111	3,041,638	70,554	50,150	1,163	536,555	12,446	23.81	1.49569
Program 26, 56, and 59 Instructional	0.850	75,595	88,935	2,100	2,471	10,435	12,276	19.85	1.88482
Program 31 Instructional	18.600	1,404,624	75,517	154,210	8,291	225,424	12,120	23.25	1.60045
Program 31 Administrative	1.000	116,157	116,157	26,208	26,208	12,304	12,304	18.06	1.88482
Program 34 Instructional	3.100	231,843	74,788	32,050	10,339	37,084	11,963	23.30	1.58500
Program 34 Administrative	0.500	67,849	135,698	5,410	10,820	6,152	12,304	22.99	1.88482
K-3 BEA Instructional	105.431	7,596,133	72,048	136,061	1,291	1,330,750	12,622	23.84	1.52855
4-6 BEA Instructional	62.729	4,696,896	74,876	73,808	1,177	762,393	12,154	23.40	1.58795
7-8 BEA Instructional	42.232	3,112,986	73,712	51,949	1,230	521,612	12,351	23.52	1.56251
9-12 BEA Instructional	89.178	6,814,373	76,413	111,565	1,251	1,081,150	12,124	23.24	1.61913
K-12 BEA Instructional	299.570	22,220,388	74,174	373,383	1,246	3,695,906	12,337	23.51	1.57274
BEA Instructional	325.991	25,546,397	78,365	2,795,582	8,576	4,013,470	12,312	23.28	1.58814
Instructional	395.985	29,232,990	73,823	3,023,852	7,636	4,883,631	12,333	23.55	1.56546

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	25.700	3,385,790	131,743	326,974	12,723	313,046	12,181	21.89	1.82364
Other	3.921	205,594	52,434	1,062	271	47,213	12,041	21.60	1.11073
Active	425.606	32,824,374	77,124	3,351,888	7,876	5,243,891	12,321	23.35	1.57686
On Leave	0.600	53,361	88,935	188,528	314,213	6,818	11,364	23.27	1.88482
Certificated Total	426.206	32,877,735	77,140	3,540,416	8,307	5,250,709	12,320	23.35	1.57730
Instructional for Funding Purposes	395.135	29,157,395	73,791	3,021,752	7,647	4,873,197	12,333	23.56	1.56478
Instructional for Compliance Purposes	395.135	29,157,395	73,791	3,021,752	7,647	4,873,197	12,333	23.56	1.56478

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	Defunct LEAP 1 Mix Factor
01	13.211	916,070	69,341	9,646	730	131,648	9,965	22.76	1.53313
21	0.751	63,149	84,087			8,988	11,968	22.44	1.80105
24	0.249	20,938	84,088			2,980	11,968	22.44	1.80105
58				10,000					
97	1.000	110,268	110,268	7,160	7,160	11,968	11,968	15.64	1.43100
Program 21 Instructional	0.751	63,149	84,087			8,988	11,968	22.44	1.80105
K-12 Program 21 Instructional	0.751	63,149	84,087			8,988	11,968	22.44	1.80105
K-3 BEA Instructional	4.000	268,494	67,124			35,904	8,976	22.53	1.81721
9-12 BEA Instructional	8.211	540,370	65,810	9,646	1,175	83,776	10,203	22.74	1.44703
K-12 BEA Instructional	12.211	808,864	66,241	9,646	790	119,680	9,801	22.67	1.56829
K-12 BEA Administrative	0.500	53,603	107,206			5,984	11,968	23.47	1.10379
BEA	14.211	1,026,338	72,221	16,806	1,183	143,616	10,106	21.76	1.52594
Instructional	13.211	892,951	67,591	19,646	1,487	131,648	9,965	22.65	1.58591
Administrative	2.000	217,474	108,737	7,160	3,580	23,936	11,968	18.83	1.26740
Active	15.211	1,110,425	73,001	26,806	1,762	155,584	10,228	21.81	1.54403
Certificated Total	15.211	1,110,425	73,001	26,806	1,762	155,584	10,228	21.81	1.54403
Instructional for Funding Purposes	13.211	892,951	67,591	19,646	1,487	131,648	9,965	22.65	1.58591

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	13.211	892,951	67,591	19,646	1,487	131,648	9,965	22.65	1.58591

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	Defunct LEAP 1 Mix Factor
01	88.027	6,808,926	77,350	589,080	6,692	1,064,159	12,089	22.68	1.54813
02	1.753	168,755	96,266	1,109	633	27,079	15,447	19.27	1.88482
21	12.500	971,511	77,721	56,186	4,495	162,175	12,974	23.03	1.55677
22				443					
31	6.000	395,967	65,995	26,811	4,469	72,120	12,020	22.90	1.33188
34	1.270	119,088	93,770	1,239	976	15,442	12,159	23.87	1.88482
51	0.482	35,281	73,197	1,412	2,929	5,931	12,305	22.72	1.33516
52				2,500					
55	2.282	159,808	70,030	1,412	619	27,428	12,019	23.30	1.42462
58				37,815					
65				220					
88	1.000	63,452	63,452	3,247	3,247	11,875	11,875	23.19	1.29737
97	1.000	176,000	176,000	9,754	9,754	20,449	20,449	21.25	1.88482
K-12 Program 02 Instructional	1.403	129,097	92,015			22,836	16,277	18.01	1.88482
Program 21 Instructional	11.900	883,705	74,261	47,296	3,974	155,088	13,033	23.18	1.54427
Program 21 Administrative	0.600	87,806	146,343	4,080	6,800	7,087	11,812	21.51	1.80472
K-12 Program 21 Instructional	9.900	738,433	74,589	25,590	2,585	131,034	13,236	23.14	1.55404

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.000	395,967	65,995	5,473	912	72,120	12,020	22.90	1.33188
Program 31 Administrative				21,000					
Program 34 Instructional	1.200	110,655	92,213	922	768	14,615	12,179	23.92	1.88482
Program 34 Administrative	0.070	8,433	120,471	317	4,529	827	11,812	23.15	1.88482
K-3 BEA Instructional	33.023	2,406,530	72,874	27,355	828	395,886	11,988	22.23	1.51191
4-6 BEA Instructional	11.330	819,757	72,353	92,212	8,139	148,882	13,140	22.40	1.51612
7-8 BEA Instructional	20.817	1,628,842	78,246	82,195	3,948	249,768	11,998	22.92	1.60410
9-12 BEA Instructional	24.440	1,789,549	73,222	111,521	4,563	294,365	12,044	22.49	1.51258
K-12 BEA Instructional	89.610	6,644,678	74,151	313,283	3,496	1,088,901	12,152	22.49	1.53404
K-12 BEA Administrative	0.100	10,881	108,810			1,290	12,899	23.99	1.88482
BEA	98.050	7,668,736	78,213	627,993	6,405	1,199,249	12,231	22.61	1.54871
Instructional	105.074	7,757,656	73,830	609,569	5,801	1,286,859	12,247	22.60	1.52914
Administrative	8.640	1,085,805	125,672	95,381	11,039	112,308	12,999	23.23	1.70120
Other	0.600	55,327	92,212			7,489	12,482	22.95	1.88482
Active	114.314	8,898,788	77,845	704,950	6,167	1,406,657	12,305	22.67	1.54401
On Leave				26,278					
Certificated Total	114.314	8,898,788	77,845	731,228	6,397	1,406,657	12,305	22.67	1.54401

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	105.074	7,757,656	73,830	609,569	5,801	1,286,859	12,247	22.60	1.52914
Instructional for Compliance Purposes	105.074	7,757,656	73,830	609,569	5,801	1,286,859	12,247	22.60	1.52914

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	Defunct LEAP 1 Mix Factor
01	994.611	100,511,265	101,056	551,045	554	12,361,423	12,428	22.56	1.61476
02	30.385	2,946,015	96,956	29,810	981	385,176	12,677	22.20	1.53346
21	208.268	20,512,086	98,489	280,652	1,348	2,590,286	12,437	22.20	1.56673
22	0.050	7,310	146,200	173	3,460	649	12,986	23.25	1.88482
24	16.600	1,639,818	98,784			200,934	12,104	22.22	1.60743
31	44.678	4,465,321	99,945	27,063	606	578,527	12,949	21.28	1.61747
34	3.540	371,351	104,901			46,181	13,045	21.94	1.72243
51	18.400	1,734,301	94,255	2,244	122	244,584	13,293	21.49	1.48783
52	4.491	457,381	101,844			55,088	12,266	22.11	1.64860
55	33.313	3,268,667	98,120	13,725	412	449,031	13,479	21.79	1.58076
58	0.600	40,931	68,218			7,747	12,911	23.26	1.05246
65	28.839	2,917,694	101,172	4,389	152	368,553	12,780	22.82	1.62499
73				6,325					
74	2.600	293,920	113,046	1,382	532	33,216	12,775	22.37	1.76826
79	3.119	294,458	94,408	2,190,957	702,455	33,879	10,862	21.76	1.84848
88	0.350	32,877	93,934			4,519	12,911	21.57	1.43896
97	3.000	590,995	196,998	31,450	10,483	37,846	12,615	19.70	1.74204
CP	8.671	917,781	105,845	29,586	3,412	116,605	13,448	22.64	1.71360

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	28.389	2,656,164	93,563			350,028	12,330	22.22	1.51709
Program 21 Instructional	200.189	19,357,987	96,699	248,420	1,241	2,492,306	12,450	22.20	1.56251
Program 21 Administrative	8.079	1,154,099	142,852	32,232	3,990	97,981	12,128	22.18	1.67136
K-12 Program 21 Instructional	196.189	19,017,548	96,935	12,332	63	2,444,340	12,459	22.13	1.56581
Program 31 Instructional	44.678	4,465,321	99,945	27,063	606	578,527	12,949	21.28	1.61747
Program 34 Instructional	3.540	371,351	104,901			46,181	13,045	21.94	1.72243
K-3 BEA Instructional	386.125	36,633,233	94,874	9,802	25	4,792,452	12,412	22.90	1.55254
4-6 BEA Instructional	219.624	21,771,779	99,132			2,698,095	12,285	22.52	1.61912
7-8 BEA Instructional	132.778	13,113,648	98,764	6,329	48	1,667,280	12,557	22.39	1.60795
9-12 BEA Instructional	275.387	28,014,513	101,728	1,278	5	3,446,418	12,515	21.97	1.65956
K-12 BEA Instructional	1,013.914	99,533,173	98,167	17,409	17	12,604,244	12,431	22.48	1.60329
K-12 BEA Administrative	3.819	569,142	149,029	232	61	47,663	12,481	23.10	1.87580
BEA Instructional	1,076.214	108,884,947	101,174	639,368	594	13,409,153	12,460	22.47	1.61329
BEA Administrative	1,325.886	129,799,460	97,896	2,798,162	2,110	16,542,590	12,477	22.41	1.59676
BEA Other	73.029	10,912,122	149,422	370,639	5,075	942,086	12,900	22.39	1.75226
BEA Active	1.600	177,885	111,178			20,278	12,674	21.78	1.88482
BEA Total	1,400.515	140,889,467	100,598	3,168,801	2,263	17,504,954	12,499	22.41	1.60519

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	112,704	112,704			9,290	9,290	21.54	1.88482
Certificated Total	1,401.515	141,002,171	100,607	3,168,801	2,261	17,514,244	12,497	22.41	1.60539
Instructional for Funding Purposes	1,325.886	129,799,460	97,896	2,798,162	2,110	16,542,590	12,477	22.41	1.59676
Instructional for Compliance Purposes	1,325.886	129,799,460	97,896	2,798,162	2,110	16,542,590	12,477	22.41	1.59676

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	Defunct LEAP 1 Mix Factor
01	175.199	13,933,638	79,530	412,717	2,356	2,222,571	12,686	23.50	1.60784
02	3.946	336,308	85,228	5,359	1,358	43,069	10,915	23.04	1.65670
21	23.281	1,743,306	74,881	122,898	5,279	316,978	13,615	22.84	1.53470
22	0.120	10,242	85,350	626	5,217	2,095	17,456	24.13	1.80472
24	6.000	324,276	54,046	13,145	2,191	77,759	12,960	24.60	1.16563
31	8.722	704,290	80,749	153,187	17,563	115,515	13,244	25.61	1.63098
34	1.378	101,989	74,012	12,715	9,227	14,959	10,856	26.72	1.59030
51	1.200	97,558	81,298	9,435	7,863	15,995	13,330	23.25	1.72620
52				29,680					
55	3.800	344,425	90,638	6,201	1,632	49,357	12,989	23.82	1.88482
58				146,851					
65	3.600	298,519	82,922	2,236	621	47,449	13,180	23.76	1.71473
74	0.811	53,253	65,663	886	1,092	11,443	14,110	24.13	1.41708
79				902					
86				7,000					
97	1.500	219,737	146,491			22,704	15,136	22.37	1.36446
K-12 Program 02 Instructional	3.000	231,608	77,203			30,037	10,012	23.82	1.61002
Program 21 Instructional	22.281	1,609,275	72,226	122,898	5,516	302,746	13,588	22.88	1.52258

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	134,031	134,031			14,232	14,232	22.29	1.80472
K-12 Program 21 Instructional	21.151	1,520,621	71,894	333	16	284,999	13,474	22.86	1.51538
Program 31 Instructional	8.088	649,001	80,242	153,187	18,940	106,124	13,121	25.98	1.61109
Program 31 Administrative	0.634	55,289	87,207			9,390	14,811	21.92	1.88482
Program 34 Instructional	1.300	95,156	73,197	12,715	9,781	13,804	10,618	27.14	1.57262
Program 34 Administrative	0.078	6,833	87,603			1,155	14,811	21.92	1.88482
K-3 BEA Instructional	64.005	4,814,291	75,217	782	12	793,703	12,401	23.93	1.58496
4-6 BEA Instructional	30.903	2,284,713	73,932			375,554	12,153	23.54	1.56837
7-8 BEA Instructional	29.113	2,057,515	70,673	1,597	55	369,584	12,695	23.70	1.49435
9-12 BEA Instructional	49.120	4,035,923	82,165	17,516	357	623,420	12,692	23.74	1.71114
K-12 BEA Instructional	173.141	13,192,442	76,195	19,895	115	2,162,261	12,488	23.77	1.60256
BEA	190.745	15,295,962	80,191	583,978	3,062	2,418,818	12,681	23.61	1.60787
Instructional	210.953	15,929,990	75,514	923,838	4,379	2,669,105	12,653	23.69	1.58879
Administrative	17.704	2,128,956	120,253			252,680	14,272	22.57	1.67533
Other	0.900	108,595	120,661			18,109	20,121	22.71	1.52128
Active	229.557	18,167,541	79,142	923,838	4,024	2,939,894	12,807	23.55	1.59520
Certificated Total	229.557	18,167,541	79,142	923,838	4,024	2,939,894	12,807	23.55	1.59520

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	210.953	15,929,990	75,514	923,838	4,379	2,669,105	12,653	23.69	1.58879
Instructional for Compliance Purposes	210.953	15,929,990	75,514	923,838	4,379	2,669,105	12,653	23.69	1.58879

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	Defunct LEAP 1 Mix Factor
01	75.056	6,419,150	85,525	393,782	5,247	917,866	12,229	24.01	1.60161
02	0.350	30,996	88,560			4,353	12,438	28.31	1.74530
21	14.180	1,215,131	85,693	27,702	1,954	173,479	12,234	23.48	1.62587
24	0.560	30,927	55,227			11,744	20,971	28.89	1.08886
31	9.717	765,644	78,794	82,535	8,494	120,240	12,374	24.73	1.48217
34	1.983	156,383	78,862	12,933	6,522	27,232	13,733	23.68	1.52632
51	1.050	91,218	86,874			9,738	9,274	25.60	1.72166
52				31,660					
55	3.030	267,169	88,175			36,869	12,168	23.45	1.70531
65	1.000	98,281	98,281			13,048	13,048	23.31	1.43896
74	0.295	22,639	76,742			3,619	12,267	24.28	1.34610
88	0.500	30,152	60,304			6,420	12,840	24.34	1.18939
97	2.000	266,711	133,356			26,096	13,048	21.94	1.80472
K-12 Program 02 Instructional	0.350	30,996	88,560			4,353	12,438	28.31	1.74530
Program 21 Instructional	13.260	1,106,401	83,439	27,702	2,089	161,905	12,210	23.49	1.60790
Program 21 Administrative	0.920	108,730	118,185			11,574	12,580	23.31	1.88482
K-12 Program 21 Instructional	11.664	985,500	84,491	27,702	2,375	143,293	12,285	23.38	1.63211

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	8.970	679,656	75,770	82,535	9,201	110,493	12,318	24.89	1.44863
Program 31 Administrative	0.747	85,988	115,111			9,747	13,048	23.40	1.88482
Program 34 Instructional	1.900	146,829	77,278	12,933	6,807	26,149	13,763	23.70	1.51066
Program 34 Administrative	0.083	9,554	115,108			1,083	13,048	23.40	1.88482
K-3 BEA Instructional	26.202	2,095,252	79,965	93,916	3,584	317,173	12,105	23.59	1.55491
4-6 BEA Instructional	11.534	873,096	75,698	12,635	1,095	138,271	11,988	23.67	1.48292
7-8 BEA Instructional	14.070	1,195,442	84,964	67,740	4,814	174,009	12,367	23.64	1.66809
9-12 BEA Instructional	26.921	2,197,279	81,620	304,732	11,319	333,005	12,370	25.37	1.57694
K-12 BEA Instructional	78.727	6,361,069	80,799	479,023	6,085	962,458	12,225	24.24	1.57212
K-12 BEA Administrative	7.379	894,162	121,177			94,185	12,764	23.28	1.70715
BEA	89.106	7,638,884	85,728	489,250	5,491	1,095,787	12,298	24.03	1.59204
Instructional	97.697	7,930,921	81,179	548,612	5,615	1,196,377	12,246	24.14	1.57657
Administrative	11.024	1,346,538	122,146			141,277	12,815	23.01	1.72528
Other	1.000	116,942	116,942			13,048	13,048	23.05	1.88482
Active	109.721	9,394,401	85,621	548,612	5,000	1,350,702	12,310	23.97	1.59432
Certificated Total	109.721	9,394,401	85,621	548,612	5,000	1,350,702	12,310	23.97	1.59432
Instructional for Funding Purposes	97.697	7,930,921	81,179	548,612	5,615	1,196,377	12,246	24.14	1.57657

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	97.697	7,930,921	81,179	548,612	5,615	1,196,377	12,246	24.14	1.57657

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	Defunct LEAP 1 Mix Factor
01	12.673	771,970	60,915	13,665	1,078	141,604	11,174	23.05	1.53656
21	1.000	71,679	71,679	1,991	1,991	11,676	11,676	22.54	1.88482
55	0.130	6,544	50,338			1,518	11,676	22.55	1.23838
88	0.504	20,992	41,651			5,885	11,676	23.30	1.01346
97	0.500	57,424	114,848			11,676	23,352	21.46	1.88482
Program 21 Instructional	1.000	71,679	71,679	1,991	1,991	11,676	11,676	22.54	1.88482
K-12 Program 21 Instructional	1.000	71,679	71,679			11,676	11,676	22.54	1.88482
K-3 BEA Instructional	2.635	151,089	57,339	699	265	30,759	11,673	24.50	1.40572
4-6 BEA Instructional	2.103	106,049	50,427			21,631	10,286	22.78	1.45013
7-8 BEA Instructional	4.935	304,030	61,607	699	142	54,186	10,980	22.55	1.65849
9-12 BEA Instructional	2.000	116,258	58,129			23,352	11,676	22.89	1.41943
K-12 BEA Instructional	11.673	677,426	58,034	1,398	120	129,928	11,131	23.04	1.52293
K-12 BEA Administrative	1.000	94,544	94,544			11,676	11,676	23.09	1.69557
BEA	13.173	829,394	62,962	13,665	1,037	153,280	11,636	22.93	1.54978
Instructional	13.307	776,641	58,363	5,605	421	149,007	11,198	23.00	1.52805
Administrative	1.500	151,968	101,312			23,352	15,568	22.44	1.75865
Other				10,051					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	14.807	928,609	62,714	15,656	1,057	172,359	11,640	22.91	1.55141
Certificated Total	14.807	928,609	62,714	15,656	1,057	172,359	11,640	22.91	1.55141
Instructional for Funding Purposes	13.307	776,641	58,363	5,605	421	149,007	11,198	23.00	1.52805
Instructional for Compliance Purposes	13.307	776,641	58,363	5,605	421	149,007	11,198	23.00	1.52805

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	Defunct LEAP 1 Mix Factor
01	21.333	1,598,434	74,928	56,634	2,655	246,643	11,562	23.52	1.66636
21	1.000	44,738	44,738	2,395	2,395	11,544	11,544	22.34	1.02628
31	0.050	4,957	99,140			573	11,452	24.02	1.30517
51	0.364	31,401	86,266			4,405	12,102	23.26	1.76709
55	1.786	144,993	81,183	5,180	2,900	20,877	11,689	23.72	1.84804
65	0.667	41,185	61,747	6,686	10,024	7,700	11,544	8.60	1.41708
74				2,000					
97	0.751	88,969	118,467			10,000	13,315	23.59	1.69557
Program 21 Instructional	1.000	44,738	44,738	2,395	2,395	11,544	11,544	22.34	1.02628
K-12 Program 21 Instructional	0.937	41,942	44,762			10,817	11,544	22.34	1.02628
Program 31 Administrative	0.050	4,957	99,140			573	11,452	24.02	1.30517
K-3 BEA Instructional	6.191	435,575	70,356			71,469	11,544	23.87	1.60766
4-6 BEA Instructional	4.564	324,377	71,073	11,225	2,459	52,735	11,555	24.24	1.63096
7-8 BEA Instructional	3.104	238,991	76,995			35,928	11,575	23.89	1.76238
9-12 BEA Instructional	5.474	423,268	77,323			63,336	11,570	22.88	1.76508
K-12 BEA Instructional	19.333	1,422,211	73,564	11,225	581	223,468	11,559	23.66	1.68257
BEA	22.134	1,692,360	76,460	56,634	2,559	257,216	11,621	23.52	1.66653

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	23.000	1,668,972	72,564	51,663	2,246	266,088	11,569	23.23	1.66044
Administrative	2.851	273,842	96,051	21,232	7,447	34,325	12,040	22.78	1.55825
Other	0.100	11,863	118,630			1,329	13,291	23.59	1.69557
Active	25.951	1,954,677	75,322	72,895	2,809	301,742	11,627	23.17	1.64935
Certificated Total	25.951	1,954,677	75,322	72,895	2,809	301,742	11,627	23.17	1.64935
Instructional for Funding Purposes	23.000	1,668,972	72,564	51,663	2,246	266,088	11,569	23.23	1.66044
Instructional for Compliance Purposes	23.000	1,668,972	72,564	51,663	2,246	266,088	11,569	23.23	1.66044

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	Defunct LEAP 1 Mix Factor
01	203.414	16,978,423	83,467	1,252,678	6,158	2,824,957	13,888	22.64	1.61250
21	35.111	2,862,888	81,538	125,770	3,582	482,921	13,754	22.66	1.55862
22				3,000					
24	6.500	540,782	83,197	27,289	4,198	88,868	13,672	22.37	1.64213
31	13.550	1,160,414	85,639	133,026	9,817	182,189	13,446	21.60	1.65526
34	1.050	86,178	82,074	9,851	9,382	18,088	17,227	22.41	1.61959
51	1.890	154,195	81,585	6,927	3,665	26,766	14,162	23.14	1.62665
52				18,000					
55	4.615	393,280	85,218	17,845	3,867	70,522	15,281	23.08	1.71494
58				213,823					
64	0.175	16,360	93,486			2,478	14,162	23.03	1.88482
65	1.925	185,957	96,601	8,307	4,315	27,242	14,152	23.25	1.88482
74	1.000	86,856	86,856	3,861	3,861	13,915	13,915	23.88	1.76934
97	2.000	357,806	178,903	39,502	19,751	24,775	12,388	18.74	1.88482
Program 21 Instructional	30.711	2,391,682	77,877	113,048	3,681	433,556	14,117	22.68	1.58297
Program 21 Administrative	1.900	253,056	133,187	12,722	6,696	26,650	14,026	22.43	1.86538
K-12 Program 21 Instructional	27.512	2,163,272	78,630	1,666	61	375,176	13,637	22.63	1.59796
Program 31 Instructional	12.850	1,072,145	83,435	130,576	10,162	172,878	13,454	21.52	1.65306

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.700	88,269	126,099	2,450	3,500	9,311	13,302	22.62	1.69557
Program 34 Instructional	1.000	79,873	79,873	9,851	9,851	17,423	17,423	22.39	1.61579
Program 34 Administrative	0.050	6,305	126,100			665	13,302	22.62	1.69557
K-3 BEA Instructional	75.632	5,703,136	75,406	226,114	2,990	1,045,668	13,826	23.31	1.52519
4-6 BEA Instructional	41.292	3,336,799	80,810	113,433	2,747	569,741	13,798	22.78	1.63701
7-8 BEA Instructional	30.717	2,540,791	82,716			424,263	13,812	22.08	1.67199
9-12 BEA Instructional	55.473	4,613,566	83,168	12,256	221	778,829	14,040	21.95	1.67654
K-12 BEA Instructional	203.114	16,194,292	79,730	351,803	1,732	2,818,501	13,876	22.60	1.61146
BEA	220.014	18,582,821	84,462	1,435,057	6,523	3,050,009	13,863	22.49	1.61764
Instructional	249.230	19,892,438	79,816	1,675,345	6,722	3,474,513	13,941	22.63	1.61470
Administrative	19.000	2,672,401	140,653	184,534	9,712	260,950	13,734	21.77	1.71092
Active	268.230	22,564,839	84,125	1,859,879	6,934	3,735,463	13,926	22.53	1.62152
K-12 Program 21 Contracted	2.500	218,150	87,260			22,715	9,086		1.02628
Certificated Total	271.230	22,823,139	84,147	1,859,879	6,857	3,762,721	13,873	22.53	1.61493
Instructional for Funding Purposes	252.230	20,150,738	79,890	1,675,345	6,642	3,501,771	13,883	22.63	1.60770
Instructional for Compliance Purposes	249.230	19,892,438	79,816	1,675,345	6,722	3,474,513	13,941	22.63	1.61470

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	Defunct LEAP 1 Mix Factor
01	127.041	9,902,500	77,947	391,829	3,084	1,556,787	12,254	23.03	1.62607
21	17.230	1,302,412	75,590	60,328	3,501	221,255	12,841	22.62	1.60741
24	0.160	9,533	59,581	344	2,150	1,872	11,702	23.15	1.31632
31	8.320	630,976	75,838	85,070	10,225	109,018	13,103	23.19	1.67071
34	1.739	127,012	73,037	6,753	3,883	20,340	11,696	22.70	1.61408
51	3.352	296,361	88,413	9,838	2,935	42,826	12,776	23.42	1.86426
55	7.669	590,126	76,950	20,070	2,617	96,537	12,588	23.10	1.64355
58				43,535					
65	1.429	97,293	68,085	3,513	2,458	15,797	11,055	23.52	1.50428
74	0.529	48,534	91,747	1,145	2,164	6,489	12,267	23.26	1.74599
88	0.657	50,295	76,553	1,092	1,662	7,779	11,841	23.17	1.44719
97	1.410	229,948	163,084			17,260	12,241	21.38	1.75060
Program 21 Instructional	16.430	1,195,345	72,754	60,328	3,672	211,462	12,871	22.57	1.59390
Program 21 Administrative	0.800	107,067	133,834			9,793	12,241	23.17	1.88482
K-12 Program 21 Instructional	16.090	1,175,088	73,032	11,754	731	207,484	12,895	22.56	1.59976
Program 31 Instructional	8.034	609,043	75,808	75,139	9,353	106,466	13,252	23.36	1.66980
Program 31 Administrative	0.286	21,933	76,689	9,931	34,724	2,552	8,924	19.49	1.69607

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.596	116,042	72,708	6,479	4,060	19,063	11,945	23.10	1.60673
Program 34 Administrative	0.143	10,970	76,713	274	1,916	1,276	8,924	19.49	1.69607
K-3 BEA Instructional	44.234	3,166,384	71,583	33,537	758	546,487	12,354	23.37	1.56886
4-6 BEA Instructional	26.960	1,904,254	70,633	13,496	501	331,421	12,293	23.14	1.54861
7-8 BEA Instructional	18.449	1,458,237	79,042	20,214	1,096	221,197	11,990	22.70	1.73234
9-12 BEA Instructional	37.979	2,867,703	75,508	58,386	1,537	475,135	12,510	22.98	1.65781
K-12 BEA Instructional	127.622	9,396,578	73,628	128,490	1,007	1,574,239	12,335	23.09	1.61469
K-12 BEA Administrative	5.929	798,118	134,613			69,808	11,774	22.35	1.81649
BEA	138.510	10,890,436	78,626	483,652	3,492	1,703,404	12,298	23.01	1.62987
Instructional	157.107	11,580,208	73,709	613,312	3,904	1,947,932	12,399	23.06	1.61641
Administrative	11.929	1,638,168	137,327	10,205	855	143,254	12,009	22.46	1.83499
Other	0.500	66,614	133,228			4,775	9,549	23.02	1.39673
Active	169.536	13,284,990	78,361	623,517	3,678	2,095,960	12,363	22.99	1.63114
Certificated Total	169.536	13,284,990	78,361	623,517	3,678	2,095,960	12,363	22.99	1.63114
Instructional for Funding Purposes	157.107	11,580,208	73,709	613,312	3,904	1,947,932	12,399	23.06	1.61641
Instructional for Compliance Purposes	157.107	11,580,208	73,709	613,312	3,904	1,947,932	12,399	23.06	1.61641

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	Defunct LEAP 1 Mix Factor
01	3.441	170,938	49,677	11,579	3,365	31,403	9,126	22.96	1.16166
21	0.500	23,840	47,680			5,137	10,274	23.95	1.01346
51	0.720	37,026	51,425	1,000	1,389	5,711	7,933	24.15	1.14347
52	0.213	5,156	24,207	6,502	30,526			8.73	1.01346
65				1,000					
74				1,000					
Program 21 Instructional	0.500	23,840	47,680			5,137	10,274	23.95	1.01346
K-12 Program 21 Instructional	0.500	23,840	47,680			5,137	10,274	23.95	1.01346
K-3 BEA Instructional	2.176	108,168	49,710	1,650	758	23,811	10,942	21.94	1.15789
4-6 BEA Instructional	1.265	62,770	49,621	772	610	7,592	6,001	24.73	1.16813
K-12 BEA Instructional	3.441	170,938	49,677	2,422	704	31,403	9,126	22.96	1.16166
BEA	3.441	170,938	49,677	11,579	3,365	31,403	9,126	22.96	1.16166
Instructional	4.661	231,804	49,733	18,081	3,879	42,251	9,065	23.28	1.14295
Administrative				3,000					
Other	0.213	5,156	24,207					8.73	1.01346
Active	4.874	236,960	48,617	21,081	4,325	42,251	8,669	22.75	1.13729
Certificated Total	4.874	236,960	48,617	21,081	4,325	42,251	8,669	22.75	1.13729

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	4.661	231,804	49,733	18,081	3,879	42,251	9,065	23.28	1.14295
Instructional for Compliance Purposes	4.661	231,804	49,733	18,081	3,879	42,251	9,065	23.28	1.14295

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	Defunct LEAP 1 Mix Factor
01	1,006.430	93,057,023	92,462	14,873,390	14,778	11,452,626	11,379	22.85	1.58657
02	21.466	2,149,757	100,147	361,885	16,859	235,154	10,955	22.11	1.74699
03	0.207	35,951	173,676	720	3,478	2,778	13,418	18.38	1.12890
21	182.833	16,316,897	89,245	3,198,434	17,494	2,136,779	11,687	22.93	1.54849
22	0.897	93,693	104,452	19,029	21,214	10,010	11,160	20.86	1.83887
24	26.891	2,555,087	95,016	40,754	1,516	309,441	11,507	22.16	1.70009
31	59.587	5,519,204	92,624	1,009,497	16,942	672,629	11,288	22.95	1.63227
34	18.216	1,730,079	94,976	307,609	16,887	205,944	11,306	23.56	1.65166
38				15,269					
45	0.194	20,545	105,902			2,189	11,282	23.77	1.88482
51	7.440	720,595	96,854	108,417	14,572	94,414	12,690	21.42	1.62348
52	3.000	308,493	102,831	35,064	11,688	33,330	11,110	21.56	1.64591
55	20.598	2,045,046	99,284	321,327	15,600	235,868	11,451	22.42	1.70383
58	1.500	155,959	103,973	1,204,185	802,790	16,665	11,110	21.81	1.82137
64	2.067	200,268	96,888	29,522	14,283	22,964	11,110	20.28	1.76229
65	14.329	1,249,852	87,225	218,657	15,260	164,191	11,459	21.82	1.55118
69	1.000	75,698	75,698	10,551	10,551	11,110	11,110	23.82	0.83117
73				10,500					
74	1.064	135,936	127,759	13,943	13,104	12,588	11,830	20.32	1.82964

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
79	1.000	104,418	104,418	19,420	19,420	11,110	11,110	23.44	1.88482
88	0.696	106,256	152,667	4,424	6,356	8,888	12,770	19.79	1.74995
97	3.500	635,516	181,576	23,912	6,832	38,885	11,110	19.12	1.86193
CP	1.002	166,427	166,095	1,518	1,515	13,383	13,356	18.38	1.88482
K-12 Program 02 Instructional	20.466	1,995,876	97,522			224,044	10,947	22.47	1.74417
Program 21 Instructional	179.006	15,669,853	87,538	3,178,144	17,754	2,092,864	11,692	23.08	1.55077
Program 21 Administrative	3.827	647,044	169,073	20,290	5,302	43,915	11,475	18.37	1.44147
K-12 Program 21 Instructional	169.226	14,803,222	87,476	54,248	321	1,980,815	11,705	23.08	1.54826
Program 31 Instructional	58.578	5,341,430	91,185	1,008,503	17,216	659,286	11,255	23.07	1.62873
Program 31 Administrative	1.009	177,774	176,188	994	985	13,343	13,224	18.62	1.83783
Program 34 Instructional	17.802	1,658,918	93,187	307,384	17,267	200,400	11,257	23.74	1.64846
Program 34 Administrative	0.414	71,161	171,886	225	543	5,544	13,391	18.62	1.78965
K-3 BEA Instructional	403.924	34,557,729	85,555			4,596,158	11,379	23.31	1.53056
4-6 BEA Instructional	215.020	18,993,409	88,333			2,420,235	11,256	23.30	1.56482
7-8 BEA Instructional	161.673	14,689,057	90,857			1,830,471	11,322	23.36	1.62153
9-12 BEA Instructional	257.650	23,900,008	92,762	3,360	13	2,929,332	11,369	23.15	1.65803

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	1,038.267	92,140,203	88,744	3,360	3	11,776,196	11,342	23.27	1.58345
BEA	1,109.600	103,148,075	92,960	16,577,013	14,940	12,610,204	11,365	22.83	1.59403
Instructional	1,293.770	114,957,672	88,855	21,442,742	16,574	14,750,754	11,401	23.18	1.58319
Administrative	77.355	12,137,491	156,906	323,893	4,187	909,148	11,753	18.53	1.73668
Other	1.792	183,119	102,187	41,972	23,422	19,931	11,122	25.11	1.77676
Active	1,372.917	127,278,282	92,706	21,808,607	15,885	15,679,833	11,421	22.78	1.59209
On Leave	1.000	104,418	104,418	19,420	19,420	11,110	11,110	23.44	1.88482
Certificated Total	1,373.917	127,382,700	92,715	21,828,027	15,887	15,690,943	11,421	22.78	1.59231
Instructional for Funding Purposes	1,293.770	114,957,672	88,855	21,442,742	16,574	14,750,754	11,401	23.18	1.58319
Instructional for Compliance Purposes	1,293.770	114,957,672	88,855	21,442,742	16,574	14,750,754	11,401	23.18	1.58319

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	Defunct LEAP 1 Mix Factor
01	1,265.499	103,984,824	82,169	8,940,934	7,065	14,106,302	11,147	23.25	1.61876
02	11.490	925,105	80,514	70,160	6,106	133,166	11,590	23.41	1.52621
03	1.000	69,647	69,647	6,129	6,129	11,078	11,078	23.55	1.42517
21	267.562	20,523,643	76,706	1,865,513	6,972	2,975,372	11,120	22.98	1.55120
31	98.636	7,622,779	77,282	820,875	8,322	1,112,803	11,282	23.06	1.55340
34	8.335	657,503	78,885	57,333	6,879	96,404	11,566	23.29	1.62225
45	28.680	2,245,764	78,304	262,029	9,136	318,739	11,114	22.77	1.51903
51	27.792	2,361,936	84,986	337,459	12,142	327,292	11,776	23.12	1.74859
52	8.000	721,756	90,220	51,331	6,416	92,025	11,503	23.02	1.69710
55	50.045	4,245,054	84,825	532,774	10,646	583,453	11,659	23.25	1.72949
58				1,810,295					
65	24.645	2,130,767	86,458	143,347	5,816	281,537	11,424	22.84	1.63058
74	38.573	2,984,791	77,380	268,153	6,952	431,190	11,179	23.55	1.59171
79				620					
97	3.000	540,672	180,224	63,318	21,106	34,339	11,446	20.07	1.57194
K-12 Program 02 Instructional	9.890	710,605	71,851			115,091	11,637	23.45	1.47629
Program 21 Instructional	260.562	19,596,734	75,209	1,865,513	7,160	2,896,248	11,115	22.93	1.54631
Program 21 Administrative	7.000	926,909	132,416			79,124	11,303	24.23	1.73330

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	243.766	18,298,263	75,065			2,708,570	11,111	22.95	1.54377
Program 31 Instructional	94.636	7,093,142	74,952	816,521	8,628	1,067,368	11,279	23.06	1.54400
Program 31 Administrative	4.000	529,637	132,409	4,354	1,089	45,435	11,359	23.13	1.77582
Program 34 Instructional	8.335	657,503	78,885	57,333	6,879	96,404	11,566	23.29	1.62225
K-3 BEA Instructional	460.643	35,728,685	77,563			5,073,470	11,014	23.29	1.59288
4-6 BEA Instructional	270.234	20,964,714	77,580			3,020,496	11,177	23.35	1.60212
7-8 BEA Instructional	192.683	15,372,111	79,779			2,174,649	11,286	23.28	1.63935
9-12 BEA Instructional	390.976	30,152,307	77,121			4,385,568	11,217	23.19	1.58561
K-12 BEA Instructional	1,314.536	102,217,817	77,760			14,654,183	11,148	23.27	1.59943
K-12 BEA Administrative	14.988	1,852,921	123,627	3,179	212	169,571	11,314	22.76	1.73410
BEA Instructional	1,416.640	116,046,294	81,917	10,220,778	7,215	15,812,831	11,162	23.22	1.61123
BEA Administrative	110.104	14,949,667	135,778	107,455	976	1,247,132	11,327	22.89	1.76502
BEA Other	4.000	479,230	119,808			46,695	11,674	23.44	1.69521
Active	1,833.257	149,014,241	81,284	15,230,270	8,308	20,503,701	11,184	23.18	1.60800
Certificated Total	1,833.257	149,014,241	81,284	15,230,270	8,308	20,503,701	11,184	23.18	1.60800
Instructional for Funding Purposes	1,719.153	133,585,344	77,704	15,122,815	8,797	19,209,874	11,174	23.21	1.59774

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	1,719.153	133,585,344	77,704	15,122,815	8,797	19,209,874	11,174	23.21	1.59774

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	Defunct LEAP 1 Mix Factor
01	2.339	154,379	66,002			33,101	14,152	22.84	1.41904
21	0.134	12,728	94,985			2,254	16,822	22.66	1.63343
51	0.394	20,004	50,772			7,356	18,669	23.06	1.21069
52	0.112	5,670	50,625			2,604	23,248	23.00	1.21224
97	0.171	21,619	126,427			3,736	21,849	22.59	1.80472
Program 21 Instructional	0.069	4,492	65,101			834	12,080	22.78	1.47207
Program 21 Administrative	0.065	8,236	126,708			1,421	21,855	22.59	1.80472
K-12 Program 21 Instructional	0.069	4,492	65,101			834	12,080	22.78	1.47207
K-3 BEA Instructional	1.350	76,055	56,337			17,349	12,851	22.98	1.30444
4-6 BEA Instructional	0.818	56,705	69,322			12,016	14,689	22.73	1.52754
K-12 BEA Instructional	2.168	132,760	61,236			29,365	13,545	22.87	1.38862
BEA	2.510	175,998	70,119			36,837	14,676	22.81	1.44531
Instructional	2.743	162,926	59,397			40,158	14,640	22.89	1.35796
Administrative	0.407	51,474	126,472			8,893	21,850	22.59	1.80472
Active	3.150	214,400	68,063			49,051	15,572	22.83	1.41568
Certificated Total	3.150	214,400	68,063			49,051	15,572	22.83	1.41568
Instructional for Funding Purposes	2.743	162,926	59,397			40,158	14,640	22.89	1.35796

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	2.743	162,926	59,397			40,158	14,640	22.89	1.35796

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	Defunct LEAP 1 Mix Factor
01	1,135.633	82,949,417	73,042	11,982,087	10,551	12,091,565	10,647	22.15	1.40450
02	13.460	1,087,901	80,825	249,629	18,546	131,475	9,768	20.93	1.65261
03	6.660	492,678	73,976	81,862	12,292	66,436	9,975	22.56	1.39372
21	210.254	15,000,402	71,344	2,613,664	12,431	2,180,061	10,369	22.69	1.40822
24	38.950	2,658,022	68,242	432,377	11,101	471,007	12,093	21.32	1.35349
26	1.000	97,200	97,200						
29	0.300	20,655	68,850			2,744	9,147	23.71	1.46008
31	66.836	5,391,496	80,668	734,448	10,989	779,293	11,660	21.12	1.40248
34	6.387	483,378	75,682	64,667	10,125	61,694	9,659	21.49	1.43393
51	45.042	3,493,183	77,554	549,910	12,209	513,007	11,390	21.86	1.60574
52	3.000	343,814	114,605	17,014	5,671	35,534	11,845	22.16	1.63464
55	39.636	3,385,573	85,417	453,473	11,441	483,074	12,188	21.66	1.61724
58	3.000	260,696	86,899	60,432	20,144	30,823	10,274	21.69	1.81030
64	1.894	161,644	85,345	23,563	12,441	16,414	8,666	22.92	1.78516
65	59.202	4,393,176	74,207	654,518	11,056	630,465	10,649	21.88	1.49935
71				15,885					
73				4,000					
74				26,000					
79	1.000	107,650	107,650			9,426	9,426	23.69	1.30517

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	9.000	1,654,988	183,888	10,200	1,133	103,130	11,459	20.00	1.61771
K-12 Program 02 Instructional	12.800	992,223	77,517			124,245	9,707	20.98	1.66818
Program 21 Instructional	201.887	14,047,458	69,581	2,610,664	12,931	2,121,382	10,508	22.89	1.43294
Program 21 Administrative	4.000	542,728	135,682	3,000	750	43,541	10,885	19.26	1.53251
K-12 Program 21 Instructional	186.887	13,099,632	70,094			1,958,949	10,482	22.95	1.44152
Program 31 Instructional	59.461	4,401,093	74,016	734,448	12,352	696,487	11,713	21.18	1.42232
Program 31 Administrative	7.375	990,403	134,292			82,806	11,228	20.82	1.24251
Program 34 Instructional	6.012	434,595	72,288	64,667	10,756	57,583	9,578	21.50	1.44949
Program 34 Administrative	0.375	48,783	130,088			4,112	10,964	21.36	1.18443
K-3 BEA Instructional	426.031	28,839,502	67,693			4,490,937	10,541	22.44	1.38391
4-6 BEA Instructional	207.445	13,827,290	66,655			2,151,643	10,372	22.43	1.34655
7-8 BEA Instructional	219.439	14,750,783	67,220			2,277,430	10,378	22.21	1.36915
9-12 BEA Instructional	282.783	20,405,745	72,160			3,199,319	11,314	21.82	1.47241
K-12 BEA Instructional	1,136.698	77,910,053	68,541			12,137,662	10,678	22.23	1.39663
BEA	1,237.976	92,059,858	74,363	13,122,893	10,600	13,233,594	10,690	22.04	1.40873
Instructional	1,528.609	106,361,777	69,581	17,853,132	11,679	16,442,111	10,756	22.25	1.41887

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	97.234	14,221,291	146,258	25,300	260	1,047,898	10,777	20.64	1.54346
Other	7.044	604,488	85,816	95,297	13,529	91,574	13,000	22.83	1.77191
Active	1,632.887	121,187,556	74,217	17,973,729	11,007	17,581,583	10,767	22.09	1.42781
K-12 Program 21 Contracted	4.000	315,526	78,882						
K-12 BEA Contracted	1.000	126,600	126,600						
On Leave	1.367	202,340	148,018			24,564	17,969	16.26	1.43855
Certificated Total	1,641.254	121,981,873	74,322	17,973,729	10,951	17,606,147	10,727	22.08	1.42173
Instructional for Funding Purposes	1,534.609	106,856,554	69,631	17,853,132	11,634	16,442,111	10,714	22.25	1.41333
Instructional for Compliance Purposes	1,528.609	106,361,777	69,581	17,853,132	11,679	16,442,111	10,756	22.25	1.41887

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	Defunct LEAP 1 Mix Factor
01	237.688	21,119,812	88,855	184,587	777	2,909,325	12,240	22.78	1.56289
02	1.000	87,982	87,982			11,523	11,523	23.53	1.64574
21	51.420	4,461,728	86,770	11,971	233	629,377	12,240	23.30	1.56882
31	13.166	1,228,364	93,298	110,563	8,398	159,829	12,139	23.48	1.66841
34	1.163	90,605	77,906			14,097	12,122	23.28	1.46344
51	3.867	309,132	79,941			50,851	13,150	22.48	1.48511
52	0.523	79,887	152,748	150	287	6,284	12,016	20.59	1.50799
55	12.195	1,042,457	85,482			157,435	12,910	22.03	1.57177
58	0.212	22,054	104,028			2,058	9,708	22.09	1.69557
65	2.482	199,191	80,254			31,619	12,739	23.64	1.49813
74	0.901	83,046	92,171			13,100	14,539	23.71	1.69447
97	1.500	284,017	189,345	47,470	31,647	17,701	11,800	18.16	1.73195
K-12 Program 02 Instructional	1.000	87,982	87,982			11,523	11,523	23.53	1.64574
Program 21 Instructional	49.420	4,166,823	84,315	10,171	206	605,602	12,254	23.38	1.55773
Program 21 Administrative	2.000	294,905	147,453	1,800	900	23,775	11,888	22.20	1.84294
K-12 Program 21 Instructional	45.670	3,865,141	84,632	8,171	179	560,265	12,268	23.39	1.56134
Program 31 Instructional	12.166	1,094,091	89,930	108,763	8,940	148,221	12,183	23.64	1.65062

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	134,273	134,273	1,800	1,800	11,608	11,608	22.08	1.88482
Program 34 Instructional	1.163	90,605	77,906			14,097	12,122	23.28	1.46344
K-3 BEA Instructional	83.110	6,695,592	80,563	7,866	95	994,921	11,971	23.07	1.49319
4-6 BEA Instructional	42.539	3,618,075	85,053			518,171	12,181	23.30	1.56906
7-8 BEA Instructional	44.901	3,749,345	83,502	40,130	894	558,801	12,445	23.05	1.54498
9-12 BEA Instructional	63.126	5,778,314	91,536	191,623	3,036	788,369	12,489	22.92	1.67791
K-12 BEA Instructional	233.676	19,841,326	84,910	239,619	1,025	2,860,262	12,240	23.06	1.56685
K-12 BEA Administrative	13.915	1,910,996	137,334	9,150	658	167,456	12,034	21.67	1.58922
BEA	254.517	22,810,780	89,624	342,620	1,346	3,112,475	12,229	22.76	1.56922
Instructional	301.753	25,609,232	84,868	262,721	871	3,709,352	12,293	23.07	1.56616
Administrative	23.364	3,286,432	140,662	90,220	3,861	281,679	12,056	20.96	1.61493
Other	1.000	112,611	112,611	1,800	1,800	12,167	12,167	22.26	1.03950
Active	326.117	29,008,275	88,951	354,741	1,088	4,003,198	12,275	22.81	1.56804
Certificated Total	326.117	29,008,275	88,951	354,741	1,088	4,003,198	12,275	22.81	1.56804
Instructional for Funding Purposes	301.753	25,609,232	84,868	262,721	871	3,709,352	12,293	23.07	1.56616
Instructional for Compliance Purposes	301.753	25,609,232	84,868	262,721	871	3,709,352	12,293	23.07	1.56616

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	Defunct LEAP 1 Mix Factor
01	193.005	16,579,953	85,904	1,284,572	6,656	3,227,570	16,723	23.22	1.54720
21	31.442	2,844,160	90,457	150,077	4,773	531,932	16,918	22.72	1.66394
24	2.000	161,403	80,702			30,723	15,362	23.47	1.49947
31	14.400	1,263,277	87,728	51,385	3,568	245,481	17,047	22.90	1.62321
34	1.960	145,481	74,225	7,344	3,747	31,009	15,821	23.01	1.30644
51	2.500	206,475	82,590			36,999	14,799	23.44	1.57974
55	8.500	719,515	84,649	17,081	2,010	134,201	15,788	23.38	1.59972
58				148,209					
65	4.000	398,910	99,728	18,025	4,506	68,310	17,078	23.31	1.85051
79	1.500	157,308	104,872	27,526	18,351	24,406	16,271	23.12	1.85812
89				3,000					
97	2.400	338,937	141,224	59,365	24,735	42,016	17,507	20.90	1.67966
Program 21 Instructional	29.704	2,628,855	88,502	140,038	4,714	504,622	16,988	22.78	1.65102
Program 21 Administrative	1.738	215,305	123,881	10,039	5,776	27,310	15,713	21.90	1.88482
K-12 Program 21 Instructional	26.704	2,371,997	88,826	11,020	413	457,209	17,121	22.79	1.65756
Program 31 Instructional	13.300	1,141,186	85,803	44,785	3,367	227,408	17,098	22.94	1.60218
Program 31 Administrative	1.100	122,091	110,992	6,600	6,000	18,073	16,430	22.57	1.87754

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.960	145,481	74,225	7,344	3,747	31,009	15,821	23.01	1.30644
K-3 BEA Instructional	69.638	5,692,619	81,746	569	8	1,152,328	16,547	23.51	1.51881
4-6 BEA Instructional	38.570	3,246,784	84,179	2,048	53	639,592	16,583	23.32	1.56838
7-8 BEA Instructional	28.232	2,197,916	77,852	4,111	146	467,883	16,573	23.27	1.44892
9-12 BEA Instructional	54.485	4,635,290	85,075	5,586	103	923,695	16,953	23.16	1.58568
K-12 BEA Instructional	190.925	15,772,609	82,612	12,314	64	3,183,498	16,674	23.33	1.53757
BEA	211.765	18,327,648	86,547	1,402,666	6,624	3,546,076	16,745	23.15	1.55165
Instructional	238.629	19,989,579	83,768	1,491,116	6,249	3,974,543	16,656	23.26	1.56073
Administrative	22.408	2,759,777	123,160	273,878	12,222	386,570	17,251	22.03	1.69486
Other	0.670	66,063	98,601	1,590	2,373	11,533	17,213	23.32	1.82504
Active	261.707	22,815,419	87,179	1,766,584	6,750	4,372,646	16,708	23.11	1.57289
Certificated Total	261.707	22,815,419	87,179	1,766,584	6,750	4,372,646	16,708	23.11	1.57289
Instructional for Funding Purposes	238.629	19,989,579	83,768	1,491,116	6,249	3,974,543	16,656	23.26	1.56073
Instructional for Compliance Purposes	238.629	19,989,579	83,768	1,491,116	6,249	3,974,543	16,656	23.26	1.56073

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	Defunct LEAP 1 Mix Factor
01	47.450	3,630,421	76,510	85,819	1,809	580,852	12,241	23.02	1.56112
21	7.150	520,370	72,779	44,455	6,217	84,813	11,862	23.31	1.51685
24				1,500					
31	3.900	299,989	76,920	45,907	11,771	44,461	11,400	20.43	1.59886
34	0.300	18,906	63,020			3,143	10,475	18.21	1.28088
51	0.950	87,819	92,441	849	894	12,790	13,463	23.14	1.88482
55	1.550	139,939	90,283	1,361	878	21,006	13,552	23.13	1.87448
58				48,323					
64				750					
65	1.300	80,456	61,889	3,424	2,634	15,849	12,191	23.28	1.27876
74				6,000					
97	2.000	280,268	140,134			25,213	12,607	21.55	1.79020
Program 21 Instructional	6.600	456,845	69,219	44,455	6,736	78,005	11,819	23.36	1.48619
Program 21 Administrative	0.550	63,525	115,500			6,808	12,379	22.99	1.88482
K-12 Program 21 Instructional	6.000	426,904	71,151	44,455	7,409	69,396	11,566	23.28	1.52192
Program 31 Instructional	3.900	299,989	76,920	45,907	11,771	44,461	11,400	20.43	1.59886
Program 34 Instructional	0.300	18,906	63,020			3,143	10,475	18.21	1.28088

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	15.950	1,066,906	66,891	32,540	2,040	198,547	12,448	23.29	1.42829
4-6 BEA Instructional	8.910	645,352	72,430	8,332	935	105,838	11,879	23.31	1.54930
7-8 BEA Instructional	7.340	565,244	77,009	17,239	2,349	86,992	11,852	21.67	1.63902
9-12 BEA Instructional	15.400	1,189,539	77,243	73,615	4,780	185,439	12,042	22.43	1.64046
K-12 BEA Instructional	47.600	3,467,041	72,837	131,726	2,767	576,816	12,118	22.72	1.55208
K-12 BEA Administrative	3.500	420,250	120,071			44,831	12,809	23.23	1.67853
BEA	53.650	4,229,584	78,837	131,726	2,455	653,668	12,184	22.69	1.57084
Instructional	57.600	4,185,900	72,672	238,388	4,139	699,514	12,144	22.81	1.55021
Administrative	6.500	816,018	125,541			82,423	12,680	22.60	1.74463
Other	0.500	56,250	112,500			6,190	12,379	23.21	1.69447
Active	64.600	5,058,168	78,300	238,388	3,690	788,126	12,200	22.79	1.57089
Certificated Total	64.600	5,058,168	78,300	238,388	3,690	788,126	12,200	22.79	1.57089
Instructional for Funding Purposes	57.600	4,185,900	72,672	238,388	4,139	699,514	12,144	22.81	1.55021
Instructional for Compliance Purposes	57.600	4,185,900	72,672	238,388	4,139	699,514	12,144	22.81	1.55021

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	Defunct LEAP 1 Mix Factor
01	417.694	33,690,315	80,658	2,620,583	6,274	4,982,742	11,929	22.03	1.48083
21	99.401	7,679,986	77,263	728,480	7,329	1,076,566	10,831	22.89	1.48095
24	7.000	550,321	78,617	35,144	5,021	81,715	11,674	22.26	1.53021
31	25.200	1,971,663	78,241	160,444	6,367	340,183	13,499	21.29	1.48331
34	4.020	245,067	60,962	11,069	2,753	45,013	11,197	22.58	1.14342
51	12.900	1,046,654	81,136	62,488	4,844	163,412	12,668	22.55	1.56499
52	2.004	178,741	89,192	12,358	6,167	24,588	12,269	19.33	1.74732
55	28.500	2,415,419	84,752	209,812	7,362	362,205	12,709	22.02	1.61901
58	0.200	19,272	96,360	930,441	4,652,205	1,728	8,638	21.62	1.88482
65	12.500	1,012,542	81,003	73,517	5,881	149,657	11,973	22.63	1.56725
74	0.700	63,448	90,640	3,515	5,021	8,939	12,770	21.03	1.77826
79	1.000	69,747	69,747	8,612	8,612	8,569	8,569	21.94	1.35599
97	1.831	326,228	178,169	95,225	52,007	23,579	12,878	15.79	1.88482
Program 21 Instructional	89.101	6,866,014	77,059	680,954	7,642	1,051,053	11,796	23.11	1.49646
Program 21 Administrative	2.300	301,004	130,871	32,813	14,267	25,513	11,093	18.19	1.84368
K-12 Program 21 Instructional	77.491	5,912,794	76,303			913,644	11,790	23.12	1.48192
Program 31 Instructional	24.200	1,837,490	75,929	141,142	5,832	328,080	13,557	21.51	1.46672

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	134,173	134,173	13,151	13,151	12,103	12,103	18.15	1.88482
Program 34 Instructional	4.020	245,067	60,962	11,069	2,753	45,013	11,197	22.58	1.14342
K-3 BEA Instructional	146.471	10,826,761	73,917			1,724,472	11,773	22.98	1.41837
4-6 BEA Instructional	85.928	6,353,848	73,944	4,000	47	1,043,214	12,141	22.73	1.42094
7-8 BEA Instructional	59.260	4,491,391	75,791			696,735	11,757	22.14	1.46206
9-12 BEA Instructional	118.070	9,284,683	78,637			1,458,064	12,349	22.08	1.52405
K-12 BEA Instructional	409.729	30,956,683	75,554	4,000	10	4,922,485	12,014	22.53	1.45568
BEA	448.745	36,233,273	80,744	2,887,321	6,434	5,391,517	12,015	21.93	1.47960
Instructional	562.934	43,076,120	76,521	4,124,114	7,326	6,765,404	12,018	22.59	1.47736
Administrative	41.000	5,582,347	136,155	534,173	13,029	491,347	11,984	18.33	1.73359
Other	0.500	48,181	96,362	1,606	3,212	5,974	11,949	23.17	1.88482
Active	604.434	48,706,648	80,582	4,659,893	7,710	7,262,725	12,016	22.09	1.49508
K-12 Program 21 Contracted	8.000	512,968	64,121						1.20392
On Leave	0.516	49,787	96,486	291,795	565,494	6,169	11,955	23.17	1.88482
Certificated Total	612.950	49,269,403	80,381	4,951,688	8,078	7,268,894	11,859	22.09	1.49161
Instructional for Funding Purposes	570.934	43,589,088	76,347	4,124,114	7,223	6,765,404	11,850	22.59	1.47353
Instructional for Compliance Purposes	562.934	43,076,120	76,521	4,124,114	7,326	6,765,404	12,018	22.59	1.47736

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	Defunct LEAP 1 Mix Factor
01	48.730	3,589,466	73,660	153,391	3,148	623,570	12,796	22.41	1.65103
02	0.400	30,222	75,555			9,388	23,469	22.72	1.69447
21	6.250	404,062	64,650			71,447	11,432	22.60	1.48153
24	0.750	41,249	54,999	5,000	6,667	7,899	10,532	21.39	1.29491
31	3.220	232,732	72,277	10,600	3,292	49,188	15,276	22.90	1.60185
34	1.150	100,831	87,679			10,349	8,999	23.12	1.87437
51				3,500					
55	0.200	9,001	45,005			2,794	13,968	23.55	1.10169
74				1,671					
97	1.000	141,000	141,000	42,169	42,169	12,652	12,652	19.63	1.88482
K-12 Program 02 Instructional	0.400	30,222	75,555			9,388	23,469	22.72	1.69447
Program 21 Instructional	5.250	317,274	60,433			58,795	11,199	22.31	1.42067
Program 21 Administrative	1.000	86,788	86,788			12,652	12,652	23.74	1.80105
K-12 Program 21 Instructional	4.750	294,915	62,087			54,059	11,381	22.52	1.45494
Program 31 Instructional	2.970	204,425	68,830	6,600	2,222	45,814	15,426	22.84	1.58114
Program 31 Administrative	0.250	28,307	113,228	4,000	16,000	3,375	13,498	23.40	1.84788
Program 34 Instructional	1.000	84,379	84,379			8,388	8,388	23.04	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.150	16,452	109,680			1,961	13,073	23.55	1.80472
K-3 BEA Instructional	15.970	1,041,691	65,228	21,072	1,319	182,913	11,454	22.54	1.51582
4-6 BEA Instructional	10.750	776,842	72,264			133,745	12,441	22.65	1.67230
7-8 BEA Instructional	7.558	568,519	75,221	35,078	4,641	103,715	13,722	22.97	1.73670
9-12 BEA Instructional	15.222	1,129,750	74,218	61,745	4,056	226,084	14,852	21.69	1.70488
K-12 BEA Instructional	49.500	3,516,802	71,047	117,895	2,382	646,456	13,060	22.35	1.64167
K-12 BEA Administrative	3.500	384,515	109,861	4,000	1,143	41,844	11,955	23.33	1.81723
BEA	54.500	4,094,251	75,124	206,160	3,783	705,146	12,938	22.34	1.65744
Instructional	55.700	3,884,326	69,737	135,282	2,429	715,944	12,854	22.34	1.61423
Administrative	5.500	612,303	111,328	49,669	9,031	67,148	12,209	22.35	1.82657
Other	0.500	51,934	103,868	31,380	62,760	4,194	8,388	23.58	1.64574
Active	61.700	4,548,563	73,721	216,331	3,506	787,286	12,760	22.35	1.63341
Certificated Total	61.700	4,548,563	73,721	216,331	3,506	787,286	12,760	22.35	1.63341
Instructional for Funding Purposes	55.700	3,884,326	69,737	135,282	2,429	715,944	12,854	22.34	1.61423
Instructional for Compliance Purposes	55.700	3,884,326	69,737	135,282	2,429	715,944	12,854	22.34	1.61423

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	Defunct LEAP 1 Mix Factor
01	10.000	567,126	56,713	7,866	787	107,055	10,706	21.99	1.39473
21	1.000	47,306	47,306	1,020	1,020	10,279	10,279	23.76	1.16984
31	1.000	64,879	64,879	12,228	12,228	12,935	12,935	21.48	1.62236
51				3,580					
55	0.500	23,335	46,670			5,099	10,198	21.35	1.13866
Program 21 Instructional	1.000	47,306	47,306	1,020	1,020	10,279	10,279	23.76	1.16984
K-12 Program 21 Instructional	1.000	47,306	47,306	1,020	1,020	10,279	10,279	23.76	1.16984
Program 31 Instructional	1.000	64,879	64,879	12,228	12,228	12,935	12,935	21.48	1.62236
K-3 BEA Instructional	2.750	165,596	60,217	1,976	719	30,509	11,094	21.48	1.48103
4-6 BEA Instructional	0.250	11,667	46,668			2,550	10,198	21.35	1.13866
7-8 BEA Instructional	7.000	389,863	55,695	5,890	841	73,997	10,571	22.21	1.36998
9-12 BEA Instructional	1.000	64,879	64,879	12,228	12,228	12,935	12,935	21.48	1.62236
K-12 BEA Instructional	11.000	632,005	57,455	20,094	1,827	119,990	10,908	21.93	1.41543
BEA	11.000	632,005	57,455	20,094	1,827	119,990	10,908	21.93	1.41543
Instructional	12.500	702,646	56,212	24,694	1,976	135,368	10,829	22.03	1.38471
Active	12.500	702,646	56,212	24,694	1,976	135,368	10,829	22.03	1.38471
Certificated Total	12.500	702,646	56,212	24,694	1,976	135,368	10,829	22.03	1.38471

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.500	702,646	56,212	24,694	1,976	135,368	10,829	22.03	1.38471
Instructional for Compliance Purposes	12.500	702,646	56,212	24,694	1,976	135,368	10,829	22.03	1.38471

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	Defunct LEAP 1 Mix Factor
01	10.353	728,841	70,399	18,223	1,760	101,018	9,757	24.03	1.61935
52	0.101	7,045	69,752			1,091	10,803	23.99	1.67169
68	0.046	2,764	60,087			497	10,803	24.02	1.41708
97	0.500	52,626	105,252	1,985	3,970	8,794	17,587	25.91	1.21224
K-3 BEA Instructional	2.427	182,189	75,068	260	107	15,759	6,493	23.72	1.78148
4-6 BEA Instructional	2.095	144,835	69,134			22,085	10,542	23.96	1.66143
7-8 BEA Instructional	2.210	147,362	66,680	64	29	22,599	10,226	23.92	1.59752
9-12 BEA Instructional	3.121	201,829	64,668	10,590	3,393	31,781	10,183	23.93	1.54569
K-12 BEA Instructional	9.853	676,215	68,630	10,914	1,108	92,225	9,360	23.88	1.64001
BEA	10.853	781,467	72,005	20,208	1,862	109,812	10,118	24.17	1.60059
Instructional	10.000	686,024	68,602	16,237	1,624	93,813	9,381	23.88	1.63930
Administrative	1.000	105,252	105,252			17,587	17,587	25.91	1.21224
Active	11.000	791,276	71,934	16,237	1,476	111,400	10,127	24.16	1.60048
On Leave				3,971					
Certificated Total	11.000	791,276	71,934	20,208	1,837	111,400	10,127	24.16	1.60048
Instructional for Funding Purposes	10.000	686,024	68,602	16,237	1,624	93,813	9,381	23.88	1.63930

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	10.000	686,024	68,602	16,237	1,624	93,813	9,381	23.88	1.63930

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	Defunct LEAP 1 Mix Factor
01	47.337	3,338,685	70,530	85,306	1,802	571,720	12,078	22.65	1.58104
31	4.600	316,168	68,732	45,266	9,840	54,668	11,884	22.93	1.60442
34	1.680	124,302	73,989	16,146	9,611	16,108	9,588	22.87	1.72716
51	2.190	163,600	74,703			25,871	11,813	23.00	1.64561
55	2.313	153,962	66,564	3,528	1,525	31,432	13,589	22.38	1.55359
58				34,764					
74				3,155					
79	0.400	21,919	54,798	1,218	3,045	6,090	15,224	22.70	1.27915
97	1.000	140,250	140,250			13,667	13,667	21.40	1.41728
Program 31 Instructional	4.600	316,168	68,732	45,266	9,840	54,668	11,884	22.93	1.60442
Program 34 Instructional	1.680	124,302	73,989	16,146	9,611	16,108	9,588	22.87	1.72716
K-3 BEA Instructional	17.376	1,164,798	67,035	1,547	89	214,650	12,353	23.15	1.56656
4-6 BEA Instructional	8.214	581,987	70,853	1,600	195	96,571	11,757	22.59	1.65393
7-8 BEA Instructional	5.120	338,420	66,098	22,948	4,482	61,374	11,987	22.80	1.54292
9-12 BEA Instructional	18.440	1,242,749	67,394	56,168	3,046	217,807	11,812	22.92	1.57269
K-12 BEA Instructional	49.150	3,327,954	67,710	82,263	1,674	590,402	12,012	22.93	1.58100
K-12 BEA Administrative	1.000	122,814	122,814			12,094	12,094	23.30	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	54.617	3,919,405	71,762	146,718	2,686	656,162	12,014	22.64	1.58450
Instructional	53.703	3,630,761	67,608	173,863	3,237	649,715	12,098	22.89	1.57852
Administrative	5.417	603,125	111,339			69,839	12,893	21.77	1.62463
Other	0.400	25,000	62,500	15,520	38,800			8.40	1.69447
Active	59.520	4,258,886	71,554	189,383	3,182	719,554	12,089	22.64	1.58350
Certificated Total	59.520	4,258,886	71,554	189,383	3,182	719,554	12,089	22.64	1.58350
Instructional for Funding Purposes	53.703	3,630,761	67,608	173,863	3,237	649,715	12,098	22.89	1.57852
Instructional for Compliance Purposes	53.703	3,630,761	67,608	173,863	3,237	649,715	12,098	22.89	1.57852

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	Defunct LEAP 1 Mix Factor
01	41.246	2,667,125	64,664	60,570	1,469	487,648	11,823	23.58	1.42783
02	0.800	68,505	85,631			9,142	11,427	22.66	1.52240
21	1.312	102,510	78,133	1,722	1,313	17,639	13,444	23.14	1.82656
22	0.020	1,980	99,000			229	11,427	23.61	1.88482
24	1.900	113,744	59,865			23,163	12,191	21.97	1.34331
29	0.130	12,867	98,977			1,486	11,427	23.61	1.88482
31	2.771	153,358	55,344	12,562	4,533	37,457	13,517	23.43	1.23977
34	1.074	60,175	56,029			14,395	13,403	23.46	1.25262
51	0.293	25,184	85,952			3,428	11,699	23.71	1.72518
52	0.400	31,666	79,165			5,216	13,040	23.79	1.79020
55	1.657	116,046	70,034	1,352	816	21,336	12,877	22.97	1.52198
58	0.155	9,302	60,013	52,500	338,710	1,941	12,520	22.49	1.18632
74	0.020	1,980	99,000			229	11,427	23.61	1.88482
97	1.000	111,645	111,645	16,747	16,747	11,968	11,968	23.44	1.88482
K-12 Program 02 Instructional	0.800	68,505	85,631			9,142	11,427	22.66	1.52240
Program 21 Instructional	1.165	87,961	75,503	1,722	1,478	15,959	13,699	23.06	1.81921
Program 21 Administrative	0.147	14,549	98,973			1,680	11,427	23.61	1.88482
K-12 Program 21 Instructional	1.165	87,961	75,503			15,959	13,699	23.06	1.81921

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	2.671	144,795	54,210	12,562	4,703	36,314	13,596	23.48	1.22919
Program 31 Administrative	0.100	8,563	85,630			1,143	11,427	22.66	1.52240
Program 34 Instructional	1.024	55,893	54,583			13,824	13,500	23.52	1.23945
Program 34 Administrative	0.050	4,282	85,640			571	11,427	22.66	1.52240
K-3 BEA Instructional	11.186	652,218	58,307			134,795	12,050	23.52	1.33984
4-6 BEA Instructional	8.554	553,881	64,751			100,822	11,787	23.57	1.49289
7-8 BEA Instructional	4.884	296,860	60,782	483	99	62,631	12,824	23.20	1.37420
9-12 BEA Instructional	16.688	1,069,922	64,113	9,881	592	204,459	12,252	23.63	1.44691
K-12 BEA Instructional	41.312	2,572,881	62,279	10,364	251	502,708	12,169	23.54	1.41885
K-12 BEA Administrative	0.100	8,563	85,630			1,143	11,427	22.66	1.52240
BEA	46.891	3,060,808	65,275	89,879	1,917	560,610	11,956	23.54	1.42406
Instructional	46.279	2,897,101	62,601	128,706	2,781	566,861	12,249	23.44	1.42781
Administrative	6.150	540,519	87,889	16,747	2,723	64,656	10,513	23.62	1.54594
Other	0.349	38,467	110,221			3,758	10,768	22.70	1.10825
Active	52.778	3,476,087	65,862	145,453	2,756	635,275	12,037	23.46	1.43947
Certificated Total	52.778	3,476,087	65,862	145,453	2,756	635,275	12,037	23.46	1.43947
Instructional for Funding Purposes	46.279	2,897,101	62,601	128,706	2,781	566,861	12,249	23.44	1.42781

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	46.279	2,897,101	62,601	128,706	2,781	566,861	12,249	23.44	1.42781

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	Defunct LEAP 1 Mix Factor
01	180.467	13,377,279	74,126	439,471	2,435	1,461,729	8,100	23.12	1.41851
02	1.350	113,987	84,435	22,826	16,908	10,903	8,076	25.14	1.72419
21	21.251	1,441,142	67,815	78,188	3,679	179,723	8,457	23.03	1.30732
24	0.699	52,530	75,150	25,464	36,429	5,645	8,076	22.04	1.48596
31	11.334	897,550	79,191	91,063	8,034	91,541	8,077	23.42	1.55166
34	1.950	151,236	77,557	4,106	2,106	15,748	8,076	23.42	1.54432
51	5.098	336,044	65,917	50,927	9,990	41,173	8,076	23.66	1.32970
52	1.000	92,902	92,902	7,580	7,580	8,076	8,076	23.60	1.88482
53	0.150	19,914	132,760	1,771	11,807	1,214	8,093	22.92	1.80472
55	9.401	734,442	78,124	243,786	25,932	75,929	8,077	23.32	1.56158
58	0.500	46,452	92,904	147,070	294,140	4,038	8,076	24.04	1.88482
64				10,000					
65	6.250	520,320	83,251	21,562	3,450	50,479	8,077	22.45	1.65409
74	0.050	6,521	130,420			405	8,093	27.03	1.02628
97	1.000	199,722	199,722	43,337	43,337	10,493	10,493	18.86	1.25171
K-12 Program 02 Instructional	1.350	113,987	84,435	22,826	16,908	10,903	8,076	25.14	1.72419
Program 21 Instructional	20.301	1,317,241	64,886	66,797	3,290	172,035	8,474	22.73	1.32047
Program 21 Administrative	0.950	123,901	130,422	8,543	8,993	7,688	8,093	27.03	1.02628

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	18.605	1,191,603	64,047	63,185	3,396	154,300	8,293	22.79	1.30207
Program 31 Instructional	10.834	837,395	77,293	91,063	8,405	87,503	8,077	23.41	1.54162
Program 31 Administrative	0.500	60,155	120,310			4,038	8,076	23.65	1.76934
Program 34 Instructional	1.900	145,220	76,432	4,106	2,161	15,344	8,076	23.41	1.53840
Program 34 Administrative	0.050	6,016	120,320			404	8,076	23.65	1.76934
K-3 BEA Instructional	73.191	5,116,598	69,907	144,348	1,972	595,129	8,131	23.25	1.42148
4-6 BEA Instructional	36.259	2,576,041	71,046	34,339	947	292,828	8,076	23.13	1.40843
7-8 BEA Instructional	27.050	1,871,138	69,173	67,527	2,496	218,473	8,077	23.32	1.38120
9-12 BEA Instructional	42.501	3,015,447	70,950	204,185	4,804	343,246	8,076	23.20	1.41699
K-12 BEA Instructional	179.001	12,579,224	70,275	450,399	2,516	1,449,675	8,099	23.23	1.41169
K-12 BEA Administrative	14.400	1,733,515	120,383	74,804	5,195	116,488	8,089	22.86	1.61246
BEA	196.101	14,739,774	75,164	600,803	3,064	1,590,414	8,110	23.09	1.42871
Instructional	221.500	15,579,586	70,337	1,015,177	4,583	1,800,981	8,131	23.17	1.41675
Administrative	18.400	2,336,082	126,961	134,553	7,313	151,260	8,221	22.54	1.57596
Other	0.600	74,373	123,955	3,459	5,765	4,856	8,093	23.11	1.88482
Active	240.500	17,990,041	74,803	1,153,189	4,795	1,957,097	8,138	23.09	1.43010
On Leave				33,962					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	240.500	17,990,041	74,803	1,187,151	4,936	1,957,097	8,138	23.09	1.43010
Instructional for Funding Purposes	221.500	15,579,586	70,337	1,015,177	4,583	1,800,981	8,131	23.17	1.41675
Instructional for Compliance Purposes	221.500	15,579,586	70,337	1,015,177	4,583	1,800,981	8,131	23.17	1.41675

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	Defunct LEAP 1 Mix Factor
01	73.819	5,792,583	78,470	88,187	1,195	960,706	13,014	22.53	1.53146
21	9.575	716,428	74,823	8,989	939	127,878	13,355	19.53	1.43674
31	7.750	614,538	79,295	38,662	4,989	97,516	12,583	20.71	1.58959
34	1.500	132,833	88,555			18,943	12,629	22.67	1.79733
51	2.740	211,746	77,280			32,765	11,958	21.66	1.57341
52	0.170	14,515	85,382			2,157	12,690	23.18	1.69447
53	0.450	35,024	77,831			6,735	14,966	20.96	1.28299
55	2.330	183,800	78,884			29,307	12,578	22.02	1.60051
58				94,545					
65	0.130	11,559	88,915			1,650	12,690	22.79	1.80472
74	0.130	8,846	68,046			1,650	12,690	23.16	1.41708
79	0.131	11,835	90,344			1,595	12,177	22.29	1.84788
88	1.000	81,365	81,365	4,520	4,520	11,758	11,758	21.47	1.69447
97	1.000	155,602	155,602	7,800	7,800	18,910	18,910	21.30	1.88482
Program 21 Instructional	8.725	610,946	70,022	5,000	573	109,702	12,573	19.21	1.42369
Program 21 Administrative	0.850	105,482	124,096	3,989	4,693	18,176	21,383	21.38	1.57060
K-12 Program 21 Instructional	7.725	525,573	68,035			97,012	12,558	18.68	1.38864
Program 31 Instructional	7.600	595,115	78,305	28,815	3,791	94,309	12,409	20.64	1.59440

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.150	19,423	129,487	9,847	65,647	3,207	21,383	22.96	1.34610
Program 34 Instructional	1.500	132,833	88,555			18,943	12,629	22.67	1.79733
K-3 BEA Instructional	27.400	1,956,768	71,415	8,400	307	340,362	12,422	22.35	1.46561
4-6 BEA Instructional	14.760	1,043,623	70,706			178,422	12,088	23.15	1.44919
7-8 BEA Instructional	13.589	1,089,902	80,205	13,617	1,002	169,003	12,437	22.78	1.63340
9-12 BEA Instructional	21.320	1,717,411	80,554	57,836	2,713	267,058	12,526	21.57	1.63676
K-12 BEA Instructional	77.069	5,807,704	75,357	79,853	1,036	954,844	12,389	22.33	1.53940
K-12 BEA Administrative	6.000	732,250	122,042	46,996	7,833	122,321	20,387	22.66	1.57105
BEA	84.069	6,695,556	79,644	134,649	1,602	1,096,075	13,038	22.34	1.54576
Instructional	91.725	6,877,361	74,978	179,398	1,956	1,137,198	12,398	22.00	1.53058
Administrative	9.000	1,093,313	121,479	63,305	7,034	174,372	19,375	22.23	1.61957
Active	100.725	7,970,674	79,133	242,703	2,410	1,311,570	13,021	22.03	1.53853
Certificated Total	100.725	7,970,674	79,133	242,703	2,410	1,311,570	13,021	22.03	1.53853
Instructional for Funding Purposes	91.725	6,877,361	74,978	179,398	1,956	1,137,198	12,398	22.00	1.53058
Instructional for Compliance Purposes	91.725	6,877,361	74,978	179,398	1,956	1,137,198	12,398	22.00	1.53058

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	Defunct LEAP 1 Mix Factor
01	84.096	6,487,955	77,149	636,682	7,571	940,005	11,178	23.30	1.50705
02	7.812	602,002	77,061	68,115	8,719	183,242	23,456	22.12	1.50599
03	1.800	149,891	83,273	15,058	8,366	60,478	33,599	23.36	1.62496
21	17.033	1,333,080	78,265	161,945	9,508	202,510	11,889	22.51	1.53089
24	2.000	177,220	88,610	11,474	5,737	27,928	13,964	21.53	1.72953
31	5.700	490,492	86,051	50,334	8,831	77,701	13,632	23.97	1.68061
34	1.584	107,323	67,754	9,565	6,039	17,877	11,286	24.03	1.32622
51	0.462	40,012	86,606	3,248	7,030	14,153	30,634	22.80	1.69447
52				500					
55	1.045	86,744	83,009	7,050	6,746	32,432	31,035	23.41	1.61848
58				47,105					
K-12 Program 02 Instructional	7.812	602,002	77,061	9,800	1,254	183,242	23,456	22.12	1.50599
Program 21 Instructional	17.033	1,333,080	78,265	161,945	9,508	202,510	11,889	22.51	1.53089
K-12 Program 21 Instructional	16.233	1,255,746	77,358	14,218	876	192,732	11,873	23.02	1.51345
Program 31 Instructional	5.700	490,492	86,051	50,334	8,831	77,701	13,632	23.97	1.68061
Program 34 Instructional	1.584	107,323	67,754	9,565	6,039	17,877	11,286	24.03	1.32622
K-3 BEA Instructional	33.520	2,503,467	74,686	28,647	855	363,213	10,836	23.45	1.45633

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	17.730	1,353,820	76,358	189	11	225,524	12,720	23.35	1.49405
7-8 BEA Instructional	15.160	1,146,289	75,613			163,609	10,792	23.13	1.47846
9-12 BEA Instructional	34.582	2,834,087	81,953			526,957	15,238	23.11	1.60163
K-12 BEA Instructional	100.992	7,837,663	77,607	38,636	383	1,279,302	12,667	23.26	1.51603
BEA	100.992	7,837,663	77,607	779,754	7,721	1,279,302	12,667	23.26	1.51603
Instructional	121.532	9,474,719	77,961	1,011,076	8,319	1,556,325	12,806	23.11	1.52318
Active	121.532	9,474,719	77,961	1,011,076	8,319	1,556,325	12,806	23.11	1.52318
Certificated Total	121.532	9,474,719	77,961	1,011,076	8,319	1,556,325	12,806	23.11	1.52318
Instructional for Funding Purposes	121.532	9,474,719	77,961	1,011,076	8,319	1,556,325	12,806	23.11	1.52318
Instructional for Compliance Purposes	121.532	9,474,719	77,961	1,011,076	8,319	1,556,325	12,806	23.11	1.52318

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	Defunct LEAP 1 Mix Factor
01	13.150	943,610	71,757			165,908	12,617	21.66	1.47221
21	1.000	85,508	85,508			12,697	12,697	23.15	1.80472
51	0.850	59,094	69,522			10,792	12,697	20.83	1.55041
52	0.200	10,000	50,000					9.22	1.22566
97	0.400	55,120	137,800			11,639	29,098	21.52	1.13919
Program 21 Instructional	1.000	85,508	85,508			12,697	12,697	23.15	1.80472
K-12 Program 21 Instructional	1.000	85,508	85,508			12,697	12,697	23.15	1.80472
K-3 BEA Instructional	5.075	379,758	74,829			64,437	12,697	21.35	1.57421
4-6 BEA Instructional	4.749	323,882	68,200			60,298	12,697	21.95	1.44865
7-8 BEA Instructional	2.326	131,970	56,737			29,533	12,697	21.99	1.21604
K-12 BEA Instructional	12.150	835,610	68,774			154,269	12,697	21.68	1.45657
K-12 BEA Administrative	1.000	108,000	108,000			11,639	11,639	21.47	1.66233
BEA	13.550	998,730	73,707			177,547	13,103	21.65	1.46238
Instructional	14.200	990,212	69,733			177,758	12,518	21.64	1.48345
Administrative	1.400	163,120	116,514			23,278	16,627	21.49	1.51286
Active	15.600	1,153,332	73,932			201,036	12,887	21.62	1.48609
Certificated Total	15.600	1,153,332	73,932			201,036	12,887	21.62	1.48609

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	14.200	990,212	69,733			177,758	12,518	21.64	1.48345
Instructional for Compliance Purposes	14.200	990,212	69,733			177,758	12,518	21.64	1.48345

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	Defunct LEAP 1 Mix Factor
01	3.495	212,850	60,901	5,478	1,567	53,756	15,381	21.86	1.33126
21	0.294	23,825	81,037	2,000	6,803	842	2,864	23.81	1.88482
51	0.212	17,027	80,316			607	2,864	23.81	1.88482
97	0.363	33,283	91,689					7.91	1.69557
Program 21 Instructional	0.294	23,825	81,037	2,000	6,803	842	2,864	23.81	1.88482
K-12 Program 21 Instructional	0.294	23,825	81,037	2,000	6,803	842	2,864	23.81	1.88482
K-3 BEA Instructional	1.823	93,939	51,530	5,478	3,005	20,636	11,320	21.67	1.09408
4-6 BEA Instructional	1.672	118,911	71,119			33,120	19,809	21.98	1.58986
K-12 BEA Instructional	3.495	212,850	60,901	5,478	1,567	53,756	15,381	21.86	1.33126
BEA	3.858	246,133	63,798	5,478	1,420	53,756	13,934	20.24	1.36554
Instructional	4.001	253,702	63,410	7,478	1,869	55,205	13,798	22.14	1.40127
Administrative	0.363	33,283	91,689					7.91	1.69557
Active	4.364	286,985	65,762	7,478	1,714	55,205	12,650	20.70	1.42575
Certificated Total	4.364	286,985	65,762	7,478	1,714	55,205	12,650	20.70	1.42575
Instructional for Funding Purposes	4.001	253,702	63,410	7,478	1,869	55,205	13,798	22.14	1.40127
Instructional for Compliance Purposes	4.001	253,702	63,410	7,478	1,869	55,205	13,798	22.14	1.40127

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	Defunct LEAP 1 Mix Factor
01	10.903	647,294	59,368	34,383	3,154	118,737	10,890	23.48	1.30741
51	0.322	21,968	68,224			6,431	19,973	21.84	1.56956
55	0.367	25,039	68,226			7,330	19,973	21.84	1.56956
74	0.044	3,002	68,227			879	19,973	21.84	1.56956
97	0.392	51,719	131,936			11,051	28,191	21.53	1.69557
99	0.100	13,190	131,900			2,819	28,191	21.53	1.69557
K-3 BEA Instructional	5.128	304,921	59,462	16,255	3,170	60,556	11,809	24.08	1.39053
4-6 BEA Instructional	3.000	156,726	52,242	12,177	4,059	33,439	11,146	23.48	1.18818
7-8 BEA Instructional	2.267	118,627	52,328	5,951	2,625	10,421	4,597	22.97	1.19022
K-12 BEA Instructional	10.395	580,274	55,822	34,383	3,308	104,416	10,045	23.71	1.28845
BEA	11.295	699,013	61,887	34,383	3,044	129,788	11,491	23.34	1.32089
Instructional	11.128	630,283	56,639	34,383	3,090	119,056	10,699	23.56	1.30696
Administrative	1.000	131,929	131,929			28,191	28,191	21.53	1.69557
Active	12.128	762,212	62,847	34,383	2,835	147,247	12,141	23.21	1.33900
Certificated Total	12.128	762,212	62,847	34,383	2,835	147,247	12,141	23.21	1.33900
Instructional for Funding Purposes	11.128	630,283	56,639	34,383	3,090	119,056	10,699	23.56	1.30696
Instructional for Compliance Purposes	11.128	630,283	56,639	34,383	3,090	119,056	10,699	23.56	1.30696

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	Defunct LEAP 1 Mix Factor
01	35.294	2,589,510	73,370	574,846	16,287	429,253	12,162	23.20	1.63330
21	4.600	316,585	68,823	30,560	6,643	57,219	12,439	23.51	1.54875
24	0.500	34,654	69,308			6,203	12,406	23.29	1.59744
51	0.143	11,457	80,119			2,585	18,074	23.59	1.84788
55	0.357	28,630	80,196			6,452	18,074	23.59	1.84788
58				27,525					
65	0.063	5,051	80,175			1,139	18,074	23.59	1.84788
74	0.143	11,457	80,119			2,585	18,074	23.59	1.84788
97	2.000	220,159	110,080	32,756	16,378	13,367	6,684	16.54	1.83138
Program 21 Instructional	4.017	268,210	66,769	30,560	7,608	48,271	12,017	23.49	1.49997
Program 21 Administrative	0.583	48,375	82,976			8,948	15,348	23.64	1.88482
K-12 Program 21 Instructional	3.600	227,321	63,145			41,871	11,631	23.47	1.45539
K-3 BEA Instructional	14.959	1,015,224	67,867	909	61	156,541	10,465	23.23	1.56415
4-6 BEA Instructional	10.653	778,930	73,118			136,148	12,780	23.05	1.68538
7-8 BEA Instructional	7.682	550,329	71,639			112,441	14,637	23.20	1.65110
K-12 BEA Instructional	33.294	2,344,483	70,418	909	27	405,131	12,168	23.16	1.62300
BEA	37.294	2,809,669	75,338	607,602	16,292	442,620	11,868	22.71	1.64392

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	37.811	2,647,347	70,015	632,931	16,739	459,605	12,155	23.20	1.60959
Administrative	5.289	570,156	107,800			59,197	11,192	20.78	1.82939
Active	43.100	3,217,503	74,652	632,931	14,685	518,802	12,037	22.81	1.63657
On Leave				32,756					
Certificated Total	43.100	3,217,503	74,652	665,687	15,445	518,802	12,037	22.81	1.63657
Instructional for Funding Purposes	37.811	2,647,347	70,015	632,931	16,739	459,605	12,155	23.20	1.60959
Instructional for Compliance Purposes	37.811	2,647,347	70,015	632,931	16,739	459,605	12,155	23.20	1.60959

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	Defunct LEAP 1 Mix Factor
01	12.400	831,073	67,022	45,132	3,640	131,573	10,611	22.39	1.54662
21	0.930	50,898	54,729	4,500	4,839	9,865	10,607	22.24	1.25171
31	1.857	147,720	79,548	10,523	5,667	19,714	10,616	22.51	1.66896
51	0.035	1,916	54,743			371	10,607	22.24	1.25171
55	0.035	1,916	54,743			371	10,607	22.24	1.25171
89				2,000					
97	0.500	50,000	100,000			10,300	20,600	8.29	1.13919
Program 21 Instructional	0.930	50,898	54,729	4,500	4,839	9,865	10,607	22.24	1.25171
K-12 Program 21 Instructional	0.930	50,898	54,729	4,500	4,839	9,865	10,607	22.24	1.25171
Program 31 Instructional	1.857	147,720	79,548	10,523	5,667	19,714	10,616	22.51	1.66896
K-3 BEA Instructional	4.310	248,336	57,619	6,334	1,470	46,337	10,751	22.48	1.32955
4-6 BEA Instructional	2.230	149,999	67,264			27,387	12,281	22.39	1.56893
7-8 BEA Instructional	1.267	96,719	76,337	10,631	8,391	13,434	10,603	22.24	1.67549
9-12 BEA Instructional	5.050	389,004	77,030	35,390	7,008	53,534	10,601	22.26	1.70001
K-12 BEA Instructional	12.857	884,058	68,761	52,355	4,072	140,692	10,943	22.34	1.55067
BEA Instructional	14.757	1,028,793	69,716	55,655	3,771	161,587	10,950	21.79	1.54821
Instructional	13.857	938,788	67,748	59,155	4,269	151,299	10,919	22.33	1.52910

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.900	144,735	76,176			20,895	10,997	18.09	1.53156
Other				3,000					
Active	15.757	1,083,523	68,765	62,155	3,945	172,194	10,928	21.82	1.52940
Certificated Total	15.757	1,083,523	68,765	62,155	3,945	172,194	10,928	21.82	1.52940
Instructional for Funding Purposes	13.857	938,788	67,748	59,155	4,269	151,299	10,919	22.33	1.52910
Instructional for Compliance Purposes	13.857	938,788	67,748	59,155	4,269	151,299	10,919	22.33	1.52910

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	Defunct LEAP 1 Mix Factor
01	58.332	4,312,936	73,938	20,000	343	714,000	12,240	21.77	1.51396
21	8.675	586,653	67,626			96,969	11,178	20.90	1.44568
24	0.280	18,350	65,536			3,186	11,379	21.95	1.41802
31	3.000	234,543	78,181			39,150	13,050	19.39	1.69160
51	1.695	102,258	60,329			18,921	11,163	21.65	1.30536
53	0.300	32,160	107,200			4,119	13,729	20.40	1.88482
55	3.200	267,811	83,691			41,410	12,941	18.11	1.64185
65	2.250	201,021	89,343			30,808	13,693	20.08	1.88482
74	0.200	15,366	76,830			2,447	12,237	20.54	1.66233
97	1.000	160,703	160,703			13,192	13,192	20.68	1.69557
Program 21 Instructional	8.325	549,133	65,962			92,164	11,071	20.93	1.42721
Program 21 Administrative	0.350	37,520	107,200			4,805	13,729	20.40	1.88482
K-12 Program 21 Instructional	7.700	494,689	64,245			85,014	11,041	20.87	1.39007
Program 31 Instructional	3.000	234,543	78,181			39,150	13,050	19.39	1.69160
K-3 BEA Instructional	18.732	1,362,056	72,713			230,020	12,280	21.73	1.57327
4-6 BEA Instructional	12.400	821,411	66,243			146,754	11,835	22.03	1.43329
7-8 BEA Instructional	6.600	440,525	66,746			76,524	11,595	21.57	1.44418

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	18.600	1,358,419	73,033			234,915	12,630	20.68	1.58022
K-12 BEA Instructional	56.332	3,982,411	70,695			688,213	12,217	21.40	1.52963
K-12 BEA Administrative	4.000	446,726	111,682			52,397	13,099	23.34	1.49862
BEA	62.332	4,708,182	75,534	20,000	321	766,342	12,295	21.60	1.52542
Instructional	71.332	5,028,830	70,499			859,805	12,054	21.08	1.52538
Administrative	7.600	902,971	118,812			104,398	13,737	22.54	1.55498
Other				20,000					
Active	78.932	5,931,801	75,151	20,000	253	964,203	12,216	21.29	1.52823
Certificated Total	78.932	5,931,801	75,151	20,000	253	964,203	12,216	21.29	1.52823
Instructional for Funding Purposes	71.332	5,028,830	70,499			859,805	12,054	21.08	1.52538
Instructional for Compliance Purposes	71.332	5,028,830	70,499			859,805	12,054	21.08	1.52538

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	Defunct LEAP 1 Mix Factor
01	1,000.481	81,839,268	81,800	7,788,432	7,785	11,479,575	11,474	23.32	1.43949
02	3.600	287,914	79,976	34,147	9,485	42,629	11,841	23.71	1.52231
03	1.500	146,301	97,534	7,926	5,284	17,022	11,348	21.92	1.43307
21	198.063	15,400,034	77,753	1,937,311	9,781	2,245,874	11,339	25.18	1.45744
22	0.204	19,578	95,971	1,739	8,525	2,866	14,048	24.20	1.78423
24	16.099	1,405,881	87,327	141,220	8,772	187,747	11,662	24.39	1.53972
31	35.675	2,902,789	81,368	333,093	9,337	405,769	11,374	24.38	1.50155
34	7.252	570,375	78,651	59,204	8,164	77,156	10,639	23.57	1.49932
45	17.333	1,517,816	87,568	182,028	10,502	232,448	13,411	22.95	1.54614
46	0.400	35,582	88,955	3,413	8,533	4,425	11,062	25.29	1.69557
51	28.131	2,375,747	84,453	235,516	8,372	324,603	11,539	22.61	1.51513
52	4.762	435,197	91,390	80,924	16,994	57,594	12,094	23.16	1.67836
55	57.209	4,843,612	84,665	503,391	8,799	662,387	11,578	22.81	1.50878
58	2.270	205,627	90,585	29,567	13,025	26,716	11,769	23.05	1.72650
64	3.299	304,192	92,207	34,604	10,489	42,561	12,901	23.67	1.75710
65	30.945	2,557,407	82,644	272,560	8,808	381,405	12,325	23.40	1.53619
69	0.700	63,564	90,806	8,934	12,763	8,605	12,293	22.85	1.73090
74	2.400	236,244	98,435	32,372	13,488	39,090	16,287	22.68	1.76151
79	3.984	346,240	86,908	64,184	16,110	39,751	9,978	22.59	1.45614

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.588	54,672	92,980	8,108	13,789	17,528	29,810	22.88	1.79454
89	0.250	34,615	138,460	900	3,600	3,487	13,946	20.33	1.88482
97	8.827	1,603,227	181,628	63,677	7,214	146,880	16,640	16.31	1.33954
CP	0.050	9,050	181,000			622	12,442	14.45	1.00000
K-12 Program 02 Instructional	3.600	287,914	79,976			42,629	11,841	23.71	1.52231
Program 21 Instructional	196.021	15,105,487	77,061	1,931,311	9,853	2,216,468	11,307	25.30	1.45487
Program 21 Administrative	2.042	294,547	144,244	6,000	2,938	29,406	14,400	20.17	1.70402
K-12 Program 21 Instructional	179.433	13,753,925	76,652			2,017,950	11,246	25.19	1.44653
Program 31 Instructional	34.575	2,759,439	79,810	333,093	9,634	389,648	11,270	24.54	1.49731
Program 31 Administrative	1.100	143,350	130,318			16,122	14,656	20.92	1.63493
Program 34 Instructional	7.252	570,375	78,651	59,204	8,164	77,156	10,639	23.57	1.49932
K-3 BEA Instructional	366.127	27,546,932	75,239			4,179,042	11,414	23.63	1.41510
4-6 BEA Instructional	200.415	15,159,168	75,639			2,269,919	11,326	23.79	1.43058
7-8 BEA Instructional	142.738	10,778,587	75,513			1,620,714	11,354	24.10	1.40396
9-12 BEA Instructional	275.369	21,664,638	78,675			3,170,454	11,513	24.14	1.48875
K-12 BEA Instructional	984.649	75,149,325	76,321			11,240,129	11,415	23.88	1.43724
BEA	1,074.668	88,867,690	82,693	8,468,507	7,880	12,401,479	11,540	23.22	1.44312

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,323.862	102,024,273	77,066	11,560,937	8,733	15,158,511	11,450	24.02	1.45072
Administrative	93.160	14,522,598	155,889	162,225	1,741	1,193,814	12,815	19.31	1.49701
Other	6.000	549,177	91,530	67,683	11,281	84,286	14,048	23.30	1.74465
Active	1,423.022	117,096,048	82,287	11,790,845	8,286	16,436,611	11,550	23.46	1.45499
On Leave	1.000	98,884	98,884	17,005	17,005	10,127	10,127	21.81	1.88482
Certificated Total	1,424.022	117,194,932	82,299	11,807,850	8,292	16,446,738	11,549	23.46	1.45530
Instructional for Funding Purposes	1,323.862	102,024,273	77,066	11,560,937	8,733	15,158,511	11,450	24.02	1.45072
Instructional for Compliance Purposes	1,323.862	102,024,273	77,066	11,560,937	8,733	15,158,511	11,450	24.02	1.45072

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	Defunct LEAP 1 Mix Factor
01	105.500	8,532,214	80,874	479,869	4,549	1,227,341	11,634	24.12	1.59746
21	13.040	928,040	71,169	66,010	5,062	162,510	12,462	23.87	1.40855
24	1.060	86,652	81,747			12,670	11,953	23.98	1.65964
31	2.700	183,680	68,030	9,933	3,679	37,246	13,795	23.72	1.38112
34	0.500	46,420	92,840	1,614	3,228	5,989	11,978	23.90	1.88482
51	0.700	64,989	92,841	650	929	8,385	11,978	23.90	1.88482
52				2,872					
55	0.601	48,582	80,835	1,510	2,512	7,199	11,978	23.97	1.64344
58				91,383					
65	0.699	48,370	69,199	1,207	1,727	8,373	11,978	24.06	1.40286
74	0.400	25,508	63,770	1,308	3,270			9.46	1.29461
97	1.000	160,000	160,000	10,888	10,888	14,908	14,908	22.35	1.64574
Program 21 Instructional	12.040	818,640	67,993	60,117	4,993	147,653	12,264	24.15	1.38039
Program 21 Administrative	1.000	109,400	109,400	3,816	3,816	14,857	14,857	21.89	1.74756
K-12 Program 21 Instructional	11.220	769,626	68,594	58,947	5,254	137,918	12,292	24.15	1.39259
Program 31 Instructional	2.700	183,680	68,030	5,577	2,066	37,246	13,795	23.72	1.38112
Program 31 Administrative				4,000					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.500	46,420	92,840	1,539	3,078	5,989	11,978	23.90	1.88482
K-3 BEA Instructional	35.947	2,704,890	75,247	142,715	3,970	412,844	11,485	24.62	1.52665
4-6 BEA Instructional	18.423	1,477,501	80,199	78,343	4,252	216,828	11,769	23.96	1.62820
7-8 BEA Instructional	17.170	1,365,151	79,508	66,309	3,862	196,190	11,426	23.95	1.61009
9-12 BEA Instructional	30.600	2,407,069	78,662	128,476	4,199	356,024	11,635	23.94	1.59699
K-12 BEA Instructional	102.140	7,954,611	77,879	415,843	4,071	1,181,885	11,571	24.17	1.58007
K-12 BEA Administrative	0.560	54,103	96,613	18,952	33,843	7,079	12,641	24.07	1.74756
BEA	109.700	8,922,314	81,334	502,304	4,579	1,285,484	11,718	24.08	1.59388
Instructional	117.640	9,047,352	76,907	576,390	4,900	1,366,164	11,613	24.12	1.56046
Administrative	8.560	1,077,103	125,830	39,281	4,589	118,456	13,838	23.18	1.77670
Active	126.200	10,124,455	80,225	615,671	4,879	1,484,620	11,764	24.02	1.57513
On Leave				51,573					
Certificated Total	126.200	10,124,455	80,225	667,244	5,287	1,484,620	11,764	24.02	1.57513
Instructional for Funding Purposes	117.640	9,047,352	76,907	576,390	4,900	1,366,164	11,613	24.12	1.56046
Instructional for Compliance Purposes	117.640	9,047,352	76,907	576,390	4,900	1,366,164	11,613	24.12	1.56046

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	Defunct LEAP 1 Mix Factor
01	23.390	1,510,954	64,598	82,558	3,530	286,333	12,242	24.28	1.37166
21	3.000	193,388	64,463	11,732	3,911	36,618	12,206	24.25	1.38651
24				900					
51	1.610	105,020	65,230	9,912	6,157	19,652	12,206	31.44	1.44506
52				7,700					
55	1.000	82,232	82,232	2,284	2,284	12,206	12,206	21.66	1.80472
58				12,937					
79				2,345					
97	1.000	133,000	133,000			12,206	12,206	22.83	1.19891
Program 21 Instructional	3.000	193,388	64,463	11,498	3,833	36,618	12,206	24.25	1.38651
K-12 Program 21 Instructional	2.000	134,312	67,156	552	276	24,412	12,206	24.14	1.45391
K-3 BEA Instructional	9.970	622,946	62,482	11,079	1,111	121,694	12,206	24.32	1.34750
4-6 BEA Instructional	6.540	418,890	64,050	13,958	2,134	80,105	12,249	23.83	1.38754
7-8 BEA Instructional	5.880	379,118	64,476	7,307	1,243	71,771	12,206	24.79	1.41069
K-12 BEA Instructional	22.390	1,420,954	63,464	32,344	1,445	273,570	12,218	24.30	1.37579
BEA	24.390	1,643,954	67,403	82,558	3,385	298,539	12,240	24.17	1.36457
Instructional	28.000	1,801,594	64,343	109,574	3,913	342,046	12,216	24.58	1.39624

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	223,000	111,500			24,969	12,485	23.29	1.23903
Other				15,109					
Active	30.000	2,024,594	67,486	124,683	4,156	367,015	12,234	24.45	1.38576
On Leave				5,685					
Certificated Total	30.000	2,024,594	67,486	130,368	4,346	367,015	12,234	24.45	1.38576
Instructional for Funding Purposes	28.000	1,801,594	64,343	109,574	3,913	342,046	12,216	24.58	1.39624
Instructional for Compliance Purposes	28.000	1,801,594	64,343	109,574	3,913	342,046	12,216	24.58	1.39624

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	Defunct LEAP 1 Mix Factor
01	73.359	5,669,705	77,287	176,555	2,407	944,233	12,871	23.45	1.50219
02	3.789	323,636	85,415	6,639	1,752	56,345	14,871	23.36	1.70265
21	12.561	1,020,976	81,281	38,790	3,088	140,397	11,177	25.01	1.46403
24	3.000	271,783	90,594			49,531	16,510	23.57	1.83142
31	7.100	569,685	80,237	78,019	10,989	88,157	12,417	22.17	1.49720
34	0.600	38,553	64,255	1,888	3,147	7,235	12,058	23.88	1.18718
51	2.362	221,250	93,671	838	355	28,334	11,996	23.52	1.63426
52				40,678					
55	4.966	422,801	85,139	4,491	904	71,916	14,482	23.31	1.64516
58				97,372					
74				6,380					
79				2,400					
88	1.000	73,319	73,319	1,222	1,222	11,598	11,598	23.49	1.49777
97	1.000	152,090	152,090	7,093	7,093	12,649	12,649	21.79	1.80105
K-12 Program 02 Instructional	3.289	272,552	82,868	3,055	929	49,416	15,025	23.32	1.67496
Program 21 Instructional	9.737	748,231	76,844	38,418	3,946	126,007	12,941	23.78	1.55909
Program 21 Administrative	0.824	88,425	107,312			14,390	17,464	42.14	1.22566
K-12 Program 21 Instructional	8.737	674,912	77,248	23,709	2,714	114,409	13,095	23.81	1.56611

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.600	507,897	76,954	68,683	10,407	80,163	12,146	22.03	1.47390
Program 31 Administrative	0.500	61,788	123,576			7,995	15,989	23.47	1.80472
Program 34 Instructional	0.600	38,553	64,255	1,888	3,147	7,235	12,058	23.88	1.18718
K-3 BEA Instructional	26.800	1,874,288	69,936	15,545	580	322,342	12,028	23.16	1.41228
4-6 BEA Instructional	13.800	965,492	69,963	9,704	703	189,392	13,724	23.30	1.42340
7-8 BEA Instructional	13.289	996,606	74,995	8,352	628	163,084	12,272	23.64	1.51472
9-12 BEA Instructional	23.867	1,988,048	83,297	30,982	1,298	319,609	13,391	22.91	1.66216
K-12 BEA Instructional	77.756	5,824,434	74,907	64,583	831	994,426	12,789	23.18	1.50846
K-12 BEA Administrative	4.000	443,478	110,870			61,469	15,367	24.47	1.50182
BEA	85.848	6,753,669	78,670	270,194	3,147	1,108,620	12,914	23.29	1.51191
Instructional	97.821	7,452,339	76,183	385,776	3,944	1,271,117	12,994	23.26	1.53604
Administrative	9.916	1,127,139	113,669	1,420	143	139,279	14,046	25.01	1.48756
Active	107.737	8,579,478	79,634	387,196	3,594	1,410,396	13,091	23.47	1.53157
K-12 Program 21 Contracted	2.000	184,320	92,160						1.09946
On Leave				75,169					
Certificated Total	109.737	8,763,798	79,862	462,365	4,213	1,410,396	12,853	23.47	1.52370
Instructional for Funding Purposes	99.821	7,636,659	76,504	385,776	3,865	1,271,117	12,734	23.26	1.52729

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	97.821	7,452,339	76,183	385,776	3,944	1,271,117	12,994	23.26	1.53604

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	Defunct LEAP 1 Mix Factor
01	16.256	1,026,506	63,146			154,047	9,476	20.05	1.18113
21	0.648	65,000	100,309			9,720	15,000	20.00	1.41728
79	1.196	111,707	93,401			16,712	13,973	20.76	1.34909
Program 21 Instructional	0.648	65,000	100,309			9,720	15,000	20.00	1.41728
K-12 Program 21 Instructional	0.648	65,000	100,309			9,720	15,000	20.00	1.41728
K-3 BEA Instructional	15.956	992,006	62,171			148,872	9,330	20.05	1.17629
K-12 BEA Instructional	15.956	992,006	62,171			148,872	9,330	20.05	1.17629
K-12 BEA Administrative	0.100	11,500	115,000			1,725	17,250	20.00	1.43896
BEA	16.256	1,026,506	63,146			154,047	9,476	20.05	1.18113
Instructional	17.100	1,088,213	63,638			163,229	9,546	20.12	1.18675
Administrative	1.000	115,000	115,000			17,250	17,250	20.00	1.43896
Active	18.100	1,203,213	66,476			180,479	9,971	20.11	1.20069
Certificated Total	18.100	1,203,213	66,476			180,479	9,971	20.11	1.20069
Instructional for Funding Purposes	17.100	1,088,213	63,638			163,229	9,546	20.12	1.18675
Instructional for Compliance Purposes	17.100	1,088,213	63,638			163,229	9,546	20.12	1.18675

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	Defunct LEAP 1 Mix Factor
01	17.800	1,211,259	68,048	815	46	218,978	12,302	21.16	1.43778
21	2.000	127,093	63,547			23,932	11,966	19.28	1.56493
31	1.000	77,028	77,028			11,966	11,966	22.05	1.69557
51	0.550	46,867	85,213			6,581	11,966	19.25	1.88482
55	0.150	12,782	85,213			1,795	11,966	19.25	1.88482
97	1.000	124,094	124,094			11,966	11,966	23.29	1.88482
Program 21 Instructional	2.000	127,093	63,547			23,932	11,966	19.28	1.56493
K-12 Program 21 Instructional	2.000	127,093	63,547			23,932	11,966	19.28	1.56493
Program 31 Instructional	1.000	77,028	77,028			11,966	11,966	22.05	1.69557
K-3 BEA Instructional	4.000	243,963	60,991			47,864	11,966	20.20	1.35300
4-6 BEA Instructional	2.000	118,354	59,177			23,932	11,966	18.92	1.29964
7-8 BEA Instructional	5.890	392,010	66,555			70,480	11,966	21.57	1.46762
9-12 BEA Instructional	4.910	341,610	69,574			64,736	13,185	20.78	1.53473
K-12 BEA Instructional	16.800	1,095,937	65,234			207,012	12,322	20.70	1.43994
K-12 BEA Administrative	2.000	192,350	96,175			23,932	11,966	24.82	1.54853
BEA	19.800	1,412,381	71,332	815	41	242,910	12,268	21.37	1.47338

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	19.500	1,282,679	65,778	815	42	239,320	12,273	20.49	1.46873
Administrative	3.000	316,444	105,481			35,898	11,966	24.20	1.66063
Active	22.500	1,599,123	71,072	815	36	275,218	12,232	21.11	1.49432
Certificated Total	22.500	1,599,123	71,072	815	36	275,218	12,232	21.11	1.49432
Instructional for Funding Purposes	19.500	1,282,679	65,778	815	42	239,320	12,273	20.49	1.46873
Instructional for Compliance Purposes	19.500	1,282,679	65,778	815	42	239,320	12,273	20.49	1.46873

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	Defunct LEAP 1 Mix Factor
01	3.200	235,348	73,546			25,667	8,021	23.62	1.43556
21	0.350	32,447	92,706			1,402	4,006	8.12	1.88482
97	0.216	33,161	153,523			3,434	15,898	23.63	1.69557
Program 21 Instructional	0.350	32,447	92,706			1,402	4,006	8.12	1.88482
K-12 Program 21 Instructional	0.350	32,447	92,706			1,402	4,006	8.12	1.88482
K-3 BEA Instructional	1.859	113,767	61,198			11,217	6,034	23.61	1.28603
4-6 BEA Instructional	0.895	69,584	77,747			8,523	9,523	23.63	1.61684
7-8 BEA Instructional	0.230	18,836	81,896			2,493	10,841	23.63	1.69447
K-12 BEA Instructional	2.984	202,187	67,757			22,233	7,451	23.62	1.41673
BEA	3.416	268,509	78,603			29,101	8,519	23.62	1.45200
Instructional	3.334	234,634	70,376			23,635	7,089	21.44	1.46587
Administrative	0.432	66,322	153,523			6,868	15,898	23.63	1.69557
Active	3.766	300,956	79,914			30,503	8,100	21.90	1.49222
Certificated Total	3.766	300,956	79,914			30,503	8,100	21.90	1.49222
Instructional for Funding Purposes	3.334	234,634	70,376			23,635	7,089	21.44	1.46587
Instructional for Compliance Purposes	3.334	234,634	70,376			23,635	7,089	21.44	1.46587

Innovation Charter School (36901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	7.400	446,000	60,270			56,532	7,639	26.14	0.79253
21	1.000	60,000	60,000			8,076	8,076	26.32	1.57423
97	0.300	100,000	333,333					23.57	1.88482
Program 21 Instructional	1.000	60,000	60,000			8,076	8,076	26.32	1.57423
K-12 Program 21 Instructional	1.000	60,000	60,000			8,076	8,076	26.32	1.57423
7-8 BEA Instructional	5.400	316,000	58,519			40,380	7,478	26.07	1.08606
K-12 BEA Instructional	5.400	316,000	58,519			40,380	7,478	26.07	1.08606
K-12 BEA Administrative	2.300	230,000	100,000			16,152	7,023	25.18	0.24585
BEA	7.700	546,000	70,909			56,532	7,342	25.68	0.83509
Instructional	6.400	376,000	58,750			48,456	7,571	26.11	1.16233
Administrative	2.300	230,000	100,000			16,152	7,023	25.18	0.24585
Active	8.700	606,000	69,655			64,608	7,426	25.74	0.92004
Certificated Total	8.700	606,000	69,655			64,608	7,426	25.74	0.92004
Instructional for Funding Purposes	6.400	376,000	58,750			48,456	7,571	26.11	1.16233
Instructional for Compliance Purposes	6.400	376,000	58,750			48,456	7,571	26.11	1.16233

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	Defunct LEAP 1 Mix Factor
01	1,120.531	93,493,209	83,437	14,173,038	12,649	13,825,367	12,338	23.87	1.52605
21	113.959	9,064,835	79,545	1,406,130	12,339	1,390,745	12,204	24.78	1.45744
24	46.335	3,713,048	80,135	785,564	16,954	584,547	12,616	24.70	1.52647
31	61.076	4,919,187	80,542	591,847	9,690	758,951	12,426	23.96	1.49773
34	2.300	177,613	77,223	14,923	6,488	27,486	11,950	23.13	1.46594
38	1.000	76,209	76,209	14,481	14,481	11,299	11,299	23.56	1.43896
51	6.900	632,052	91,602	49,863	7,227	101,376	14,692	23.23	1.74048
52	4.500	426,284	94,730	80,995	17,999	54,612	12,136	23.35	1.79708
55	10.797	966,048	89,474	76,211	7,059	154,728	14,331	22.65	1.69580
56	4.956	429,314	86,625	26,931	5,434	57,049	11,511	28.60	1.33789
57	0.500	32,794	65,588	2,588	5,176	12,443	24,886	22.00	1.23838
58				1,021,404					
64	2.000	156,968	78,484	29,827	14,914	28,819	14,410	23.51	1.47917
65	28.300	2,258,240	79,796	186,982	6,607	352,060	12,440	24.72	1.51260
71				22,821					
73				18,000					
79	1.000	93,721	93,721	32,635	32,635	11,299	11,299	23.35	1.80472
97	6.000	1,175,091	195,849	103,545	17,258	80,021	13,337	20.52	1.78327

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	107.959	8,225,474	76,191	1,350,298	12,508	1,310,884	12,142	24.96	1.44245
Program 21 Administrative	5.000	770,165	154,033	50,373	10,075	68,562	13,712	22.91	1.80681
K-12 Program 21 Instructional	102.959	7,888,398	76,617			1,250,647	12,147	24.90	1.45148
Program 26, 56, and 59 Instructional	3.956	279,038	70,535	26,091	6,595	44,351	11,211	34.38	1.30701
Program 26, 56, and 59 Administrative	1.000	150,276	150,276	840	840	12,698	12,698	18.93	1.46008
Program 31 Instructional	59.076	4,652,867	78,761	575,238	9,737	734,038	12,425	24.03	1.49014
Program 31 Administrative	2.000	266,320	133,160	16,609	8,305	24,913	12,457	22.57	1.72182
Program 34 Instructional	2.300	177,613	77,223	14,923	6,488	27,486	11,950	23.13	1.46594
K-3 BEA Instructional	424.152	33,087,084	78,008	8,072	19	5,155,758	12,155	24.11	1.47587
4-6 BEA Instructional	226.362	18,125,293	80,072	3,204	14	2,787,822	12,316	24.04	1.51569
7-8 BEA Instructional	166.309	13,919,764	83,698	8,349	50	2,107,129	12,670	23.77	1.59101
9-12 BEA Instructional	299.267	23,843,383	79,673	5,711	19	3,729,955	12,464	24.04	1.51033
K-12 BEA Instructional	1,116.090	88,975,524	79,721	25,336	23	13,780,665	12,347	24.02	1.51034
BEA Instructional	1,189.907	99,765,100	83,843	14,883,353	12,508	14,691,825	12,347	23.84	1.52578
Instructional	1,328.337	105,741,679	79,605	17,655,836	13,292	16,435,784	12,373	24.14	1.50830

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	78.917	11,645,732	147,569	878,032	11,126	980,965	12,430	22.22	1.76292
Other	1.900	133,481	70,253	103,917	54,693	22,754	11,976	19.69	1.34552
Active	1,409.154	117,520,892	83,398	18,637,785	13,226	17,439,503	12,376	23.96	1.52234
On Leave	1.000	93,721	93,721			11,299	11,299	23.35	1.80472
Certificated Total	1,410.154	117,614,613	83,406	18,637,785	13,217	17,450,802	12,375	23.96	1.52254
Instructional for Funding Purposes	1,324.381	105,462,641	79,632	17,629,745	13,312	16,391,433	12,377	24.12	1.50890
Instructional for Compliance Purposes	1,324.381	105,462,641	79,632	17,629,745	13,312	16,391,433	12,377	24.12	1.50890

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	Defunct LEAP 1 Mix Factor
01	10.351	681,678	65,856	16,745	1,618	133,760	12,922	23.84	1.51292
31	0.429	28,526	66,494	11,096	25,865	9,231	21,518	26.34	1.55041
51	0.071	4,229	59,563			792	11,151	24.00	1.38747
55	0.149	8,875	59,564			1,661	11,151	24.00	1.38747
97	0.305	40,000	131,148	8,705	28,541	122	400	32.83	1.19891
Program 31 Instructional	0.429	28,526	66,494			9,231	21,518	26.34	1.55041
K-3 BEA Instructional	2.140	136,374	63,726			28,137	13,148	23.75	1.48448
4-6 BEA Instructional	1.500	93,553	62,369			20,118	13,412	23.76	1.45285
9-12 BEA Instructional	6.470	419,784	64,882			83,058	12,837	24.08	1.50023
K-12 BEA Instructional	10.110	649,711	64,264			131,313	12,988	23.97	1.48987
BEA	11.085	750,204	67,677	36,546	3,297	143,113	12,910	24.37	1.50574
Instructional	10.330	662,815	64,164	16,745	1,621	133,766	12,949	23.97	1.48769
Administrative	0.975	100,493	103,070	8,705	8,928	11,800	12,103	27.15	1.67025
Other				11,096					
Active	11.305	763,308	67,520	36,546	3,233	145,566	12,876	24.36	1.50343
Certificated Total	11.305	763,308	67,520	36,546	3,233	145,566	12,876	24.36	1.50343
Instructional for Funding Purposes	10.330	662,815	64,164	16,745	1,621	133,766	12,949	23.97	1.48769

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	10.330	662,815	64,164	16,745	1,621	133,766	12,949	23.97	1.48769

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	Defunct LEAP 1 Mix Factor
01	55.378	4,149,168	74,924	187,233	3,381	665,661	12,020	23.97	1.55964
31	1.967	146,650	74,555	29,913	15,207	24,061	12,232	24.63	1.58108
34	0.516	29,738	57,632			4,286	8,306	26.10	1.15101
55	1.980	135,220	68,293			25,728	12,994	23.08	1.45555
97	1.000	132,716	132,716			11,570	11,570	23.72	1.80472
Program 31 Instructional	1.967	146,650	74,555	29,913	15,207	24,061	12,232	24.63	1.58108
Program 34 Instructional	0.516	29,738	57,632			4,286	8,306	26.10	1.15101
K-3 BEA Instructional	19.985	1,368,200	68,461	11,077	554	229,326	11,475	23.59	1.45554
4-6 BEA Instructional	10.628	782,842	73,658	7,916	745	132,622	12,479	25.45	1.57164
7-8 BEA Instructional	9.384	751,616	80,095	8,961	955	112,547	11,994	23.91	1.69563
9-12 BEA Instructional	14.072	1,040,606	73,949	22,497	1,599	173,727	12,346	23.29	1.56588
K-12 BEA Instructional	54.069	3,943,264	72,930	50,451	933	648,223	11,989	23.93	1.54875
BEA	58.861	4,458,272	75,742	217,146	3,689	705,578	11,987	24.00	1.56094
Instructional	56.049	4,078,484	72,766	178,854	3,191	673,951	12,024	23.90	1.54545
Administrative	4.000	451,834	112,959	7,000	1,750	47,537	11,884	24.73	1.69933
Other	0.792	63,174	79,765	11,623	14,676	9,818	12,397	23.75	1.69447
Active	60.841	4,593,492	75,500	197,477	3,246	731,306	12,020	23.97	1.55751

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave				19,669					
Certificated Total	60.841	4,593,492	75,500	217,146	3,569	731,306	12,020	23.97	1.55751
Instructional for Funding Purposes	56.049	4,078,484	72,766	178,854	3,191	673,951	12,024	23.90	1.54545
Instructional for Compliance Purposes	56.049	4,078,484	72,766	178,854	3,191	673,951	12,024	23.90	1.54545

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	Defunct LEAP 1 Mix Factor
01	2.345	148,256	63,222			30,661	13,075	22.63	1.42289
51	0.493	31,491	63,876			6,424	13,030	22.61	1.40707
55	0.162	10,579	65,302			2,079	12,836	22.56	1.43545
97	1.000	23,400	23,400					7.91	1.88482
K-3 BEA Instructional	2.345	148,256	63,222			30,661	13,075	22.63	1.42289
K-12 BEA Instructional	2.345	148,256	63,222			30,661	13,075	22.63	1.42289
BEA	3.345	171,656	51,317			30,661	9,166	20.76	1.56098
Instructional	3.000	190,326	63,442			39,164	13,055	22.62	1.42097
Administrative	1.000	23,400	23,400					7.91	1.88482
Active	4.000	213,726	53,432			39,164	9,791	21.13	1.53693
Certificated Total	4.000	213,726	53,432			39,164	9,791	21.13	1.53693
Instructional for Funding Purposes	3.000	190,326	63,442			39,164	13,055	22.62	1.42097
Instructional for Compliance Purposes	3.000	190,326	63,442			39,164	13,055	22.62	1.42097

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	Defunct LEAP 1 Mix Factor
01	255.007	19,340,887	75,845	539,941	2,117	3,173,663	12,445	23.37	1.54364
02	1.000	90,632	90,632			12,356	12,356	23.28	1.88482
21	37.389	2,638,319	70,564	99,612	2,664	460,681	12,321	23.40	1.47446
24	8.000	568,245	71,031			98,848	12,356	22.97	1.50651
31	15.586	1,107,291	71,044	90,751	5,823	186,576	11,971	23.07	1.46548
34	2.950	254,689	86,335			36,450	12,356	23.95	1.78456
51	5.707	487,289	85,384	2,500	438	83,317	14,599	20.57	1.75735
52	0.401	35,945	89,638			6,178	15,406	23.94	1.88482
55	12.273	998,690	81,373	36,178	2,948	165,842	13,513	22.60	1.58695
58	0.200	9,507	47,535	176,946	884,730	2,471	12,356	24.41	1.01346
64	0.200	17,948	89,740			2,471	12,356	22.88	1.88482
65	2.237	181,037	80,928			27,789	12,422	23.16	1.67758
74	1.202	77,142	64,178			18,534	15,419	23.92	1.35940
79				21,100					
97	3.000	475,090	158,363	3,600	1,200	37,068	12,356	21.68	1.60626
K-12 Program 02 Instructional	1.000	90,632	90,632			12,356	12,356	23.28	1.88482
Program 21 Instructional	36.389	2,500,203	68,708	99,612	2,737	448,325	12,320	23.46	1.46319
Program 21 Administrative	1.000	138,116	138,116			12,356	12,356	22.34	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	33.389	2,311,292	69,223			411,257	12,317	23.49	1.47403
Program 31 Instructional	14.736	1,004,995	68,200	88,951	6,036	176,073	11,948	23.03	1.44591
Program 31 Administrative	0.850	102,296	120,348	1,800	2,118	10,503	12,356	23.53	1.80472
Program 34 Instructional	2.800	236,637	84,513			34,597	12,356	23.98	1.78348
Program 34 Administrative	0.150	18,052	120,347			1,853	12,356	23.53	1.80472
K-3 BEA Instructional	96.126	6,931,841	72,112			1,196,555	12,448	23.75	1.52850
4-6 BEA Instructional	50.602	3,618,806	71,515			627,351	12,398	23.54	1.51481
7-8 BEA Instructional	35.757	2,637,412	73,759			450,735	12,605	22.96	1.57081
9-12 BEA Instructional	71.858	5,098,226	70,949	922	13	884,813	12,313	22.84	1.50302
K-12 BEA Instructional	254.343	18,286,285	71,896	922	4	3,159,454	12,422	23.33	1.52453
BEA	277.543	21,268,589	76,632	634,292	2,285	3,446,113	12,417	23.32	1.54372
Instructional	320.652	23,123,609	72,114	914,228	2,851	4,009,522	12,504	23.24	1.52421
Administrative	24.500	3,159,102	128,943	56,400	2,302	302,722	12,356	23.22	1.75990
Active	345.152	26,282,711	76,148	970,628	2,812	4,312,244	12,494	23.24	1.54094
Certificated Total	345.152	26,282,711	76,148	970,628	2,812	4,312,244	12,494	23.24	1.54094
Instructional for Funding Purposes	320.652	23,123,609	72,114	914,228	2,851	4,009,522	12,504	23.24	1.52421

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	320.652	23,123,609	72,114	914,228	2,851	4,009,522	12,504	23.24	1.52421

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	Defunct LEAP 1 Mix Factor
01	962.991	77,234,530	80,203	8,063,996	8,374	9,692,783	10,065	23.31	1.54552
02	2.498	241,731	96,770	19,454	7,788	19,826	7,937	24.27	1.85855
21	138.273	10,368,148	74,983	1,574,804	11,389	1,395,051	10,089	22.94	1.48270
24	10.000	883,444	88,344	231,745	23,175	102,405	10,241	22.36	1.76145
29				399					
31	40.650	3,274,431	80,552	420,510	10,345	439,544	10,813	22.84	1.58117
34	7.780	647,746	83,258	54,782	7,041	80,423	10,337	24.20	1.64089
38				466					
39				4,062					
45	22.000	1,779,419	80,883	173,878	7,904	224,682	10,213	20.96	1.50834
51	18.009	1,474,108	81,854	138,434	7,687	187,483	10,411	23.16	1.59890
52	0.749	68,288	91,172	47,129	62,923	6,928	9,249	18.39	1.83003
53	7.328	540,598	73,772	51,660	7,050	69,952	9,546	22.16	1.40643
55	45.757	3,802,887	83,110	366,126	8,002	459,720	10,047	22.82	1.64760
56	2.650	235,713	88,948	61,241	23,110	24,582	9,276	20.94	1.70225
58				1,142,617					
64	2.099	167,339	79,723	7,860	3,745	16,924	8,063	18.83	1.60037
65	14.068	1,143,293	81,269	189,595	13,477	142,138	10,104	22.68	1.59552
74	3.000	231,403	77,134	15,158	5,053	25,701	8,567	22.28	1.54891

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
75				4,499					
79	1.000	92,173	92,173	43,107	43,107	10,482	10,482	24.06	1.84788
88	0.110	6,274	57,036	998	9,073	1,295	11,774	23.09	1.28538
97	2.875	418,500	145,565	188,320	65,503	33,669	11,711	16.02	1.85696
99	0.125	17,594	140,752	3,006	24,048	1,464	11,711	14.36	1.88482
K-12 Program 02 Instructional	2.250	210,681	93,636			16,922	7,521	24.12	1.88482
Program 21 Instructional	135.361	9,988,512	73,792	1,460,133	10,787	1,360,892	10,054	22.90	1.47855
Program 21 Administrative	2.912	379,636	130,370	3,748	1,287	34,159	11,730	24.16	1.67561
K-12 Program 21 Instructional	122.675	8,995,926	73,331			1,235,054	10,068	22.93	1.46943
Program 26, 56, and 59 Instructional	2.400	204,350	85,146	58,266	24,278	21,654	9,023	20.38	1.71080
Program 26, 56, and 59 Administrative	0.250	31,363	125,452			2,928	11,712	25.42	1.62022
Program 31 Instructional	39.210	3,094,050	78,910	362,896	9,255	422,678	10,780	22.57	1.57002
Program 31 Administrative	1.440	180,381	125,265	2,706	1,879	16,865	11,712	28.02	1.88482
Program 34 Instructional	7.220	583,309	80,791	49,403	6,843	73,864	10,230	24.04	1.62197
Program 34 Administrative	0.560	64,437	115,066	967	1,727	6,559	11,712	25.79	1.88482
K-3 BEA Instructional	380.953	27,882,535	73,192			3,749,599	9,843	23.16	1.46159

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	197.070	14,573,305	73,950			1,939,367	9,841	23.23	1.47542
7-8 BEA Instructional	133.597	10,902,058	81,604			1,364,376	10,213	23.24	1.62957
9-12 BEA Instructional	246.409	20,159,253	81,812			2,521,791	10,234	23.06	1.63010
K-12 BEA Instructional	958.029	73,517,151	76,738			9,575,133	9,995	23.16	1.53120
BEA	1,038.794	83,596,357	80,474	8,920,940	8,588	10,490,927	10,099	23.21	1.54846
Instructional	1,195.910	91,879,281	76,828	10,957,287	9,162	11,957,282	9,998	23.07	1.53364
Administrative	82.652	10,484,488	126,851	499,821	6,047	962,844	11,649	23.91	1.75218
Active	1,278.562	102,363,769	80,062	11,457,108	8,961	12,920,126	10,105	23.15	1.54776
K-12 BEA Contracted	2.000	132,760	66,380						1.33080
On Leave	1.400	131,090	93,636	1,346,738	961,956	14,925	10,661	23.44	1.88482
Certificated Total	1,281.962	102,627,619	80,055	12,803,846	9,988	12,935,051	10,090	23.13	1.54779
Instructional for Funding Purposes	1,195.510	91,807,691	76,794	10,899,021	9,117	11,935,628	9,984	23.05	1.53294
Instructional for Compliance Purposes	1,193.510	91,674,931	76,811	10,899,021	9,132	11,935,628	10,000	23.08	1.53328

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	Defunct LEAP 1 Mix Factor
01	1,361.488	110,114,945	80,878	11,262,854	8,272	17,783,120	13,062	24.24	1.49611
02	1.000	57,928	57,928	5,049	5,049	8,692	8,692	32.17	1.13919
03	9.600	810,369	84,413	80,260	8,360	116,886	12,176	25.38	1.52749
21	241.324	18,218,052	75,492	2,621,381	10,862	3,210,133	13,302	25.17	1.46752
24				1,200					
31	58.700	4,725,618	80,505	533,379	9,087	809,008	13,782	23.31	1.54497
34	10.300	805,086	78,164	84,780	8,231	140,626	13,653	24.47	1.53802
51	35.522	2,891,935	81,413	221,188	6,227	464,802	13,085	25.34	1.57585
52	3.250	317,099	97,569	75,834	23,334	44,386	13,657	21.35	1.81219
55	49.275	3,944,009	80,041	321,975	6,534	663,867	13,473	23.51	1.54980
58	1.873	181,379	96,839	32,683	17,450	24,411	13,033	21.14	1.88482
59	1.000	78,184	78,184	6,711	6,711	15,040	15,040	23.71	1.55041
64	4.000	349,987	87,497	28,737	7,184	54,862	13,716	26.07	1.72132
65	33.401	2,748,198	82,279	232,986	6,975	444,089	13,296	23.75	1.57999
69	2.000	112,798	56,399	39,890	19,945	19,446	9,723	29.88	1.06960
74	3.200	339,835	106,198	9,796	3,061	34,853	10,891	21.88	1.84710
97	2.966	549,117	185,137	12,750	4,299	30,475	10,275	30.00	1.45764
K-12 Program 02 Instructional	1.000	57,928	57,928			8,692	8,692	32.17	1.13919

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	234.324	17,480,641	74,600	2,603,131	11,109	3,157,152	13,473	25.09	1.46916
Program 21 Administrative	5.000	631,671	126,334	18,250	3,650	26,943	5,389	23.77	1.49135
K-12 Program 21 Instructional	217.698	16,246,092	74,627	534,170	2,454	2,945,834	13,532	25.20	1.46896
Program 26, 56, and 59 Instructional	1.000	78,184	78,184	6,711	6,711	15,040	15,040	23.71	1.55041
Program 31 Instructional	57.800	4,594,901	79,497	533,379	9,228	802,784	13,889	23.32	1.53968
Program 31 Administrative	0.900	130,717	145,241			6,224	6,916	23.16	1.88482
Program 34 Instructional	10.200	790,562	77,506	84,780	8,312	139,935	13,719	24.49	1.53462
Program 34 Administrative	0.100	14,524	145,240			692	6,916	23.16	1.88482
K-3 BEA Instructional	510.189	37,854,949	74,198	1,698,775	3,330	6,598,121	12,933	25.06	1.45263
4-6 BEA Instructional	307.183	22,722,426	73,970	390,156	1,270	3,986,356	12,977	24.77	1.45029
7-8 BEA Instructional	181.344	14,157,006	78,067	931,590	5,137	2,398,592	13,227	24.12	1.53416
9-12 BEA Instructional	326.859	26,419,241	80,828	1,644,282	5,031	4,423,763	13,534	23.58	1.57699
K-12 BEA Instructional	1,325.575	101,153,622	76,309	4,664,803	3,519	17,406,832	13,132	24.46	1.49391
K-12 BEA Administrative	42.318	5,293,784	125,095	475,821	11,244	574,168	13,568	22.21	1.50942
BEA Instructional	1,444.054	117,063,063	81,066	11,979,072	8,295	18,888,807	13,080	24.23	1.49828
BEA Administrative	1,689.970	129,126,967	76,408	14,743,375	8,724	22,309,512	13,201	24.52	1.49670

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	124.929	16,818,012	134,621	828,078	6,628	1,501,114	12,016	22.72	1.54707
Active	1,814.899	145,944,979	80,415	15,571,453	8,580	23,810,626	13,120	24.33	1.50016
K-12 Program 21 Contracted	2.000	105,740	52,870			26,038	13,019		1.21550
On Leave	2.000	193,820	96,910			28,031	14,016	20.72	1.84477
Certificated Total	1,818.899	146,244,539	80,403	15,571,453	8,561	23,864,695	13,120	24.34	1.50023
Instructional for Funding Purposes	1,690.970	129,154,523	76,379	14,736,664	8,715	22,320,510	13,200	24.54	1.49633
Instructional for Compliance Purposes	1,688.970	129,048,783	76,407	14,736,664	8,725	22,294,472	13,200	24.52	1.49666

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	Defunct LEAP 1 Mix Factor
01	43.916	3,028,348	68,958	195,914	4,461	499,012	11,363	23.73	1.55672
02	8.200	570,380	69,559	66,221	8,076	60,351	7,360	23.78	1.60795
21	5.500	404,723	73,586	13,666	2,485	51,764	9,412	23.65	1.66873
24				3,100					
31	3.584	281,449	78,529	39,844	11,117	33,459	9,336	23.48	1.81568
51	1.000	73,349	73,349	6,322	6,322	9,728	9,728	23.64	1.69557
55	3.500	244,429	69,837	2,341	669	41,752	11,929	23.47	1.61442
58				66,965					
97	1.000	125,000	125,000	25,392	25,392	24,569	24,569	23.99	1.69557
K-12 Program 02 Instructional	7.800	541,040	69,364			56,550	7,250	23.78	1.60346
Program 21 Instructional	4.995	356,265	71,324	11,666	2,336	50,248	10,060	23.70	1.64688
Program 21 Administrative	0.505	48,458	95,956	2,000	3,960	1,516	3,002	23.24	1.88482
K-12 Program 21 Instructional	4.945	353,361	71,458			49,762	10,063	23.70	1.64995
Program 31 Instructional	3.584	281,449	78,529	31,979	8,923	33,459	9,336	23.48	1.81568
Program 31 Administrative				7,450					
K-3 BEA Instructional	13.600	809,728	59,539			160,847	11,827	23.98	1.36860
4-6 BEA Instructional	9.900	672,927	67,972			98,384	9,938	23.79	1.57129

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.250	504,907	69,642			84,714	11,685	23.75	1.60990
9-12 BEA Instructional	21.550	1,560,509	72,413			206,184	9,568	23.61	1.67395
K-12 BEA Instructional	52.300	3,548,071	67,841			550,129	10,519	23.75	1.56623
K-12 BEA Administrative	0.400	29,340	73,350			3,801	9,502	23.69	1.69557
BEA	56.700	4,005,177	70,638	327,371	5,774	617,391	10,889	23.73	1.58295
Instructional	61.795	4,222,114	68,325	299,022	4,839	651,857	10,549	23.73	1.57757
Administrative	4.905	505,564	103,071	33,675	6,865	68,778	14,022	23.55	1.79222
Active	66.700	4,727,678	70,880	332,697	4,988	720,635	10,804	23.71	1.59336
On Leave				87,068					
Certificated Total	66.700	4,727,678	70,880	419,765	6,293	720,635	10,804	23.71	1.59336
Instructional for Funding Purposes	61.795	4,222,114	68,325	299,022	4,839	651,857	10,549	23.73	1.57757
Instructional for Compliance Purposes	61.795	4,222,114	68,325	299,022	4,839	651,857	10,549	23.73	1.57757

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	Defunct LEAP 1 Mix Factor
01	72.924	5,636,273	77,290	412,361	5,655	777,936	10,668	22.75	1.52650
03	0.060	6,764	112,733			654	10,899	22.95	1.69557
21	11.149	900,996	80,814	60,832	5,456	117,871	10,572	22.72	1.55850
31	4.540	370,343	81,573	40,500	8,921	46,760	10,300	22.86	1.72677
51	2.285	213,419	93,400	4,055	1,775	24,274	10,623	22.45	1.70524
52	0.100	10,233	102,330	33,133	331,330	1,055	10,545	21.75	1.38759
53	0.400	23,334	58,335	26,676	66,690	4,158	10,395	19.95	1.35599
55	2.500	204,246	81,698	26,634	10,654	25,902	10,361	22.63	1.65581
58				115,555					
64				1,308					
65	2.300	144,887	62,994	6,305	2,741	24,509	10,656	22.46	1.45380
74	0.025	2,368	94,720	7,347	293,880	255	10,191	20.47	1.07961
79	0.130	12,856	98,892			1,346	10,354	21.07	1.22175
88	1.330	107,203	80,604	2,024	1,522	12,087	9,088	23.17	1.71733
97	1.000	137,835	137,835	129,052	129,052	10,651	10,651	21.43	
Program 21 Instructional	9.638	749,793	77,795	60,832	6,312	100,821	10,461	22.73	1.57389
Program 21 Administrative	1.000	106,444	106,444			9,972	9,972	23.27	1.69557
K-12 Program 21 Instructional	9.468	734,481	77,575			98,988	10,455	22.73	1.56830

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	4.540	370,343	81,573	40,500	8,921	46,760	10,300	22.86	1.72677
K-3 BEA Instructional	24.541	1,708,502	69,618			259,278	10,565	22.97	1.47813
4-6 BEA Instructional	16.080	1,095,908	68,153			169,268	10,527	22.24	1.51055
7-8 BEA Instructional	9.573	725,590	75,795			102,555	10,713	22.66	1.62371
9-12 BEA Instructional	20.000	1,609,207	80,460			211,928	10,596	22.96	1.70771
K-12 BEA Instructional	70.194	5,139,207	73,214			743,029	10,585	22.76	1.57082
BEA	78.524	6,151,215	78,335	581,913	7,411	836,001	10,646	22.73	1.51877
Instructional	87.262	6,444,069	73,847	707,382	8,106	920,198	10,545	22.76	1.57842
Administrative	10.370	1,211,855	116,862	38,242	3,688	113,681	10,963	22.49	1.16434
Other	1.111	114,833	103,360			13,578	12,221	21.90	1.22102
Active	98.743	7,770,757	78,697	745,624	7,551	1,047,457	10,608	22.71	1.53091
On Leave				120,158					
Certificated Total	98.743	7,770,757	78,697	865,782	8,768	1,047,457	10,608	22.71	1.53091
Instructional for Funding Purposes	87.262	6,444,069	73,847	707,382	8,106	920,198	10,545	22.76	1.57842
Instructional for Compliance Purposes	87.262	6,444,069	73,847	707,382	8,106	920,198	10,545	22.76	1.57842

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	Defunct LEAP 1 Mix Factor
01	34.180	2,346,364	68,647	80,873	2,366	420,509	12,303	22.89	1.54314
21	5.824	368,188	63,219	6,413	1,101	70,992	12,190	23.15	1.36634
31	3.000	226,332	75,444	33,416	11,139	35,496	11,832	22.54	1.75131
34	0.830	60,379	72,746	596	718	9,821	11,832	22.59	1.69352
51	0.210	17,131	81,576	4,000	19,048	2,485	11,832	22.86	1.88482
55	1.000	70,076	70,076	4,752	4,752	11,832	11,832	23.23	1.61913
56	1.000	43,862	43,862	471	471	11,832	11,832	23.40	1.01346
57				1,000					
65	0.420	32,805	78,107	352	838	4,969	11,832	23.00	1.80472
97	1.000	145,000	145,000	720	720	11,832	11,832	23.16	1.69557
Program 21 Instructional	5.000	302,500	60,500	5,693	1,139	59,160	11,832	23.36	1.38071
Program 21 Administrative	0.824	65,688	79,718	720	874	11,832	14,359	22.23	1.27915
K-12 Program 21 Instructional	4.000	238,336	59,584	5,066	1,267	47,328	11,832	22.93	1.37670
Program 26, 56, and 59 Instructional	1.000	43,862	43,862	471	471	11,832	11,832	23.40	1.01346
Program 31 Instructional	3.000	226,332	75,444	31,916	10,639	35,496	11,832	22.54	1.75131
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	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.830	60,379	72,746	596	718	9,821	11,832	22.59	1.69352
K-3 BEA Instructional	11.769	760,956	64,658	12,114	1,029	143,510	12,194	23.49	1.49208
4-6 BEA Instructional	4.661	352,912	75,716	10,438	2,239	55,149	11,832	22.99	1.74943
7-8 BEA Instructional	8.470	532,499	62,869	4,206	497	100,217	11,832	21.92	1.47300
9-12 BEA Instructional	11.110	790,868	71,185	49,390	4,446	143,286	12,897	22.42	1.61755
K-12 BEA Instructional	36.010	2,437,235	67,682	76,148	2,115	442,162	12,279	22.70	1.55961
BEA	39.010	2,778,075	71,214	115,605	2,963	477,658	12,244	22.86	1.56625
Instructional	43.640	2,903,609	66,535	103,488	2,371	532,440	12,201	22.79	1.53189
Administrative	3.824	406,528	106,310	12,380	3,237	47,328	12,377	23.84	1.56691
Other				16,725					
Active	47.464	3,310,137	69,740	132,593	2,794	579,768	12,215	22.91	1.53471
Certificated Total	47.464	3,310,137	69,740	132,593	2,794	579,768	12,215	22.91	1.53471
Instructional for Funding Purposes	42.640	2,859,747	67,067	103,017	2,416	520,608	12,209	22.78	1.54405
Instructional for Compliance Purposes	42.640	2,859,747	67,067	103,017	2,416	520,608	12,209	22.78	1.54405

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	Defunct LEAP 1 Mix Factor
01	9.889	678,280	68,589	20,902	2,114	105,548	10,673	23.92	1.48432
55				394					
79				450					
97	0.937	98,947	105,600			11,353	12,116	23.86	1.69557
99	0.063	6,596	104,698			763	12,116	23.86	1.69557
K-3 BEA Instructional	2.580	174,966	67,816	1,254	486	27,230	10,554	23.87	1.57274
4-6 BEA Instructional	2.447	163,523	66,826	1,505	615	26,854	10,974	23.92	1.54739
7-8 BEA Instructional	1.178	73,113	62,065	2,336	1,983	12,452	10,570	23.97	1.43595
9-12 BEA Instructional	2.684	169,860	63,286	11,152	4,155	28,577	10,647	23.96	1.46442
K-12 BEA Instructional	8.889	581,462	65,414	16,247	1,828	95,113	10,700	23.92	1.51493
K-12 BEA Administrative	1.000	96,818	96,818	35	35	10,435	10,435	23.91	1.21224
BEA	10.826	777,227	71,793	20,902	1,931	116,901	10,798	23.91	1.50260
Instructional	8.889	581,462	65,414	21,711	2,442	95,113	10,700	23.92	1.51493
Administrative	2.000	202,361	101,181	35	18	22,551	11,276	23.88	1.45391
Active	10.889	783,823	71,983	21,746	1,997	117,664	10,806	23.91	1.50372
Certificated Total	10.889	783,823	71,983	21,746	1,997	117,664	10,806	23.91	1.50372
Instructional for Funding Purposes	8.889	581,462	65,414	21,711	2,442	95,113	10,700	23.92	1.51493

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	8.889	581,462	65,414	21,711	2,442	95,113	10,700	23.92	1.51493

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	Defunct LEAP 1 Mix Factor
01	92.500	7,382,430	79,810	525,611	5,682	1,111,144	12,012	23.46	1.60585
02	1.000	90,800	90,800	4,038	4,038	14,125	14,125	23.55	1.88482
21	13.500	994,136	73,640	70,924	5,254	158,441	11,736	24.95	1.48761
24	2.000	154,215	77,108	8,762	4,381	20,614	10,307	23.60	1.60057
31	1.800	154,325	85,736	12,383	6,879	26,150	14,528	23.05	1.77968
51	1.000	90,800	90,800	4,538	4,538	9,926	9,926	23.92	1.88482
52				5,956					
55				2,610					
58				66,060					
97	2.500	334,450	133,780	19,982	7,993	30,370	12,148	21.73	1.81493
K-12 Program 02 Instructional	1.000	90,800	90,800	3,029	3,029	14,125	14,125	23.55	1.88482
Program 21 Instructional	13.000	926,636	71,280	57,901	4,454	152,411	11,724	25.23	1.47961
Program 21 Administrative	0.500	67,500	135,000	6,120	12,240	6,030	12,059	21.33	1.69557
K-12 Program 21 Instructional	12.000	867,590	72,299	57,296	4,775	148,480	12,373	23.93	1.50078
Program 31 Instructional	1.800	154,325	85,736	11,374	6,319	26,150	14,528	23.05	1.77968
K-3 BEA Instructional	31.250	2,394,383	76,620	112,987	3,616	377,369	12,076	23.67	1.59047
4-6 BEA Instructional	16.690	1,305,455	78,218	63,545	3,807	201,599	12,079	23.25	1.62506

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	15.460	1,225,865	79,293	73,436	4,750	181,572	11,745	23.41	1.64594
9-12 BEA Instructional	25.900	2,020,306	78,004	126,172	4,872	318,552	12,299	23.35	1.61919
K-12 BEA Instructional	89.300	6,946,009	77,783	376,440	4,215	1,079,092	12,084	23.45	1.61487
K-12 BEA Administrative	6.000	681,546	113,591	49,270	8,212	72,327	12,055	23.47	1.57036
BEA Instructional	97.800	7,962,005	81,411	562,014	5,747	1,181,789	12,084	23.38	1.61725
BEA Administrative	105.300	8,117,660	77,091	520,755	4,945	1,262,043	11,985	23.65	1.60046
Active	9.000	1,083,496	120,388	80,227	8,914	108,726	12,081	22.78	1.64525
On Leave	114.300	9,201,156	80,500	600,982	5,258	1,370,769	11,993	23.55	1.60399
Certificated Total				119,882					
Instructional for Funding Purposes	114.300	9,201,156	80,500	720,864	6,307	1,370,769	11,993	23.55	1.60399
Instructional for Compliance Purposes	105.300	8,117,660	77,091	520,755	4,945	1,262,043	11,985	23.65	1.60046
Instructional for Compliance Purposes	105.300	8,117,660	77,091	520,755	4,945	1,262,043	11,985	23.65	1.60046

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	Defunct LEAP 1 Mix Factor
01	36.166	3,143,836	86,928	116,458	3,220	467,220	12,919	22.59	1.59460
21	2.894	257,519	88,984	8,298	2,867	33,003	11,404	22.36	1.62695
24	2.107	132,258	62,771	4,408	2,092	13,792	6,546	21.42	1.28831
29	0.365	37,491	102,715	1,252	3,430	4,240	11,617	21.48	1.88482
51	1.137	95,638	84,114	3,190	2,806	15,148	13,323	20.63	1.57083
52				7,000					
55	0.955	87,193	91,302	2,907	3,044	11,509	12,052	19.73	1.72115
71				6,400					
74	0.223	21,501	96,417	443	1,987	2,874	12,888	21.79	1.83110
79	2.243	153,248	68,323	20,886	9,312	25,585	11,407	22.07	1.34095
97	1.000	142,066	142,066	5,400	5,400	12,042	12,042	23.56	1.36079
Program 21 Instructional	2.544	216,655	85,163	8,298	3,262	27,566	10,836	21.74	1.61751
Program 21 Administrative	0.350	40,864	116,754			5,437	15,534	26.41	1.69557
K-12 Program 21 Instructional	2.544	216,655	85,163	3,119	1,226	27,566	10,836	21.74	1.61751
K-3 BEA Instructional	10.960	929,834	84,839	18,158	1,657	150,598	13,741	22.02	1.60177
4-6 BEA Instructional	5.337	475,317	89,061			70,361	13,184	22.86	1.65056
7-8 BEA Instructional	6.967	569,972	81,810	4,433	636	91,478	13,130	22.82	1.56819

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	10.602	894,871	84,406	17,843	1,683	125,953	11,880	21.91	1.62008
K-12 BEA Instructional	33.866	2,869,994	84,746	40,434	1,194	438,390	12,945	22.29	1.60828
K-12 BEA Administrative	2.000	238,816	119,408			24,170	12,085	26.61	1.34779
BEA	37.166	3,285,902	88,412	121,858	3,279	479,262	12,895	22.63	1.58831
Instructional	43.090	3,573,114	82,922	165,842	3,849	533,668	12,385	22.04	1.58357
Administrative	4.000	497,636	124,409	10,800	2,700	51,746	12,937	25.64	1.43798
Active	47.090	4,070,750	86,446	176,642	3,751	585,414	12,432	22.40	1.57120
Certificated Total	47.090	4,070,750	86,446	176,642	3,751	585,414	12,432	22.40	1.57120
Instructional for Funding Purposes	43.090	3,573,114	82,922	165,842	3,849	533,668	12,385	22.04	1.58357
Instructional for Compliance Purposes	43.090	3,573,114	82,922	165,842	3,849	533,668	12,385	22.04	1.58357

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	Defunct LEAP 1 Mix Factor
01	11.793	794,058	67,333	8,075	685	137,287	11,641	21.99	1.61360
21	0.449	31,898	71,042			7,473	16,643	23.28	1.80105
31	0.917	60,116	65,557	17,288	18,853	10,707	11,676	22.32	1.71092
51	0.126	8,971	71,198			2,102	16,680	23.28	1.80105
55	0.126	8,971	71,198			2,102	16,680	23.28	1.80105
97	0.772	76,897	99,608	5,390	6,982	15,062	19,510	10.87	1.66708
Program 21 Instructional	0.449	31,898	71,042			7,473	16,643	23.28	1.80105
K-12 Program 21 Instructional	0.404	28,708	71,059			6,725	16,647	23.28	1.80105
Program 31 Instructional	0.917	60,116	65,557	17,288	18,853	10,707	11,676	22.32	1.71092
K-3 BEA Instructional	2.771	165,870	59,859			32,354	11,676	22.59	1.51437
4-6 BEA Instructional	2.205	146,563	66,468			25,677	11,645	20.73	1.68166
7-8 BEA Instructional	0.976	56,614	58,006			11,260	11,537	21.92	1.47425
9-12 BEA Instructional	5.758	382,181	66,374	21,914	3,806	67,026	11,641	22.23	1.69024
K-12 BEA Instructional	11.710	751,228	64,153	21,914	1,871	136,318	11,641	21.98	1.62901
K-12 BEA Administrative	1.290	117,908	91,402			15,062	11,676	22.50	1.47357
BEA	13.482	931,071	69,060	30,753	2,281	163,056	12,094	21.09	1.62328

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	12.411	801,068	64,545	25,363	2,044	147,994	11,924	22.06	1.63872
Administrative	1.772	179,843	101,492	5,390	3,042	26,738	15,089	17.22	1.58543
Active	14.183	980,911	69,161	30,753	2,168	174,732	12,320	21.20	1.63206
Certificated Total	14.183	980,911	69,161	30,753	2,168	174,732	12,320	21.20	1.63206
Instructional for Funding Purposes	12.411	801,068	64,545	25,363	2,044	147,994	11,924	22.06	1.63872
Instructional for Compliance Purposes	12.411	801,068	64,545	25,363	2,044	147,994	11,924	22.06	1.63872

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	Defunct LEAP 1 Mix Factor
01	76.096	5,403,505	71,009	347,863	4,571	875,460	11,505	23.28	1.51936
21	10.690	771,827	72,201	76,600	7,166	130,248	12,184	22.88	1.53568
31	6.500	418,698	64,415	72,886	11,213	82,824	12,742	23.44	1.38414
51	2.510	172,424	68,695			29,698	11,832	23.33	1.53965
53				2,500					
55	5.120	375,320	73,305	36,395	7,108	69,828	13,638	23.42	1.55186
58				174,699					
64	0.087	8,403	96,586			1,029	11,832	27.94	1.25171
65	1.556	132,373	85,073	6,129	3,939	22,797	14,651	24.46	1.60774
74	0.375	23,922	63,792			7,499	19,996	24.46	1.43104
97	1.000	147,700	147,700			11,832	11,832	20.82	1.69557
Program 21 Instructional	9.690	679,702	70,145	72,475	7,479	118,416	12,220	23.07	1.52261
Program 21 Administrative	1.000	92,125	92,125	4,125	4,125	11,832	11,832	21.39	1.66233
K-12 Program 21 Instructional	9.344	655,984	70,204	548	59	114,210	12,223	23.06	1.52363
Program 31 Instructional	6.250	391,227	62,596	72,886	11,662	79,866	12,779	23.43	1.38834
Program 31 Administrative	0.250	27,471	109,884			2,958	11,832	23.72	1.27915
K-3 BEA Instructional	24.892	1,563,653	62,817			283,254	11,379	23.46	1.41483

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	14.023	980,983	69,955			162,164	11,564	23.80	1.56161
7-8 BEA Instructional	13.439	912,300	67,885			155,759	11,590	22.73	1.48627
9-12 BEA Instructional	25.242	1,805,133	71,513	2,334	92	297,947	11,804	23.25	1.59480
K-12 BEA Instructional	77.596	5,262,069	67,814	2,334	30	899,124	11,587	23.31	1.51227
K-12 BEA Administrative	1.000	114,353	114,353			11,832	11,832	23.74	1.69557
BEA	83.596	5,969,903	71,414	420,749	5,033	970,116	11,605	23.23	1.51096
Instructional	96.367	6,595,695	68,444	588,691	6,109	1,141,682	11,847	23.29	1.51865
Administrative	7.567	858,477	113,450	53,125	7,021	89,533	11,832	22.78	1.49805
Other				18,000					
Active	103.934	7,454,172	71,720	659,816	6,348	1,231,215	11,846	23.24	1.51715
On Leave				57,256					
Certificated Total	103.934	7,454,172	71,720	717,072	6,899	1,231,215	11,846	23.24	1.51715
Instructional for Funding Purposes	96.367	6,595,695	68,444	588,691	6,109	1,141,682	11,847	23.29	1.51865
Instructional for Compliance Purposes	96.367	6,595,695	68,444	588,691	6,109	1,141,682	11,847	23.29	1.51865

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	Defunct LEAP 1 Mix Factor
01	12.702	836,092	65,824	30,643	2,412	140,531	11,064	23.25	1.58001
31	1.466	65,022	44,353			17,970	12,258	25.60	1.06960
51	0.665	47,635	71,632			9,013	13,553	23.18	1.75320
52				10,228					
55	0.667	35,868	53,775			11,283	16,916	23.76	1.30584
58				31,515					
65	0.267	20,482	76,712			4,334	16,233	23.13	1.88482
68	0.100	7,683	76,830			1,623	16,233	23.13	1.88482
97	1.000	108,000	108,000	3,323	3,323	13,513	13,513	23.25	1.88482
Program 31 Instructional	1.466	65,022	44,353			17,970	12,258	25.60	1.06960
K-3 BEA Instructional	3.601	217,259	60,333	7,640	2,122	31,999	8,886	23.40	1.48066
4-6 BEA Instructional	2.434	166,212	68,288	1,201	493	28,371	11,656	22.27	1.67566
7-8 BEA Instructional	1.166	63,889	54,793	1,359	1,166	18,400	15,781	22.80	1.34356
9-12 BEA Instructional	5.967	358,754	60,123	9,095	1,524	70,198	11,764	24.10	1.47067
K-12 BEA Instructional	13.168	806,114	61,218	19,295	1,465	148,968	11,313	23.43	1.50004
BEA	15.168	1,009,114	66,529	33,966	2,239	172,014	11,341	23.44	1.55077
Instructional	14.867	917,782	61,733	66,653	4,483	175,221	11,786	23.42	1.51215

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	203,000	101,500			23,046	11,523	23.50	1.88482
Active	16.867	1,120,782	66,448	66,653	3,952	198,267	11,755	23.43	1.55634
On Leave				9,056					
Certificated Total	16.867	1,120,782	66,448	75,709	4,489	198,267	11,755	23.43	1.55634
Instructional for Funding Purposes	14.867	917,782	61,733	66,653	4,483	175,221	11,786	23.42	1.51215
Instructional for Compliance Purposes	14.867	917,782	61,733	66,653	4,483	175,221	11,786	23.42	1.51215

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	Defunct LEAP 1 Mix Factor
01	443.850	42,175,826	95,023	2,564,987	5,779	5,979,175	13,471	22.96	1.60798
02	3.200	243,231	76,010	12,833	4,010	45,893	14,342	19.66	1.30827
21	97.117	8,592,058	88,471	709,379	7,304	1,376,970	14,178	23.13	1.48774
31	18.029	1,747,808	96,944	239,357	13,276	270,300	14,993	22.75	1.63498
34	4.771	500,554	104,916	57,286	12,007	70,680	14,814	24.85	1.76635
51	2.699	274,885	101,847	14,107	5,227	37,222	13,791	23.02	1.81194
55	8.204	757,259	92,304	37,264	4,542	112,711	13,739	23.29	1.60814
58				268,111					
65	1.030	94,027	91,288	4,889	4,747	13,696	13,297	21.28	1.58599
74	0.700	74,884	106,977	3,843	5,490	9,773	13,961	22.95	1.85377
97	2.500	520,356	208,142	23,158	9,263	31,258	12,503	19.85	1.86880
K-12 Program 02 Instructional	3.200	243,231	76,010	12,833	4,010	45,893	14,342	19.66	1.30827
Program 21 Instructional	91.379	7,835,286	85,745	689,388	7,544	1,351,946	14,795	23.18	1.49253
Program 21 Administrative	2.000	321,862	160,931	19,991	9,996	25,024	12,512	21.80	1.80289
K-12 Program 21 Instructional	82.081	6,976,450	84,995	402,631	4,905	1,221,841	14,886	23.20	1.48158
Program 31 Instructional	17.200	1,624,481	94,447	231,630	13,467	259,928	15,112	23.03	1.64686
Program 31 Administrative	0.829	123,327	148,766	7,727	9,321	10,372	12,512	19.30	1.38850

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	4.600	475,294	103,325	55,703	12,109	68,540	14,900	25.20	1.78039
Program 34 Administrative	0.171	25,260	147,719	1,583	9,257	2,140	12,512	19.30	1.38850
K-3 BEA Instructional	171.912	15,273,159	88,843	743,485	4,325	2,295,998	13,356	23.06	1.55301
4-6 BEA Instructional	94.535	8,392,933	88,781	421,697	4,461	1,279,332	13,533	23.17	1.55195
7-8 BEA Instructional	60.537	5,759,837	95,146	307,961	5,087	821,712	13,574	23.07	1.64854
9-12 BEA Instructional	113.378	10,973,030	96,783	598,180	5,276	1,593,463	14,054	22.90	1.68009
K-12 BEA Instructional	440.362	40,398,959	91,740	2,071,323	4,704	5,990,505	13,604	23.04	1.59863
BEA	472.350	45,187,775	95,666	2,897,621	6,134	6,397,305	13,544	22.92	1.60996
Instructional	544.374	49,435,300	90,811	3,633,823	6,675	7,515,853	13,806	23.06	1.58233
Administrative	31.000	4,794,910	154,675	283,356	9,141	382,994	12,355	21.80	1.77583
Other	1.988	205,055	103,146	18,035	9,072	35,802	18,009	22.92	1.58954
Active	577.362	54,435,265	94,283	3,935,214	6,816	7,934,648	13,743	22.95	1.59274
K-12 Program 21 Contracted	2.800	323,760	115,629						1.26520
On Leave	1.000	110,713	110,713			13,029	13,029	23.47	1.88482
Certificated Total	582.100	54,980,888	94,453	3,935,214	6,760	7,947,677	13,653	22.95	1.59073
Instructional for Funding Purposes	548.112	49,870,210	90,985	3,633,823	6,630	7,515,853	13,712	23.06	1.57973
Instructional for Compliance Purposes	544.374	49,435,300	90,811	3,633,823	6,675	7,515,853	13,806	23.06	1.58233

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	Defunct LEAP 1 Mix Factor
01	1,720.732	139,607,879	81,133	17,878,846	10,390	20,172,071	11,723	22.48	1.46847
02	4.000	367,978	91,995	40,370	10,093	51,399	12,850	22.60	1.66151
21	245.058	19,010,525	77,576	2,165,557	8,837	3,055,158	12,467	23.24	1.44139
24	23.754	1,737,289	73,137	212,200	8,933	286,388	12,056	22.87	1.38712
31	73.913	5,766,899	78,023	623,025	8,429	910,141	12,314	23.14	1.46115
34	14.178	1,220,253	86,067	136,863	9,653	184,263	12,996	21.78	1.55428
45	3.900	355,850	91,244	18,275	4,686	50,390	12,920	23.18	1.40382
51	4.770	454,370	95,256	58,824	12,332	59,201	12,411	20.72	1.64474
52	2.498	231,038	92,489	34,563	13,836	31,086	12,444	23.47	1.70540
55	15.950	1,411,473	88,494	143,290	8,984	188,590	11,824	22.77	1.62439
64	3.900	341,845	87,653	42,970	11,018	47,714	12,234	21.92	1.62871
65	16.400	1,346,231	82,087	444,853	27,125	205,961	12,559	22.41	1.51561
74	5.300	396,447	74,801	47,961	9,049	61,358	11,577	20.64	1.42180
79				253,502					
89	1.600	156,778	97,986	61,106	38,191	18,920	11,825	22.01	1.80472
97	4.000	779,535	194,884	18,090	4,523	49,129	12,282	21.20	1.35827
CP	0.600	114,828	191,380	18,190	30,317	7,342	12,237	20.12	1.88482
K-12 Program 02 Instructional	3.800	337,669	88,860			49,068	12,913	22.67	1.65397

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	238.635	17,941,058	75,182	2,159,287	9,048	2,976,059	12,471	23.36	1.43330
Program 21 Administrative	6.423	1,069,467	166,506	6,270	976	79,099	12,315	21.06	1.74176
K-12 Program 21 Instructional	211.802	15,896,553	75,054			2,619,744	12,369	23.40	1.43231
Program 31 Instructional	73.413	5,677,886	77,342	623,025	8,487	903,996	12,314	23.16	1.46037
Program 31 Administrative	0.500	89,013	178,026			6,145	12,290	21.59	1.57423
Program 34 Instructional	13.678	1,131,240	82,705	136,863	10,006	178,118	13,022	21.79	1.55355
Program 34 Administrative	0.500	89,013	178,026			6,145	12,290	21.59	1.57423
K-3 BEA Instructional	672.083	50,663,435	75,383			7,575,829	11,272	22.15	1.43147
4-6 BEA Instructional	319.170	24,349,005	76,289			3,708,744	11,620	22.81	1.44738
7-8 BEA Instructional	267.002	21,156,694	79,238	804	3	3,306,233	12,383	22.52	1.49542
9-12 BEA Instructional	445.230	34,737,381	78,021	9,263	21	5,433,396	12,204	22.91	1.47795
K-12 BEA Instructional	1,703.485	130,906,515	76,846	10,067	6	20,024,201	11,755	22.54	1.45662
BEA	1,820.723	148,098,394	81,340	18,715,469	10,279	21,417,392	11,763	22.49	1.46888
Instructional	2,014.292	154,642,638	76,773	22,047,415	10,945	23,875,612	11,853	22.63	1.45577
Administrative	118.361	17,963,404	151,768	83,790	708	1,405,297	11,873	22.00	1.65622
Other	7.300	634,384	86,902	67,280	9,216	91,257	12,501	22.55	1.63323
Active	2,139.953	173,240,426	80,955	22,198,485	10,373	25,372,166	11,856	22.57	1.46746

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	0.600	58,792	97,987			6,946	11,577	19.90	1.80472
Certificated Total	2,140.553	173,299,218	80,960	22,198,485	10,370	25,379,112	11,856	22.57	1.46755
Instructional for Funding Purposes	2,014.292	154,642,638	76,773	22,047,415	10,945	23,875,612	11,853	22.63	1.45577
Instructional for Compliance Purposes	2,014.292	154,642,638	76,773	22,047,415	10,945	23,875,612	11,853	22.63	1.45577

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	Defunct LEAP 1 Mix Factor
01	130.568	10,863,098	83,199	1,067,371	8,175	1,460,730	11,188	23.25	1.48972
21	17.817	1,370,666	76,930	159,665	8,961	206,281	11,578	23.78	1.40981
24	1.873	163,033	87,044	21,572	11,517	18,669	9,967	23.65	1.66522
31	5.650	485,331	85,899	58,586	10,369	65,508	11,594	22.25	1.56830
34	0.700	71,035	101,479	6,298	8,997	7,917	11,310	22.86	1.78598
51	1.499	85,352	56,939	7,020	4,683	14,531	9,694	23.70	1.08863
55	2.000	173,320	86,660	21,754	10,877	21,806	10,903	23.71	1.65680
65	1.000	67,945	67,945	6,420	6,420	16,566	16,566	42.48	1.29986
97	1.600	301,030	188,144	12,000	7,500	16,528	10,330	20.89	1.52412
Program 21 Instructional	16.827	1,261,226	74,953	159,665	9,489	195,207	11,601	23.20	1.43392
K-12 Program 21 Instructional	15.887	1,168,615	73,558	8,397	529	183,592	11,556	23.34	1.40724
Program 31 Instructional	5.300	433,678	81,826	58,586	11,054	61,441	11,593	22.20	1.56281
Program 31 Administrative	0.350	51,653	147,580			4,067	11,619	22.74	1.65156
Program 34 Instructional	0.600	56,485	94,142	6,298	10,497	6,774	11,290	22.86	1.80105
Program 34 Administrative	0.100	14,550	145,500			1,143	11,427	22.85	1.69557
K-3 BEA Instructional	46.296	3,376,259	72,928	45,452	982	512,922	11,079	23.63	1.39711
4-6 BEA Instructional	26.901	2,086,567	77,565	15,541	578	290,654	10,805	23.56	1.48759

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	17.506	1,370,256	78,274	17,893	1,022	204,369	11,674	22.99	1.49977
9-12 BEA Instructional	31.900	2,632,399	82,520	82,603	2,589	379,061	11,883	22.81	1.57816
K-12 BEA Instructional	122.603	9,465,481	77,204	161,489	1,317	1,387,007	11,313	23.29	1.47873
BEA	138.518	11,720,494	84,614	1,144,255	8,261	1,550,683	11,195	23.15	1.49482
Instructional	145.802	11,216,357	76,929	1,217,457	8,350	1,653,786	11,343	23.36	1.47316
Administrative	14.915	2,166,384	145,249	17,000	1,140	152,290	10,211	22.44	1.61369
Other				115,025					
Active	160.717	13,382,741	83,269	1,349,482	8,397	1,806,076	11,238	23.23	1.48620
K-12 Program 21 Contracted	0.990	109,440	110,545			11,074	11,186	35.72	1.00000
On Leave	1.000	88,629	88,629	11,204	11,204	11,386	11,386	23.86	1.69447
Certificated Total	162.707	13,580,810	83,468	1,360,686	8,363	1,828,536	11,238	23.29	1.48452
Instructional for Funding Purposes	146.792	11,325,797	77,155	1,217,457	8,294	1,664,860	11,342	23.43	1.46997
Instructional for Compliance Purposes	145.802	11,216,357	76,929	1,217,457	8,350	1,653,786	11,343	23.36	1.47316

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	Defunct LEAP 1 Mix Factor
01	3.201	214,391	66,976	370	116	29,395	9,183	22.62	1.52520
21	0.581	37,424	64,413			12,487	21,492	24.17	1.43732
55	0.399	22,299	55,887			5,095	12,769	23.83	1.32887
97				8,874					
99	0.150	13,357	89,047			2,330	15,531	24.11	1.88482
Program 21 Instructional	0.431	24,067	55,840			10,157	23,567	24.21	1.28158
Program 21 Administrative	0.150	13,357	89,047			2,330	15,531	24.11	1.88482
K-12 Program 21 Instructional	0.431	24,067	55,840			10,157	23,567	24.21	1.28158
4-6 BEA Instructional	1.167	77,878	66,734			11,849	10,153	22.06	1.54611
7-8 BEA Instructional	1.501	89,025	59,310			9,268	6,174	22.26	1.38125
K-12 BEA Instructional	2.668	166,903	62,557			21,117	7,915	22.17	1.45336
BEA	3.201	214,391	66,976	9,244	2,888	29,395	9,183	22.62	1.52520
Instructional	3.498	213,269	60,969	250	71	36,369	10,397	22.57	1.41799
Administrative	0.833	74,202	89,078	8,994	10,797	12,937	15,531	24.11	1.88482
Active	4.331	287,471	66,375	9,244	2,134	49,306	11,384	22.98	1.50778
Certificated Total	4.331	287,471	66,375	9,244	2,134	49,306	11,384	22.98	1.50778
Instructional for Funding Purposes	3.498	213,269	60,969	250	71	36,369	10,397	22.57	1.41799

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	3.498	213,269	60,969	250	71	36,369	10,397	22.57	1.41799

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	Defunct LEAP 1 Mix Factor
01	30.920	2,220,834	71,825	54,830	1,773	459,706	14,868	23.75	1.61786
21	4.000	176,031	44,008	5,364	1,341	32,644	8,161	23.87	1.62530
31	2.100	176,481	84,039	33,774	16,083	28,544	13,592	23.98	1.87581
51	0.650	53,780	82,738	1,379	2,122	9,546	14,686	23.67	1.88482
52				16,407					
55	0.600	48,685	81,142	460	767	10,064	16,773	23.66	1.86943
58				18,015					
65				2,112					
74	0.200	15,781	78,905			3,939	19,694	23.65	1.84788
97	0.530	67,302	126,985			7,981	15,058	23.75	1.78824
Program 21 Instructional	4.000	176,031	44,008	5,364	1,341	32,644	8,161	23.87	1.62530
K-12 Program 21 Instructional	3.849	167,765	43,587	5,364	1,394	30,956	8,043	23.87	1.63153
Program 31 Instructional	2.000	165,478	82,739	33,774	16,887	27,293	13,647	23.99	1.88482
Program 31 Administrative	0.100	11,003	110,030			1,251	12,511	23.66	1.69557
K-3 BEA Instructional	10.740	699,172	65,100	9,169	854	161,209	15,010	23.82	1.49853
4-6 BEA Instructional	5.442	348,053	63,957	4,870	895	71,377	13,116	23.77	1.47472
7-8 BEA Instructional	4.864	361,340	74,289	6,639	1,365	86,847	17,855	23.67	1.75632

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	10.304	803,256	77,956	45,328	4,399	143,812	13,957	23.78	1.78296
K-12 BEA Instructional	31.350	2,211,821	70,553	66,006	2,105	463,245	14,777	23.77	1.62788
BEA	33.550	2,464,617	73,461	88,604	2,641	496,231	14,791	23.77	1.63670
Instructional	36.800	2,506,098	68,100	109,743	2,982	519,437	14,115	23.77	1.63727
Administrative	2.000	240,030	120,015			28,022	14,011	23.72	1.75015
Other	0.200	12,766	63,830	22,598	112,990	4,964	24,819	23.69	1.88482
Active	39.000	2,758,894	70,741	132,341	3,393	552,423	14,165	23.77	1.64433
Certificated Total	39.000	2,758,894	70,741	132,341	3,393	552,423	14,165	23.77	1.64433
Instructional for Funding Purposes	36.800	2,506,098	68,100	109,743	2,982	519,437	14,115	23.77	1.63727
Instructional for Compliance Purposes	36.800	2,506,098	68,100	109,743	2,982	519,437	14,115	23.77	1.63727

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	Defunct LEAP 1 Mix Factor
01	13.312	930,690	69,914	17,607	1,323	140,879	10,583	22.91	1.53905
21	1.048	69,394	66,216			10,903	10,404	19.60	1.46406
31	0.989	84,277	85,214	17,080	17,270	10,404	10,520	22.97	1.88482
34	0.989	50,282	50,841	12,035	12,169	10,290	10,404	23.05	1.16008
51	0.732	53,530	73,128			7,827	10,692	23.32	1.62408
55	0.989	75,816	76,659			10,290	10,404	23.55	1.69447
58				20,416					
65				3,000					
79	0.594	50,570	85,135			6,180	10,404	24.01	1.88482
89	0.336	28,655	85,283			3,496	10,404	24.01	1.88482
Program 21 Instructional	1.048	69,394	66,216			10,903	10,404	19.60	1.46406
K-12 Program 21 Instructional	0.989	64,341	65,057			10,290	10,404	19.33	1.43896
Program 31 Instructional	0.989	84,277	85,214	17,080	17,270	10,404	10,520	22.97	1.88482
Program 34 Instructional	0.989	50,282	50,841	12,035	12,169	10,290	10,404	23.05	1.16008
K-3 BEA Instructional	4.901	329,223	67,175			53,155	10,846	23.44	1.56727
4-6 BEA Instructional	2.995	198,700	66,344			31,376	10,476	23.18	1.50029
7-8 BEA Instructional	4.006	255,971	63,897	28,325	7,071	41,793	10,433	22.91	1.41790

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	2.388	176,352	73,849	10,098	4,229	24,845	10,404	21.47	1.63188
K-12 BEA Instructional	14.290	960,246	67,197	38,423	2,689	151,169	10,579	22.86	1.52216
K-12 BEA Administrative	1.000	105,003	105,003	2,370	2,370	10,404	10,404	23.52	1.74756
BEA	15.290	1,065,249	69,670	46,722	3,056	161,573	10,567	22.92	1.53690
Instructional	17.989	1,238,211	68,832	67,768	3,767	189,864	10,554	22.78	1.55114
Administrative	1.000	105,003	105,003	2,370	2,370	10,404	10,404	23.52	1.74756
Active	18.989	1,343,214	70,736	70,138	3,694	200,268	10,547	22.83	1.56149
Certificated Total	18.989	1,343,214	70,736	70,138	3,694	200,268	10,547	22.83	1.56149
Instructional for Funding Purposes	17.989	1,238,211	68,832	67,768	3,767	189,864	10,554	22.78	1.55114
Instructional for Compliance Purposes	17.989	1,238,211	68,832	67,768	3,767	189,864	10,554	22.78	1.55114

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	Defunct LEAP 1 Mix Factor
01	340.216	25,830,698	75,924	1,241,793	3,650	4,101,649	12,056	23.55	1.55525
02	0.500	47,732	95,464	1,509	3,018	6,370	12,741	23.84	1.86172
03	0.400	35,580	88,950	931	2,328	5,106	12,764	23.90	1.88482
21	59.994	4,212,614	70,217	235,102	3,919	688,613	11,478	23.73	1.42845
24	11.939	921,607	77,193	51,024	4,274	143,425	12,013	23.69	1.63569
31	18.120	1,366,146	75,394	84,733	4,676	229,509	12,666	23.71	1.54895
34	4.447	371,187	83,469	10,783	2,425	56,045	12,603	23.81	1.70518
51	8.500	663,050	78,006	22,139	2,605	107,389	12,634	26.37	1.60301
52	2.000	171,667	85,834	4,497	2,249	25,134	12,567	23.06	1.81876
55	13.860	1,178,338	85,017	72,080	5,201	165,122	11,914	23.53	1.77561
58	0.267	35,827	134,184	322,125	1,206,461	3,036	11,369	22.42	1.26526
65	1.000	64,629	64,629	1,693	1,693	11,976	11,976	23.36	1.36942
74	1.266	99,982	78,975	2,520	1,991	13,754	10,864	23.36	1.67477
97	1.670	270,470	161,958	10,402	6,229	20,097	12,034	21.93	1.88482
K-12 Program 02 Instructional	0.400	35,580	88,950			5,106	12,764	23.90	1.88482
Program 21 Instructional	53.994	3,654,567	67,685	215,512	3,991	651,972	12,075	23.39	1.43418
Program 21 Administrative	3.000	369,505	123,168	19,590	6,530	36,641	12,214	23.13	1.42190
K-12 Program 21 Instructional	43.364	2,976,024	68,629	94,546	2,180	531,798	12,264	23.42	1.45419

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.200	1,242,742	72,252	77,661	4,515	217,860	12,666	23.64	1.53098
Program 31 Administrative	0.920	123,404	134,135	7,072	7,687	11,648	12,661	24.49	1.88482
Program 34 Instructional	4.127	330,117	79,990	8,644	2,094	52,048	12,612	23.82	1.69492
Program 34 Administrative	0.320	41,070	128,344	2,139	6,684	3,996	12,488	23.76	1.83751
K-3 BEA Instructional	129.041	9,106,223	70,568			1,549,249	12,006	23.72	1.49794
4-6 BEA Instructional	69.348	4,998,505	72,079	2,299	33	826,104	11,912	23.47	1.52742
7-8 BEA Instructional	50.895	3,816,144	74,981	5,305	104	623,006	12,241	23.09	1.58886
9-12 BEA Instructional	90.336	6,783,063	75,087			1,105,555	12,238	23.57	1.59104
K-12 BEA Instructional	339.620	24,703,935	72,740	7,604	22	4,103,914	12,084	23.53	1.54235
BEA	365.353	27,921,813	76,424	1,350,151	3,695	4,418,774	12,095	23.55	1.55905
Instructional	431.179	31,343,927	72,694	1,874,710	4,348	5,210,391	12,084	23.57	1.54099
Administrative	30.000	3,737,058	124,569	186,621	6,221	366,831	12,228	23.61	1.73633
Active	461.179	35,080,985	76,068	2,061,331	4,470	5,577,222	12,093	23.57	1.55370
K-12 Program 21 Contracted	3.000	188,542	62,847					1,158.71	1.33170
Certificated Total	464.179	35,269,527	75,983	2,061,331	4,441	5,577,222	12,015	23.61	1.55227
Instructional for Funding Purposes	434.179	31,532,469	72,626	1,874,710	4,318	5,210,391	12,001	23.61	1.53955

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	431.179	31,343,927	72,694	1,874,710	4,348	5,210,391	12,084	23.57	1.54099

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	Defunct LEAP 1 Mix Factor
01	7.018	446,835	63,670	9,553	1,361	75,884	10,813	22.21	1.54465
02	1.754	119,174	67,944	20,721	11,814	19,440	11,083	10.66	1.58192
21	0.600	25,956	43,260	6,000	10,000	6,378	10,630	22.84	1.01346
24	0.400	17,304	43,260			4,252	10,630	22.84	1.01346
51	0.620	35,405	57,105	767	1,237	6,543	10,553	22.25	1.42956
52	0.062	3,805	61,371	728	11,742	667	10,761	22.04	1.53044
55	0.600	31,463	52,438			6,057	10,095	22.74	1.21224
97	0.500	57,500	115,000			5,682	11,364	23.32	1.69557
K-12 Program 02 Instructional	1.754	119,174	67,944			19,440	11,083	10.66	1.58192
Program 21 Instructional	0.600	25,956	43,260	6,000	10,000	6,378	10,630	22.84	1.01346
K-12 Program 21 Instructional	0.600	25,956	43,260			6,378	10,630	22.84	1.01346
K-3 BEA Instructional	3.726	224,143	60,156			40,133	10,771	19.20	1.51806
4-6 BEA Instructional	3.900	239,603	61,437	1,965	504	42,328	10,853	19.30	1.55669
7-8 BEA Instructional	0.646	44,763	69,293			7,181	11,116	12.19	1.60965
K-12 BEA Instructional	8.272	508,509	61,474	1,965	238	89,642	10,837	18.45	1.54343
BEA	9.272	623,509	67,246	30,274	3,265	101,006	10,894	19.25	1.55984
Instructional	10.554	622,442	58,977	37,769	3,579	113,539	10,758	19.13	1.46762

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	115,000	115,000			11,364	11,364	23.32	1.69557
Active	11.554	737,442	63,826	37,769	3,269	124,903	10,810	19.73	1.48735
Certificated Total	11.554	737,442	63,826	37,769	3,269	124,903	10,810	19.73	1.48735
Instructional for Funding Purposes	10.554	622,442	58,977	37,769	3,579	113,539	10,758	19.13	1.46762
Instructional for Compliance Purposes	10.554	622,442	58,977	37,769	3,579	113,539	10,758	19.13	1.46762

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	Defunct LEAP 1 Mix Factor
01	19.194	1,502,535	78,281	21,431	1,117	232,217	12,098	22.77	1.52664
02	0.700	61,646	88,066			10,900	15,571	23.01	1.69447
21	2.210	200,736	90,831			28,378	12,841	23.00	1.83372
24	0.240	21,455	89,396			2,911	12,129	23.11	1.80472
31	0.031	3,212	103,613			329	10,611	23.90	1.34693
55	0.120	11,237	93,642			1,551	12,925	23.17	1.71713
65	0.301	21,128	70,193			4,687	15,571	22.47	1.41708
97	0.730	77,491	106,152			11,253	15,415	23.45	1.45914
K-12 Program 02 Instructional	0.700	61,646	88,066			10,900	15,571	23.01	1.69447
Program 21 Instructional	1.960	178,387	91,014			25,359	12,938	23.00	1.83741
Program 21 Administrative	0.250	22,349	89,396			3,020	12,079	23.05	1.80472
K-12 Program 21 Instructional	1.960	178,387	91,014			25,359	12,938	23.00	1.83741
Program 31 Administrative	0.031	3,212	103,613			329	10,611	23.90	1.34693
K-3 BEA Instructional	4.468	314,827	70,463			52,509	11,752	22.91	1.42405
4-6 BEA Instructional	3.752	290,855	77,520	10,390	2,769	45,731	12,188	23.12	1.55428
7-8 BEA Instructional	3.503	285,235	81,426			41,900	11,961	22.91	1.63105

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.079	554,805	78,373	9,841	1,390	88,150	12,452	22.28	1.57417
K-12 BEA Instructional	18.802	1,445,722	76,892	20,231	1,076	228,290	12,142	22.71	1.54513
K-12 BEA Administrative	0.873	86,580	99,175			9,599	10,995	23.68	1.47803
BEA	20.655	1,644,884	79,636	21,431	1,038	254,699	12,331	22.81	1.52967
Instructional	21.403	1,675,631	78,290	20,231	945	262,455	12,263	22.74	1.57422
Administrative	2.123	223,809	105,421	1,200	565	29,772	14,023	23.58	1.42282
Active	23.526	1,899,440	80,738	21,431	911	292,226	12,421	22.83	1.56055
Certificated Total	23.526	1,899,440	80,738	21,431	911	292,226	12,421	22.83	1.56055
Instructional for Funding Purposes	21.403	1,675,631	78,290	20,231	945	262,455	12,263	22.74	1.57422
Instructional for Compliance Purposes	21.403	1,675,631	78,290	20,231	945	262,455	12,263	22.74	1.57422

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	Defunct LEAP 1 Mix Factor
01	48.000	3,148,996	65,604			574,202	11,963		1.26599
21	9.000	615,163	68,351			105,123	11,680		1.44641
Program 21 Instructional	9.000	615,163	68,351			105,123	11,680		1.44641
K-12 Program 21 Instructional	9.000	615,163	68,351			105,123	11,680		1.44641
K-3 BEA Instructional	13.596	765,509	56,304			168,347	12,382		1.16457
4-6 BEA Instructional	8.943	572,554	64,023			99,958	11,177		1.33117
7-8 BEA Instructional	4.824	304,211	63,062			58,184	12,061		1.14460
9-12 BEA Instructional	16.637	1,104,030	66,360			202,861	12,193		1.28441
K-12 BEA Instructional	44.000	2,746,304	62,416			529,350	12,031		1.24156
K-12 BEA Administrative	1.000	112,403	112,403			11,470	11,470		1.66233
BEA	48.000	3,148,996	65,604			574,202	11,963		1.26599
Instructional	53.000	3,361,467	63,424			634,473	11,971		1.27634
Administrative	4.000	402,692	100,673			44,852	11,213		1.53473
Active	57.000	3,764,159	66,038			679,325	11,918		1.29448
Certificated Total	57.000	3,764,159	66,038			679,325	11,918		1.29448
Instructional for Funding Purposes	53.000	3,361,467	63,424			634,473	11,971		1.27634

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	53.000	3,361,467	63,424			634,473	11,971		1.27634

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	Defunct LEAP 1 Mix Factor
01	15.000	1,041,902	69,460	574	38	121,221	8,081	21.30	1.44484
31	0.990	66,231	66,900			7,995	8,076	26.44	1.38747
97	1.000	58,500	58,500			8,076	8,076	10.21	1.59744
Program 31 Instructional	0.990	66,231	66,900			7,995	8,076	26.44	1.38747
K-3 BEA Instructional	4.990	344,279	68,994	574	115	40,380	8,092	22.05	1.52281
4-6 BEA Instructional	2.000	138,116	69,058			16,152	8,076	24.79	1.46007
7-8 BEA Instructional	1.030	81,765	79,383			8,318	8,076	24.58	1.68183
9-12 BEA Instructional	6.970	436,443	62,617			56,290	8,076	22.83	1.30567
K-12 BEA Instructional	14.990	1,000,603	66,751	574	38	121,140	8,081	22.98	1.42440
K-12 BEA Administrative	1.000	107,530	107,530			8,076	8,076	8.87	1.69447
BEA	16.990	1,166,633	68,666	574	34	137,292	8,081	21.03	1.45048
Instructional	14.990	1,000,603	66,751	574	38	121,140	8,081	22.98	1.42440
Administrative	2.000	166,030	83,015			16,152	8,076	9.34	1.64596
Active	16.990	1,166,633	68,666	574	34	137,292	8,081	21.03	1.45048
Certificated Total	16.990	1,166,633	68,666	574	34	137,292	8,081	21.03	1.45048
Instructional for Funding Purposes	14.990	1,000,603	66,751	574	38	121,140	8,081	22.98	1.42440

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	14.990	1,000,603	66,751	574	38	121,140	8,081	22.98	1.42440

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	Defunct LEAP 1 Mix Factor
01	164.512	12,983,896	78,924	600,195	3,648	1,827,324	11,108	22.99	1.57702
02	8.700	624,186	71,746	25,267	2,904	90,930	10,452	21.96	1.38542
21	33.257	2,488,778	74,835	119,029	3,579	382,059	11,488	23.19	1.51122
22	0.050	6,594	131,880	30	600	530	10,608	22.70	1.69557
24	2.260	109,144	48,294	4,754	2,104	26,192	11,589	22.91	1.01534
31	10.423	901,987	86,538	151,878	14,571	112,507	10,794	22.81	1.76963
34	0.800	53,146	66,433	4,251	5,314	9,784	12,230	24.49	1.39673
51	0.100	9,388	93,880	409	4,090	1,131	11,314	23.02	1.88482
55	2.990	228,340	76,368	9,945	3,326	30,302	10,134	22.56	1.58826
58				104,143					
65	1.400	127,057	90,755	5,535	3,954	15,273	10,910	23.09	1.84730
74	0.852	69,983	82,140	3,048	3,577	9,111	10,694	19.14	1.69606
97	1.670	260,122	155,762	20,090	12,030	17,715	10,608	21.19	1.76093
K-12 Program 02 Instructional	7.700	508,820	66,081			80,322	10,431	21.75	1.37572
Program 21 Instructional	32.457	2,383,278	73,429	118,549	3,652	373,573	11,510	23.21	1.50668
Program 21 Administrative	0.800	105,500	131,875	480	600	8,486	10,608	22.70	1.69557
K-12 Program 21 Instructional	26.232	1,953,354	74,465			303,326	11,563	23.11	1.52536

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	9.923	857,043	86,369	144,440	14,556	107,146	10,798	22.84	1.76786
Program 31 Administrative	0.500	44,944	89,888	7,438	14,876	5,361	10,722	22.38	1.80472
Program 34 Instructional	0.800	53,146	66,433	4,251	5,314	9,784	12,230	24.49	1.39673
K-3 BEA Instructional	67.542	5,030,820	74,484			759,434	11,244	23.21	1.52872
4-6 BEA Instructional	38.422	2,929,871	76,255			421,803	10,978	22.96	1.56128
7-8 BEA Instructional	23.538	1,812,762	77,014			263,870	11,210	22.55	1.58062
9-12 BEA Instructional	43.953	3,502,197	79,680			476,114	10,832	22.50	1.63955
K-12 BEA Instructional	173.455	13,275,650	76,537			1,921,220	11,076	22.87	1.57106
K-12 BEA Administrative	1.500	158,832	105,888			15,969	10,646	22.71	1.73195
BEA	186.105	14,823,337	79,650	801,681	4,308	2,058,260	11,060	22.91	1.57973
Instructional	213.514	16,202,840	75,887	985,973	4,618	2,376,803	11,132	22.90	1.55809
Administrative	12.500	1,565,903	125,272	54,647	4,372	133,248	10,660	23.24	1.68347
Other	1.000	93,878	93,878	7,954	7,954	12,809	12,809	23.13	1.88482
Active	227.014	17,862,621	78,685	1,048,574	4,619	2,522,860	11,113	22.93	1.56643
Certificated Total	227.014	17,862,621	78,685	1,048,574	4,619	2,522,860	11,113	22.93	1.56643
Instructional for Funding Purposes	213.514	16,202,840	75,887	985,973	4,618	2,376,803	11,132	22.90	1.55809

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	213.514	16,202,840	75,887	985,973	4,618	2,376,803	11,132	22.90	1.55809

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	Defunct LEAP 1 Mix Factor
01	45.144	3,204,303	70,980	100,588	2,228	519,797	11,514	23.53	1.40783
21	4.417	359,603	81,413			48,201	10,913	22.70	1.51756
31	4.220	303,300	71,872	19,721	4,673	48,990	11,609	24.07	1.40825
34	0.250	22,218	88,872	6,234	24,936	3,175	12,699	23.56	1.85823
51	1.063	90,758	85,379	37,839	35,596	12,208	11,484	23.46	1.51823
52				18,923					
55	3.016	255,062	84,570	10,096	3,347	39,094	12,962	23.52	1.62499
58				52,525					
64	0.200	18,028	90,140			2,379	11,894	21.95	1.88482
65	1.690	155,212	91,841	23,008	13,614	20,578	12,177	21.01	1.81812
97	1.000	145,000	145,000			20,596	20,596	22.05	1.13919
Program 21 Instructional	3.417	243,462	71,250			36,351	10,638	22.34	1.46547
Program 21 Administrative	1.000	116,141	116,141			11,850	11,850	23.53	1.69557
K-12 Program 21 Instructional	3.417	243,462	71,250			36,351	10,638	22.34	1.46547
Program 31 Instructional	3.870	263,480	68,083	19,721	5,096	44,842	11,587	23.68	1.42358
Program 31 Administrative	0.350	39,820	113,771			4,148	11,850	27.50	1.23874
Program 34 Instructional	0.250	22,218	88,872	6,234	24,936	3,175	12,699	23.56	1.85823

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	16.489	1,192,605	72,327			194,244	11,780	23.30	1.50916
4-6 BEA Instructional	10.178	601,206	59,069			114,718	11,271	23.80	1.23203
7-8 BEA Instructional	4.854	360,920	74,355			55,235	11,379	23.26	1.55473
9-12 BEA Instructional	13.563	897,269	66,156			158,507	11,687	23.24	1.38328
K-12 BEA Instructional	45.084	3,052,000	67,696			522,704	11,594	23.37	1.41363
BEA	50.614	3,674,821	72,605	126,543	2,500	592,557	11,707	23.52	1.40478
Instructional	53.750	3,734,853	69,486	262,934	4,892	624,782	11,624	23.21	1.44980
Administrative	7.000	800,905	114,415	6,000	857	87,517	12,502	24.11	1.35309
Other	0.250	17,726	70,904			2,719	10,874	23.08	1.48253
Active	61.000	4,553,484	74,647	268,934	4,409	715,017	11,722	23.35	1.43884
Certificated Total	61.000	4,553,484	74,647	268,934	4,409	715,017	11,722	23.35	1.43884
Instructional for Funding Purposes	53.750	3,734,853	69,486	262,934	4,892	624,782	11,624	23.21	1.44980
Instructional for Compliance Purposes	53.750	3,734,853	69,486	262,934	4,892	624,782	11,624	23.21	1.44980

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	Defunct LEAP 1 Mix Factor
01	10.990	734,438	66,828	23,346	2,124	100,449	9,140	23.67	1.52024
21	1.000	73,722	73,722	1,000	1,000	9,140	9,140	23.64	1.80105
31	0.590	32,509	55,100	4,500	7,627	5,393	9,140	25.70	1.34610
52	0.300	19,833	66,110			2,742	9,140	23.70	1.61505
65	0.120	9,879	82,325			1,097	9,140	23.21	1.88482
79				3,935					
97	1.000	80,000	80,000			9,140	9,140	23.49	1.69557
Program 21 Instructional	1.000	73,722	73,722			9,140	9,140	23.64	1.80105
Program 21 Administrative				1,000					
K-12 Program 21 Instructional	1.000	73,722	73,722			9,140	9,140	23.64	1.80105
Program 31 Instructional	0.590	32,509	55,100	4,500	7,627	5,393	9,140	25.70	1.34610
K-3 BEA Instructional	3.380	203,810	60,299			30,893	9,140	24.03	1.43311
4-6 BEA Instructional	1.730	114,138	65,976			15,812	9,140	23.65	1.46002
7-8 BEA Instructional	1.980	127,301	64,293			18,097	9,140	23.79	1.54363
9-12 BEA Instructional	3.490	230,482	66,041			31,899	9,140	23.82	1.58313
K-12 BEA Instructional	10.580	675,731	63,869			96,701	9,140	23.85	1.50768

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	12.580	846,947	67,325	27,846	2,214	114,981	9,140	23.74	1.52601
Instructional	12.000	779,165	64,930	18,091	1,508	109,680	9,140	23.82	1.53858
Administrative	2.000	171,216	85,608	1,000	500	18,280	9,140	23.30	1.62299
Other				13,690					
Active	14.000	950,381	67,884	32,781	2,342	127,960	9,140	23.73	1.55064
Certificated Total	14.000	950,381	67,884	32,781	2,342	127,960	9,140	23.73	1.55064
Instructional for Funding Purposes	12.000	779,165	64,930	18,091	1,508	109,680	9,140	23.82	1.53858
Instructional for Compliance Purposes	12.000	779,165	64,930	18,091	1,508	109,680	9,140	23.82	1.53858

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	Defunct LEAP 1 Mix Factor
01	36.042	2,549,380	70,734	109,863	3,048	435,771	12,091	23.04	1.53505
21	3.724	291,205	78,197	19,311	5,186	48,910	13,134	22.73	1.68641
22	0.125	11,162	89,296	223	1,784	1,620	12,961	22.92	1.82074
31	2.209	169,965	76,942	30,858	13,969	26,751	12,110	21.13	1.71711
34	0.350	26,423	75,494	1,735	4,957	4,494	12,840	24.05	1.68498
51	1.490	107,835	72,372			23,463	15,747	22.47	1.61528
52				14,838					
55	2.325	161,871	69,622	7,618	3,277	27,728	11,926	26.38	1.48387
58	0.027	2,010	74,444	121,307	4,492,852	333	12,348	23.53	1.66126
64	0.156	12,215	78,301			2,034	13,037	23.46	1.74756
65	1.219	94,980	77,916	12,764	10,471	21,033	17,254	23.64	1.62215
74	0.120	12,300	102,500			1,346	11,217	23.28	1.88482
97	0.750	101,642	135,523	12,755	17,007	8,413	11,217	24.74	1.88482
Program 21 Instructional	3.499	263,518	75,312	8,310	2,375	46,062	13,164	22.72	1.67365
Program 21 Administrative	0.225	27,687	123,053	9,702	43,120	2,848	12,657	22.86	1.88482
K-12 Program 21 Instructional	3.499	263,518	75,312	1,700	486	46,062	13,164	22.72	1.67365
Program 31 Instructional	2.209	169,965	76,942	21,579	9,769	26,751	12,110	21.13	1.71711

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative				7,586					
Program 34 Instructional	0.250	18,980	75,920	525	2,100	3,259	13,037	24.27	1.69447
Program 34 Administrative	0.100	7,443	74,430	843	8,430	1,235	12,348	23.53	1.66126
K-3 BEA Instructional	11.420	769,977	67,424			137,152	12,010	23.68	1.50372
4-6 BEA Instructional	5.152	363,821	70,617	2,036	395	60,028	11,651	23.50	1.57562
7-8 BEA Instructional	8.552	542,769	63,467	1,028	120	106,308	12,431	22.90	1.42781
9-12 BEA Instructional	10.747	774,219	72,040	24,309	2,262	130,272	12,122	21.89	1.60731
K-12 BEA Instructional	35.871	2,450,786	68,322	27,373	763	433,760	12,092	22.89	1.52699
K-12 BEA Administrative	0.940	93,537	99,507			10,657	11,337	23.31	1.86104
BEA	39.351	2,847,410	72,359	155,211	3,944	475,428	12,082	22.97	1.55327
Instructional	44.557	3,079,721	69,119	276,151	6,198	554,258	12,439	23.04	1.54224
Administrative	3.980	461,267	115,896	18,131	4,556	47,637	11,969	23.55	1.83178
Active	48.537	3,540,988	72,954	294,282	6,063	601,895	12,401	23.10	1.56598
On Leave				36,990					
Certificated Total	48.537	3,540,988	72,954	331,272	6,825	601,895	12,401	23.10	1.56598
Instructional for Funding Purposes	44.557	3,079,721	69,119	276,151	6,198	554,258	12,439	23.04	1.54224

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	44.557	3,079,721	69,119	276,151	6,198	554,258	12,439	23.04	1.54224

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	Defunct LEAP 1 Mix Factor
01	11.540	747,969	64,815	30,523	2,645	105,925	9,179	24.94	1.32824
02	36.115	1,492,216	41,318						1.24712
21	1.000	56,230	56,230	8,773	8,773	10,584	10,584	8.48	1.22566
31	1.150	61,713	53,663	1,504	1,308	6,244	5,429	22.04	1.14830
34	0.410	22,895	55,841	329	802	4,448	10,848	24.39	1.21575
55	0.900	68,473	76,081	1,999	2,221	13,892	15,436	21.99	1.68930
97	1.000	125,000	125,000	6,010	6,010	11,268	11,268	23.59	1.19891
K-12 Program 02 Instructional	34.115	1,360,638	39,884						1.23670
Program 21 Instructional	1.000	56,230	56,230	8,773	8,773	10,584	10,584	8.48	1.22566
K-12 Program 21 Instructional	0.942	52,991	56,254	5,078	5,391	9,970	10,584	8.48	1.22566
Program 31 Instructional	1.150	61,713	53,663	1,504	1,308	6,244	5,429	22.04	1.14830
Program 34 Instructional	0.410	22,895	55,841	329	802	4,448	10,848	24.39	1.21575
K-3 BEA Instructional	4.200	266,865	63,539	10,554	2,513	31,325	7,458	29.07	1.37554
4-6 BEA Instructional	2.150	139,369	64,823	5,970	2,777	18,323	8,522	24.34	1.42680
7-8 BEA Instructional	2.220	124,360	56,018	3,286	1,480	26,386	11,886	22.41	1.23138
9-12 BEA Instructional	3.530	201,983	57,219	12,449	3,527	29,315	8,305	22.19	1.23782

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	12.100	732,577	60,544	32,356	2,674	105,349	8,707	24.81	1.31802
K-12 BEA Administrative	1.000	100,000	100,000			11,268	11,268	23.75	1.19891
BEA	50.215	2,449,793	48,786	38,366	764	127,885	2,547	62.48	1.26228
Instructional	14.000	857,280	61,234	43,128	3,081	129,825	9,273	23.41	1.33529
Administrative	4.000	356,578	89,145			22,536	5,634	37.43	1.31186
Active	18.000	1,213,858	67,437	43,128	2,396	152,361	8,465	26.35	1.33008
K-12 BEA Contracted	34.115	1,360,638	39,884						1.23670
On Leave				6,010					
Certificated Total	52.115	2,574,496	49,400	49,138	943	152,361	2,924	56.81	1.26895
Instructional for Funding Purposes	48.115	2,217,918	46,096	43,128	896	129,825	2,698	61.96	1.26539
Instructional for Compliance Purposes	14.000	857,280	61,234	43,128	3,081	129,825	9,273	23.41	1.33529

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	Defunct LEAP 1 Mix Factor
01	22.427	1,572,157	70,101	12,823	572	405,988	18,103	23.87	1.66803
02	0.400	31,345	78,363	9,600	24,000	9,341	23,352	23.85	1.88482
21	1.984	150,292	75,752			33,985	17,129	24.25	1.58884
24	0.619	33,172	53,590	3,000	4,847	737	1,191	24.26	1.19891
31	2.000	140,896	70,448	25,531	12,766	22,920	11,460	24.47	1.69447
51	0.900	59,230	65,811			10,508	11,676	23.97	1.58614
55	1.630	109,903	67,425			19,849	12,177	23.94	1.62445
58				31,200					
97	1.350	151,925	112,537			15,763	11,676	23.13	1.49565
99	0.150	15,825	105,500			1,751	11,676	23.88	1.80472
K-12 Program 02 Instructional	0.400	31,345	78,363			9,341	23,352	23.85	1.88482
Program 21 Instructional	1.634	113,367	69,380			29,898	18,297	24.37	1.54260
Program 21 Administrative	0.350	36,925	105,500			4,087	11,676	23.88	1.80472
K-12 Program 21 Instructional	1.634	113,367	69,380			29,898	18,297	24.37	1.54260
Program 31 Instructional	2.000	140,896	70,448	25,531	12,766	22,920	11,460	24.47	1.69447
K-3 BEA Instructional	5.824	391,520	67,225			73,736	12,661	23.91	1.61740
4-6 BEA Instructional	2.961	201,725	68,127			40,306	13,612	23.80	1.63956

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	6.790	500,526	73,715	2,800	412	117,344	17,282	23.88	1.77306
9-12 BEA Instructional	8.102	540,802	66,749	26,754	3,302	181,760	22,434	24.02	1.63811
K-12 BEA Instructional	23.677	1,634,573	69,036	29,554	1,248	413,145	17,449	23.93	1.67190
K-12 BEA Administrative	1.000	94,000	94,000			23,352	23,352	23.88	1.69557
BEA	26.177	1,896,323	72,442	47,954	1,832	454,011	17,344	23.86	1.66447
Instructional	28.460	1,950,245	68,526	60,754	2,135	474,138	16,660	23.96	1.64876
Administrative	3.000	314,500	104,833	21,400	7,133	46,704	15,568	23.51	1.62925
Active	31.460	2,264,745	71,988	82,154	2,611	520,842	16,556	23.90	1.64690
Certificated Total	31.460	2,264,745	71,988	82,154	2,611	520,842	16,556	23.90	1.64690
Instructional for Funding Purposes	28.460	1,950,245	68,526	60,754	2,135	474,138	16,660	23.96	1.64876
Instructional for Compliance Purposes	28.460	1,950,245	68,526	60,754	2,135	474,138	16,660	23.96	1.64876

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	Defunct LEAP 1 Mix Factor
01	538.381	50,177,894	93,201	3,105,105	5,767	6,473,500	12,024	23.16	1.56067
02	4.200	435,564	103,706	22,349	5,321	53,539	12,747	22.82	1.71571
21	129.146	11,370,574	88,044	1,033,074	7,999	1,576,812	12,210	25.81	1.47517
31	22.080	2,262,081	102,449	116,814	5,290	284,227	12,873	23.30	1.67702
34	9.328	909,518	97,504	49,980	5,358	110,982	11,898	23.48	1.63159
51	6.000	569,473	94,912	31,891	5,315	75,588	12,598	23.48	1.59662
52	0.660	71,662	108,579	6,683	10,126	7,457	11,299	23.39	1.88482
55	20.503	1,823,910	88,958	112,088	5,467	254,457	12,411	23.54	1.52801
58	4.983	432,801	86,856	382,180	76,697	60,946	12,231	22.43	1.42954
64	0.786	82,774	105,310	5,813	7,396	10,860	13,816	20.62	1.59212
65	10.236	910,667	88,967	44,183	4,316	116,206	11,353	23.05	1.49692
68	0.320	31,704	99,075	1,497	4,678	4,181	13,066	23.35	1.69447
74	0.723	104,066	143,936			9,681	13,390	19.31	1.63301
79	8.000	770,027	96,253	385,562	48,195	100,498	12,562	23.54	1.60622
88	1.000	136,186	136,186	600	600	8,796	8,796	23.31	1.19891
97	1.500	300,735	200,490	77,336	51,557	17,644	11,762	20.29	1.69557
K-12 Program 02 Instructional	3.750	361,494	96,398			47,597	12,692	23.07	1.70547
Program 21 Instructional	111.146	9,773,126	87,931	1,033,074	9,295	1,356,416	12,204	23.60	1.52742

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	3.000	502,118	167,373			35,751	11,917	22.07	1.62805
K-12 Program 21 Instructional	104.146	9,132,881	87,693			1,272,547	12,219	23.61	1.52243
Program 31 Instructional	21.397	2,149,766	100,470	116,814	5,459	275,077	12,856	23.45	1.67643
Program 31 Administrative	0.683	112,315	164,444			9,151	13,398	20.45	1.69557
Program 34 Instructional	9.100	872,080	95,833	49,980	5,492	107,931	11,861	23.61	1.62999
Program 34 Administrative	0.228	37,438	164,202			3,050	13,378	20.45	1.69557
K-3 BEA Instructional	224.084	19,435,884	86,735	9,126	41	2,679,726	11,959	23.22	1.50908
4-6 BEA Instructional	102.574	9,088,595	88,605	2,030	20	1,219,028	11,884	23.19	1.54363
7-8 BEA Instructional	75.720	6,795,815	89,749	2,928	39	913,789	12,068	23.15	1.56071
9-12 BEA Instructional	133.847	12,992,243	97,068	330	2	1,643,088	12,276	23.32	1.67064
K-12 BEA Instructional	536.225	48,312,537	90,098	14,414	27	6,455,632	12,039	23.23	1.56331
K-12 BEA Administrative	0.906	123,376	136,177			13,205	14,575	21.54	1.80105
BEA	575.489	54,085,792	93,982	3,371,584	5,859	6,939,892	12,059	23.15	1.56777
Instructional	697.539	62,578,324	89,713	5,244,339	7,518	8,427,462	12,082	23.29	1.55529
Administrative	44.507	6,629,118	148,946	126,716	2,847	542,984	12,200	22.32	1.62039
Other	0.800	86,864	108,580	4,100	5,125	10,282	12,852	24.01	1.88482
Active	742.846	69,294,306	93,282	5,375,155	7,236	8,980,728	12,090	23.21	1.55955

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	15.000	1,095,330	73,022			184,645	12,310		1.05743
Certificated Total	757.846	70,389,636	92,881	5,375,155	7,093	9,165,373	12,094	23.55	1.54961
Instructional for Funding Purposes	712.539	63,673,654	89,362	5,244,339	7,360	8,612,107	12,087	23.67	1.54481
Instructional for Compliance Purposes	697.539	62,578,324	89,713	5,244,339	7,518	8,427,462	12,082	23.29	1.55529

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	Defunct LEAP 1 Mix Factor
01	18.669	1,367,146	73,231	48,526	2,599	226,426	12,128	21.52	1.52722
21	2.000	104,944	52,472	2,361	1,181	23,112	11,556	24.11	1.10467
51	0.367	25,570	69,673	181	493	4,241	11,556	22.93	1.48003
55	0.600	47,089	78,482	1,047	1,745			16.34	1.66603
58				37,818					
88	1.000	79,821	79,821	1,774	1,774	11,556	11,556	23.08	1.69447
97	1.000	129,000	129,000			11,556	11,556	22.64	1.80472
Program 21 Instructional	2.000	104,944	52,472	2,361	1,181	23,112	11,556	24.11	1.10467
K-12 Program 21 Instructional	2.000	104,944	52,472	2,361	1,181	23,112	11,556	24.11	1.10467
K-3 BEA Instructional	9.924	721,462	72,699	15,410	1,553	125,953	12,692	21.78	1.54235
4-6 BEA Instructional	4.665	347,716	74,537	7,733	1,658	53,453	11,458	19.56	1.57740
7-8 BEA Instructional	3.080	196,968	63,951	4,769	1,548	35,464	11,514	22.91	1.34783
K-12 BEA Instructional	17.669	1,266,146	71,659	27,912	1,580	214,870	12,161	21.35	1.51770
BEA	19.669	1,496,146	76,066	48,526	2,467	237,982	12,099	21.61	1.54133
Instructional	21.636	1,523,570	70,418	71,093	3,286	253,779	11,729	21.50	1.49116
Administrative	2.000	230,000	115,000			23,112	11,556	23.14	1.75015
Active	23.636	1,753,570	74,191	71,093	3,008	276,891	11,715	21.70	1.51308

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave				20,614					
Certificated Total	23.636	1,753,570	74,191	91,707	3,880	276,891	11,715	21.70	1.51308
Instructional for Funding Purposes	21.636	1,523,570	70,418	71,093	3,286	253,779	11,729	21.50	1.49116
Instructional for Compliance Purposes	21.636	1,523,570	70,418	71,093	3,286	253,779	11,729	21.50	1.49116

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	Defunct LEAP 1 Mix Factor
01	499.395	41,399,629	82,900	3,711,888	7,433	5,214,487	10,442	22.68	1.63321
02	15.400	1,254,968	81,491	144,385	9,376	154,737	10,048	21.81	1.58381
21	89.145	6,893,832	77,333	543,544	6,097	921,733	10,340	22.94	1.55749
24	11.000	971,447	88,313	81,498	7,409	123,740	11,249	22.98	1.79371
31	18.260	1,564,476	85,678	226,662	12,413	214,160	11,728	21.27	1.70916
34	18.500	1,487,525	80,407	160,553	8,679	207,262	11,203	23.23	1.59855
51	6.000	536,986	89,498	35,517	5,920	69,392	11,565	22.64	1.81307
55	11.760	994,582	84,573	66,832	5,683	135,513	11,523	22.85	1.71520
58				385,166					
64				1,462					
65	4.000	351,825	87,956	23,901	5,975	41,664	10,416	23.56	1.79535
74	2.000	186,070	93,035	11,907	5,954	13,801	6,901	21.90	1.88482
89	1.000	120,197	120,197	6,202	6,202	9,509	9,509	21.42	1.88482
97	2.000	365,437	182,719	80,034	40,017	26,162	13,081	20.16	1.79020
K-12 Program 02 Instructional	14.400	1,121,168	77,859			141,656	9,837	21.79	1.56847
Program 21 Instructional	86.145	6,489,547	75,333	430,259	4,995	885,244	10,276	23.00	1.54795
Program 21 Administrative	3.000	404,285	134,762	35,303	11,768	36,489	12,163	21.97	1.83138
K-12 Program 21 Instructional	80.105	6,064,498	75,707			837,976	10,461	22.86	1.55185

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.760	1,491,758	83,995	200,154	11,270	207,823	11,702	21.23	1.70647
Program 31 Administrative	0.500	72,718	145,436	3,636	7,272	6,337	12,674	22.19	1.80472
Program 34 Instructional	18.000	1,414,807	78,600	147,952	8,220	200,925	11,163	23.29	1.59282
Program 34 Administrative	0.500	72,718	145,436	3,636	7,272	6,337	12,674	22.19	1.80472
K-3 BEA Instructional	175.746	13,580,711	77,275			1,762,301	10,028	23.12	1.57118
4-6 BEA Instructional	93.934	7,543,436	80,306			976,922	10,400	22.51	1.63306
7-8 BEA Instructional	83.705	6,772,644	80,911			865,398	10,339	22.63	1.64079
9-12 BEA Instructional	161.170	13,174,800	81,745			1,714,630	10,639	22.46	1.67004
K-12 BEA Instructional	514.555	41,071,591	79,820			5,319,251	10,338	22.71	1.62477
K-12 BEA Administrative	4.000	534,384	133,596			48,997	12,249	21.70	1.81151
BEA	553.555	46,072,035	83,229	4,323,522	7,810	5,816,808	10,508	22.60	1.63375
Instructional	635.460	50,602,048	79,631	4,147,607	6,527	6,588,605	10,368	22.76	1.62262
Administrative	42.000	5,404,729	128,684	521,651	12,420	534,046	12,715	21.74	1.75794
Active	677.460	56,006,777	82,672	4,669,258	6,892	7,122,651	10,514	22.66	1.63101
On Leave	1.000	120,197	120,197	810,293	810,293	9,509	9,509	21.42	1.88482
Certificated Total	678.460	56,126,974	82,727	5,479,551	8,076	7,132,160	10,512	22.66	1.63138
Instructional for Funding Purposes	635.460	50,602,048	79,631	4,147,607	6,527	6,588,605	10,368	22.76	1.62262

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	635.460	50,602,048	79,631	4,147,607	6,527	6,588,605	10,368	22.76	1.62262

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	Defunct LEAP 1 Mix Factor
01	97.890	7,131,897	72,856	545,079	5,568	954,208	9,748	23.31	1.60308
02	4.000	239,601	59,900	13,315	3,329	44,620	11,155	24.35	1.39303
21	16.065	998,942	62,181	74,431	4,633	131,420	8,181	23.45	1.41587
24	4.502	264,232	58,692	12,967	2,880	54,323	12,066	23.13	1.36535
31	8.360	593,548	70,999	70,323	8,412	87,470	10,463	23.78	1.59854
34	0.510	31,501	61,767	975	1,912	6,193	12,144	21.26	1.43643
51	2.000	153,528	76,764	7,216	3,608	21,230	10,615	22.68	1.77358
52				2,610					
55	3.350	239,656	71,539	23,174	6,918	29,041	8,669	20.58	1.63038
58				62,578					
74	0.300	18,048	60,160	13,418	44,727	6,095	20,317	23.98	1.39673
76				9,275					
89	1.000	48,682	48,682	2,838	2,838	9,744	9,744	23.32	1.13212
97	1.000	156,567	156,567	15,198	15,198	11,928	11,928	22.12	1.88482
K-12 Program 02 Instructional	4.000	239,601	59,900	3,315	829	44,620	11,155	24.35	1.39303
Program 21 Instructional	15.565	952,217	61,177	73,981	4,753	127,849	8,214	23.43	1.41539
Program 21 Administrative	0.500	46,725	93,450	450	900	3,571	7,142	23.98	1.43100
K-12 Program 21 Instructional	14.565	903,535	62,035	43,900	3,014	118,106	8,109	23.43	1.43484

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	7.860	538,717	68,539	61,706	7,851	81,506	10,370	23.80	1.58032
Program 31 Administrative	0.500	54,831	109,662	8,617	17,234	5,964	11,928	23.66	1.88482
Program 34 Instructional	0.510	31,501	61,767	975	1,912	6,193	12,144	21.26	1.43643
K-3 BEA Instructional	38.600	2,483,091	64,329	71,198	1,845	310,025	8,032	23.58	1.48562
4-6 BEA Instructional	17.900	1,223,209	68,336	72,819	4,068	174,560	9,752	23.45	1.58457
7-8 BEA Instructional	15.200	1,140,546	75,036	103,901	6,836	185,571	12,209	23.00	1.72207
9-12 BEA Instructional	30.560	2,160,090	70,684	225,867	7,391	323,262	10,578	23.21	1.62615
K-12 BEA Instructional	102.260	7,006,936	68,521	475,560	4,650	993,419	9,715	23.34	1.58008
K-12 BEA Administrative	6.000	704,142	117,357	35,050	5,842	71,568	11,928	23.57	1.75489
BEA Instructional	111.760	8,153,114	72,952	644,890	5,770	1,104,420	9,882	23.35	1.59698
BEA Administrative	128.977	8,683,299	67,324	688,950	5,342	1,241,700	9,627	23.25	1.55312
BEA Other	10.000	1,192,903	119,290	67,609	6,761	114,572	11,457	23.41	1.76148
BEA Other				75,628					
Active	138.977	9,876,202	71,064	832,187	5,988	1,356,272	9,759	23.27	1.56811
On Leave				21,210					
Certificated Total	138.977	9,876,202	71,064	853,397	6,141	1,356,272	9,759	23.27	1.56811
Instructional for Funding Purposes	128.977	8,683,299	67,324	688,950	5,342	1,241,700	9,627	23.25	1.55312

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	128.977	8,683,299	67,324	688,950	5,342	1,241,700	9,627	23.25	1.55312

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	Defunct LEAP 1 Mix Factor
01	246.555	21,654,463	87,828	2,941,803	11,932	2,716,942	11,020	22.96	1.56211
02	0.200	18,175	90,875			2,176	10,879	20.19	1.64574
21	44.858	3,597,119	80,189	414,825	9,248	491,678	10,961	22.32	1.45437
24	0.400	24,072	60,180	1,612	4,030	3,431	8,578	23.76	1.21224
31	13.497	1,059,295	78,484	123,837	9,175	146,275	10,838	22.82	1.44512
34	0.666	62,020	93,123	6,433	9,659	7,253	10,890	22.70	1.77321
38				2,769					
51	0.900	83,971	93,301	8,400	9,333	10,987	12,207	23.53	1.74470
52	0.100	7,408	74,080	496	4,960	1,716	17,156	18.61	1.42517
55	0.900	87,345	97,050	6,171	6,857	14,527	16,141	23.77	1.77806
58				251,029					
65	2.200	176,085	80,039	13,716	6,235	24,842	11,292	22.70	1.50375
74	0.330	47,323	143,403	825	2,500	2,786	8,441	22.12	1.80472
79				3,280					
89	0.200	19,860	99,300	1,650	8,250	2,187	10,934	23.54	1.84788
97	1.000	244,244	244,244	47,505	47,505	11,790	11,790	20.03	1.69557
K-12 Program 02 Instructional	0.200	18,175	90,875			2,176	10,879	20.19	1.64574
Program 21 Instructional	42.946	3,320,666	77,322	371,204	8,644	471,552	10,980	22.45	1.45995

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.912	276,453	144,588	5,779	3,022	20,126	10,526	20.71	1.32906
K-12 Program 21 Instructional	40.326	3,106,083	77,024			442,420	10,971	22.36	1.45261
Program 31 Instructional	13.397	1,042,995	77,853	122,169	9,119	145,239	10,841	22.84	1.44325
Program 31 Administrative	0.100	16,300	163,000	250	2,500	1,035	10,354	21.31	1.69557
Program 34 Instructional	0.666	62,020	93,123	6,433	9,659	7,253	10,890	22.70	1.77321
K-3 BEA Instructional	80.267	6,526,504	81,310			859,577	10,709	23.18	1.53118
4-6 BEA Instructional	43.981	3,550,767	80,734			483,352	10,990	23.37	1.51736
7-8 BEA Instructional	43.930	3,655,177	83,205			510,787	11,627	23.03	1.54889
9-12 BEA Instructional	75.570	6,463,957	85,536			837,152	11,078	22.83	1.59927
K-12 BEA Instructional	243.748	20,196,405	82,858			2,690,868	11,040	23.07	1.55299
K-12 BEA Administrative	4.000	603,202	150,801			41,603	10,401	23.60	1.54843
BEA	261.918	23,038,197	87,960	3,119,578	11,911	2,884,436	11,013	22.93	1.55719
Instructional	291.394	23,915,812	82,074	3,340,818	11,465	3,220,109	11,051	22.98	1.53988
Administrative	18.912	3,033,004	160,375	92,130	4,872	202,019	10,682	21.64	1.58167
Other	1.000	88,376	88,376	9,644	9,644	8,441	8,441	22.33	1.69557
Active	311.306	27,037,192	86,851	3,442,592	11,059	3,430,569	11,020	22.84	1.54292
On Leave	0.500	44,188	88,376	381,759	763,518	6,020	12,039	23.93	1.69447

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	311.806	27,081,380	86,853	3,824,351	12,265	3,436,588	11,022	22.84	1.54316
Instructional for Funding Purposes	291.394	23,915,812	82,074	3,340,818	11,465	3,220,109	11,051	22.98	1.53988
Instructional for Compliance Purposes	291.394	23,915,812	82,074	3,340,818	11,465	3,220,109	11,051	22.98	1.53988

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	Defunct LEAP 1 Mix Factor
01	87.431	6,462,884	73,920	519,118	5,937	865,287	9,897	23.05	1.49452
02	7.608	618,555	81,303	36,159	4,753	86,963	11,430	22.97	1.61530
21	12.440	900,776	72,410	60,371	4,853	122,895	9,879	23.21	1.45900
24	2.960	224,221	75,750	16,472	5,565	29,824	10,076	23.25	1.58407
31	1.900	186,117	97,956	37,892	19,943	18,188	9,573	21.07	1.87217
51	1.000	81,030	81,030	9,241	9,241	10,960	10,960	23.28	1.69447
55	1.000	90,130	90,130	9,869	9,869	10,960	10,960	22.99	1.88482
58	0.095	4,919	51,779	629	6,621	945	9,952	23.58	1.04346
65	1.702	140,101	82,316	16,812	9,878	16,063	9,438	23.26	1.72281
74	1.000	61,467	61,467	4,241	4,241	10,960	10,960	23.58	1.28538
79	0.200	18,026	90,130	2,954	14,770	1,894	9,468	23.28	1.88482
97	2.500	368,410	147,364	20,088	8,035	25,330	10,132	21.35	1.81493
K-12 Program 02 Instructional	6.608	501,017	75,820	35,559	5,381	76,831	11,627	22.84	1.58719
Program 21 Instructional	11.440	784,360	68,563	59,771	5,225	112,763	9,857	23.18	1.43378
Program 21 Administrative	1.000	116,416	116,416	600	600	10,132	10,132	23.39	1.74756
K-12 Program 21 Instructional	10.700	736,317	68,815	48,901	4,570	100,503	9,393	23.19	1.43904
Program 31 Instructional	1.600	144,211	90,132	37,712	23,570	15,149	9,468	20.66	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.300	41,906	139,687	180	600	3,040	10,132	23.06	1.80472
K-3 BEA Instructional	34.484	2,249,334	65,228	178,174	5,167	337,284	9,781	23.70	1.36344
4-6 BEA Instructional	18.082	1,268,175	70,135	95,786	5,297	188,387	10,418	22.67	1.46856
7-8 BEA Instructional	14.767	1,126,327	76,273	95,618	6,475	156,710	10,612	22.27	1.59682
9-12 BEA Instructional	22.611	1,782,627	78,839	204,141	9,028	218,621	9,669	22.70	1.64808
K-12 BEA Instructional	89.944	6,426,463	71,450	573,719	6,379	901,002	10,017	22.95	1.49445
K-12 BEA Administrative	6.995	841,093	120,242	4,958	709	69,436	9,927	23.25	1.72940
BEA	99.439	7,635,966	76,790	613,257	6,167	995,769	10,014	22.90	1.51903
Instructional	109.341	7,830,717	71,617	707,600	6,471	1,095,373	10,018	23.00	1.49789
Administrative	10.495	1,325,919	126,338	26,246	2,501	104,898	9,995	22.70	1.75150
Active	119.836	9,156,636	76,410	733,846	6,124	1,200,271	10,016	22.96	1.52010
Certificated Total	119.836	9,156,636	76,410	733,846	6,124	1,200,271	10,016	22.96	1.52010
Instructional for Funding Purposes	109.341	7,830,717	71,617	707,600	6,471	1,095,373	10,018	23.00	1.49789
Instructional for Compliance Purposes	109.341	7,830,717	71,617	707,600	6,471	1,095,373	10,018	23.00	1.49789

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	Defunct LEAP 1 Mix Factor
01	37.972	2,803,884	73,841	63,547	1,674	469,916	12,375	23.10	1.57005
21	0.123	10,290	83,659			2,019	16,415	8.26	1.88482
31	3.200	171,830	53,697	3,500	1,094	37,862	11,832	22.80	1.18314
51	2.100	150,171	71,510			26,030	12,395	23.58	1.58306
52	0.250	20,987	83,948			2,958	11,832	23.25	1.34693
55	1.118	87,475	78,242			20,847	18,647	17.58	1.75713
65	0.164	7,284	44,415			3,786	23,087	16.03	1.00000
71				11,102					
74	0.027	2,717	100,630			532	19,720	25.25	1.88482
79	3.242	270,139	83,325	35,752	11,028	48,121	14,843	23.47	1.70040
97	1.000	140,986	140,986	23,996	23,996	11,832	11,832	21.33	1.69557
Program 21 Instructional	0.123	10,290	83,659			2,019	16,415	8.26	1.88482
K-12 Program 21 Instructional	0.123	10,290	83,659			2,019	16,415	8.26	1.88482
Program 31 Instructional	3.200	171,830	53,697	3,500	1,094	37,862	11,832	22.80	1.18314
K-3 BEA Instructional	14.350	1,010,279	70,403	25,500	1,777	170,766	11,900	24.10	1.56212
4-6 BEA Instructional	5.400	436,057	80,751			63,893	11,832	21.11	1.81303
7-8 BEA Instructional	0.250	13,648	54,592			2,958	11,832	21.58	1.21224

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	18.936	1,258,605	66,466	5,300	280	243,705	12,870	22.85	1.48465
K-12 BEA Instructional	38.936	2,718,589	69,822	30,800	791	481,322	12,362	23.03	1.55700
K-12 BEA Administrative	0.236	20,125	85,275			2,792	11,832	23.86	1.62236
BEA	42.172	3,116,700	73,904	91,043	2,159	519,610	12,321	22.99	1.54367
Instructional	44.360	3,106,649	70,033	113,901	2,568	561,952	12,668	22.80	1.55980
Administrative	4.836	559,114	115,615	23,996	4,962	61,952	12,811	23.20	1.54921
Active	49.196	3,665,763	74,513	137,897	2,803	623,904	12,682	22.86	1.55876
Certificated Total	49.196	3,665,763	74,513	137,897	2,803	623,904	12,682	22.86	1.55876
Instructional for Funding Purposes	44.360	3,106,649	70,033	113,901	2,568	561,952	12,668	22.80	1.55980
Instructional for Compliance Purposes	44.360	3,106,649	70,033	113,901	2,568	561,952	12,668	22.80	1.55980

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	Defunct LEAP 1 Mix Factor
01	10.500	746,417	71,087	1,181	112	120,319	11,459	8.80	1.37537
97	1.000	103,247	103,247	300	300	11,762	11,762	8.42	1.80472
K-3 BEA Instructional	2.000	104,977	52,489			20,539	10,270	8.95	1.09979
7-8 BEA Instructional	5.700	441,529	77,461			68,509	12,019	8.64	1.61343
9-12 BEA Instructional	2.800	199,911	71,397			31,271	11,168	9.08	1.08759
K-12 BEA Instructional	10.500	746,417	71,087			120,319	11,459	8.80	1.37537
BEA	11.500	849,664	73,884	1,481	129	132,081	11,485	8.75	1.41271
Instructional	10.500	746,417	71,087			120,319	11,459	8.80	1.37537
Administrative	1.000	103,247	103,247			11,762	11,762	8.42	1.80472
Active	11.500	849,664	73,884			132,081	11,485	8.75	1.41271
On Leave				1,481					
Certificated Total	11.500	849,664	73,884	1,481	129	132,081	11,485	8.75	1.41271
Instructional for Funding Purposes	10.500	746,417	71,087			120,319	11,459	8.80	1.37537
Instructional for Compliance Purposes	10.500	746,417	71,087			120,319	11,459	8.80	1.37537

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	Defunct LEAP 1 Mix Factor
01	270.644	24,868,518	91,886	1,027,911	3,798	3,559,821	13,153	22.34	1.55069
02	36.327	3,189,544	87,801	131,267	3,613	476,223	13,109	21.42	1.50037
21	38.289	2,983,680	77,925	151,976	3,969	494,953	12,927	21.87	1.37739
24	10.332	841,539	81,450	37,661	3,645	159,961	15,482	22.07	1.44859
31	13.787	1,245,852	90,364	55,832	4,050	194,038	14,074	21.57	1.58817
34	3.700	302,537	81,767	12,158	3,286	47,795	12,917	22.20	1.44263
51	3.597	326,781	90,848	12,266	3,410	40,580	11,282	24.09	1.59848
52	0.200	21,643	108,215	812	4,060	2,540	12,701	22.17	1.88482
55	7.609	666,181	87,552	25,683	3,375	103,432	13,593	23.08	1.56285
58				229,594					
64	0.400	43,287	108,218	1,625	4,063	4,869	12,173	22.83	1.88482
65	5.632	490,935	87,169	18,429	3,272	70,809	12,573	22.89	1.53909
74	1.300	113,548	87,345	2,990	2,300	15,344	11,803	22.65	1.39781
79	0.400	43,287	108,218	5,240	13,100	4,950	12,376	22.73	1.88482
97	2.000	357,783	178,892	6,360	3,180	43,174	21,587	22.53	1.84477
98				840					
CP	1.000	116,920	116,920	360	360	12,038	12,038	23.25	1.17597
K-12 Program 02 Instructional	33.327	2,750,563	82,533	102,791	3,084	440,687	13,223	21.20	1.48041

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	36.289	2,699,669	74,394	151,256	4,168	461,145	12,708	21.81	1.34942
Program 21 Administrative	2.000	284,011	142,006	720	360	33,808	16,904	22.51	1.88482
K-12 Program 21 Instructional	33.911	2,539,180	74,878	95,021	2,802	431,781	12,733	21.74	1.35830
Program 31 Instructional	13.587	1,210,968	89,127	54,991	4,047	191,538	14,097	21.66	1.58381
Program 31 Administrative	0.200	34,884	174,420	841	4,205	2,500	12,501	18.45	1.88482
Program 34 Instructional	3.700	302,537	81,767	12,158	3,286	47,795	12,917	22.20	1.44263
K-3 BEA Instructional	108.192	9,369,935	86,605	350,066	3,236	1,485,696	13,732	22.58	1.52393
4-6 BEA Instructional	59.478	5,127,009	86,200	191,920	3,227	769,039	12,930	22.28	1.52983
7-8 BEA Instructional	44.192	3,823,567	86,522	149,814	3,390	578,608	13,093	21.67	1.53879
9-12 BEA Instructional	86.980	7,564,319	86,966	298,482	3,432	1,120,498	12,882	21.80	1.54417
K-12 BEA Instructional	298.842	25,884,830	86,617	990,822	3,316	3,953,839	13,231	22.15	1.53319
K-12 BEA Administrative	20.566	2,939,869	142,948	79,333	3,857	262,101	12,744	22.90	1.64294
BEA	326.458	29,964,234	91,786	1,233,528	3,779	4,321,051	13,236	22.21	1.54725
Instructional	365.401	31,214,751	85,426	1,623,987	4,444	4,827,010	13,210	22.17	1.51321
Administrative	29.816	4,397,284	147,481	92,017	3,086	403,520	13,534	22.59	1.71309
Other				5,000					
Active	395.217	35,612,035	90,108	1,721,004	4,355	5,230,530	13,235	22.22	1.52829

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	395.217	35,612,035	90,108	1,721,004	4,355	5,230,530	13,235	22.22	1.52829
Instructional for Funding Purposes	365.401	31,214,751	85,426	1,623,987	4,444	4,827,010	13,210	22.17	1.51321
Instructional for Compliance Purposes	365.401	31,214,751	85,426	1,623,987	4,444	4,827,010	13,210	22.17	1.51321

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	Defunct LEAP 1 Mix Factor
01	69.140	6,066,984	87,749	235,704	3,409	738,333	10,679	23.53	1.68282
21	13.650	1,068,746	78,296	27,814	2,038	114,552	8,392	23.18	1.42539
24	0.850	59,077	69,502			9,455	11,123	24.10	1.39673
31	7.810	487,362	62,402	28,007	3,586	78,981	10,113	23.11	1.41243
34	1.050	83,491	79,515	1,965	1,871	9,647	9,188	20.59	1.50878
51	0.350	36,953	105,580			2,645	7,556	22.96	1.79608
55	1.050	103,294	98,375			10,091	9,610	23.32	1.85524
58				41,843					
65	0.400	37,909	94,773			3,450	8,624	23.56	1.88482
74	0.400	37,909	94,773			3,450	8,624	23.56	1.88482
97	1.300	202,453	155,733	12,440	9,569	13,291	10,224	20.55	1.75153
Program 21 Instructional	10.150	777,560	76,607	27,814	2,740	112,500	11,084	23.28	1.50328
Program 21 Administrative	0.500	66,297	132,594			2,052	4,104	21.95	1.57423
K-12 Program 21 Instructional	9.150	710,180	77,615	17,686	1,933	101,760	11,121	23.25	1.52494
Program 31 Instructional	7.460	440,954	59,109	27,438	3,678	77,544	10,395	23.22	1.39779
Program 31 Administrative	0.350	46,408	132,594			1,436	4,104	22.01	1.72451
Program 34 Instructional	0.900	63,602	70,669	1,965	2,183	9,032	10,035	20.16	1.47283

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.150	19,889	132,593			616	4,104	22.01	1.72451
K-3 BEA Instructional	23.967	1,990,388	83,047	1,475	62	264,701	11,044	23.66	1.62369
4-6 BEA Instructional	13.800	1,161,622	84,176	2,742	199	153,337	11,111	23.60	1.66415
7-8 BEA Instructional	8.683	738,955	85,104	1,965	226	97,208	11,195	23.28	1.66881
9-12 BEA Instructional	26.550	2,147,884	80,900	127,006	4,784	292,534	11,018	23.52	1.66816
K-12 BEA Instructional	73.000	6,038,849	82,724	133,188	1,824	807,779	11,065	23.55	1.65288
K-12 BEA Administrative	4.500	532,691	118,376	2,000	444	17,130	3,807	22.68	1.65409
BEA	79.300	6,840,290	86,258	278,116	3,507	840,252	10,596	23.37	1.65502
Instructional	86.000	7,065,033	82,152	268,084	3,117	948,548	11,030	23.52	1.63809
Administrative	7.000	894,256	127,751	2,000	286	35,346	5,049	22.05	1.66923
Active	93.000	7,959,289	85,584	270,084	2,904	983,894	10,580	23.36	1.64043
K-12 Program 21 Contracted	3.000	224,889	74,963						1.13705
On Leave				77,689					
Certificated Total	96.000	8,184,178	85,252	347,773	3,623	983,894	10,249	23.36	1.62470
Instructional for Funding Purposes	89.000	7,289,922	81,909	268,084	3,012	948,548	10,658	23.52	1.62120
Instructional for Compliance Purposes	86.000	7,065,033	82,152	268,084	3,117	948,548	11,030	23.52	1.63809

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	Defunct LEAP 1 Mix Factor
01	16.783	1,189,276	70,862	54,088	3,223	205,608	12,251	23.61	1.45843
21	3.000	142,752	47,584			28,006	9,335	23.68	1.05947
31	3.100	180,946	58,370	2,000	645	40,500	13,065	23.61	1.28280
34	1.300	82,975	63,827	2,000	1,538	19,074	14,672	23.40	1.40735
51	0.510	25,730	50,451			5,218	10,231	24.27	1.09513
55	1.394	101,495	72,808			8,212	5,891	23.91	1.51113
74				3,000					
97	0.500	63,440	126,880	4,972	9,944	6,397	12,793	22.25	1.26526
Program 21 Instructional	3.000	142,752	47,584			28,006	9,335	23.68	1.05947
K-12 Program 21 Instructional	3.000	142,752	47,584			28,006	9,335	23.68	1.05947
Program 31 Instructional	3.100	180,946	58,370	2,000	645	40,500	13,065	23.61	1.28280
Program 34 Instructional	1.300	82,975	63,827	2,000	1,538	19,074	14,672	23.40	1.40735
K-3 BEA Instructional	5.666	399,300	70,473			63,011	11,121	23.78	1.54795
4-6 BEA Instructional	3.303	240,784	72,899			44,812	13,567	23.91	1.63062
7-8 BEA Instructional	3.921	247,110	63,022	2,000	510	56,232	14,341	23.60	1.35297
9-12 BEA Instructional	6.793	397,563	58,525	2,000	294	84,670	12,464	23.55	1.25519

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	19.683	1,284,757	65,272	4,000	203	248,725	12,637	23.69	1.42195
K-12 BEA Administrative	0.500	63,440	126,880			6,397	12,793	22.25	1.26526
BEA	21.683	1,516,637	69,946	63,060	2,908	271,579	12,525	23.54	1.42581
Instructional	24.587	1,554,734	63,234	14,904	606	290,160	11,801	23.71	1.37599
Administrative	2.000	231,880	115,940	4,800	2,400	22,854	11,427	22.72	1.46380
Other				36,150					
Active	26.587	1,786,614	67,199	55,854	2,101	313,014	11,773	23.58	1.38260
On Leave				10,206					
Certificated Total	26.587	1,786,614	67,199	66,060	2,485	313,014	11,773	23.58	1.38260
Instructional for Funding Purposes	24.587	1,554,734	63,234	14,904	606	290,160	11,801	23.71	1.37599
Instructional for Compliance Purposes	24.587	1,554,734	63,234	14,904	606	290,160	11,801	23.71	1.37599

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	Defunct LEAP 1 Mix Factor
01	407.082	32,533,264	79,918	3,344,075	8,215	4,940,367	12,136	23.29	1.61347
02	3.510	317,210	90,373	38,141	10,866	48,425	13,796	23.51	1.87568
03				1,872					
21	58.906	4,273,402	72,546	407,652	6,920	717,701	12,184	23.89	1.42811
22	1.000	81,696	81,696	1,815	1,815	12,466	12,466	24.77	1.69447
24	16.000	1,107,781	69,236	24,616	1,539	191,758	11,985	23.81	1.43813
31	18.810	1,503,880	79,951	172,464	9,169	230,892	12,275	23.79	1.62194
34	1.890	154,258	81,618	4,034	2,134	19,536	10,336	23.86	1.73633
38				2,499					
45	10.500	816,920	77,802	80,244	7,642	130,057	12,386	22.58	1.49788
51	3.300	294,350	89,197	41,755	12,653	40,416	12,247	23.25	1.75212
52	1.000	90,814	90,814	4,518	4,518	11,572	11,572	23.19	1.88482
53	0.100	7,819	78,190	3,478	34,780	1,213	12,130	23.75	1.62281
55	19.512	1,529,672	78,396	262,657	13,461	237,078	12,150	23.58	1.62030
58	1.000	90,813	90,813	707,395	707,395	8,773	8,773	23.06	1.88482
64	0.850	67,092	78,932	4,405	5,182	10,296	12,113	23.74	1.63822
65	4.558	342,272	75,093	10,522	2,308	56,122	12,313	23.73	1.55789
74	2.000	175,016	87,508	3,889	1,945	24,989	12,495	23.63	1.81619
97	2.000	363,742	181,871	56,599	28,300	25,638	12,819	19.37	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	3.510	317,210	90,373			48,425	13,796	23.51	1.87568
Program 21 Instructional	56.956	4,047,465	71,063	394,195	6,921	692,825	12,164	24.01	1.41446
Program 21 Administrative	1.950	225,937	115,865	13,457	6,901	24,876	12,757	21.63	1.82685
K-12 Program 21 Instructional	48.391	3,480,991	71,935	10,000	207	589,196	12,176	23.86	1.43316
Program 31 Instructional	18.060	1,408,386	77,984	168,806	9,347	220,461	12,207	23.88	1.61102
Program 31 Administrative	0.750	95,494	127,325	3,658	4,877	10,431	13,908	22.22	1.88482
Program 34 Instructional	1.890	154,258	81,618	4,034	2,134	19,536	10,336	23.86	1.73633
K-3 BEA Instructional	164.497	12,334,307	74,982			1,950,048	11,855	23.33	1.55353
4-6 BEA Instructional	88.261	6,740,699	76,372			1,082,639	12,266	23.39	1.58503
7-8 BEA Instructional	59.312	4,843,101	81,655			730,336	12,313	23.52	1.69536
9-12 BEA Instructional	101.672	8,026,160	78,942			1,248,202	12,277	23.55	1.63119
K-12 BEA Instructional	413.742	31,944,267	77,208			5,011,225	12,112	23.43	1.59966
BEA Instructional	443.792	35,689,274	80,419	3,697,429	8,331	5,394,914	12,156	23.25	1.61492
BEA Administrative	519.018	39,666,168	76,425	4,942,415	9,523	6,287,330	12,114	23.51	1.57737
BEA Other	31.000	3,920,525	126,469	222,514	7,178	396,071	12,776	21.70	1.83538
BEA Active	2.000	163,308	81,654	7,701	3,851	23,897	11,949	23.11	1.69470
BEA Total	552.018	43,750,001	79,255	5,172,630	9,370	6,707,298	12,151	23.35	1.59229

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	552.018	43,750,001	79,255	5,172,630	9,370	6,707,298	12,151	23.35	1.59229
Instructional for Funding Purposes	519.018	39,666,168	76,425	4,942,415	9,523	6,287,330	12,114	23.51	1.57737
Instructional for Compliance Purposes	519.018	39,666,168	76,425	4,942,415	9,523	6,287,330	12,114	23.51	1.57737

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	Defunct LEAP 1 Mix Factor
01	29.103	2,305,184	79,208	112,003	3,849	338,527	11,632	22.75	1.54286
02	0.440	37,503	85,234			4,501	10,230	23.90	1.72451
21	3.000	185,913	61,971			40,404	13,468	24.07	1.10177
31	1.850	158,964	85,926	17,289	9,345	23,688	12,804	24.10	1.79732
34	0.650	56,247	86,534	4,447	6,842	8,890	13,678	23.55	1.84539
51	0.858	66,111	77,052			8,777	10,230	24.44	1.27397
52	0.555	47,306	85,236			6,833	12,312	23.87	1.73784
55	0.624	48,029	76,970			6,384	10,230	24.54	1.26503
58				28,259					
65	0.050	3,763	75,260			512	10,230	25.16	1.21224
74				2,558					
97	1.000	123,040	123,040	14,197	14,197	17,532	17,532	25.96	1.88482
K-12 Program 02 Instructional	0.440	37,503	85,234			4,501	10,230	23.90	1.72451
Program 21 Instructional	3.000	185,913	61,971			40,404	13,468	24.07	1.10177
K-12 Program 21 Instructional	2.950	182,836	61,978			39,741	13,472	24.07	1.10215
Program 31 Instructional	1.850	158,964	85,926	17,289	9,345	23,688	12,804	24.10	1.79732
Program 34 Instructional	0.650	56,247	86,534	4,447	6,842	8,890	13,678	23.55	1.84539

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	9.563	664,940	69,533			88,961	9,303	22.75	1.37594
4-6 BEA Instructional	6.755	531,848	78,734			81,751	12,102	21.16	1.56816
7-8 BEA Instructional	4.856	407,240	83,863			65,984	13,588	23.55	1.71815
9-12 BEA Instructional	8.869	745,013	84,002	11,019	1,242	125,090	14,104	23.77	1.71341
K-12 BEA Instructional	30.043	2,349,041	78,189	36,407	1,212	361,785	12,042	22.85	1.57410
BEA	33.043	2,680,938	81,135	147,936	4,477	393,138	11,898	23.00	1.57582
Instructional	35.130	2,700,163	76,862	123,460	3,514	424,695	12,089	23.02	1.52301
Administrative	3.000	331,897	110,632			31,353	10,451	24.09	1.59310
Active	38.130	3,032,060	79,519	123,460	3,238	456,048	11,960	23.13	1.52853
On Leave				55,293					
Certificated Total	38.130	3,032,060	79,519	178,753	4,688	456,048	11,960	23.13	1.52853
Instructional for Funding Purposes	35.130	2,700,163	76,862	123,460	3,514	424,695	12,089	23.02	1.52301
Instructional for Compliance Purposes	35.130	2,700,163	76,862	123,460	3,514	424,695	12,089	23.02	1.52301

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	Defunct LEAP 1 Mix Factor
01	55.361	3,822,159	69,041	66,834	1,207	712,622	12,872	22.07	1.37753
21	6.290	571,879	90,919			83,304	13,244	25.24	1.75481
24	0.710	41,536	58,501			9,288	13,081	21.74	1.19891
29	0.739	39,443	53,373			13,146	17,789	17.80	1.17597
31	2.200	134,162	60,983	14,415	6,552	24,964	11,347	22.67	1.25625
51	2.250	187,552	83,356	17,800	7,911	27,520	12,231	15.97	1.64182
52	0.470	35,107	74,696			6,209	13,210	21.73	1.53077
55	3.440	244,160	70,977			46,249	13,444	22.62	1.45665
64	0.440	39,674	90,168			6,326	14,378	21.42	1.84788
68	1.000	91,972	91,972			13,389	13,389	21.00	1.88482
69	0.800	68,309	85,386	1,500	1,875	9,654	12,067	38.37	1.21224
97	1.000	171,508	171,508	4,000	4,000	17,978	17,978	21.35	1.36079
Program 21 Instructional	5.290	446,631	84,429			70,516	13,330	25.75	1.73024
Program 21 Administrative	1.000	125,248	125,248			12,788	12,788	23.57	1.88482
K-12 Program 21 Instructional	5.290	446,631	84,429			70,516	13,330	25.75	1.73024
Program 31 Instructional	2.200	134,162	60,983	14,415	6,552	24,964	11,347	22.67	1.25625
K-3 BEA Instructional	19.950	1,253,429	62,829	10,519	527	265,751	13,321	22.75	1.32735

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.330	601,146	64,432	5,072	544	116,146	12,449	21.08	1.34581
7-8 BEA Instructional	8.698	598,911	68,856	5,150	592	105,004	12,072	21.63	1.43325
9-12 BEA Instructional	14.933	1,019,304	68,258	42,191	2,825	190,075	12,728	21.59	1.42446
K-12 BEA Instructional	52.911	3,472,790	65,635	72,042	1,362	676,976	12,795	21.91	1.37542
K-12 BEA Administrative	4.000	411,938	102,985			52,072	13,018	23.18	1.28994
BEA	58.561	4,127,829	70,488	85,249	1,456	755,563	12,902	22.07	1.37269
Instructional	67.500	4,600,543	68,156	76,542	1,134	871,788	12,915	22.08	1.41783
Administrative	7.200	846,918	117,628	18,800	2,611	98,860	13,731	23.04	1.46287
Other				9,207					
Active	74.700	5,447,461	72,925	104,549	1,400	970,648	12,994	22.23	1.42217
Certificated Total	74.700	5,447,461	72,925	104,549	1,400	970,648	12,994	22.23	1.42217
Instructional for Funding Purposes	67.500	4,600,543	68,156	76,542	1,134	871,788	12,915	22.08	1.41783
Instructional for Compliance Purposes	67.500	4,600,543	68,156	76,542	1,134	871,788	12,915	22.08	1.41783

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	Defunct LEAP 1 Mix Factor
01	98.745	7,907,189	80,077	512,051	5,186	1,164,529	11,793	23.35	1.53835
02	1.000	85,880	85,880			8,692	8,692	23.42	1.69447
21	22.230	1,598,594	71,912	18,800	846	253,283	11,394	24.15	1.41397
24	1.900	150,298	79,104			19,303	10,160	23.02	1.60757
31	6.813	552,489	81,093	86,234	12,657	82,761	12,148	22.92	1.62415
34	0.200	18,549	92,745	4,281	21,405	2,186	10,931	23.08	1.88482
51	2.560	195,896	76,522	3,500	1,367	27,176	10,615	22.58	1.55510
52	1.000	96,746	96,746			8,692	8,692	23.37	1.88482
55	4.450	350,053	78,664			45,551	10,236	24.89	1.53762
58				162,104					
65	1.000	66,724	66,724			10,931	10,931	23.15	1.35599
74	0.270	17,078	63,252			2,951	10,931	23.31	1.28538
79	0.896	82,385	91,948			14,169	15,813	22.82	1.82416
97	1.000	158,100	158,100	3,600	3,600	10,804	10,804	21.58	1.19891
K-12 Program 02 Instructional	1.000	85,880	85,880			8,692	8,692	23.42	1.69447
Program 21 Instructional	21.380	1,485,613	69,486	15,300	716	244,099	11,417	24.29	1.39525
Program 21 Administrative	0.850	112,981	132,919	3,500	4,118	9,183	10,804	22.32	1.88482
K-12 Program 21 Instructional	19.730	1,367,103	69,291	4,058	206	226,239	11,467	24.38	1.38986

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.813	552,489	81,093	86,234	12,657	82,761	12,148	22.92	1.62415
Program 34 Instructional	0.200	18,549	92,745	4,281	21,405	2,186	10,931	23.08	1.88482
K-3 BEA Instructional	34.642	2,351,866	67,891	90,716	2,619	399,899	11,544	23.94	1.37994
4-6 BEA Instructional	21.218	1,569,674	73,978	41,374	1,950	240,053	11,314	24.13	1.49192
7-8 BEA Instructional	8.567	733,861	85,661	60,910	7,110	99,367	11,599	22.88	1.71712
9-12 BEA Instructional	34.331	2,971,331	86,550	238,016	6,933	417,958	12,174	22.52	1.73272
K-12 BEA Instructional	98.758	7,626,732	77,226	431,016	4,364	1,157,277	11,718	23.30	1.55588
K-12 BEA Administrative	4.000	455,729	113,932	58,029	14,507	50,520	12,630	23.48	1.24626
BEA	107.758	8,722,207	80,943	606,166	5,625	1,268,973	11,776	23.29	1.54271
Instructional	132.064	10,051,587	76,111	707,963	5,361	1,528,528	11,574	23.48	1.53186
Administrative	10.000	1,228,394	122,839	82,607	8,261	122,500	12,250	23.07	1.44684
Active	142.064	11,279,981	79,401	790,570	5,565	1,651,028	11,622	23.44	1.52588
Certificated Total	142.064	11,279,981	79,401	790,570	5,565	1,651,028	11,622	23.44	1.52588
Instructional for Funding Purposes	132.064	10,051,587	76,111	707,963	5,361	1,528,528	11,574	23.48	1.53186
Instructional for Compliance Purposes	132.064	10,051,587	76,111	707,963	5,361	1,528,528	11,574	23.48	1.53186

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	Defunct LEAP 1 Mix Factor
01	4.488	294,699	65,664	13,090	2,917	49,537	11,038	23.25	1.38611
52	0.200	10,484	52,420			5,545	27,724	22.53	1.23838
55	0.048	2,328	48,500	2,248	46,833	1,243	25,892	22.53	1.23838
58				5,505					
74	0.032	1,547	48,344			860	26,888	22.53	1.23838
97	0.358	30,064	83,978					12.19	1.23838
K-3 BEA Instructional	2.244	160,446	71,500	4,494	2,003	26,168	11,661	23.28	1.50557
4-6 BEA Instructional	1.517	91,927	60,598			15,871	10,462	23.24	1.27710
7-8 BEA Instructional	0.727	42,326	58,220			7,498	10,314	23.15	1.24486
K-12 BEA Instructional	4.488	294,699	65,664	4,494	1,001	49,537	11,038	23.25	1.38611
BEA	4.846	324,763	67,017	13,090	2,701	49,537	10,222	22.59	1.37520
Instructional	4.768	309,058	64,819	20,843	4,371	57,185	11,993	23.21	1.37744
Administrative	0.358	30,064	83,978					12.19	1.23838
Active	5.126	339,122	66,157	20,843	4,066	57,185	11,156	22.59	1.36773
Certificated Total	5.126	339,122	66,157	20,843	4,066	57,185	11,156	22.59	1.36773
Instructional for Funding Purposes	4.768	309,058	64,819	20,843	4,371	57,185	11,993	23.21	1.37744
Instructional for Compliance Purposes	4.768	309,058	64,819	20,843	4,371	57,185	11,993	23.21	1.37744

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	Defunct LEAP 1 Mix Factor
01	323.062	28,492,229	88,194	917,791	2,841	3,976,066	12,307	22.50	1.56685
02	12.869	1,069,411	83,100	35,368	2,748	209,563	16,284	20.69	1.48197
03	0.886	89,088	100,551	2,771	3,128	17,615	19,881	23.04	1.80472
21	57.815	4,691,596	81,148	233,392	4,037	708,819	12,260	22.64	1.47085
24	6.000	503,070	83,845	40,466	6,744	70,648	11,775	23.74	1.55010
31	19.681	1,537,940	78,143	101,969	5,181	281,962	14,327	22.54	1.43763
45	12.000	1,049,608	87,467	22,261	1,855	161,332	13,444	22.41	1.49854
51	8.702	844,885	97,091	35,813	4,115	106,332	12,219	21.74	1.72039
52	1.001	91,689	91,597	6,853	6,846	11,234	11,223	29.49	1.67266
53	0.100	15,863	158,630	7,500	75,000	1,147	11,473	21.06	1.65465
55	21.010	1,903,118	90,582	57,910	2,756	257,651	12,263	22.49	1.63151
58	0.317	28,555	90,079	888	2,801	3,529	11,131	22.41	1.64574
64	0.750	70,045	93,393	1,708	2,277	7,852	10,470	33.51	1.55096
65	11.051	992,532	89,814	30,321	2,744	136,893	12,387	22.69	1.61267
74	4.000	382,777	95,694	21,905	5,476	48,059	12,015	22.28	1.73105
97	2.500	468,751	187,500			27,813	11,125	18.29	1.88482
K-12 Program 02 Instructional	12.149	963,313	79,292	24,550	2,021	200,385	16,494	20.75	1.45810
Program 21 Instructional	55.815	4,410,272	79,016	233,392	4,182	685,873	12,288	22.72	1.45991

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	2.000	281,324	140,662			22,946	11,473	21.23	1.77614
K-12 Program 21 Instructional	55.815	4,410,272	79,016	128,891	2,309	685,873	12,288	22.72	1.45991
Program 31 Instructional	19.681	1,537,940	78,143	101,969	5,181	281,962	14,327	22.54	1.43763
K-3 BEA Instructional	122.329	10,606,569	86,705	277,823	2,271	1,535,170	12,550	22.88	1.58470
4-6 BEA Instructional	67.168	5,549,351	82,619	139,449	2,076	817,724	12,174	22.92	1.51268
7-8 BEA Instructional	54.416	4,318,275	79,357	117,747	2,164	703,065	12,920	22.06	1.46018
9-12 BEA Instructional	102.477	8,625,539	84,170	229,179	2,236	1,339,869	13,075	22.12	1.54462
K-12 BEA Instructional	346.390	29,099,734	84,009	781,628	2,256	4,395,828	12,690	22.53	1.53932
K-12 BEA Administrative	7.000	1,015,253	145,036	1,404	201	80,311	11,473	21.66	1.81999
BEA	370.998	32,707,027	88,160	1,080,160	2,911	4,674,352	12,599	22.37	1.55755
Instructional	453.936	38,149,157	84,041	1,505,012	3,315	5,711,280	12,582	22.59	1.54088
Administrative	27.308	4,043,966	148,087	11,904	436	309,036	11,317	21.03	1.81387
Active	481.244	42,193,123	87,675	1,516,916	3,152	6,020,316	12,510	22.44	1.55637
On Leave	0.500	38,034	76,068			6,201	12,402	23.75	1.41708
Certificated Total	481.744	42,231,157	87,663	1,516,916	3,149	6,026,517	12,510	22.44	1.55623
Instructional for Funding Purposes	453.936	38,149,157	84,041	1,505,012	3,315	5,711,280	12,582	22.59	1.54088

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	453.936	38,149,157	84,041	1,505,012	3,315	5,711,280	12,582	22.59	1.54088

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	Defunct LEAP 1 Mix Factor
01	59.806	4,001,105	66,901			641,258	10,722	11.57	1.39961
29	10.000	754,126	75,413			120,624	12,062	9.82	1.68048
31	1.000	39,192	39,192			6,270	6,270	9.05	1.00000
55	4.000	264,664	66,166			42,345	10,586	11.05	1.62331
68	1.000	57,760	57,760			9,241	9,241	9.77	1.41708
74	0.194	8,115	41,830			1,298	6,692	11.70	1.02628
Program 31 Instructional	1.000	39,192	39,192			6,270	6,270	9.05	1.00000
K-3 BEA Instructional	17.834	1,069,106	59,948			169,720	9,517	10.65	1.38837
4-6 BEA Instructional	5.000	265,879	53,176			42,537	8,507	9.67	1.30707
7-8 BEA Instructional	9.863	562,293	57,010			91,321	9,259	11.01	1.37234
9-12 BEA Instructional	20.109	1,194,700	59,411			197,723	9,833	10.90	1.37319
K-12 BEA Instructional	52.806	3,091,978	58,554			501,301	9,493	10.72	1.37190
K-12 BEA Administrative	4.000	498,737	124,684			74,296	18,574	14.91	1.63307
BEA	60.806	4,040,297	66,446			647,528	10,649	11.54	1.39304
Instructional	69.000	4,187,560	60,689			676,556	9,805	10.54	1.42747
Administrative	7.000	937,402	133,915			144,480	20,640	15.87	1.58907
Active	76.000	5,124,962	67,434			821,036	10,803	11.20	1.44236

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	76.000	5,124,962	67,434			821,036	10,803	11.20	1.44236
Instructional for Funding Purposes	69.000	4,187,560	60,689			676,556	9,805	10.54	1.42747
Instructional for Compliance Purposes	69.000	4,187,560	60,689			676,556	9,805	10.54	1.42747

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	Defunct LEAP 1 Mix Factor
01	839.675	84,342,714	100,447	6,588,831	7,847	10,225,648	12,178	23.16	1.56549
21	148.236	14,083,602	95,008	1,470,236	9,918	1,841,981	12,426	23.21	1.47718
24	18.322	2,001,580	109,245	240,958	13,151	226,632	12,369	22.53	1.70195
31	23.700	2,366,746	99,863	175,028	7,385	295,814	12,482	23.30	1.62147
34	9.840	1,054,050	107,119	58,353	5,930	119,757	12,170	23.67	1.60094
45	23.000	1,742,087	75,743	403,812	17,557	274,344	11,928	23.81	1.53146
51	20.100	2,078,873	103,427	130,978	6,516	269,406	13,403	23.37	1.61492
52	2.000	232,914	116,457	30,200	15,100	23,856	11,928	22.60	1.88482
55	40.502	4,369,667	107,888	327,844	8,095	514,717	12,708	23.03	1.69269
58	1.000	109,780	109,780	972,087	972,087	11,928	11,928	23.41	1.59744
65	34.400	3,433,355	99,807	219,916	6,393	410,872	11,944	23.24	1.56610
74	1.270	143,482	112,978	9,054	7,129	15,149	11,928	22.33	1.78105
97	4.000	765,010	191,253	79,288	19,822	47,712	11,928	23.79	1.81748
Program 21 Instructional	143.836	13,502,198	93,872	1,470,236	10,222	1,806,197	12,557	23.25	1.47162
Program 21 Administrative	3.000	477,480	159,160			35,784	11,928	21.99	1.83142
K-12 Program 21 Instructional	131.736	12,286,790	93,268			1,660,079	12,602	23.25	1.45995
Program 31 Instructional	23.700	2,366,746	99,863	175,028	7,385	295,814	12,482	23.30	1.62147

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	9.040	917,103	101,449	58,353	6,455	107,829	11,928	23.31	1.62920
Program 34 Administrative	0.800	136,947	171,184			11,928	14,910	26.85	1.28158
K-3 BEA Instructional	325.408	30,399,079	93,418			3,959,022	12,166	23.41	1.49145
4-6 BEA Instructional	169.022	16,013,397	94,741			2,038,102	12,058	23.43	1.51952
7-8 BEA Instructional	125.608	12,766,579	101,638			1,524,923	12,140	23.35	1.61873
9-12 BEA Instructional	225.777	22,565,827	99,947	4,832	21	2,764,910	12,246	23.25	1.63625
K-12 BEA Instructional	845.815	81,744,882	96,646	4,832	6	10,286,958	12,162	23.36	1.55461
BEA	900.215	90,270,607	100,277	7,305,312	8,115	10,963,275	12,179	23.19	1.56760
Instructional	1,104.745	107,193,586	97,030	10,181,731	9,216	13,535,894	12,253	23.32	1.55296
Administrative	54.800	8,886,413	162,161	431,371	7,872	656,040	11,972	21.45	1.78565
Other	2.200	212,313	96,506	60,597	27,544	26,242	11,928	23.30	1.52189
Active	1,161.745	116,292,312	100,101	10,673,699	9,188	14,218,176	12,239	23.18	1.56387
K-12 Program 21 Contracted	1.400	103,924	74,231						1.28921
On Leave	2.900	327,624	112,974	31,133	10,736	59,640	20,566	23.20	1.80160
Certificated Total	1,166.045	116,723,860	100,102	10,704,832	9,180	14,277,816	12,245	23.18	1.56414
Instructional for Funding Purposes	1,106.145	107,297,510	97,001	10,181,731	9,205	13,535,894	12,237	23.32	1.55262
Instructional for Compliance Purposes	1,104.745	107,193,586	97,030	10,181,731	9,216	13,535,894	12,253	23.32	1.55296

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	Defunct LEAP 1 Mix Factor
01	66.917	4,887,852	73,044	154,813	2,314	830,611	12,413	23.26	1.54770
02	1.100	70,845	64,405	7,191	6,537	13,697	12,452	24.54	1.38750
21	9.629	625,292	64,938	47,777	4,962	117,101	12,161	23.12	1.38440
31	3.160	275,330	87,130	12,868	4,072	48,710	15,414	23.45	1.83126
34	1.000	83,289	83,289	1,388	1,388	14,365	14,365	22.28	1.80472
51	2.100	186,365	88,745	2,982	1,420	28,369	13,509	23.42	1.88101
52				35,316					
55	2.428	208,755	85,978	3,194	1,315	38,611	15,902	23.36	1.83383
64				684					
65	1.100	57,076	51,887	1,367	1,243	13,715	12,468	23.12	1.09705
74	0.361	16,030	44,404					10.22	1.00000
97	2.050	237,955	116,076	17,962	8,762	24,190	11,800	22.18	1.78493
K-12 Program 02 Instructional	1.050	64,249	61,190	7,155	6,814	13,094	12,471	24.78	1.36381
Program 21 Instructional	8.979	548,615	61,100	31,445	3,502	109,265	12,169	23.29	1.35398
Program 21 Administrative	0.650	76,677	117,965	16,332	25,126	7,836	12,055	21.89	1.80472
K-12 Program 21 Instructional	7.979	465,326	58,319	4,721	592	100,356	12,578	23.37	1.29749
Program 31 Instructional	2.920	243,668	83,448	12,695	4,348	45,816	15,691	23.63	1.82686

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.240	31,662	131,925	173	721	2,893	12,055	22.04	1.88482
Program 34 Instructional	1.000	83,289	83,289	1,388	1,388	14,365	14,365	22.28	1.80472
K-3 BEA Instructional	22.384	1,584,618	70,792	26,025	1,163	274,740	12,274	23.77	1.56410
4-6 BEA Instructional	14.415	969,829	67,279	17,616	1,222	187,796	13,028	23.60	1.48162
7-8 BEA Instructional	10.847	747,797	68,940	16,796	1,548	131,034	12,080	22.59	1.52481
9-12 BEA Instructional	19.581	1,419,986	72,519	57,629	2,943	253,272	12,935	23.53	1.57410
K-12 BEA Instructional	67.227	4,722,230	70,243	131,562	1,957	846,843	12,597	23.47	1.54299
K-12 BEA Administrative	4.060	479,432	118,087			49,758	12,256	21.68	1.79597
BEA	74.227	5,555,271	74,842	194,222	2,617	931,573	12,550	23.22	1.56741
Instructional	81.845	5,697,782	69,617	211,685	2,586	1,032,583	12,616	23.42	1.53005
Administrative	8.000	951,007	118,876	45,242	5,655	96,785	12,098	21.87	1.80232
Other				28,615					
Active	89.845	6,648,789	74,003	285,542	3,178	1,129,368	12,570	23.19	1.55429
Certificated Total	89.845	6,648,789	74,003	285,542	3,178	1,129,368	12,570	23.19	1.55429
Instructional for Funding Purposes	81.845	5,697,782	69,617	211,685	2,586	1,032,583	12,616	23.42	1.53005
Instructional for Compliance Purposes	81.845	5,697,782	69,617	211,685	2,586	1,032,583	12,616	23.42	1.53005

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	Defunct LEAP 1 Mix Factor
01	40.154	2,875,879	71,621	38,389	956	479,271	11,936	23.49	1.56305
21	3.200	202,453	63,267	3,035	948	37,117	11,599	23.40	1.37167
31	4.476	327,600	73,190	9,214	2,059	55,185	12,329	23.67	1.60220
34	1.418	108,854	76,766	2,890	2,038	17,771	12,533	23.96	1.68975
51	0.646	48,637	75,289			7,898	12,226	24.58	1.69691
55	0.852	59,762	70,143			10,438	12,251	24.45	1.59279
58				11,010					
74	0.102	8,280	81,176	1,760	17,255	1,267	12,423	23.73	1.84294
79				1,500					
97	1.000	131,835	131,835	25,130	25,130	12,213	12,213	20.36	1.66233
Program 21 Instructional	3.200	202,453	63,267	3,035	948	37,117	11,599	23.40	1.37167
K-12 Program 21 Instructional	2.700	179,930	66,641	368	136	31,011	11,485	23.28	1.43801
Program 31 Instructional	4.476	327,600	73,190	8,018	1,791	55,185	12,329	23.67	1.60220
Program 34 Instructional	1.418	108,854	76,766	2,520	1,777	17,771	12,533	23.96	1.68975
K-3 BEA Instructional	13.163	925,520	70,312	2,556	194	152,037	11,550	23.97	1.57017
4-6 BEA Instructional	9.683	707,061	73,021			116,678	12,050	23.74	1.62677
7-8 BEA Instructional	6.103	475,852	77,970	2,277	373	74,751	12,248	23.87	1.71341

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	14.099	923,869	65,527	7,487	531	169,247	12,004	23.43	1.45620
K-12 BEA Instructional	43.048	3,032,302	70,440	12,320	286	512,714	11,910	23.73	1.56588
K-12 BEA Administrative	0.593	51,075	86,130			7,242	12,213	19.26	1.88482
BEA	47.048	3,444,168	73,205	75,623	1,607	564,441	11,997	23.39	1.57270
Instructional	47.848	3,351,434	70,043	49,125	1,027	569,434	11,901	23.74	1.55573
Administrative	3.593	376,875	104,891	3,000	835	46,756	13,013	21.37	1.61907
Other	0.407	34,991	85,973			4,971	12,213	19.26	1.88482
Active	51.848	3,763,300	72,583	52,125	1,005	621,161	11,980	23.42	1.56271
On Leave				40,803					
Certificated Total	51.848	3,763,300	72,583	92,928	1,792	621,161	11,980	23.42	1.56271
Instructional for Funding Purposes	47.848	3,351,434	70,043	49,125	1,027	569,434	11,901	23.74	1.55573
Instructional for Compliance Purposes	47.848	3,351,434	70,043	49,125	1,027	569,434	11,901	23.74	1.55573

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	Defunct LEAP 1 Mix Factor
01	18.856	1,314,268	69,700	41,742	2,214	221,285	11,736	23.13	1.49275
24	0.286	17,432	60,951	610	2,133	3,515	12,289	23.96	1.34610
31	0.857	73,226	85,445	12,658	14,770	12,066	14,079	25.18	1.88482
34	0.143	12,209	85,378			2,013	14,079	25.18	1.88482
38	0.572	46,367	81,061	386	675	6,793	11,875	24.55	1.79020
51	1.000	59,542	59,542	6,946	6,946	11,490	11,490	24.23	1.19891
52	0.286	24,418	85,378			4,136	14,462	20.13	1.88482
53				6,259					
55	0.572	36,566	63,927	351	614	7,111	12,432	24.04	1.41186
56	5.785	485,230	83,877	167,231	28,908	75,440	13,041	21.10	1.70740
57	1.643	124,171	75,576	4,074	2,480	18,525	11,275	21.97	1.67647
58				26,961					
65				4,693					
97	1.000	140,284	140,284	7,180	7,180	16,056	16,056	23.02	1.57423
Program 26, 56, and 59 Instructional	4.928	381,948	77,506	166,826	33,853	61,680	12,516	24.03	1.70946
Program 26, 56, and 59 Administrative	0.857	103,282	120,516			13,760	16,056	8.26	1.69557
Program 31 Instructional	0.857	73,226	85,445	1,424	1,662	12,066	14,079	25.18	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative				11,234					
Program 34 Instructional	0.143	12,209	85,378			2,013	14,079	25.18	1.88482
K-3 BEA Instructional	5.854	439,648	75,102	12,241	2,091	66,764	11,405	23.19	1.65626
4-6 BEA Instructional	4.288	258,321	60,243	3,219	751	48,884	11,400	23.46	1.32979
7-8 BEA Instructional	2.643	160,974	60,906	3,472	1,314	31,425	11,890	24.27	1.34359
9-12 BEA Instructional	5.786	423,654	73,221	11,662	2,016	72,485	12,528	22.79	1.61546
K-12 BEA Instructional	18.571	1,282,597	69,065	30,594	1,647	219,558	11,823	23.24	1.52367
K-12 BEA Administrative	2.285	257,390	112,643	28,516	12,480	31,863	13,944	23.41	1.44871
BEA	20.856	1,539,987	73,839	61,580	2,953	251,420	12,055	23.26	1.51546
Instructional	27.715	1,955,821	70,569	247,565	8,933	330,510	11,925	23.47	1.55824
Administrative	3.285	377,892	115,036	28,516	8,681	47,919	14,587	18.51	1.52386
Active	31.000	2,333,713	75,281	276,081	8,906	378,429	12,207	22.74	1.55460
On Leave				3,010					
Certificated Total	31.000	2,333,713	75,281	279,091	9,003	378,429	12,207	22.74	1.55460
Instructional for Funding Purposes	22.787	1,573,873	69,069	80,739	3,543	268,830	11,798	23.33	1.52554
Instructional for Compliance Purposes	22.787	1,573,873	69,069	80,739	3,543	268,830	11,798	23.33	1.52554

Nespelem School District #14 (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	Defunct LEAP 1 Mix Factor
01	10.530	630,461	59,873	29,595	2,811	85,040	8,076	24.34	1.34018
21	1.000	57,726	57,726			8,076	8,076	23.55	1.36079
51	0.320	19,776	61,800	1,200	3,750	2,584	8,076	24.21	1.44459
55	1.150	83,955	73,004	417	363	9,287	8,076	23.47	1.82942
97	1.000	51,000	51,000	3,600	3,600	8,076	8,076	10.07	1.88482
Program 21 Instructional	1.000	57,726	57,726			8,076	8,076	23.55	1.36079
K-12 Program 21 Instructional	0.920	53,108	57,726			7,430	8,076	23.55	1.36079
K-3 BEA Instructional	4.550	268,734	59,062	6,246	1,373	36,746	8,076	23.66	1.43049
4-6 BEA Instructional	3.000	136,873	45,624	3,158	1,053	24,228	8,076	24.14	1.09739
7-8 BEA Instructional	2.000	130,402	65,201	992	496	16,152	8,076	23.53	1.56160
K-12 BEA Instructional	9.550	536,009	56,127	10,396	1,089	77,126	8,076	23.75	1.35331
K-12 BEA Administrative	0.980	94,452	96,380			7,914	8,076	28.56	1.21224
BEA	11.530	681,461	59,103	33,195	2,879	93,116	8,076	23.41	1.38742
Instructional	12.000	695,538	57,962	31,212	2,601	96,912	8,076	23.70	1.40223
Administrative	2.000	147,380	73,690	3,600	1,800	16,152	8,076	21.92	1.54853
Active	14.000	842,918	60,208	34,812	2,487	113,064	8,076	23.44	1.42313
Certificated Total	14.000	842,918	60,208	34,812	2,487	113,064	8,076	23.44	1.42313

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.000	695,538	57,962	31,212	2,601	96,912	8,076	23.70	1.40223
Instructional for Compliance Purposes	12.000	695,538	57,962	31,212	2,601	96,912	8,076	23.70	1.40223

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	Defunct LEAP 1 Mix Factor
01	54.146	3,809,824	70,362	40,924	756	528,056	9,752	22.63	1.56329
02	1.100	88,127	80,115	6,000	5,455	13,008	11,826	22.53	1.65771
21	9.630	705,019	73,211	33,369	3,465	80,958	8,407	22.61	1.66339
24	1.000	51,059	51,059			10,979	10,979	34.49	1.16008
31	6.134	408,875	66,657	20,575	3,354	80,574	13,136	20.53	1.58339
34	2.532	130,761	51,643	2,046	808	20,622	8,145	22.57	1.35681
51	1.920	142,417	74,176	5,000	2,604	12,117	6,311	23.03	1.68530
55	3.510	243,587	69,398	5,000	1,425	35,844	10,212	22.44	1.57675
74	0.300	18,442	61,473	1,500	5,000	2,958	9,861	21.73	1.39673
97	0.900	121,500	135,000			17,391	19,323	22.55	1.27915
K-12 Program 02 Instructional	1.000	74,627	74,627			11,076	11,076	22.53	1.69557
Program 21 Instructional	9.630	705,019	73,211	15,869	1,648	80,958	8,407	22.61	1.66339
Program 21 Administrative				17,500					
K-12 Program 21 Instructional	8.630	657,415	76,178	15,869	1,839	79,318	9,191	22.57	1.73081
Program 31 Instructional	5.572	382,698	68,682	19,993	3,588	77,588	13,925	20.42	1.55299
Program 31 Administrative	0.562	26,177	46,578	582	1,036	2,986	5,314	22.41	1.88482
Program 34 Instructional	1.970	104,584	53,088	2,046	1,039	17,636	8,952	22.61	1.20618

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.562	26,177	46,578			2,986	5,314	22.41	1.88482
K-3 BEA Instructional	17.151	1,096,913	63,956	2,640	154	172,686	10,069	22.53	1.46632
4-6 BEA Instructional	11.712	806,174	68,833			114,868	9,808	23.19	1.56876
7-8 BEA Instructional	8.024	566,540	70,606	2,640	329	67,342	8,393	21.73	1.60422
9-12 BEA Instructional	21.052	1,466,368	69,655	26,435	1,256	222,415	10,565	22.02	1.58703
K-12 BEA Instructional	57.939	3,935,995	67,933	31,715	547	577,311	9,964	22.34	1.54999
K-12 BEA Administrative	3.000	302,972	100,991	6,000	2,000	41,721	13,907	23.28	1.48625
BEA	64.812	4,559,087	70,343	69,545	1,073	659,650	10,178	22.40	1.55478
Instructional	74.299	5,096,519	68,595	78,832	1,061	720,168	9,693	22.48	1.56358
Administrative	5.973	535,015	89,572	35,582	5,957	72,132	12,076	22.92	1.58006
Other	0.900	88,077	97,863			10,207	11,341	21.81	1.69557
Active	81.172	5,719,611	70,463	114,414	1,410	802,507	9,887	22.51	1.56626
Certificated Total	81.172	5,719,611	70,463	114,414	1,410	802,507	9,887	22.51	1.56626
Instructional for Funding Purposes	74.299	5,096,519	68,595	78,832	1,061	720,168	9,693	22.48	1.56358
Instructional for Compliance Purposes	74.299	5,096,519	68,595	78,832	1,061	720,168	9,693	22.48	1.56358

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	Defunct LEAP 1 Mix Factor
01	78.185	5,745,332	73,484	306,386	3,919	900,237	11,514	23.22	1.64586
02	0.200	11,989	59,945			2,332	11,658	23.83	1.41708
21	11.417	849,889	74,441	48,524	4,250	121,992	10,685	23.05	1.68888
22	0.625	43,582	69,731			8,751	14,001	23.26	1.59883
24	2.000	154,724	77,362			16,236	8,118	23.20	1.79045
31	5.560	427,031	76,804	20,025	3,602	68,140	12,255	23.53	1.74213
51	4.740	309,195	65,231	2,000	422	57,932	12,222	23.39	1.49313
55	0.237	22,542	95,114	2,144	9,046	3,359	14,172	23.01	1.83691
58				71,565					
74	0.050	6,680	133,600			666	13,323	22.41	1.69557
97	1.475	209,298	141,897	33,084	22,430	19,651	13,323	21.04	1.69557
99	0.075	11,012	146,827			999	13,323	20.37	1.69557
K-12 Program 02 Instructional	0.200	11,989	59,945			2,332	11,658	23.83	1.41708
Program 21 Instructional	10.842	786,935	72,582	27,059	2,496	120,291	11,095	23.09	1.67849
Program 21 Administrative	0.575	62,954	109,485	21,465	37,330	1,701	2,959	22.64	1.88482
K-12 Program 21 Instructional	10.142	737,878	72,755	25,859	2,550	110,169	10,863	23.08	1.68187
Program 31 Instructional	5.360	407,450	76,017	13,025	2,430	65,808	12,278	23.56	1.75536

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.200	19,581	97,905	7,000	35,000	2,332	11,658	22.86	1.38747
K-3 BEA Instructional	23.061	1,581,192	68,566	85,916	3,726	241,055	10,453	23.34	1.58895
4-6 BEA Instructional	13.148	985,987	74,991	1,096	83	147,352	11,207	23.47	1.73357
7-8 BEA Instructional	14.774	1,061,671	71,861	46,887	3,174	170,152	11,517	23.29	1.66559
9-12 BEA Instructional	26.678	1,891,242	70,891	74,309	2,785	324,419	12,161	23.16	1.64228
K-12 BEA Instructional	77.661	5,520,092	71,079	218,435	2,813	882,978	11,370	23.29	1.64633
K-12 BEA Administrative	1.500	150,863	100,575	14,346	9,564	18,320	12,213	22.81	1.52655
BEA	85.420	6,393,650	74,850	359,495	4,209	990,360	11,594	23.17	1.65245
Instructional	95.880	6,807,590	71,001	353,558	3,688	1,086,807	11,335	23.27	1.64540
Administrative	8.284	954,305	115,199	100,423	12,123	107,719	13,003	22.38	1.72627
Other	0.400	29,379	73,448	29,747	74,368	5,769	14,423	23.43	1.69447
Active	104.564	7,791,274	74,512	483,728	4,626	1,200,295	11,479	23.16	1.65199
Certificated Total	104.564	7,791,274	74,512	483,728	4,626	1,200,295	11,479	23.16	1.65199
Instructional for Funding Purposes	95.880	6,807,590	71,001	353,558	3,688	1,086,807	11,335	23.27	1.64540
Instructional for Compliance Purposes	95.880	6,807,590	71,001	353,558	3,688	1,086,807	11,335	23.27	1.64540

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	Defunct LEAP 1 Mix Factor
01	108.110	8,218,919	76,024	89,481	828	1,361,686	12,595	22.45	1.48531
21	14.700	1,091,847	74,275	11,518	784	175,840	11,962	23.29	1.44763
24	2.510	185,330	73,837			31,151	12,411	23.06	1.48298
31	4.681	373,770	79,848	28,256	6,036	61,362	13,109	22.30	1.56146
51	1.670	149,189	89,335			21,532	12,894	20.18	1.67542
52	0.240	21,195	88,313			2,968	12,365	22.75	1.80105
53	0.230	21,432	93,183			2,749	11,951	22.43	1.81198
55	5.310	433,847	81,704			63,731	12,002	22.82	1.63276
58	0.260	22,962	88,315			3,215	12,365	22.75	1.80105
65	2.410	185,508	76,974			29,525	12,251	23.07	1.51549
74	0.100	14,542	145,420			1,161	11,605	23.09	1.88482
89	0.186	22,230	119,516			2,401	12,911	22.16	1.88482
97	1.000	199,277	199,277	33,600	33,600	13,349	13,349	19.45	1.88482
Program 21 Instructional	14.200	1,024,254	72,131	11,518	811	169,776	11,956	23.33	1.43223
Program 21 Administrative	0.500	67,593	135,186			6,064	12,127	22.75	1.88482
K-12 Program 21 Instructional	13.833	990,502	71,604			164,748	11,910	23.34	1.42252
Program 31 Instructional	4.299	331,253	77,054	28,256	6,573	56,449	13,131	22.32	1.54697

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.382	42,517	111,301			4,913	12,861	22.13	1.72451
K-3 BEA Instructional	46.525	3,183,149	68,418			594,354	12,775	22.32	1.37630
4-6 BEA Instructional	22.396	1,633,532	72,939			282,915	12,632	22.86	1.46337
7-8 BEA Instructional	14.006	1,089,570	77,793	5,510	393	172,994	12,351	22.61	1.55252
9-12 BEA Instructional	23.000	1,835,377	79,799	26,358	1,146	283,387	12,321	22.40	1.59296
K-12 BEA Instructional	105.927	7,741,628	73,085	31,868	301	1,333,651	12,590	22.49	1.46505
BEA	113.791	8,791,966	77,264	151,337	1,330	1,436,397	12,623	22.37	1.49195
Instructional	132.407	9,741,519	73,573	129,255	976	1,653,606	12,489	22.57	1.47293
Administrative	9.000	1,198,529	133,170	33,600	3,733	117,063	13,007	21.62	1.85811
Active	141.407	10,940,048	77,366	162,855	1,152	1,770,669	12,522	22.47	1.49745
Certificated Total	141.407	10,940,048	77,366	162,855	1,152	1,770,669	12,522	22.47	1.49745
Instructional for Funding Purposes	132.407	9,741,519	73,573	129,255	976	1,653,606	12,489	22.57	1.47293
Instructional for Compliance Purposes	132.407	9,741,519	73,573	129,255	976	1,653,606	12,489	22.57	1.47293

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	Defunct LEAP 1 Mix Factor
01	42.380	3,194,287	75,373	63,233	1,492	549,863	12,975	24.32	1.40174
21	7.690	545,741	70,968			70,282	9,139	23.90	1.29483
24	0.250	17,012	68,048			1,988	7,953	22.10	1.13017
31	0.600	35,058	58,430			4,826	8,044	21.88	1.06585
34	0.400	23,372	58,430			3,218	8,044	21.88	1.06585
51	0.200	17,153	85,765			3,040	15,201	23.78	1.80472
52	0.350	25,736	73,531			596	1,702	22.20	1.39673
55	1.800	134,371	74,651			21,720	12,067	23.81	1.49009
58	0.200	14,706	73,530			340	1,702	22.20	1.39673
88	0.560	32,721	58,430			953	1,702	20.83	1.06585
97	1.000	175,000	175,000			32,959	32,959	20.04	1.02628
Program 21 Instructional	6.740	444,551	65,957			38,971	5,782	23.55	1.28177
Program 21 Administrative	0.950	101,190	106,516			31,311	32,959	25.58	1.38747
K-12 Program 21 Instructional	6.500	430,528	66,235			38,563	5,933	23.65	1.28974
Program 31 Instructional	0.600	35,058	58,430			4,826	8,044	21.88	1.06585
Program 34 Instructional	0.400	23,372	58,430			3,218	8,044	21.88	1.06585
K-3 BEA Instructional	14.080	1,026,266	72,888			179,355	12,738	24.08	1.47512

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.924	697,384	70,272	63,233	6,372	87,244	8,791	23.50	1.38975
7-8 BEA Instructional	6.246	398,004	63,721			84,168	13,476	28.49	1.22913
9-12 BEA Instructional	8.130	591,221	72,721			93,687	11,524	23.81	1.42334
K-12 BEA Instructional	38.380	2,712,875	70,685	63,233	1,648	444,454	11,580	24.44	1.40204
K-12 BEA Administrative	4.000	436,958	109,240			95,135	23,784	23.38	1.29917
BEA	44.380	3,427,717	77,236	63,233	1,425	590,866	13,314	24.03	1.38572
Instructional	48.430	3,393,799	70,076	63,233	1,306	510,415	10,539	24.21	1.38490
Administrative	6.800	800,782	117,762			172,574	25,378	22.85	1.30438
Other	0.200	20,576	102,880			6,797	33,987	24.66	1.02628
Active	55.430	4,215,157	76,045	63,233	1,141	689,786	12,444	23.95	1.37373
Certificated Total	55.430	4,215,157	76,045	63,233	1,141	689,786	12,444	23.95	1.37373
Instructional for Funding Purposes	48.430	3,393,799	70,076	63,233	1,306	510,415	10,539	24.21	1.38490
Instructional for Compliance Purposes	48.430	3,393,799	70,076	63,233	1,306	510,415	10,539	24.21	1.38490

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	Defunct LEAP 1 Mix Factor
01	110.479	8,229,707	74,491	159,305	1,442	1,088,836	9,856	21.80	1.48898
02	0.200	11,696	58,480	500	2,500	26	130	21.94	1.13286
21	19.000	1,247,389	65,652	21,094	1,110	172,156	9,061	22.50	1.35390
31	4.860	348,599	71,728	43,820	9,016	46,657	9,600	23.61	1.47399
34	0.340	30,688	90,259	6,820	20,059	3,322	9,770	24.84	1.88482
38	0.130	10,907	83,900			740	5,692	22.68	1.74756
51	3.430	286,058	83,399	1,643	479	38,423	11,202	21.64	1.64846
52	0.120	15,731	131,092	2,000	16,667	9	78	22.07	1.80472
53	1.150	73,510	63,922	986	857	9,971	8,670	22.97	1.29997
55	4.010	343,786	85,732	1,643	410	37,928	9,458	21.84	1.70920
58				95,555					
65	3.020	267,935	88,720	2,300	762	33,029	10,937	22.67	1.75967
74	0.425	26,669	62,751			54	127	21.96	1.17238
97	1.855	268,912	144,966	30,696	16,548	145	78	21.31	1.80472
K-12 Program 02 Instructional	0.200	11,696	58,480	500	2,500	26	130	21.94	1.13286
Program 21 Instructional	18.000	1,126,808	62,600	14,925	829	159,465	8,859	22.40	1.33624
Program 21 Administrative	1.000	120,581	120,581	6,169	6,169	12,691	12,691	23.43	1.67169
K-12 Program 21 Instructional	16.000	995,018	62,189			141,645	8,853	22.34	1.33149

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	4.660	325,268	69,800	43,820	9,403	44,118	9,467	23.70	1.46590
Program 31 Administrative	0.200	23,331	116,655			2,538	12,691	22.25	1.66233
Program 34 Instructional	0.340	30,688	90,259	6,820	20,059	3,322	9,770	24.84	1.88482
K-3 BEA Instructional	38.811	2,661,980	68,588	1,190	31	351,258	9,050	22.30	1.40811
4-6 BEA Instructional	23.268	1,659,690	71,329			207,804	8,931	21.82	1.46373
7-8 BEA Instructional	16.840	1,280,203	76,022	11,267	669	185,667	11,025	21.59	1.56872
9-12 BEA Instructional	29.695	2,165,171	72,914	83,426	2,809	318,341	10,720	21.62	1.51679
K-12 BEA Instructional	108.614	7,767,044	71,511	95,883	883	1,063,070	9,788	21.88	1.47464
K-12 BEA Administrative	4.265	494,471	115,937			39,732	9,316	21.69	1.71730
BEA	117.734	8,889,602	75,506	241,141	2,048	1,138,985	9,674	21.88	1.49388
Instructional	137.754	9,771,004	70,931	271,313	1,970	1,330,065	9,655	21.96	1.46879
Administrative	10.265	1,281,757	124,867	94,089	9,166	88,529	8,624	21.91	1.74937
Other	1.000	108,826	108,826	960	960	12,700	12,700	23.38	1.57423
Active	149.019	11,161,587	74,900	366,362	2,458	1,431,294	9,605	21.96	1.48883
Certificated Total	149.019	11,161,587	74,900	366,362	2,458	1,431,294	9,605	21.96	1.48883
Instructional for Funding Purposes	137.754	9,771,004	70,931	271,313	1,970	1,330,065	9,655	21.96	1.46879

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	137.754	9,771,004	70,931	271,313	1,970	1,330,065	9,655	21.96	1.46879

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	Defunct LEAP 1 Mix Factor
01	288.725	23,276,042	80,617	2,872,009	9,947	3,198,169	11,077	22.92	1.61687
02	2.500	222,641	89,056	20,238	8,095	26,155	10,462	22.78	1.62176
21	56.907	4,436,155	77,954	541,925	9,523	595,508	10,465	22.92	1.61877
22	0.517	40,815	78,946	5,926	11,462	6,688	12,935	22.84	1.67870
31	15.210	1,117,764	73,489	181,506	11,933	171,353	11,266	23.42	1.52420
34	4.300	399,756	92,967	62,481	14,530	49,463	11,503	23.15	1.84141
38	0.240	18,627	77,613			2,816	11,735	23.25	1.69557
51	3.065	247,843	80,862	20,726	6,762	33,585	10,958	22.85	1.56017
52	1.000	95,593	95,593	11,851	11,851	12,956	12,956	23.04	1.88482
55	6.000	523,312	87,219	65,379	10,897	66,227	11,038	22.93	1.78192
58				201,590					
62	0.250	35,906	143,624			2,784	11,136	22.08	1.88482
65	1.492	109,963	73,702	10,413	6,979	13,709	9,188	20.79	1.55016
74	0.665	63,540	95,549	3,954	5,946	7,625	11,465	22.10	1.70135
97	2.000	359,165	179,583	40,975	20,488	21,121	10,561	19.38	1.53759
K-12 Program 02 Instructional	2.000	155,958	77,979	670	335	20,977	10,488	23.29	1.57602
Program 21 Instructional	55.124	4,163,169	75,524	539,525	9,787	577,077	10,469	22.99	1.61083
Program 21 Administrative	1.783	272,986	153,105	2,400	1,346	18,431	10,337	21.80	1.86410

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	50.105	3,815,065	76,141	14,014	280	522,576	10,430	22.99	1.62244
Program 31 Instructional	14.360	997,735	69,480	181,306	12,626	161,896	11,274	23.52	1.50757
Program 31 Administrative	0.850	120,029	141,211	200	235	9,457	11,126	22.46	1.80513
Program 34 Instructional	4.200	385,394	91,760	62,481	14,876	48,350	11,512	23.18	1.84037
Program 34 Administrative	0.100	14,362	143,620			1,114	11,136	22.08	1.88482
K-3 BEA Instructional	112.076	8,337,888	74,395	6,716	60	1,226,890	10,947	22.98	1.56913
4-6 BEA Instructional	57.811	4,460,071	77,149	9,688	168	633,435	10,957	23.25	1.61136
7-8 BEA Instructional	41.464	3,442,806	83,031	48,089	1,160	470,272	11,342	22.61	1.71459
9-12 BEA Instructional	77.099	5,812,352	75,388	76,827	996	864,050	11,207	23.12	1.58754
K-12 BEA Instructional	288.450	22,053,117	76,454	141,320	490	3,194,646	11,075	23.01	1.60343
K-12 BEA Administrative	5.100	674,814	132,316			56,697	11,117	23.13	1.63467
BEA	312.735	25,375,368	81,140	3,177,209	10,159	3,466,260	11,084	22.89	1.61498
Instructional	356.071	27,240,733	76,504	3,880,097	10,897	3,909,615	10,980	23.00	1.60780
Administrative	23.800	3,433,945	144,283	109,295	4,592	264,297	11,105	22.08	1.75051
Other	2.000	176,851	88,426	49,581	24,791	23,426	11,713	20.18	1.84477
Active	381.871	30,851,529	80,790	4,038,973	10,577	4,197,338	10,992	22.88	1.61794
On Leave	1.000	95,593	95,593			10,820	10,820	23.60	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	382.871	30,947,122	80,829	4,038,973	10,549	4,208,158	10,991	22.88	1.61863
Instructional for Funding Purposes	356.071	27,240,733	76,504	3,880,097	10,897	3,909,615	10,980	23.00	1.60780
Instructional for Compliance Purposes	356.071	27,240,733	76,504	3,880,097	10,897	3,909,615	10,980	23.00	1.60780

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	Defunct LEAP 1 Mix Factor
01	117.704	9,667,184	82,131	290,847	2,471	1,291,344	10,971	23.35	1.48002
02	4.200	341,649	81,345	8,029	1,912	47,268	11,254	22.58	1.38441
21	15.646	1,294,210	82,718	29,532	1,888	172,540	11,028	23.43	1.49411
31	8.017	654,801	81,677	30,587	3,815	91,281	11,386	23.88	1.44404
34	4.103	351,533	85,677	8,900	2,169	45,769	11,155	22.85	1.58833
51	3.738	362,556	96,992	6,396	1,711	40,149	10,741	23.55	1.78598
52				3,800					
55	8.038	725,520	90,261	14,813	1,843	85,856	10,681	22.51	1.60868
58				91,419					
64	0.376	37,709	100,290	833	2,215	4,376	11,639	20.40	1.88482
65	4.000	277,892	69,473	4,576	1,144	46,092	11,523	23.54	1.25212
97	1.000	167,660	167,660	16,766	16,766	11,310	11,310	19.66	1.50458
K-12 Program 02 Instructional	3.800	284,203	74,790			42,915	11,293	22.53	1.34016
Program 21 Instructional	14.846	1,179,319	79,437	29,532	1,989	163,834	11,036	23.46	1.48326
Program 21 Administrative	0.800	114,891	143,614			8,706	10,882	23.08	1.69557
K-12 Program 21 Instructional	12.846	1,030,665	80,232	1,144	89	141,969	11,052	23.48	1.51081
Program 31 Instructional	7.417	568,633	76,666	30,587	4,124	84,752	11,427	24.04	1.41487

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.600	86,168	143,613			6,529	10,882	22.83	1.80472
Program 34 Instructional	3.903	324,582	83,162	8,900	2,280	43,593	11,169	22.80	1.58284
Program 34 Administrative	0.200	26,951	134,755			2,176	10,882	23.48	1.69557
K-3 BEA Instructional	45.947	3,412,156	74,263	7,578	165	489,326	10,650	23.21	1.41099
4-6 BEA Instructional	21.832	1,669,958	76,491	844	39	240,849	11,032	23.41	1.43977
7-8 BEA Instructional	17.498	1,495,965	85,493	2,166	124	197,775	11,303	22.96	1.58239
9-12 BEA Instructional	37.800	3,033,078	80,240	8,987	238	423,913	11,215	23.54	1.48614
K-12 BEA Instructional	123.077	9,611,157	78,091	19,575	159	1,351,863	10,984	23.31	1.46354
K-12 BEA Administrative	2.600	346,446	133,248			28,216	10,852	23.12	1.61902
BEA	135.024	11,182,827	82,821	355,129	2,630	1,486,972	11,013	23.28	1.47838
Instructional	153.334	12,100,592	78,917	477,379	3,113	1,684,075	10,983	23.25	1.47673
Administrative	12.988	1,716,199	132,137	29,119	2,242	141,027	10,858	23.42	1.61551
Other	0.500	63,923	127,846			10,882	21,764	21.66	1.80472
Active	166.822	13,880,714	83,207	506,498	3,036	1,835,984	11,006	23.26	1.48852
Certificated Total	166.822	13,880,714	83,207	506,498	3,036	1,835,984	11,006	23.26	1.48852
Instructional for Funding Purposes	153.334	12,100,592	78,917	477,379	3,113	1,684,075	10,983	23.25	1.47673

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	153.334	12,100,592	78,917	477,379	3,113	1,684,075	10,983	23.25	1.47673

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	Defunct LEAP 1 Mix Factor
01	9.100	661,757	72,721	61,117	6,716	152,617	16,771	23.64	1.51182
21	0.500	41,803	83,606	4,692	9,384	8,217	16,434	23.70	1.19891
52	0.100	7,147	71,470					6.96	1.28158
58				10,296					
97	1.000	108,014	108,014	35,075	35,075	16,138	16,138	26.33	1.69557
Program 21 Instructional	0.500	41,803	83,606	4,692	9,384	8,217	16,434	23.70	1.19891
K-12 Program 21 Instructional	0.500	41,803	83,606			8,217	16,434	23.70	1.19891
K-3 BEA Instructional	2.500	152,792	61,117	6,098	2,439	46,040	18,416	23.90	1.19885
4-6 BEA Instructional	1.000	83,606	83,606			15,541	15,541	23.61	1.88482
7-8 BEA Instructional	2.000	131,901	65,951			31,122	15,561	23.69	1.40442
9-12 BEA Instructional	3.600	293,458	81,516			59,914	16,643	23.51	1.68523
K-12 BEA Instructional	9.100	661,757	72,721	6,098	670	152,617	16,771	23.64	1.51182
BEA	10.100	769,771	76,215	96,192	9,524	168,755	16,708	24.01	1.53002
Instructional	9.700	710,707	73,269	55,545	5,726	160,834	16,581	23.41	1.49332
Administrative	1.000	108,014	108,014	17,704	17,704	16,138	16,138	26.33	1.69557
Other				18,768					
Active	10.700	818,721	76,516	92,017	8,600	176,972	16,539	23.78	1.51222

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave				19,163					
Certificated Total	10.700	818,721	76,516	111,180	10,391	176,972	16,539	23.78	1.51222
Instructional for Funding Purposes	9.700	710,707	73,269	55,545	5,726	160,834	16,581	23.41	1.49332
Instructional for Compliance Purposes	9.700	710,707	73,269	55,545	5,726	160,834	16,581	23.41	1.49332

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	Defunct LEAP 1 Mix Factor
01	779.787	65,222,231	83,641	3,889,514	4,988	9,676,696	12,409	27.05	1.59033
21	167.696	13,259,531	79,069	849,800	5,068	1,934,534	11,536	25.90	1.54199
24	10.000	685,730	68,573	8,591	859	100,876	10,088	26.19	1.34510
31	37.660	3,097,930	82,260	284,664	7,559	508,872	13,512	26.85	1.59370
34	9.465	774,360	81,813	44,370	4,688	115,516	12,205	27.72	1.59717
51	9.616	875,842	91,082	30,115	3,132	125,167	13,016	32.03	1.77137
52	2.000	195,279	97,640	12,900	6,450	27,030	13,515	31.10	1.88482
55	15.998	1,312,856	82,064	14,118	882	163,593	10,226	28.64	1.62618
58				756,955					
65	6.100	432,444	70,892			45,489	7,457	22.88	1.39940
68	0.500	37,552	75,104			6,389	12,777	23.22	1.48253
74	3.000	249,755	83,252			26,739	8,913	27.71	1.62919
79				35,000					
97	3.000	568,896	189,632	6,400	2,133	42,567	14,189	20.34	1.88482
Program 21 Instructional	165.196	12,917,014	78,192	849,800	5,144	1,916,370	11,601	25.83	1.53825
Program 21 Administrative	2.500	342,517	137,007			18,164	7,265	29.63	1.78919
K-12 Program 21 Instructional	144.796	11,388,269	78,650	8,495	59	1,701,658	11,752	25.88	1.54717
Program 31 Instructional	36.660	2,959,840	80,738	284,664	7,765	494,683	13,494	27.13	1.58576

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	138,090	138,090			14,189	14,189	20.88	1.88482
Program 34 Instructional	9.465	774,360	81,813	44,370	4,688	115,516	12,205	27.72	1.59717
K-3 BEA Instructional	300.605	23,808,613	79,202	71,788	239	3,587,993	11,936	27.10	1.55409
4-6 BEA Instructional	155.920	12,532,461	80,378	180	1	2,033,264	13,040	27.19	1.57513
7-8 BEA Instructional	108.011	8,499,692	78,693	3,439	32	1,310,667	12,135	29.21	1.54348
9-12 BEA Instructional	206.876	17,123,901	82,774	11,449	55	2,689,962	13,003	27.95	1.62297
K-12 BEA Instructional	771.412	61,964,667	80,326	132,230	171	9,621,885	12,473	27.66	1.57533
BEA	829.912	69,663,417	83,941	4,224,948	5,091	10,343,650	12,464	26.99	1.59163
Instructional	983.822	78,671,139	79,965	5,750,027	5,845	12,033,537	12,231	27.38	1.56916
Administrative	60.000	7,955,426	132,590	182,400	3,040	725,172	12,086	21.97	1.80762
Active	1,043.822	86,626,565	82,990	5,932,427	5,683	12,758,709	12,223	26.88	1.58287
On Leave	1.000	85,841	85,841			14,757	14,757	23.76	1.69447
Certificated Total	1,044.822	86,712,406	82,993	5,932,427	5,678	12,773,466	12,225	26.88	1.58298
Instructional for Funding Purposes	983.822	78,671,139	79,965	5,750,027	5,845	12,033,537	12,231	27.38	1.56916
Instructional for Compliance Purposes	983.822	78,671,139	79,965	5,750,027	5,845	12,033,537	12,231	27.38	1.56916

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	Defunct LEAP 1 Mix Factor
01	13.106	804,647	61,395	20,489	1,563	136,773	10,436	24.29	1.58701
02	2.051	143,520	69,976			23,350	11,385	23.84	1.65677
21	1.100	82,726	75,205	10,546	9,587	12,853	11,685	51.76	1.73908
31	1.188	53,837	45,317			22,354	18,817	24.03	1.05543
51	1.031	64,744	62,797			15,099	14,645	24.18	1.50636
55	1.542	111,875	72,552			19,414	12,590	20.85	1.73744
58				20,000					
97	0.900	95,839	106,488			13,501	15,001	22.38	1.88482
K-12 Program 02 Instructional	2.051	143,520	69,976			23,350	11,385	23.84	1.65677
Program 21 Instructional	1.000	72,077	72,077	10,546	10,546	11,353	11,353	58.16	1.72451
Program 21 Administrative	0.100	10,649	106,490			1,500	15,001	22.38	1.88482
K-12 Program 21 Instructional	1.000	72,077	72,077	10,546	10,546	11,353	11,353	58.16	1.72451
Program 31 Instructional	1.188	53,837	45,317			22,354	18,817	24.03	1.05543
K-3 BEA Instructional	2.020	135,967	67,310	1,500	743	22,933	11,353	22.86	1.61047
4-6 BEA Instructional	6.730	455,287	67,650			76,406	11,353	24.90	1.61862
7-8 BEA Instructional	0.160	9,476	59,225	2,947	18,419	1,816	11,353	23.78	1.41708

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.340	315,568	59,095	12,283	2,300	69,112	12,942	23.31	1.39409
K-12 BEA Instructional	14.250	916,298	64,302	16,730	1,174	170,267	11,949	24.01	1.53106
BEA	17.245	1,097,843	63,662	20,489	1,188	195,979	11,364	24.05	1.57423
Instructional	17.823	1,164,994	65,365	47,276	2,653	216,133	12,127	25.05	1.55834
Administrative	1.898	185,564	97,768			26,349	13,883	24.79	1.88482
Other	1.197	6,630	5,539	3,759	3,140	863	721	13.50	1.62159
Active	20.918	1,357,188	64,881	51,035	2,440	243,345	11,633	24.93	1.59158
Certificated Total	20.918	1,357,188	64,881	51,035	2,440	243,345	11,633	24.93	1.59158
Instructional for Funding Purposes	17.823	1,164,994	65,365	47,276	2,653	216,133	12,127	25.05	1.55834
Instructional for Compliance Purposes	17.823	1,164,994	65,365	47,276	2,653	216,133	12,127	25.05	1.55834

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	Defunct LEAP 1 Mix Factor
01	1,169.515	95,079,786	81,298	25,393,664	21,713	11,464,137	9,802	22.25	1.53600
02	12.935	1,144,011	88,443	230,037	17,784	120,588	9,323	21.07	1.56150
21	230.216	18,094,221	78,597	4,033,967	17,523	2,406,906	10,455	22.38	1.50797
24	14.800	1,198,934	81,009	283,972	19,187	139,362	9,416	22.06	1.60930
31	45.307	3,558,429	78,540	979,910	21,628	474,146	10,465	22.29	1.54649
34	10.139	833,355	82,193	211,067	20,817	105,135	10,369	21.70	1.59701
51	2.100	156,943	74,735	36,551	17,405	17,163	8,173	18.16	1.48020
52	0.200	32,984	164,920	120	600	2,192	10,960	20.65	1.74756
55	12.290	989,515	80,514	204,437	16,634	130,793	10,642	20.72	1.57358
56	1.250	99,134	79,307	52,589	42,071	11,497	9,197	21.55	1.63903
65	20.181	1,710,715	84,769	327,693	16,238	196,455	9,735	22.05	1.57507
74	0.700	115,794	165,420	420	600	7,672	10,960	20.01	1.88482
79	9.000	678,043	75,338	184,918	20,546	99,891	11,099	23.13	1.49229
89				12,643					
97	3.500	840,510	240,146	67,007	19,145	38,358	10,959	15.13	1.66596
CP	2.385	404,193	169,473	3,174	1,331	26,486	11,105	19.98	1.52291
SB				11,639					
K-12 Program 02 Instructional	11.550	916,260	79,330			105,062	9,096	21.44	1.57986

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	224.566	17,103,851	76,164	3,934,073	17,519	2,344,984	10,442	22.47	1.50070
Program 21 Administrative	5.650	990,370	175,287	3,390	600	61,922	10,960	20.30	1.79698
K-12 Program 21 Instructional	202.122	15,342,161	75,905			2,104,705	10,413	22.49	1.49569
Program 26, 56, and 59 Instructional	1.250	99,134	79,307	41,234	32,987	11,497	9,197	21.55	1.63903
Program 31 Instructional	44.807	3,476,660	77,592	953,992	21,291	468,666	10,460	22.32	1.54271
Program 31 Administrative	0.500	81,769	163,538	300	600	5,480	10,960	20.74	1.88482
Program 34 Instructional	9.639	751,586	77,973	209,232	21,707	99,655	10,339	21.77	1.58208
Program 34 Administrative	0.500	81,769	163,538	300	600	5,480	10,960	20.74	1.88482
K-3 BEA Instructional	404.021	30,027,051	74,321			3,967,924	9,821	22.50	1.47622
4-6 BEA Instructional	268.446	20,748,743	77,292			2,532,185	9,433	22.48	1.53876
7-8 BEA Instructional	162.702	12,858,754	79,033			1,618,416	9,947	22.38	1.58121
9-12 BEA Instructional	324.062	25,282,336	78,017			3,199,478	9,873	22.36	1.54900
K-12 BEA Instructional	1,159.231	88,916,884	76,703			11,318,003	9,763	22.44	1.52578
BEA	1,241.396	101,456,091	81,727	26,881,685	21,654	12,202,364	9,830	22.18	1.53751
Instructional	1,440.937	110,546,207	76,718	31,050,463	21,549	14,238,794	9,882	22.42	1.52367
Administrative	85.425	13,731,450	160,743	109,161	1,278	916,124	10,724	20.01	1.70661

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	7.156	577,629	80,720	261,565	36,552	74,901	10,467	19.07	1.62964
Active	1,533.518	124,855,286	81,418	31,421,189	20,490	15,229,819	9,931	22.19	1.53435
On Leave	1.000	81,281	81,281	602,684	602,684	10,960	10,960	22.98	1.69447
Certificated Total	1,534.518	124,936,567	81,417	32,023,873	20,869	15,240,779	9,932	22.19	1.53446
Instructional for Funding Purposes	1,439.687	110,447,073	76,716	31,009,229	21,539	14,227,297	9,882	22.42	1.52357
Instructional for Compliance Purposes	1,439.687	110,447,073	76,716	31,009,229	21,539	14,227,297	9,882	22.42	1.52357

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	Defunct LEAP 1 Mix Factor
01	292.907	24,999,186	85,349	835,212	2,851	3,466,003	11,833	23.15	1.50640
02	9.000	888,705	98,745	18,041	2,005	119,364	13,263	22.29	1.68701
21	77.382	6,375,188	82,386	179,971	2,326	904,453	11,688	22.90	1.49642
22	0.160	24,173	151,081			1,833	11,457	23.61	1.80472
31	14.742	1,314,623	89,175	80,032	5,429	180,694	12,257	22.96	1.57724
34	1.950	162,721	83,447	2,693	1,381	22,250	11,410	22.48	1.40360
51	3.377	303,097	89,753	5,272	1,561	39,792	11,783	21.61	1.56667
52	1.350	114,960	85,156	2,200	1,630	14,002	10,372	27.96	1.55455
55	5.450	519,146	95,256	9,453	1,734	66,496	12,201	22.84	1.71727
64	0.276	24,047	87,127	462	1,674	3,321	12,034	23.31	1.62236
65	2.824	246,426	87,261	4,428	1,568	32,059	11,352	23.08	1.58566
74				2,400					
79	0.558	46,282	82,943			5,262	9,430	22.93	1.52733
97	2.000	376,271	188,136	9,520	4,760	25,873	12,937	19.10	1.84477
K-12 Program 02 Instructional	8.000	737,621	92,203			106,999	13,375	22.34	1.68594
Program 21 Instructional	75.642	6,125,356	80,978	179,971	2,379	886,342	11,718	22.89	1.48937
Program 21 Administrative	1.740	249,832	143,582			18,111	10,409	23.19	1.80282
K-12 Program 21 Instructional	66.690	5,398,905	80,955			771,696	11,571	22.93	1.48950

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.142	1,223,973	86,549	80,032	5,659	173,275	12,253	23.01	1.56419
Program 31 Administrative	0.600	90,650	151,083			7,419	12,365	22.25	1.88482
Program 34 Instructional	1.800	140,058	77,810	2,693	1,496	20,396	11,331	22.52	1.36350
Program 34 Administrative	0.150	22,663	151,087			1,855	12,365	22.25	1.88482
K-3 BEA Instructional	120.060	9,531,808	79,392	3,703	31	1,408,867	11,735	23.52	1.44889
4-6 BEA Instructional	62.797	4,943,163	78,717	3,660	58	731,696	11,652	23.47	1.43659
7-8 BEA Instructional	40.931	3,503,318	85,591			481,086	11,754	22.59	1.56677
9-12 BEA Instructional	78.111	6,943,546	88,893	28,222	361	963,024	12,329	22.72	1.62953
K-12 BEA Instructional	301.899	24,921,835	82,550	35,585	118	3,584,674	11,874	23.14	1.50905
BEA	320.599	27,741,506	86,530	945,498	2,949	3,814,184	11,897	23.05	1.51621
Instructional	390.976	32,242,165	82,466	1,140,744	2,918	4,627,395	11,835	23.09	1.50962
Administrative	20.000	3,007,702	150,385	8,940	447	241,643	12,082	22.23	1.63917
Other	1.000	144,958	144,958			12,365	12,365	22.91	1.69557
Active	411.976	35,394,825	85,915	1,149,684	2,791	4,881,403	11,849	23.02	1.51636
Certificated Total	411.976	35,394,825	85,915	1,149,684	2,791	4,881,403	11,849	23.02	1.51636
Instructional for Funding Purposes	390.976	32,242,165	82,466	1,140,744	2,918	4,627,395	11,835	23.09	1.50962

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	390.976	32,242,165	82,466	1,140,744	2,918	4,627,395	11,835	23.09	1.50962

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	Defunct LEAP 1 Mix Factor
01	10.290	692,845	67,332	65,488	6,364	118,875	11,553	22.92	1.57990
21	0.816	68,407	83,832			9,528	11,676	21.54	1.81265
31	0.857	54,700	63,827			10,006	11,676	23.58	1.37371
34	0.107	6,842	63,944			1,249	11,676	23.58	1.37371
51	0.092	9,248	100,522			1,074	11,676	20.43	1.82818
55	0.092	9,248	100,522			1,074	11,676	20.43	1.82818
74				10,000					
97	0.750	91,890	122,520	51,441	68,588	8,757	11,676	19.70	1.84788
Program 21 Instructional	0.624	46,907	75,171			7,286	11,676	22.55	1.80472
Program 21 Administrative	0.192	21,500	111,979			2,242	11,676	20.00	1.83844
K-12 Program 21 Instructional	0.624	46,907	75,171			7,286	11,676	22.55	1.80472
Program 31 Instructional	0.857	54,700	63,827			10,006	11,676	23.58	1.37371
Program 34 Instructional	0.107	6,842	63,944			1,249	11,676	23.58	1.37371
K-3 BEA Instructional	3.098	202,280	65,294	1,000	323	26,026	8,401	23.33	1.54088
4-6 BEA Instructional	2.420	163,818	67,693			33,749	13,946	23.24	1.55666
7-8 BEA Instructional	1.927	130,285	67,610	5,250	2,724	24,312	12,617	22.55	1.59020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	3.809	258,004	67,735	37,338	9,803	46,043	12,088	22.78	1.56899
K-12 BEA Instructional	11.254	754,387	67,033	43,588	3,873	130,131	11,563	22.97	1.56224
BEA	12.004	846,277	70,500	116,929	9,741	138,888	11,570	22.51	1.58008
Instructional	11.878	801,294	67,460	75,488	6,355	137,417	11,569	22.95	1.57497
Administrative	1.126	131,886	117,128	51,441	45,685	13,147	11,676	19.84	1.84305
Active	13.004	933,180	71,761	126,929	9,761	150,564	11,578	22.39	1.59819
Certificated Total	13.004	933,180	71,761	126,929	9,761	150,564	11,578	22.39	1.59819
Instructional for Funding Purposes	11.878	801,294	67,460	75,488	6,355	137,417	11,569	22.95	1.57497
Instructional for Compliance Purposes	11.878	801,294	67,460	75,488	6,355	137,417	11,569	22.95	1.57497

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	Defunct LEAP 1 Mix Factor
01	17.186	886,306	51,571			178,055	10,360	9.38	1.36659
02	1.000	62,609	62,609			12,499	12,499	8.64	1.48253
21	1.500	104,138	69,425			19,971	13,314	8.62	1.58988
31	3.334	172,476	51,732			39,154	11,744	8.88	1.23365
34	1.127	44,171	39,193			11,002	9,762	9.15	1.04370
51	0.500	35,054	70,108			5,803	11,605	8.71	1.33681
52	0.163	6,978	42,810			1,452	8,905	9.17	1.01346
55	0.100	7,011	70,110			1,161	11,605	8.71	1.33681
64	0.050	3,505	70,100			580	11,605	8.71	1.33681
65	0.100	7,011	70,110			1,161	11,605	8.71	1.33681
74	0.050	3,505	70,100			580	11,605	8.71	1.33681
97	1.000	110,000	110,000			12,293	12,293	8.74	1.19891
K-12 Program 02 Instructional	1.000	62,609	62,609			12,499	12,499	8.64	1.48253
Program 21 Instructional	1.500	104,138	69,425			19,971	13,314	8.62	1.58988
K-12 Program 21 Instructional	1.500	104,138	69,425			19,971	13,314	8.62	1.58988
Program 31 Instructional	3.334	172,476	51,732			39,154	11,744	8.88	1.23365
Program 34 Instructional	1.127	44,171	39,193			11,002	9,762	9.15	1.04370

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	5.863	361,704	61,693			62,145	10,600	9.02	1.48740
4-6 BEA Instructional	2.458	121,485	49,424			27,810	11,314	8.83	1.23189
7-8 BEA Instructional	2.560	96,863	37,837			23,924	9,345	9.21	1.04628
9-12 BEA Instructional	8.798	482,498	54,842			96,666	10,987	8.93	1.33549
K-12 BEA Instructional	19.679	1,062,550	53,994			210,545	10,699	8.97	1.33019
BEA	23.647	1,275,562	53,942			253,003	10,699	9.22	1.33027
Instructional	21.542	1,187,687	55,134			234,288	10,876	8.94	1.34594
Administrative	2.600	241,449	92,865			30,901	11,885	8.79	1.42176
Other	1.968	13,628	6,925			18,520	9,411	13.68	1.21218
Active	26.110	1,442,764	55,257			283,709	10,866	9.15	1.34340
Certificated Total	26.110	1,442,764	55,257			283,709	10,866	9.15	1.34340
Instructional for Funding Purposes	21.542	1,187,687	55,134			234,288	10,876	8.94	1.34594
Instructional for Compliance Purposes	21.542	1,187,687	55,134			234,288	10,876	8.94	1.34594

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	Defunct LEAP 1 Mix Factor
01	55.658	3,976,178	71,439	64,756	1,163	649,785	11,675	22.81	1.49555
02	1.200	77,656	64,713	500	417	14,182	11,819	21.96	1.26346
31	3.200	236,870	74,022	6,300	1,969	37,823	11,820	21.51	1.57157
55	2.000	130,902	65,451			21,638	10,819	22.49	1.38961
58				2,084					
97	0.800	96,000	120,000			10,669	13,336	23.43	1.88482
K-12 Program 02 Instructional	1.000	53,656	53,656			11,515	11,515	21.35	1.13919
Program 31 Instructional	3.200	236,870	74,022	6,300	1,969	37,823	11,820	21.51	1.57157
K-3 BEA Instructional	18.830	1,316,834	69,933	5,000	266	224,519	11,923	22.54	1.48903
4-6 BEA Instructional	8.000	503,358	62,920			95,799	11,975	22.07	1.33590
7-8 BEA Instructional	11.428	733,030	64,143	700	61	120,171	10,515	22.48	1.48195
9-12 BEA Instructional	16.000	1,143,027	71,439	9,836	615	192,771	12,048	22.61	1.49166
K-12 BEA Instructional	54.258	3,696,249	68,124	15,536	286	633,260	11,671	22.49	1.46574
K-12 BEA Administrative	1.600	114,005	71,253	5,000	3,125	16,351	10,219	22.92	1.58100
BEA	60.858	4,386,704	72,081	71,556	1,176	712,459	11,707	22.73	1.50009
Instructional	56.258	3,827,151	68,029	61,640	1,096	654,898	11,641	22.49	1.46303
Administrative	6.600	690,455	104,614	12,000	1,818	79,199	12,000	24.15	1.78249

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	62.858	4,517,606	71,870	73,640	1,172	734,097	11,679	22.73	1.49657
Certificated Total	62.858	4,517,606	71,870	73,640	1,172	734,097	11,679	22.73	1.49657
Instructional for Funding Purposes	56.258	3,827,151	68,029	61,640	1,096	654,898	11,641	22.49	1.46303
Instructional for Compliance Purposes	56.258	3,827,151	68,029	61,640	1,096	654,898	11,641	22.49	1.46303

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	Defunct LEAP 1 Mix Factor
01	36.971	2,626,573	71,044	18,559	502	442,960	11,981	23.74	1.50409
21	5.433	382,838	70,465	7,636	1,405	60,826	11,196	21.19	1.48036
24	0.500	42,451	84,902			8,694	17,388	18.31	1.84788
31	1.748	127,223	72,782			19,670	11,253	25.67	1.51617
34	0.800	58,037	72,546			9,651	12,063	25.02	1.57904
51	1.150	91,507	79,571	45,954	39,960	15,952	13,871	23.72	1.73135
55	2.067	164,278	79,477	50,823	24,588	21,939	10,614	20.01	1.65651
58	0.300	19,252	64,173	115,550	385,167	5,216	17,388	23.18	1.39673
65	0.570	42,800	75,088			5,689	9,982	8.54	1.54125
74	0.150	7,440	49,600	41	273	1,494	9,961	24.45	1.07961
97	1.000	125,000	125,000	5,734	5,734	10,128	10,128	23.13	1.88482
Program 21 Instructional	5.033	341,798	67,911	7,636	1,517	56,775	11,281	22.85	1.48072
Program 21 Administrative	0.400	41,040	102,600			4,051	10,128	7.46	1.47584
K-12 Program 21 Instructional	4.000	268,579	67,145	1,887	472	38,813	9,703	23.51	1.46485
Program 31 Instructional	1.600	112,038	70,024			18,171	11,357	26.09	1.52404
Program 31 Administrative	0.148	15,185	102,601			1,499	10,128	22.43	1.43104
Program 34 Instructional	0.800	58,037	72,546			9,651	12,063	25.02	1.57904

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	13.700	819,165	59,793	2,742	200	133,592	9,751	24.40	1.30988
4-6 BEA Instructional	6.771	525,682	77,637			96,975	14,322	23.85	1.70317
7-8 BEA Instructional	5.787	392,061	67,749			73,183	12,646	24.84	1.48323
9-12 BEA Instructional	10.931	833,707	76,270	3,094	283	144,932	13,259	23.41	1.66328
K-12 BEA Instructional	37.189	2,570,615	69,123	5,836	157	448,682	12,065	24.02	1.51234
BEA	40.519	2,936,833	72,480	24,293	600	482,408	11,906	23.82	1.51549
Instructional	46.689	3,252,439	69,662	227,084	4,864	561,707	12,031	23.52	1.52273
Administrative	4.000	434,960	108,740			40,512	10,128	19.69	1.53812
Active	50.689	3,687,399	72,746	227,084	4,480	602,219	11,881	23.10	1.52395
On Leave				17,213					
Certificated Total	50.689	3,687,399	72,746	244,297	4,820	602,219	11,881	23.10	1.52395
Instructional for Funding Purposes	46.689	3,252,439	69,662	227,084	4,864	561,707	12,031	23.52	1.52273
Instructional for Compliance Purposes	46.689	3,252,439	69,662	227,084	4,864	561,707	12,031	23.52	1.52273

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	Defunct LEAP 1 Mix Factor
01	17.504	1,291,952	73,809	10,886	622	205,390	11,734	23.65	1.64042
21	1.000	54,544	54,544	596	596	13,079	13,079	23.73	1.22566
31	1.193	81,487	68,304	20,510	17,192	27,350	22,926	23.33	1.53380
51	0.330	27,654	83,800			3,920	11,880	23.63	1.88482
55	0.165	13,240	80,242			2,158	13,079	23.63	1.80472
88	0.814	52,139	64,053			10,646	13,079	23.92	1.43896
97				98,853					
Program 21 Instructional	1.000	54,544	54,544	596	596	13,079	13,079	23.73	1.22566
K-12 Program 21 Instructional	1.000	54,544	54,544	596	596	13,079	13,079	23.73	1.22566
Program 31 Instructional	1.193	81,487	68,304	20,510	17,192	27,350	22,926	23.33	1.53380
K-3 BEA Instructional	4.789	323,680	67,588			56,612	11,821	23.52	1.53023
4-6 BEA Instructional	3.517	257,854	73,316	488	139	39,025	11,096	23.76	1.64714
7-8 BEA Instructional	2.588	185,070	71,511			31,242	12,072	23.75	1.60781
9-12 BEA Instructional	6.638	492,521	74,197	30,908	4,656	92,027	13,864	23.57	1.66701
K-12 BEA Instructional	17.532	1,259,125	71,819	31,396	1,791	218,907	12,486	23.62	1.61692
K-12 BEA Administrative	1.000	100,487	100,487	626	626	11,676	11,676	23.55	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	18.697	1,373,439	73,458	130,249	6,966	232,741	12,448	23.61	1.63361
Instructional	19.841	1,406,702	70,899	31,992	1,612	248,710	12,535	23.63	1.59592
Administrative	1.000	100,487	100,487	98,853	98,853	11,676	11,676	23.55	1.88482
Other	0.165	13,827	83,800			2,158	13,079	23.65	1.88482
Active	21.006	1,521,016	72,409	130,845	6,229	262,544	12,499	23.63	1.61194
Certificated Total	21.006	1,521,016	72,409	130,845	6,229	262,544	12,499	23.63	1.61194
Instructional for Funding Purposes	19.841	1,406,702	70,899	31,992	1,612	248,710	12,535	23.63	1.59592
Instructional for Compliance Purposes	19.841	1,406,702	70,899	31,992	1,612	248,710	12,535	23.63	1.59592

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	Defunct LEAP 1 Mix Factor
01	53.075	3,777,131	71,166	367,875	6,931	606,633	11,430	23.16	1.60334
02	1.000	52,931	52,931	75,940	75,940	16,238	16,238	23.71	1.21940
21	8.000	606,944	75,868	76,556	9,570	98,993	12,374	23.25	1.67201
31	3.285	236,833	72,095	32,566	9,914	43,311	13,184	21.64	1.66806
34	0.429	29,761	69,373	4,113	9,587	6,346	14,793	21.85	1.60786
51	0.800	64,629	80,786	11,657	14,571	10,751	13,439	23.68	1.80472
52				9,258					
55	1.750	138,724	79,271	16,861	9,635	22,719	12,982	23.56	1.80472
56	1.000	83,325	83,325	3,409	3,409	13,044	13,044	21.86	1.57060
58				27,525					
65	0.333	27,392	82,258			4,027	12,092	23.66	1.80472
97	1.000	150,801	150,801	2,900	2,900	13,044	13,044	22.43	1.74756
K-12 Program 02 Instructional	1.000	52,931	52,931	63,940	63,940	16,238	16,238	23.71	1.21940
Program 21 Instructional	7.000	494,671	70,667	76,556	10,937	86,269	12,324	23.49	1.64161
Program 21 Administrative	1.000	112,273	112,273			12,724	12,724	22.14	1.88482
K-12 Program 21 Instructional	6.857	486,065	70,886	76,315	11,130	84,376	12,305	23.50	1.64493
Program 26, 56, and 59 Instructional	1.000	83,325	83,325	3,409	3,409	13,044	13,044	21.86	1.57060

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	3.285	236,833	72,095	32,566	9,914	43,311	13,184	21.64	1.66806
Program 34 Instructional	0.429	29,761	69,373	4,113	9,587	6,346	14,793	21.85	1.60786
K-3 BEA Instructional	16.502	1,117,914	67,744	90,980	5,513	195,511	11,848	23.48	1.56283
4-6 BEA Instructional	9.998	694,260	69,440	4,775	478	109,304	10,933	23.47	1.61715
7-8 BEA Instructional	10.787	681,018	63,133	50,353	4,668	123,368	11,437	22.74	1.51024
9-12 BEA Instructional	16.538	1,151,409	69,622	220,616	13,340	196,609	11,888	22.54	1.64140
K-12 BEA Instructional	53.825	3,644,601	67,712	366,724	6,813	624,791	11,608	23.02	1.58652
K-12 BEA Administrative	3.000	374,882	124,961			38,344	12,781	23.31	1.78396
BEA	58.789	4,247,457	72,249	483,394	8,223	685,572	11,662	23.03	1.60292
Instructional	63.958	4,389,692	68,634	534,908	8,363	751,818	11,755	23.06	1.59958
Administrative	6.000	722,823	120,471	12,000	2,000	77,156	12,859	22.96	1.79816
Other	0.714	55,956	78,370			6,132	8,588	23.48	1.80472
Active	70.672	5,168,471	73,133	546,908	7,739	835,106	11,817	23.06	1.61851
On Leave				81,752					
Certificated Total	70.672	5,168,471	73,133	628,660	8,895	835,106	11,817	23.06	1.61851
Instructional for Funding Purposes	62.958	4,306,367	68,401	531,499	8,442	738,774	11,734	23.10	1.60004
Instructional for Compliance Purposes	62.958	4,306,367	68,401	531,499	8,442	738,774	11,734	23.10	1.60004

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	Defunct LEAP 1 Mix Factor
01	486.260	38,694,359	79,575	2,734,079	5,623	5,488,673	11,288	23.69	1.60572
02	31.468	2,581,803	82,045	82,749	2,630	344,565	10,950	23.84	1.62182
21	94.957	7,185,591	75,672	232,166	2,445	1,017,395	10,714	23.53	1.55178
22	4.320	388,797	89,999	8,804	2,038	53,001	12,269	23.81	1.82511
24	13.904	1,024,927	73,715	1,544	111	147,641	10,619	23.88	1.54564
31	31.421	2,453,760	78,093	104,371	3,322	378,161	12,035	23.83	1.61272
34	6.882	535,028	77,743	12,130	1,763	87,546	12,721	23.76	1.58513
51	7.118	592,127	83,187	154	22	74,608	10,482	23.96	1.66632
52	1.150	108,162	94,054	1,389	1,208	16,104	14,003	23.87	1.73861
53	0.100	9,061	90,610			178	1,780	23.58	1.88482
55	11.077	865,630	78,147	3,945	356	120,863	10,911	23.66	1.57682
56	1.000	90,607	90,607			14,890	14,890	23.86	1.88482
57	0.200	12,856	64,280			2,513	12,564	24.06	1.35599
58				429,390					
65	2.452	200,755	81,874	397	162	27,998	11,418	23.82	1.70829
74	1.654	160,102	96,797	1,000	605	21,539	13,023	23.89	1.63285
79				1,800					
97	3.000	552,851	184,284	34,030	11,343	47,694	15,898	20.67	1.57319

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	28.468	2,187,594	76,844	1,916	67	300,631	10,560	23.90	1.61022
Program 21 Instructional	92.157	6,801,950	73,808	195,524	2,122	982,512	10,661	23.54	1.54496
Program 21 Administrative	2.800	383,641	137,015			34,883	12,458	23.26	1.77618
K-12 Program 21 Instructional	88.444	6,516,110	73,675	27,713	313	950,432	10,746	23.52	1.54248
Program 26, 56, and 59 Instructional	1.000	90,607	90,607			14,890	14,890	23.86	1.88482
Program 31 Instructional	30.751	2,369,504	77,055	103,007	3,350	370,341	12,043	23.83	1.60853
Program 31 Administrative	0.670	84,256	125,755			7,820	11,671	23.85	1.80472
Program 34 Instructional	6.602	499,817	75,707	10,036	1,520	84,278	12,766	23.75	1.57581
Program 34 Administrative	0.280	35,211	125,754			3,268	11,671	23.85	1.80472
K-3 BEA Instructional	188.426	13,832,996	73,413	32,589	173	1,952,161	10,360	23.88	1.53882
4-6 BEA Instructional	90.896	6,849,188	75,352			1,053,849	11,594	23.77	1.57859
7-8 BEA Instructional	83.837	6,425,290	76,640	13,510	161	943,249	11,251	23.71	1.60399
9-12 BEA Instructional	156.874	12,531,505	79,883	119,217	760	1,872,380	11,936	23.70	1.67036
K-12 BEA Instructional	520.033	39,638,979	76,224	165,316	318	5,821,639	11,195	23.77	1.59596
K-12 BEA Administrative	23.591	2,963,034	125,600	51,889	2,200	310,159	13,147	23.02	1.74267

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	559.031	44,817,801	80,171	2,967,359	5,308	6,346,639	11,353	23.67	1.60660
Instructional	653.565	49,707,607	76,056	3,109,477	4,758	7,262,514	11,112	23.74	1.59111
Administrative	43.398	5,748,809	132,467	79,673	1,836	580,856	13,384	22.90	1.74037
Active	696.963	55,456,416	79,569	3,189,150	4,576	7,843,370	11,254	23.66	1.60041
On Leave				458,798					
Certificated Total	696.963	55,456,416	79,569	3,647,948	5,234	7,843,370	11,254	23.66	1.60041
Instructional for Funding Purposes	652.565	49,617,000	76,034	3,109,477	4,765	7,247,624	11,106	23.74	1.59066
Instructional for Compliance Purposes	652.565	49,617,000	76,034	3,109,477	4,765	7,247,624	11,106	23.74	1.59066

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	Defunct LEAP 1 Mix Factor
01	101.334	6,685,898	65,979	334,740	3,303	1,237,095	12,208	24.72	1.42031
02	110.244	8,465,955	76,793	290,329	2,634	1,532,801	13,904	24.83	1.73970
21	44.300	3,145,078	70,995	4,622	104	643,400	14,524	23.28	1.59050
24	7.594	509,315	67,068			87,976	11,585	23.79	1.52105
31	5.400	415,298	76,907	35,756	6,621	103,376	19,144	24.13	1.74222
34	1.000	45,335	45,335			11,985	11,985	27.04	1.02701
51	0.300	22,138	73,793	3,700	12,333	3,596	11,985	20.05	1.67169
52	0.280	35,700	127,500	21,600	77,143	3,121	11,148	22.85	1.69557
55	9.740	743,813	76,367	33,085	3,397	153,687	15,779	23.13	1.72999
58	0.410	32,822	80,054			4,914	11,985	23.14	1.81350
65	1.000	74,848	74,848			21,785	21,785	23.79	1.69557
69				6,040					
74	1.000	83,201	83,201			14,163	14,163	23.35	1.88482
88	0.909	75,574	83,140	2,459	2,705	12,098	13,309	22.21	1.88482
97	1.000	147,200	147,200	13,634	13,634	11,968	11,968	22.63	1.50458
K-12 Program 02 Instructional	110.044	8,441,883	76,714	249,156	2,264	1,530,407	13,907	24.82	1.74010
Program 21 Instructional	43.300	3,030,838	69,996	4,622	107	632,252	14,602	23.26	1.58808
Program 21 Administrative	1.000	114,240	114,240			11,148	11,148	23.81	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	43.000	3,005,878	69,904	4,622	107	628,908	14,626	23.26	1.58601
Program 31 Instructional	5.400	415,298	76,907	35,756	6,621	103,376	19,144	24.13	1.74222
Program 34 Instructional	1.000	45,335	45,335			11,985	11,985	27.04	1.02701
K-3 BEA Instructional	61.989	4,179,664	67,426	125,937	2,032	738,837	11,919	24.01	1.52187
4-6 BEA Instructional	37.355	2,398,091	64,197	71,906	1,925	455,418	12,192	24.62	1.44108
7-8 BEA Instructional	40.081	2,927,523	73,040	83,096	2,073	500,698	12,492	25.18	1.64512
9-12 BEA Instructional	71.833	5,334,966	74,269	240,022	3,341	1,090,193	15,177	25.25	1.68464
K-12 BEA Instructional	211.258	14,840,244	70,247	520,961	2,466	2,785,145	13,184	24.79	1.58631
K-12 BEA Administrative	6.000	680,442	113,407			92,085	15,348	24.46	1.63493
BEA Instructional	218.978	15,759,686	71,969	674,459	3,080	2,897,225	13,231	24.75	1.58763
BEA Administrative	9.000	1,069,382	118,820			126,349	14,039	23.94	1.63392
Active	284.511	20,482,175	71,991	623,803	2,193	3,841,964	13,504	24.40	1.59407
On Leave				122,162					
Certificated Total	284.511	20,482,175	71,991	745,965	2,622	3,841,964	13,504	24.40	1.59407
Instructional for Funding Purposes	275.511	19,412,793	70,461	623,803	2,264	3,715,615	13,486	24.42	1.59277

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	275.511	19,412,793	70,461	623,803	2,264	3,715,615	13,486	24.42	1.59277

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	Defunct LEAP 1 Mix Factor
01	39.953	2,768,684	69,299	36,059	903	470,857	11,785	24.03	1.50140
21	3.450	193,926	56,210			42,988	12,460	23.85	1.22223
31	5.760	395,980	68,747	21,587	3,748	57,207	9,932	24.47	1.47455
34	0.750	46,868	62,491			6,059	8,078	24.01	1.38672
51	0.150	14,433	96,220			1,560	10,400	23.71	1.68482
52				3,500					
55	2.637	213,936	81,129			35,670	13,527	24.01	1.80037
65	0.300	17,106	57,020			2,847	9,489	24.12	1.26526
88	1.000	68,825	68,825			12,062	12,062	24.03	1.52733
97	1.000	130,469	130,469	4,509	4,509	15,873	15,873	22.37	1.67169
Program 21 Instructional	3.351	183,689	54,816			41,794	12,472	23.66	1.21647
Program 21 Administrative	0.099	10,237	103,404			1,194	12,062	27.94	1.41708
K-12 Program 21 Instructional	3.351	183,689	54,816			41,794	12,472	23.66	1.21647
Program 31 Instructional	5.560	375,507	67,537	21,587	3,883	54,794	9,855	24.31	1.47662
Program 31 Administrative	0.200	20,473	102,365			2,412	12,062	27.94	1.41708
Program 34 Instructional	0.750	46,868	62,491			6,059	8,078	24.01	1.38672
K-3 BEA Instructional	12.640	825,463	65,306			144,611	11,441	23.92	1.44931

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.256	596,322	64,425			100,284	10,834	23.96	1.42959
7-8 BEA Instructional	6.086	389,481	63,996			60,552	9,949	24.08	1.42015
9-12 BEA Instructional	15.730	1,129,494	71,805	19,346	1,230	197,656	12,566	24.06	1.58564
K-12 BEA Instructional	43.712	2,940,760	67,276	19,346	443	503,103	11,509	24.00	1.49013
BEA	47.463	3,342,001	70,413	62,155	1,310	549,996	11,588	24.02	1.49992
Instructional	51.000	3,424,316	67,143	52,449	1,028	595,476	11,676	23.99	1.48760
Administrative	4.000	425,911	106,478	2,956	739	49,647	12,412	24.20	1.61179
Active	55.000	3,850,227	70,004	55,405	1,007	645,123	11,730	24.01	1.49663
On Leave				10,250					
Certificated Total	55.000	3,850,227	70,004	65,655	1,194	645,123	11,730	24.01	1.49663
Instructional for Funding Purposes	51.000	3,424,316	67,143	52,449	1,028	595,476	11,676	23.99	1.48760
Instructional for Compliance Purposes	51.000	3,424,316	67,143	52,449	1,028	595,476	11,676	23.99	1.48760

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	Defunct LEAP 1 Mix Factor
01	3.336	226,152	67,791	5,150	1,544	35,534	10,652	23.71	1.70154
21	0.795	46,862	58,946			8,614	10,836	22.17	1.34645
58				10,505					
88	0.355	18,865	53,141			3,701	10,426	21.34	1.26526
97	0.364	30,777	84,552	300	824	4,585	12,597	24.53	1.69557
99	0.150	12,617	84,113			1,890	12,597	24.53	1.69557
Program 21 Instructional	0.645	34,245	53,093			6,725	10,426	21.34	1.26526
Program 21 Administrative	0.150	12,617	84,113			1,890	12,597	24.53	1.69557
K-12 Program 21 Instructional	0.645	34,245	53,093			6,725	10,426	21.34	1.26526
K-3 BEA Instructional	1.668	102,606	61,514	5,150	3,088	17,538	10,515	23.69	1.56787
4-6 BEA Instructional	0.949	68,639	72,328			10,016	10,555	23.61	1.84089
7-8 BEA Instructional	0.519	38,084	73,380			5,460	10,519	23.60	1.87862
K-12 BEA Instructional	3.136	209,329	66,750	5,150	1,642	33,014	10,527	23.65	1.70192
BEA	3.700	256,929	69,440	5,450	1,473	40,119	10,843	23.80	1.70095
Instructional	4.136	262,439	63,452	15,655	3,785	43,440	10,503	23.21	1.59634
Administrative	0.864	72,834	84,299	300	347	10,884	12,597	24.53	1.69557
Active	5.000	335,273	67,055	15,955	3,191	54,324	10,865	23.47	1.61349

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	5.000	335,273	67,055	15,955	3,191	54,324	10,865	23.47	1.61349
Instructional for Funding Purposes	4.136	262,439	63,452	15,655	3,785	43,440	10,503	23.21	1.59634
Instructional for Compliance Purposes	4.136	262,439	63,452	15,655	3,785	43,440	10,503	23.21	1.59634

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	Defunct LEAP 1 Mix Factor
01	30.483	2,470,538	81,046	133,328	4,374	389,988	12,794	22.83	1.58456
02	12.780	1,041,595	81,502	26,605	2,082	159,322	12,466	21.78	1.59053
21	5.390	445,489	82,651	10,720	1,989	66,751	12,384	22.96	1.60247
24	1.000	77,445	77,445	2,151	2,151	11,955	11,955	20.68	1.47584
31	1.398	94,919	67,896	7,551	5,401	22,084	15,797	21.92	1.39017
51	1.000	99,460	99,460	2,763	2,763	13,153	13,153	21.88	1.88482
65	1.000	64,466	64,466	1,791	1,791	13,507	13,507	23.65	1.30517
97	1.000	146,816	146,816			13,542	13,542	21.22	1.30517
K-12 Program 02 Instructional	12.280	986,085	80,300	23,842	1,942	153,751	12,520	21.75	1.58181
Program 21 Instructional	4.890	389,979	79,750	10,720	2,192	61,180	12,511	23.05	1.58179
Program 21 Administrative	0.500	55,510	111,020			5,571	11,142	22.27	1.80472
K-12 Program 21 Instructional	4.346	343,716	79,088	8,702	2,002	53,907	12,404	23.08	1.57125
Program 31 Instructional	1.398	94,919	67,896	2,636	1,886	22,084	15,797	21.92	1.39017
Program 31 Administrative				4,915					
K-3 BEA Instructional	11.299	954,388	84,467	27,271	2,414	141,476	12,521	22.39	1.67380
4-6 BEA Instructional	10.185	787,970	77,366	22,154	2,175	126,334	12,404	22.51	1.53098

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.143	502,544	70,355	16,443	2,302	85,087	11,912	21.90	1.48165
9-12 BEA Instructional	13.134	1,030,998	78,498	32,168	2,449	182,408	13,888	22.80	1.56150
K-12 BEA Instructional	41.761	3,275,900	78,444	98,036	2,348	535,305	12,818	22.48	1.57078
K-12 BEA Administrative	0.150	16,653	111,020	14,915	99,433	1,671	11,142	22.27	1.80472
BEA	45.661	3,753,868	82,212	167,484	3,668	584,935	12,810	22.45	1.57416
Instructional	49.651	3,907,250	78,694	129,029	2,599	635,100	12,791	22.50	1.57093
Administrative	4.000	505,782	126,446	14,915	3,729	49,798	12,450	22.18	1.65255
Other	0.400	27,696	69,240	40,965	102,413	5,403	13,507	23.09	1.43104
Active	54.051	4,440,728	82,158	184,909	3,421	690,301	12,771	22.47	1.57594
Certificated Total	54.051	4,440,728	82,158	184,909	3,421	690,301	12,771	22.47	1.57594
Instructional for Funding Purposes	49.651	3,907,250	78,694	129,029	2,599	635,100	12,791	22.50	1.57093
Instructional for Compliance Purposes	49.651	3,907,250	78,694	129,029	2,599	635,100	12,791	22.50	1.57093

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	Defunct LEAP 1 Mix Factor
01	5.270	337,631	64,067	2,845	540	60,506	11,481	23.22	1.49203
21	0.802	59,904	74,693	1,326	1,653	8,874	11,065	23.46	1.72451
24	0.198	14,976	75,636			2,191	11,065	23.46	1.72451
51	0.380	24,494	64,458			4,318	11,362	23.44	1.48253
52	0.350	16,007	45,734			3,977	11,362	21.14	1.05246
97	0.195	51,038	261,733					8.00	1.30517
99	0.019	2,686	141,368					8.00	1.30517
Program 21 Instructional	0.802	59,904	74,693	1,326	1,653	8,874	11,065	23.46	1.72451
K-12 Program 21 Instructional	0.802	59,904	74,693	1,326	1,653	8,874	11,065	23.46	1.72451
K-3 BEA Instructional	3.330	205,930	61,841	612	184	38,091	11,439	23.10	1.44807
4-6 BEA Instructional	1.528	103,792	67,927			17,656	11,555	23.41	1.57176
7-8 BEA Instructional	0.412	27,909	67,740	2,233	5,420	4,759	11,551	23.41	1.55162
K-12 BEA Instructional	5.270	337,631	64,067	2,845	540	60,506	11,481	23.22	1.49203
K-12 BEA Administrative	0.195	51,038	261,733					8.00	1.30517
BEA	5.465	388,669	71,120	2,845	521	60,506	11,071	22.09	1.48536
Instructional	7.000	453,012	64,716	4,171	596	79,865	11,409	23.20	1.50275
Administrative	0.214	53,724	251,047					8.00	1.30517

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	7.214	506,736	70,243	4,171	578	79,865	11,071	22.26	1.49689
Certificated Total	7.214	506,736	70,243	4,171	578	79,865	11,071	22.26	1.49689
Instructional for Funding Purposes	7.000	453,012	64,716	4,171	596	79,865	11,409	23.20	1.50275
Instructional for Compliance Purposes	7.000	453,012	64,716	4,171	596	79,865	11,409	23.20	1.50275

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	Defunct LEAP 1 Mix Factor
01	2.341	172,110	73,520	10,493	4,482	22,962	9,808	14.13	1.76047
21	0.586	46,240	78,908	1,970	3,362	6,079	10,373	16.56	1.88482
51	0.591	43,505	73,613			5,774	9,770	13.95	1.76310
55	0.183	13,362	73,016			1,737	9,494	11.70	1.79433
97				7,993					
Program 21 Instructional	0.501	40,911	81,659	1,970	3,932	5,340	10,659	18.76	1.88482
Program 21 Administrative	0.085	5,329	62,694			739	8,690	5.79	1.88482
K-12 Program 21 Instructional	0.501	40,911	81,659	1,970	3,932	5,340	10,659	18.76	1.88482
K-3 BEA Instructional	1.287	94,546	73,462			11,996	9,321	10.18	1.81383
4-6 BEA Instructional	0.244	17,948	73,557			2,539	10,404	23.10	1.69447
7-8 BEA Instructional	0.810	59,616	73,600			8,427	10,404	19.71	1.69557
K-12 BEA Instructional	2.341	172,110	73,520			22,962	9,808	14.13	1.76047
K-12 BEA Administrative				10,493					
BEA	2.341	172,110	73,520	18,486	7,897	22,962	9,808	14.13	1.76047
Instructional	3.616	269,888	74,637	1,970	545	35,813	9,904	14.67	1.77984
Administrative	0.085	5,329	62,694	18,486	217,482	739	8,690	5.79	1.88482
Active	3.701	275,217	74,363	20,456	5,527	36,552	9,876	14.41	1.78225

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	3.701	275,217	74,363	20,456	5,527	36,552	9,876	14.41	1.78225
Instructional for Funding Purposes	3.616	269,888	74,637	1,970	545	35,813	9,904	14.67	1.77984
Instructional for Compliance Purposes	3.616	269,888	74,637	1,970	545	35,813	9,904	14.67	1.77984

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	Defunct LEAP 1 Mix Factor
01	11.376	786,905	69,172	18,773	1,650	128,693	11,313	23.15	1.52157
51	0.300	26,893	89,643	2,000	6,667	3,314	11,046	22.99	1.67273
53	0.037	4,163	112,514			418	11,285	22.96	1.88482
55	0.837	65,344	78,069			9,360	11,183	23.14	1.66056
65	0.150	16,875	112,500			1,693	11,285	22.96	1.88482
97	0.400	51,040	127,600	2,454	6,135	6,461	16,152	23.89	1.88482
99	0.100	12,760	127,600			1,615	16,152	23.89	1.88482
K-3 BEA Instructional	5.440	380,372	69,921	8,477	1,558	62,467	11,483	23.29	1.60426
4-6 BEA Instructional	3.306	194,527	58,841	5,498	1,663	36,773	11,123	23.12	1.34991
7-8 BEA Instructional	1.491	95,126	63,800	4,798	3,218	16,163	10,840	23.11	1.42544
K-12 BEA Instructional	10.237	670,025	65,451	18,773	1,834	115,403	11,273	23.21	1.49607
BEA	11.776	837,945	71,157	21,227	1,803	135,154	11,477	23.19	1.53391
Instructional	11.061	727,049	65,731	20,773	1,878	124,544	11,260	23.21	1.50231
Administrative	2.139	236,931	110,767	2,454	1,147	27,009	12,627	23.10	1.81340
Active	13.200	963,980	73,029	23,227	1,760	151,553	11,481	23.18	1.55272
Certificated Total	13.200	963,980	73,029	23,227	1,760	151,553	11,481	23.18	1.55272
Instructional for Funding Purposes	11.061	727,049	65,731	20,773	1,878	124,544	11,260	23.21	1.50231

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	11.061	727,049	65,731	20,773	1,878	124,544	11,260	23.21	1.50231

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	Defunct LEAP 1 Mix Factor
01	29.286	1,821,325	62,191	99,541	3,399	346,641	11,836	24.18	1.33040
02	0.420	23,562	56,100	1,558	3,710	3,621	8,622	24.39	1.26526
21	3.567	215,515	60,419	10,342	2,899	45,834	12,849	24.33	1.36266
24	0.166	7,961	47,958			2,813	16,946	22.61	1.08160
31	2.881	174,248	60,482	13,522	4,694	36,131	12,541	25.11	1.35756
34	0.204	15,304	75,020	778	3,814	2,788	13,665	25.07	1.69557
51	2.879	176,791	61,407	5,512	1,915	35,520	12,337	24.72	1.38615
52	0.200	12,948	64,740	360	1,800	2,866	14,329	23.97	1.46008
55	3.301	218,197	66,100	10,573	3,203	37,668	11,411	25.34	1.47423
65	0.531	34,729	65,403	2,486	4,682	5,386	10,144	24.06	1.47507
97	1.000	130,008	130,008	6,245	6,245	19,627	19,627	22.41	1.69557
K-12 Program 02 Instructional	0.420	23,562	56,100	1,558	3,710	3,621	8,622	24.39	1.26526
Program 21 Instructional	3.167	184,521	58,264	9,481	2,994	40,986	12,942	24.43	1.31404
Program 21 Administrative	0.400	30,994	77,485	861	2,153	4,848	12,120	23.78	1.74756
K-12 Program 21 Instructional	3.000	176,512	58,837	1,248	416	38,156	12,719	24.52	1.32698
Program 31 Instructional	2.881	174,248	60,482	13,522	4,694	36,131	12,541	25.11	1.35756
Program 34 Instructional	0.204	15,304	75,020	778	3,814	2,788	13,665	25.07	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	9.630	575,668	59,779	21,915	2,276	111,455	11,574	24.03	1.30571
4-6 BEA Instructional	5.107	304,198	59,565	11,294	2,211	55,269	10,822	26.95	1.34972
7-8 BEA Instructional	7.127	421,738	59,175	8,968	1,258	81,557	11,443	24.23	1.33470
9-12 BEA Instructional	8.858	506,459	57,175	41,660	4,703	112,235	12,670	24.18	1.29064
K-12 BEA Instructional	30.722	1,808,063	58,852	83,837	2,729	360,516	11,735	24.59	1.31541
K-12 BEA Administrative	0.069	5,346	77,478	742	10,754	836	12,120	23.78	1.74756
BEA	33.791	2,164,447	64,054	121,644	3,600	408,809	12,098	24.17	1.34491
Instructional	40.435	2,402,066	59,406	140,117	3,465	479,319	11,854	24.65	1.32948
Administrative	4.000	428,522	107,131	2,745	686	59,576	14,894	22.36	1.66528
Active	44.435	2,830,588	63,702	142,862	3,215	538,895	12,128	24.30	1.35971
On Leave				8,055					
Certificated Total	44.435	2,830,588	63,702	150,917	3,396	538,895	12,128	24.30	1.35971
Instructional for Funding Purposes	40.435	2,402,066	59,406	140,117	3,465	479,319	11,854	24.65	1.32948
Instructional for Compliance Purposes	40.435	2,402,066	59,406	140,117	3,465	479,319	11,854	24.65	1.32948

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	Defunct LEAP 1 Mix Factor
01	126.096	9,451,554	74,955	784,947	6,225	1,383,956	10,975	23.76	1.48915
02	0.200	18,260	91,300	600	3,000	2,179	10,893	23.78	1.88482
21	21.350	1,731,987	81,124	153,971	7,212	254,088	11,901	22.50	1.63089
24	1.000	91,301	91,301	6,919	6,919	10,893	10,893	23.83	1.88482
31	9.178	686,412	74,789	38,526	4,198	95,619	10,418	23.08	1.52738
34	2.400	177,998	74,166	19,831	8,263	26,143	10,893	23.41	1.42863
38	0.122	9,691	79,434			1,329	10,893	24.03	1.64574
51	2.000	158,260	79,130	9,517	4,759	21,786	10,893	23.96	1.63946
55	1.250	128,837	103,070	5,030	4,024	13,616	10,893	23.35	1.84697
58				67,248					
65	0.650	59,345	91,300	1,950	3,000	7,080	10,893	23.97	1.88482
74				6,343					
97	1.000	198,729	198,729	54,995	54,995	10,941	10,941	26.05	1.88482
K-12 Program 02 Instructional	0.200	18,260	91,300			2,179	10,893	23.78	1.88482
Program 21 Instructional	20.600	1,619,380	78,611	143,640	6,973	245,918	11,938	22.51	1.62853
Program 21 Administrative	0.750	112,607	150,143	10,331	13,775	8,170	10,893	22.40	1.69557
K-12 Program 21 Instructional	17.190	1,372,453	79,840	56,755	3,302	192,979	11,226	22.30	1.65285

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	8.778	639,472	72,849	36,526	4,161	91,262	10,397	23.08	1.51110
Program 31 Administrative	0.400	46,940	117,350			4,357	10,893	23.16	1.88482
Program 34 Instructional	2.100	142,838	68,018	18,331	8,729	22,875	10,893	23.48	1.39797
Program 34 Administrative	0.300	35,160	117,200			3,268	10,893	23.09	1.64321
K-3 BEA Instructional	44.658	3,013,283	67,475	155,353	3,479	491,852	11,014	24.16	1.40344
4-6 BEA Instructional	26.772	1,900,055	70,972	53,735	2,007	292,586	10,929	23.87	1.47176
7-8 BEA Instructional	19.078	1,388,519	72,781	31,867	1,670	208,372	10,922	23.82	1.50674
9-12 BEA Instructional	37.820	2,833,462	74,920	38,708	1,023	410,514	10,854	23.35	1.55303
K-12 BEA Instructional	128.328	9,135,319	71,187	279,663	2,179	1,403,323	10,935	23.79	1.47714
K-12 BEA Administrative	3.000	397,294	132,431	18,205	6,068	32,679	10,893	22.69	1.75829
BEA	138.874	10,532,953	75,845	898,899	6,473	1,518,837	10,937	23.75	1.49405
Instructional	153.700	11,164,597	72,639	961,406	6,255	1,701,223	11,068	23.61	1.50670
Administrative	10.946	1,492,996	136,396	128,265	11,718	119,871	10,951	23.35	1.68934
Other	0.600	54,781	91,302	60,206	100,343	6,536	10,893	23.62	1.88482
Active	165.246	12,712,374	76,930	1,149,877	6,959	1,827,630	11,060	23.58	1.52018
Certificated Total	165.246	12,712,374	76,930	1,149,877	6,959	1,827,630	11,060	23.58	1.52018
Instructional for Funding Purposes	153.700	11,164,597	72,639	961,406	6,255	1,701,223	11,068	23.61	1.50670

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	153.700	11,164,597	72,639	961,406	6,255	1,701,223	11,068	23.61	1.50670

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	Defunct LEAP 1 Mix Factor
01	240.985	16,903,415	70,143	1,736,558	7,206	2,850,943	11,830	22.64	1.42396
21	29.400	1,905,887	64,826	223,929	7,617	348,941	11,869	22.14	1.35068
31	9.680	704,926	72,823	109,572	11,319	119,156	12,309	22.40	1.47686
34	0.500	32,575	65,150	3,258	6,516	7,250	14,500	20.03	1.37371
51	3.945	311,051	78,847	28,875	7,319	50,045	12,686	22.64	1.58642
53	0.917	75,698	82,550	7,843	8,553	12,865	14,030	22.68	1.58640
55	4.020	392,837	97,721	30,593	7,610	45,864	11,409	22.10	1.69548
64	1.200	104,744	87,287	10,476	8,730	14,558	12,131	21.78	1.82719
65	9.471	793,513	83,783	79,635	8,408	117,333	12,389	22.43	1.74022
74	1.000	85,590	85,590	8,560	8,560	12,323	12,323	22.46	1.80472
88	0.500	59,855	119,710	2,820	5,640	5,924	11,848	21.10	1.88482
97	1.250	193,968	155,174	46,824	37,459	13,947	11,158	22.66	1.19254
Program 21 Instructional	28.400	1,794,327	63,181	218,673	7,700	337,093	11,869	22.11	1.33188
Program 21 Administrative	1.000	111,560	111,560	5,256	5,256	11,848	11,848	22.72	1.88482
K-12 Program 21 Instructional	26.000	1,644,031	63,232	200,309	7,704	301,646	11,602	22.08	1.33293
Program 31 Instructional	8.680	593,366	68,360	104,316	12,018	110,146	12,690	22.25	1.42986
Program 31 Administrative	1.000	111,560	111,560	5,256	5,256	9,010	9,010	23.39	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.500	32,575	65,150	3,258	6,516	7,250	14,500	20.03	1.37371
K-3 BEA Instructional	89.945	5,960,847	66,272	685,603	7,622	1,058,451	11,768	22.90	1.39355
4-6 BEA Instructional	54.888	3,696,538	67,347	361,638	6,589	642,210	11,700	22.85	1.41900
7-8 BEA Instructional	33.382	2,213,769	66,316	233,817	7,004	410,930	12,310	22.30	1.39580
9-12 BEA Instructional	56.700	3,895,487	68,703	458,662	8,089	685,599	12,092	22.07	1.44172
K-12 BEA Instructional	234.915	15,766,641	67,116	1,761,230	7,497	2,797,190	11,907	22.59	1.41144
K-12 BEA Administrative	10.000	1,139,977	113,998	53,246	5,325	111,918	11,192	23.36	1.59522
BEA	252.415	17,834,884	70,657	1,896,212	7,512	2,991,296	11,851	22.62	1.42474
Instructional	280.868	18,982,781	67,586	2,129,945	7,583	3,352,068	11,935	22.53	1.42137
Administrative	21.000	2,470,549	117,645	153,781	7,323	235,179	11,199	22.78	1.64504
Other	1.000	110,729	110,729	5,217	5,217	11,902	11,902	22.89	1.52240
Active	302.868	21,564,059	71,200	2,288,943	7,558	3,599,149	11,884	22.56	1.43721
Certificated Total	302.868	21,564,059	71,200	2,288,943	7,558	3,599,149	11,884	22.56	1.43721
Instructional for Funding Purposes	280.868	18,982,781	67,586	2,129,945	7,583	3,352,068	11,935	22.53	1.42137
Instructional for Compliance Purposes	280.868	18,982,781	67,586	2,129,945	7,583	3,352,068	11,935	22.53	1.42137

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	Defunct LEAP 1 Mix Factor
01	2.098	99,396	47,377	907	432	24,824	11,832	28.28	1.13851
21	0.091	4,051	44,516			1,077	11,832	28.82	1.08257
51	0.361	16,884	46,770	159	440	4,271	11,832	28.28	1.12847
52	0.151	7,111	47,093	47	311	1,787	11,832	28.32	1.13976
55	0.240	11,558	48,158	84	350	2,840	11,832	28.37	1.15829
65	0.059	3,206	54,339			698	11,832	28.69	1.28538
Program 21 Instructional	0.091	4,051	44,516			1,077	11,832	28.82	1.08257
K-12 Program 21 Instructional	0.054	2,390	44,259			639	11,832	28.82	1.08257
K-3 BEA Instructional	1.408	62,522	44,405	293	208	16,659	11,832	28.05	1.06653
4-6 BEA Instructional	0.690	36,874	53,441			8,164	11,832	28.69	1.28538
K-12 BEA Instructional	2.098	99,396	47,377	293	140	24,824	11,832	28.28	1.13851
BEA	2.098	99,396	47,377	907	432	24,824	11,832	28.28	1.13851
Instructional	3.000	142,206	47,402	1,197	399	35,496	11,832	28.32	1.14014
Active	3.000	142,206	47,402	1,197	399	35,496	11,832	28.32	1.14014
Certificated Total	3.000	142,206	47,402	1,197	399	35,496	11,832	28.32	1.14014
Instructional for Funding Purposes	3.000	142,206	47,402	1,197	399	35,496	11,832	28.32	1.14014

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	3.000	142,206	47,402	1,197	399	35,496	11,832	28.32	1.14014

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	Defunct LEAP 1 Mix Factor
01	14.034	851,374	60,665	12,557	895	127,826	9,108	21.34	1.48315
21	1.000	70,263	70,263	1,019	1,019	20,558	20,558	21.87	1.69447
31	1.000	46,910	46,910	16,508	16,508	1,606	1,606	23.98	1.17303
51	0.560	43,610	77,875			5,657	10,102	22.15	1.88482
52	0.170	7,799	45,876	5,803	34,135			22.14	1.12454
55	0.320	24,920	77,875			3,233	10,102	22.15	1.88482
Program 21 Instructional	1.000	70,263	70,263	1,019	1,019	20,558	20,558	21.87	1.69447
K-12 Program 21 Instructional	1.000	70,263	70,263			20,558	20,558	21.87	1.69447
Program 31 Instructional	1.000	46,910	46,910	16,508	16,508	1,606	1,606	23.98	1.17303
K-3 BEA Instructional	5.167	304,929	59,015			40,207	7,782	22.07	1.43598
4-6 BEA Instructional	2.320	125,288	54,003			15,316	6,602	17.04	1.31536
9-12 BEA Instructional	7.547	468,067	62,020	28,046	3,716	73,909	9,793	22.35	1.52593
K-12 BEA Instructional	15.034	898,284	59,750	28,046	1,866	129,432	8,609	21.50	1.46252
BEA	15.034	898,284	59,750	29,065	1,933	129,432	8,609	21.50	1.46252
Instructional	17.084	1,044,876	61,161	35,887	2,101	158,880	9,300	21.57	1.49449
Active	17.084	1,044,876	61,161	35,887	2,101	158,880	9,300	21.57	1.49449
Certificated Total	17.084	1,044,876	61,161	35,887	2,101	158,880	9,300	21.57	1.49449

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	17.084	1,044,876	61,161	35,887	2,101	158,880	9,300	21.57	1.49449
Instructional for Compliance Purposes	17.084	1,044,876	61,161	35,887	2,101	158,880	9,300	21.57	1.49449

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	Defunct LEAP 1 Mix Factor
01	994.183	77,335,749	77,788	6,337,555	6,375	14,304,350	14,388	24.19	1.50161
02	3.450	305,759	88,626	95,039	27,548	55,464	16,076	23.55	1.73184
21	160.505	12,620,165	78,628	459,047	2,860	2,074,239	12,923	24.24	1.49118
22	0.050	7,242	144,840	360	7,200	1,400	28,001	23.14	1.80472
24	9.000	626,370	69,597	8,465	941	118,557	13,173	24.12	1.38131
31	47.464	3,527,024	74,309	183,177	3,859	671,414	14,146	25.43	1.45513
34	3.400	283,764	83,460	19,774	5,816	48,575	14,287	25.30	1.66822
51	11.026	1,017,439	92,276	25,064	2,273	165,266	14,989	24.29	1.75517
52	1.700	150,906	88,768	7,168	4,216	23,231	13,665	24.62	1.77285
53	4.864	423,311	87,029	14,619	3,006	84,798	17,434	26.10	1.58295
55	56.196	4,733,758	84,237	90,448	1,610	740,437	13,176	23.73	1.67976
58	0.650	60,744	93,452	29,019	44,645	9,974	15,344	25.29	1.88482
64	2.500	224,463	89,785	27,881	11,152	38,127	15,251	25.98	1.79957
65	23.537	1,780,774	75,658	20,597	875	303,108	12,878	24.13	1.45705
74	2.000	160,565	80,283	4,831	2,416	28,344	14,172	23.83	1.59230
97	3.000	443,687	147,896	100,337	33,446	83,962	27,987	20.96	1.88482
K-12 Program 02 Instructional	3.250	279,232	85,918			49,868	15,344	23.54	1.72242
Program 21 Instructional	147.555	11,148,670	75,556	287,385	1,948	1,991,660	13,498	24.26	1.50514

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	2.950	390,034	132,215	21,240	7,200	82,579	27,993	23.52	1.78360
K-12 Program 21 Instructional	135.710	10,313,896	76,000			1,834,087	13,515	24.29	1.51442
Program 31 Instructional	46.580	3,409,235	73,191	117,405	2,521	646,232	13,874	25.48	1.44732
Program 31 Administrative	0.884	117,789	133,245	6,480	7,330	25,182	28,486	24.14	1.86688
Program 34 Instructional	3.400	283,764	83,460	18,275	5,375	48,575	14,287	25.30	1.66822
K-3 BEA Instructional	336.254	24,158,183	71,845			4,492,511	13,360	23.78	1.42768
4-6 BEA Instructional	215.617	15,576,043	72,239			2,830,626	13,128	23.66	1.43666
7-8 BEA Instructional	162.560	12,505,979	76,931			2,270,387	13,966	24.38	1.53325
9-12 BEA Instructional	267.763	20,901,019	78,058			3,674,975	13,725	25.30	1.55501
K-12 BEA Instructional	982.194	73,141,224	74,467			13,268,499	13,509	24.30	1.48184
BEA	1,051.497	81,895,983	77,885	6,735,882	6,406	15,163,764	14,421	24.23	1.50190
Instructional	1,237.490	92,966,464	75,125	5,505,459	4,449	16,662,629	13,465	24.27	1.49545
Administrative	74.035	9,507,071	128,413	302,832	4,090	2,058,267	27,801	23.63	1.80002
Active	1,311.525	102,473,535	78,133	5,808,291	4,429	18,720,895	14,274	24.22	1.51265
K-12 Program 21 Contracted	9.720	1,051,287	108,157						1.19891
On Leave	2.000	146,724	73,362	1,615,090	807,545	30,350	15,175	23.71	1.45504
Certificated Total	1,323.525	103,701,720	78,353	7,423,381	5,609	18,751,245	14,168	24.22	1.51019

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	1,247.490	94,047,925	75,390	5,505,459	4,413	16,662,629	13,357	24.27	1.49308
Instructional for Compliance Purposes	1,237.490	92,966,464	75,125	5,505,459	4,449	16,662,629	13,465	24.27	1.49545

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	Defunct LEAP 1 Mix Factor
01	19.060	1,334,532	70,017	59,862	3,141	227,879	11,956	22.75	1.50597
21	2.014	141,220	70,119	11,346	5,634	27,131	13,471	22.39	1.40854
24	0.440	37,065	84,239			9,754	22,168	8.31	1.88482
31	0.870	73,472	84,451	18,767	21,571	10,731	12,335	23.05	1.88482
51	1.070	80,908	75,615			13,198	12,335	22.28	1.67745
52				5,000					
53	0.080	6,342	79,275			987	12,335	21.03	1.66233
55	1.195	79,083	66,178	10,130	8,477	14,674	12,279	21.63	1.40882
65	0.140	11,099	79,279			1,727	12,335	21.03	1.66233
79				2,406					
97	1.000	99,000	99,000			11,475	11,475	23.65	1.69557
Program 21 Instructional	2.014	141,220	70,119	2,346	1,165	27,131	13,471	22.39	1.40854
Program 21 Administrative				9,000					
K-12 Program 21 Instructional	2.014	141,220	70,119			27,131	13,471	22.39	1.40854
Program 31 Instructional	0.870	73,472	84,451	18,767	21,571	10,731	12,335	23.05	1.88482
K-3 BEA Instructional	4.819	321,457	66,706	4,664	968	57,143	11,858	22.37	1.49399
4-6 BEA Instructional	4.396	265,970	60,503			52,447	11,931	23.92	1.34636

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.523	109,865	72,137			18,515	12,157	22.76	1.58865
9-12 BEA Instructional	8.192	613,712	74,916	57,451	7,013	99,030	12,089	22.41	1.57729
K-12 BEA Instructional	18.930	1,311,004	69,255	62,115	3,281	227,136	11,999	22.70	1.50337
BEA	20.930	1,507,004	72,002	78,629	3,757	250,086	11,949	22.82	1.53078
Instructional	23.869	1,666,721	69,828	98,511	4,127	294,607	12,343	22.29	1.50694
Administrative	2.000	196,000	98,000	9,000	4,500	22,950	11,475	23.68	1.79020
Active	25.869	1,862,721	72,006	107,511	4,156	317,557	12,276	22.42	1.52883
Certificated Total	25.869	1,862,721	72,006	107,511	4,156	317,557	12,276	22.42	1.52883
Instructional for Funding Purposes	23.869	1,666,721	69,828	98,511	4,127	294,607	12,343	22.29	1.50694
Instructional for Compliance Purposes	23.869	1,666,721	69,828	98,511	4,127	294,607	12,343	22.29	1.50694

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	Defunct LEAP 1 Mix Factor
01	8.400	400,030	47,623	11,160	1,329	97,749	11,637	35.42	1.48106
21	0.599	31,655	52,846			1,198	2,000	34.23	1.61257
51	0.261	14,179	54,326			2,519	9,651	34.98	1.48651
53	0.020	1,638	81,900	2,400	120,000			34.65	1.19891
55	0.150	7,214	48,093	2,400	16,000	1,829	12,194	36.12	1.69557
65	0.250	12,946	51,784	5,580	22,320	2,787	11,147	35.18	1.87004
97	0.700	67,200	96,000			11,236	16,051	44.29	1.88482
99	0.300	28,800	96,000			4,815	16,051	44.29	1.88482
Program 21 Instructional	0.599	31,655	52,846			1,198	2,000	34.23	1.61257
K-12 Program 21 Instructional	0.500	23,461	46,922			1,198	2,396	34.13	1.69447
K-3 BEA Instructional	3.750	186,007	49,602			41,008	10,936	35.59	1.62306
4-6 BEA Instructional	2.520	117,365	46,573	5,580	2,214	30,616	12,149	35.39	1.34368
7-8 BEA Instructional	2.130	96,658	45,379			26,125	12,265	35.15	1.39360
K-12 BEA Instructional	8.400	400,030	47,623	5,580	664	97,749	11,637	35.42	1.48106
BEA	9.100	467,230	51,344	11,160	1,226	108,985	11,976	36.28	1.51212
Instructional	9.680	467,662	48,312	21,540	2,225	106,082	10,959	35.33	1.50213
Administrative	1.000	96,000	96,000			16,051	16,051	44.29	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	10.680	563,662	52,777	21,540	2,017	122,133	11,436	36.37	1.53797
Certificated Total	10.680	563,662	52,777	21,540	2,017	122,133	11,436	36.37	1.53797
Instructional for Funding Purposes	9.680	467,662	48,312	21,540	2,225	106,082	10,959	35.33	1.50213
Instructional for Compliance Purposes	9.680	467,662	48,312	21,540	2,225	106,082	10,959	35.33	1.50213

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	Defunct LEAP 1 Mix Factor
01	18.450	1,395,734	75,650	4,121	223	210,581	11,414	23.67	1.71682
21	1.000	80,155	80,155			10,741	10,741	23.90	1.76934
31	1.430	106,271	74,315			16,049	11,223	23.56	1.70515
34	0.840	68,179	81,165			9,357	11,139	22.01	1.84858
51	0.300	23,718	79,060			3,222	10,741	23.87	1.80472
52	0.280	20,683	73,868			2,261	8,076	23.85	1.69447
55	0.700	55,347	79,067			7,519	10,741	23.87	1.80472
97	1.000	100,830	100,830			14,267	14,267	22.48	1.80472
Program 21 Instructional	1.000	80,155	80,155			10,741	10,741	23.90	1.76934
K-12 Program 21 Instructional	1.000	80,155	80,155			10,741	10,741	23.90	1.76934
Program 31 Instructional	1.430	106,271	74,315			16,049	11,223	23.56	1.70515
Program 34 Instructional	0.840	68,179	81,165			9,357	11,139	22.01	1.84858
K-3 BEA Instructional	5.034	366,785	72,862			56,056	11,135	23.68	1.66063
4-6 BEA Instructional	3.774	299,374	79,325			42,249	11,195	23.43	1.80192
7-8 BEA Instructional	3.540	258,628	73,059			38,054	10,750	23.34	1.66232
9-12 BEA Instructional	7.372	555,159	75,306			83,082	11,270	23.62	1.72775

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	19.720	1,479,946	75,048			219,441	11,128	23.55	1.71307
BEA	21.720	1,671,014	76,934	4,121	190	250,254	11,522	23.51	1.72519
Instructional	22.000	1,659,849	75,448	4,121	187	243,184	11,054	23.58	1.71955
Administrative	2.000	191,068	95,534			30,813	15,407	23.24	1.84477
Active	24.000	1,850,917	77,122	4,121	172	273,997	11,417	23.55	1.72999
Certificated Total	24.000	1,850,917	77,122	4,121	172	273,997	11,417	23.55	1.72999
Instructional for Funding Purposes	22.000	1,659,849	75,448	4,121	187	243,184	11,054	23.58	1.71955
Instructional for Compliance Purposes	22.000	1,659,849	75,448	4,121	187	243,184	11,054	23.58	1.71955

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	Defunct LEAP 1 Mix Factor
01	518.810	44,005,566	84,820	2,471,691	4,764	5,628,752	10,849	23.65	1.59884
02	2.200	230,049	104,568	53,025	24,102	27,876	12,671	24.08	1.84190
21	108.763	8,813,805	81,037	19,780	182	1,216,383	11,184	23.80	1.55468
24	0.499	42,640	85,451	221,160	443,206	4,647	9,313	23.54	1.69447
31	22.204	1,781,991	80,255	62,860	2,831	254,028	11,441	23.81	1.52990
34	6.151	541,949	88,107	35,651	5,796	68,395	11,119	23.94	1.62483
51	2.182	238,787	109,435	5,145	2,358	28,757	13,179	23.11	1.80283
52	0.250	21,060	84,240	1,000	4,000	3,558	14,231	23.69	1.69607
55	8.704	809,159	92,964	720	83	68,976	7,925	23.68	1.79848
58	0.470	43,454	92,455	424,559	903,317	6,306	13,418	23.41	1.71225
65	1.540	122,725	79,692	6,914	4,490	2,939	1,909	22.48	1.31358
69				22,500					
74	1.120	107,599	96,071	6,585	5,879	15,825	14,129	23.28	1.65836
89				3,500					
97	2.000	399,406	199,703	15,869	7,935	16,628	8,314	21.03	1.88482
K-12 Program 02 Instructional	1.200	116,896	97,413			13,441	11,201	25.28	1.83692
Program 21 Instructional	104.963	8,341,574	79,472	6,100	58	1,175,692	11,201	23.85	1.55203
Program 21 Administrative	3.800	472,231	124,271	13,680	3,600	40,691	10,708	22.98	1.62787

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	96.313	7,608,689	79,000			1,079,322	11,206	23.87	1.54247
Program 31 Instructional	21.604	1,692,227	78,329	60,700	2,810	248,765	11,515	23.92	1.53343
Program 31 Administrative	0.600	89,764	149,607	2,160	3,600	5,263	8,772	21.72	1.40286
Program 34 Instructional	5.751	482,107	83,830	22,058	3,836	64,887	11,283	24.22	1.64027
Program 34 Administrative	0.400	59,842	149,605	1,440	3,600	3,509	8,772	21.72	1.40286
K-3 BEA Instructional	185.967	14,629,941	78,670	754	4	1,902,690	10,231	23.98	1.55448
4-6 BEA Instructional	96.059	7,532,945	78,420			1,074,363	11,184	23.95	1.54767
7-8 BEA Instructional	80.225	6,510,360	81,151	2,099	26	906,040	11,294	23.87	1.59270
9-12 BEA Instructional	148.512	12,541,740	84,449	27,225	183	1,668,491	11,235	23.64	1.64646
K-12 BEA Instructional	510.763	41,214,986	80,693	30,078	59	5,551,584	10,869	23.85	1.58595
K-12 BEA Administrative	3.000	408,073	136,024			35,365	11,788	22.58	1.64216
BEA Instructional	551.365	46,958,961	85,169	2,639,096	4,786	5,995,679	10,874	23.64	1.59836
BEA Administrative	628.488	50,691,655	80,657	2,998,375	4,771	6,844,845	10,891	23.85	1.58338
BEA Other	43.493	6,145,469	141,298	95,150	2,188	468,895	10,781	22.14	1.74326
BEA Active	1.912	222,786	116,520	6,882	3,599	27,685	14,480	23.45	1.60833
BEA On Leave	673.893	57,059,910	84,672	3,100,407	4,601	7,341,425	10,894	23.66	1.59377
BEA Total	1.000	98,280	98,280	250,552	250,552	1,645	1,645	23.61	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	674.893	57,158,190	84,692	3,350,959	4,965	7,343,070	10,880	23.66	1.59420
Instructional for Funding Purposes	628.488	50,691,655	80,657	2,998,375	4,771	6,844,845	10,891	23.85	1.58338
Instructional for Compliance Purposes	628.488	50,691,655	80,657	2,998,375	4,771	6,844,845	10,891	23.85	1.58338

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	Defunct LEAP 1 Mix Factor
01	51.358	3,653,778	71,143	194,484	3,787	575,957	11,215	23.74	1.46660
21	9.821	658,155	67,015	56,595	5,763	126,079	12,838	24.27	1.34823
24				5,824					
51	0.840	56,375	67,113	22,032	26,229	9,557	11,377	24.06	1.43633
52				40,346					
55	2.500	198,423	79,369			33,078	13,231	23.95	1.69864
58				19,248					
74				3,738					
79				1,000					
89	1.000	57,998	57,998	654	654	12,333	12,333	21.17	1.28158
97	1.000	137,700	137,700	29,473	29,473	21,664	21,664	20.39	1.69557
Program 21 Instructional	8.821	545,869	61,883	42,595	4,829	114,403	12,969	24.39	1.35311
Program 21 Administrative	1.000	112,286	112,286	14,000	14,000	11,676	11,676	23.72	1.30517
K-12 Program 21 Instructional	7.821	487,383	62,317	30,274	3,871	102,070	13,051	24.41	1.36607
K-3 BEA Instructional	21.661	1,411,916	65,182	64,853	2,994	216,004	9,972	24.50	1.39851
4-6 BEA Instructional	14.670	1,009,203	68,794	31,860	2,172	174,749	11,912	23.80	1.47114
7-8 BEA Instructional	11.027	812,679	73,699	41,662	3,778	143,755	13,037	23.11	1.57117

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	47.358	3,233,798	68,284	139,293	2,941	534,509	11,287	23.90	1.46121
K-12 BEA Administrative	2.995	318,808	106,447			29,722	9,924	22.26	1.50799
BEA	52.358	3,791,478	72,414	223,957	4,277	597,621	11,414	23.62	1.47097
Instructional	60.519	4,092,463	67,623	295,775	4,887	703,880	11,631	23.92	1.45195
Administrative	6.000	669,966	111,661	14,000	2,333	74,788	12,465	22.26	1.52037
Other				3,504					
Active	66.519	4,762,429	71,595	313,279	4,710	778,668	11,706	23.70	1.45812
On Leave				60,115					
Certificated Total	66.519	4,762,429	71,595	373,394	5,613	778,668	11,706	23.70	1.45812
Instructional for Funding Purposes	60.519	4,092,463	67,623	295,775	4,887	703,880	11,631	23.92	1.45195
Instructional for Compliance Purposes	60.519	4,092,463	67,623	295,775	4,887	703,880	11,631	23.92	1.45195

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	Defunct LEAP 1 Mix Factor
01	19.738	1,324,209	67,089	63,846	3,235	241,820	12,251	23.81	1.56281
21	1.977	158,185	80,013			24,762	12,525	23.78	1.88482
24	0.737	56,235	76,303			9,667	13,117	23.82	1.88482
31	2.000	129,630	64,815	23,315	11,658	28,932	14,466	23.84	1.47790
34	0.714	49,453	69,262			8,953	12,540	23.80	1.44157
51	0.048	5,141	107,104			591	12,303	23.82	1.74756
55	0.048	5,141	107,104			591	12,303	23.82	1.74756
97	0.452	48,859	108,095			5,561	12,303	23.82	1.74756
Program 21 Instructional	1.691	133,225	78,785			20,902	12,361	23.79	1.88482
Program 21 Administrative	0.286	24,960	87,273			3,860	13,496	23.72	1.88482
K-12 Program 21 Instructional	1.691	133,225	78,785			20,902	12,361	23.79	1.88482
Program 31 Instructional	2.000	129,630	64,815	19,315	9,658	28,932	14,466	23.84	1.47790
Program 31 Administrative				4,000					
Program 34 Instructional	0.714	49,453	69,262			8,953	12,540	23.80	1.44157
K-3 BEA Instructional	6.284	384,225	61,143	1,662	264	72,045	11,465	23.56	1.43932
4-6 BEA Instructional	3.499	224,927	64,283			41,900	11,975	23.91	1.55134

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.287	88,387	68,677			16,578	12,881	23.97	1.66271
9-12 BEA Instructional	9.930	667,894	67,260	33,783	3,402	130,504	13,142	23.90	1.56539
K-12 BEA Instructional	21.000	1,365,433	65,021	35,445	1,688	261,027	12,430	23.81	1.53129
K-12 BEA Administrative	1.452	137,859	94,944	4,000	2,755	18,678	12,864	23.83	1.84209
BEA	22.904	1,552,151	67,768	87,161	3,805	285,266	12,455	23.81	1.55526
Instructional	23.428	1,554,893	66,369	36,529	1,559	291,596	12,446	23.81	1.56793
Administrative	2.286	221,960	97,095	4,000	1,750	29,280	12,808	23.81	1.82478
Other				46,632					
Active	25.714	1,776,853	69,101	87,161	3,390	320,876	12,479	23.81	1.59076
Certificated Total	25.714	1,776,853	69,101	87,161	3,390	320,876	12,479	23.81	1.59076
Instructional for Funding Purposes	23.428	1,554,893	66,369	36,529	1,559	291,596	12,446	23.81	1.56793
Instructional for Compliance Purposes	23.428	1,554,893	66,369	36,529	1,559	291,596	12,446	23.81	1.56793

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	Defunct LEAP 1 Mix Factor
01	188.333	15,162,648	80,510	553,772	2,940	2,087,690	11,085	22.97	1.59445
21	29.107	2,274,127	78,130	70,849	2,434	327,329	11,246	23.35	1.57231
24	6.900	496,215	71,915	17,540	2,542	78,831	11,425	23.39	1.45702
29	0.120	10,432	86,933	232	1,933	1,338	11,146	23.05	1.80472
31	14.000	1,083,750	77,411	71,591	5,114	162,223	11,587	23.14	1.52030
34	2.400	165,887	69,120	3,806	1,586	27,137	11,307	22.22	1.41846
51	4.990	403,598	80,881	8,923	1,788	58,083	11,640	22.56	1.64225
52	1.000	90,319	90,319	2,008	2,008	10,359	10,359	19.49	1.88482
55	8.296	703,917	84,850	19,893	2,398	91,728	11,057	22.47	1.72931
65	1.000	90,319	90,319	2,008	2,008	11,146	11,146	23.61	1.88482
74	4.000	346,689	86,672	7,706	1,927	43,505	10,876	22.43	1.76789
79				14,250					
97	2.000	304,106	152,053	12,337	6,169	21,158	10,579	21.14	1.79020
Program 21 Instructional	28.407	2,178,165	76,677	66,170	2,329	318,717	11,220	23.39	1.57764
Program 21 Administrative	0.700	95,962	137,089	1,680	2,400	8,611	12,302	22.46	1.35599
K-12 Program 21 Instructional	26.807	2,061,612	76,906	291	11	301,330	11,241	23.39	1.58500
Program 31 Instructional	13.000	950,758	73,135	67,656	5,204	151,041	11,619	23.19	1.49842

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	132,992	132,992	2,400	2,400	11,182	11,182	22.73	1.80472
Program 34 Instructional	2.400	165,887	69,120	3,806	1,586	27,137	11,307	22.22	1.41846
K-3 BEA Instructional	68.029	5,165,759	75,935	3,832	56	745,617	10,960	23.15	1.55853
4-6 BEA Instructional	39.681	2,863,271	72,157	1,416	36	436,239	10,994	23.33	1.47687
7-8 BEA Instructional	24.902	2,036,292	81,772	953	38	274,251	11,013	22.60	1.66822
9-12 BEA Instructional	57.441	4,558,755	79,364	8,754	152	655,639	11,414	22.90	1.62085
K-12 BEA Instructional	190.053	14,624,077	76,947	14,955	79	2,111,746	11,111	23.02	1.57469
K-12 BEA Administrative	3.912	475,993	121,675			43,308	11,071	23.21	1.72218
BEA	206.733	16,716,391	80,860	641,506	3,103	2,298,208	11,117	22.94	1.58928
Instructional	244.766	18,943,731	77,395	733,224	2,996	2,725,454	11,135	23.02	1.58414
Administrative	16.380	2,075,084	126,684	26,840	1,639	182,771	11,158	22.35	1.73050
Other	1.000	113,192	113,192			12,302	12,302	22.74	1.88482
Active	262.146	21,132,007	80,612	760,064	2,899	2,920,527	11,141	22.95	1.59443
On Leave				24,851					
Certificated Total	262.146	21,132,007	80,612	784,915	2,994	2,920,527	11,141	22.95	1.59443
Instructional for Funding Purposes	244.766	18,943,731	77,395	733,224	2,996	2,725,454	11,135	23.02	1.58414
Instructional for Compliance Purposes	244.766	18,943,731	77,395	733,224	2,996	2,725,454	11,135	23.02	1.58414

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	Defunct LEAP 1 Mix Factor
01	62.780	4,869,086	77,558	240,460	3,830	708,107	11,279	23.22	1.59201
02	2.800	220,417	78,720	9,980	3,564	33,076	11,813	23.08	1.60607
21	10.610	843,199	79,472	25,199	2,375	127,470	12,014	23.09	1.59005
24	1.000	64,702	64,702	2,157	2,157	10,351	10,351	23.11	1.38850
31	2.920	247,034	84,601	8,404	2,878	35,343	12,104	23.27	1.71517
51	2.300	166,459	72,373	4,697	2,042	24,692	10,735	23.23	1.49125
52	0.200	15,466	77,330	515	2,575	2,070	10,351	22.94	1.59744
55	2.700	209,775	77,694	6,142	2,275	31,156	11,539	23.54	1.60310
58				60,555					
65	0.600	41,262	68,770	1,375	2,292	8,419	14,032	23.01	1.38747
74				3,400					
79	0.640	45,234	70,678	1,508	2,356	6,747	10,542	22.43	1.49077
97	2.050	237,796	115,998	5,000	2,439	24,257	11,833	24.23	1.61562
K-12 Program 02 Instructional	2.700	209,394	77,553	6,980	2,585	31,968	11,840	23.08	1.59871
Program 21 Instructional	9.860	755,719	76,645	25,199	2,556	118,921	12,061	23.10	1.60214
Program 21 Administrative	0.750	87,480	116,640			8,549	11,399	23.01	1.43104
K-12 Program 21 Instructional	9.000	681,710	75,746	22,732	2,526	109,454	12,162	23.06	1.58279

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	2.720	222,122	81,663	8,404	3,090	33,002	12,133	23.28	1.70858
Program 31 Administrative	0.200	24,912	124,560			2,342	11,709	23.18	1.80472
K-3 BEA Instructional	22.379	1,692,493	75,629	57,930	2,589	262,627	11,735	23.27	1.57249
4-6 BEA Instructional	13.645	1,030,752	75,541	52,964	3,882	152,863	11,203	24.04	1.56943
7-8 BEA Instructional	11.060	830,339	75,076	36,164	3,270	123,276	11,146	23.23	1.56441
9-12 BEA Instructional	17.916	1,393,644	77,788	76,009	4,243	197,720	11,036	22.58	1.62465
K-12 BEA Instructional	65.000	4,947,228	76,111	223,067	3,432	736,486	11,331	23.22	1.58485
K-12 BEA Administrative	2.000	234,785	117,393	2,600	1,300	22,790	11,395	23.11	1.80472
BEA	70.550	5,574,333	79,013	263,844	3,740	800,783	11,351	23.26	1.59835
Instructional	81.800	6,194,645	75,729	349,070	4,267	933,302	11,410	23.20	1.57852
Administrative	6.800	765,785	112,615	15,322	2,253	78,386	11,527	23.50	1.73006
Other				5,000					
Active	88.600	6,960,430	78,560	369,392	4,169	1,011,688	11,419	23.24	1.59015
Certificated Total	88.600	6,960,430	78,560	369,392	4,169	1,011,688	11,419	23.24	1.59015
Instructional for Funding Purposes	81.800	6,194,645	75,729	349,070	4,267	933,302	11,410	23.20	1.57852
Instructional for Compliance Purposes	81.800	6,194,645	75,729	349,070	4,267	933,302	11,410	23.20	1.57852

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	Defunct LEAP 1 Mix Factor
01	15.913	1,099,888	69,119	81,014	5,091	192,584	12,102	23.27	1.53389
21	1.000	53,569	53,569			11,348	11,348	22.60	1.20478
24	0.100	9,800	98,000			1,098	10,976	23.66	1.80105
31	0.800	42,854	53,568			9,078	11,348	24.44	1.20478
34	0.200	10,713	53,565			2,270	11,348	24.44	1.20478
52	0.400	33,521	83,803			4,896	12,241	24.19	1.88482
55	0.924	60,877	65,884			10,480	11,342	24.07	1.47984
65	0.663	52,206	78,742			10,637	16,044	23.82	1.77235
97	0.800	95,319	119,149	3,960	4,950	15,215	19,019	25.24	1.01346
99	0.200	23,830	119,150			3,804	19,019	25.24	1.01346
Program 21 Instructional	1.000	53,569	53,569			11,348	11,348	22.60	1.20478
K-12 Program 21 Instructional	1.000	53,569	53,569			11,348	11,348	22.60	1.20478
Program 31 Instructional	0.800	42,854	53,568			9,078	11,348	24.44	1.20478
Program 34 Instructional	0.200	10,713	53,565			2,270	11,348	24.44	1.20478
K-3 BEA Instructional	4.921	333,179	67,706	1,256	255	58,068	11,800	23.48	1.52937
4-6 BEA Instructional	3.691	249,961	67,722	4,460	1,208	43,984	11,916	21.95	1.52318
7-8 BEA Instructional	1.200	67,695	56,413			13,618	11,348	24.96	1.26878

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	6.001	397,659	66,265	34,374	5,728	75,937	12,654	23.70	1.49059
K-12 BEA Instructional	15.813	1,048,494	66,306	40,090	2,535	191,606	12,117	23.28	1.49343
BEA	17.713	1,248,774	70,500	84,974	4,797	219,147	12,372	23.46	1.49181
Instructional	18.900	1,258,467	66,586	61,124	3,234	230,064	12,173	23.34	1.49719
Administrative	1.900	207,349	109,131	3,960	2,084	28,897	15,209	24.56	1.38653
Other	0.200	16,761	83,805	19,890	99,450	2,448	12,241	24.19	1.88482
Active	21.000	1,482,577	70,599	84,974	4,046	261,410	12,448	23.51	1.49087
Certificated Total	21.000	1,482,577	70,599	84,974	4,046	261,410	12,448	23.51	1.49087
Instructional for Funding Purposes	18.900	1,258,467	66,586	61,124	3,234	230,064	12,173	23.34	1.49719
Instructional for Compliance Purposes	18.900	1,258,467	66,586	61,124	3,234	230,064	12,173	23.34	1.49719

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	Defunct LEAP 1 Mix Factor
01	31.172	1,798,010	57,680	11,884	381	263,535	8,454	28.00	1.12539
21	2.842	158,902	55,912			18,487	6,505	40.01	1.06330
51	1.025	53,750	52,439			5,930	5,785	21.53	1.06142
55	1.000	55,000	55,000			5,785	5,785	27.74	1.01346
97	0.975	146,250	150,000	2,500	2,564	5,640	5,785	22.90	1.88482
Program 21 Instructional	2.842	158,902	55,912			18,487	6,505	40.01	1.06330
K-12 Program 21 Instructional	2.842	158,902	55,912			18,487	6,505	40.01	1.06330
4-6 BEA Instructional	1.000	48,000	48,000			5,785	5,785	54.77	1.19891
7-8 BEA Instructional	11.500	639,500	55,609	5,884	512	100,284	8,720	24.55	1.18335
9-12 BEA Instructional	15.547	859,910	55,310	6,000	386	123,294	7,930	28.53	1.09535
K-12 BEA Instructional	28.047	1,547,410	55,172	11,884	424	229,363	8,178	27.69	1.13513
K-12 BEA Administrative	3.000	233,000	77,667			34,172	11,391	31.62	1.02214
BEA	32.147	1,944,260	60,480	14,384	447	269,175	8,373	27.61	1.14842
Instructional	32.914	1,815,062	55,146	11,884	361	259,564	7,886	28.59	1.12294
Administrative	4.100	396,850	96,793	2,500	610	39,812	9,710	27.30	1.23933
Active	37.014	2,211,912	59,759	14,384	389	299,376	8,088	28.36	1.13583
Certificated Total	37.014	2,211,912	59,759	14,384	389	299,376	8,088	28.36	1.13583

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	32.914	1,815,062	55,146	11,884	361	259,564	7,886	28.59	1.12294
Instructional for Compliance Purposes	32.914	1,815,062	55,146	11,884	361	259,564	7,886	28.59	1.12294

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	Defunct LEAP 1 Mix Factor
01	138.382	10,219,164	73,847	1,005,946	7,269	1,725,083	12,466	21.67	1.58823
21	15.400	959,599	62,312	107,127	6,956	186,648	12,120	22.03	1.46771
31	9.312	634,337	68,120	173,098	18,589	111,650	11,990	23.01	1.52260
34	1.430	90,432	63,239	11,323	7,918	20,684	14,464	21.98	1.34660
51	3.475	289,847	83,409	25,878	7,447	45,594	13,120	19.76	1.84648
53	0.600	53,118	88,530	1,941	3,235	7,193	11,989	21.36	1.86327
55	7.830	597,437	76,301	53,477	6,830	106,987	13,664	20.89	1.70550
58				99,797					
65	3.400	236,333	69,510	15,892	4,674	42,302	12,442	21.27	1.49941
71				20,078					
74	0.273	22,618	82,850	2,020	7,399	4,620	16,924	20.22	1.84785
97	1.000	145,000	145,000			12,293	12,293	20.90	1.19891
Program 21 Instructional	14.400	854,516	59,341	107,127	7,439	167,338	11,621	22.10	1.43875
Program 21 Administrative	1.000	105,083	105,083			19,310	19,310	21.47	1.88482
K-12 Program 21 Instructional	13.400	842,009	62,836			166,807	12,448	21.97	1.41966
Program 31 Instructional	9.312	634,337	68,120	173,098	18,589	111,650	11,990	23.01	1.52260
Program 34 Instructional	1.430	90,432	63,239	11,323	7,918	20,684	14,464	21.98	1.34660

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	43.277	2,910,806	67,260	372	9	528,157	12,204	21.72	1.52986
4-6 BEA Instructional	24.312	1,733,856	71,317			292,272	12,022	21.33	1.57566
7-8 BEA Instructional	27.828	2,029,881	72,944			354,981	12,756	22.12	1.62508
9-12 BEA Instructional	41.707	2,959,595	70,962			503,161	12,064	21.92	1.57121
K-12 BEA Instructional	137.124	9,634,138	70,259	372	3	1,678,571	12,241	21.80	1.56988
K-12 BEA Administrative	8.000	924,607	115,576			118,647	14,831	21.59	1.72205
BEA	150.124	11,088,933	73,865	1,190,367	7,929	1,869,710	12,454	21.75	1.57926
Instructional	165.520	11,547,740	69,766	1,426,600	8,619	2,037,204	12,308	21.72	1.56798
Administrative	13.000	1,510,982	116,229			190,572	14,659	21.32	1.72905
Other	1.582	110,233	69,680	89,977	56,875	22,042	13,933	11.87	1.54513
Active	180.102	13,168,955	73,119	1,516,577	8,421	2,249,818	12,492	21.62	1.57941
On Leave	1.000	78,930	78,930			13,236	13,236	33.96	1.72451
Certificated Total	181.102	13,247,885	73,152	1,516,577	8,374	2,263,054	12,496	21.67	1.58021
Instructional for Funding Purposes	165.520	11,547,740	69,766	1,426,600	8,619	2,037,204	12,308	21.72	1.56798
Instructional for Compliance Purposes	165.520	11,547,740	69,766	1,426,600	8,619	2,037,204	12,308	21.72	1.56798

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	Defunct LEAP 1 Mix Factor
01	152.297	10,763,736	70,676	660,711	4,338	1,786,264	11,729	23.15	1.50667
02	1.200	74,835	62,363	1,109	924	14,423	12,020	22.95	1.38271
21	18.589	1,284,190	69,083	64,242	3,456	225,686	12,141	23.45	1.44021
24	4.000	224,846	56,212	12,491	3,123	46,708	11,677	23.29	1.26292
31	7.600	558,992	73,552	72,497	9,539	88,731	11,675	22.69	1.58260
34	2.033	147,869	72,734	11,718	5,764	23,669	11,643	23.82	1.52236
51	2.000	156,008	78,004	2,367	1,184	23,354	11,677	22.64	1.72953
52	1.417	97,194	68,591	3,958	2,793	20,327	14,345	22.53	1.51864
55	3.400	218,915	64,387	8,012	2,356	39,702	11,677	23.04	1.42761
58				99,091					
64	0.100	8,501	85,010	283	2,830	1,168	11,677	23.41	1.88482
65	1.900	137,217	72,219	4,573	2,407	21,802	11,475	23.37	1.60128
74	0.200	15,556	77,780	519	2,595	2,259	11,293	22.25	1.72451
97	2.000	316,449	158,225	6,500	3,250	23,379	11,690	20.96	1.64384
K-12 Program 02 Instructional	1.200	74,835	62,363			14,423	12,020	22.95	1.38271
Program 21 Instructional	17.050	1,109,871	65,095	60,760	3,564	199,412	11,696	23.83	1.44331
Program 21 Administrative	1.539	174,319	113,268	3,482	2,263	26,273	17,072	21.20	1.40585
K-12 Program 21 Instructional	14.350	953,025	66,413			167,024	11,639	23.83	1.47253

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	7.200	511,878	71,094	72,497	10,069	84,061	11,675	22.68	1.57632
Program 31 Administrative	0.400	47,114	117,785			4,671	11,677	22.74	1.69557
Program 34 Instructional	1.833	124,312	67,819	11,718	6,393	21,334	11,639	24.00	1.50346
Program 34 Administrative	0.200	23,557	117,785			2,335	11,677	22.74	1.69557
K-3 BEA Instructional	59.271	3,756,761	63,383	4,530	76	695,969	11,742	23.33	1.40626
4-6 BEA Instructional	25.145	1,748,081	69,520	2,834	113	292,106	11,617	23.17	1.54249
7-8 BEA Instructional	28.097	1,898,785	67,580	19,606	698	338,915	12,062	22.75	1.49841
9-12 BEA Instructional	40.867	2,949,272	72,168			472,632	11,565	23.28	1.60014
K-12 BEA Instructional	153.380	10,352,899	67,498	26,970	176	1,799,622	11,733	23.18	1.49713
K-12 BEA Administrative	0.400	47,114	117,785			4,671	11,677	22.74	1.69557
BEA	165.130	11,861,881	71,834	752,535	4,557	1,936,468	11,727	23.08	1.51112
Instructional	183.447	12,321,007	67,164	918,401	5,006	2,154,354	11,744	23.23	1.48997
Administrative	13.289	1,683,301	126,669	29,670	2,233	163,119	12,275	22.21	1.66034
Active	196.736	14,004,308	71,183	948,071	4,819	2,317,473	11,780	23.11	1.50148
Certificated Total	196.736	14,004,308	71,183	948,071	4,819	2,317,473	11,780	23.11	1.50148
Instructional for Funding Purposes	183.447	12,321,007	67,164	918,401	5,006	2,154,354	11,744	23.23	1.48997

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	183.447	12,321,007	67,164	918,401	5,006	2,154,354	11,744	23.23	1.48997

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	Defunct LEAP 1 Mix Factor
01	1,065.676	88,966,274	83,483	5,656,439	5,308	12,097,249	11,352	23.03	1.57873
02	5.631	487,802	86,628	21,661	3,847	69,465	12,336	23.05	1.59008
03	3.305	263,065	79,596	9,446	2,858	38,098	11,527	22.96	1.47897
21	176.079	14,012,320	79,580	220,851	1,254	1,872,874	10,637	22.34	1.53410
22				150					
24	34.027	2,704,686	79,486	13,640	401	396,598	11,655	22.78	1.56545
31	67.737	5,417,027	79,971	151,084	2,230	781,844	11,542	22.76	1.54276
34	13.302	1,016,457	76,414	10,732	807	118,469	8,906	23.05	1.49644
51	12.730	1,079,265	84,781	7,645	601	147,679	11,601	23.70	1.64736
52	3.000	291,639	97,213	3,300	1,100	26,394	8,798	22.35	1.88482
55	28.070	2,445,169	87,110	11,345	404	304,723	10,856	24.17	1.69890
58	2.800	247,291	88,318	780	279	44,021	15,722	20.83	1.75466
64	1.000	89,951	89,951			2,749	2,749	20.83	1.80105
65	10.200	841,037	82,455	5,500	539	85,680	8,400	23.21	1.63135
68	1.000	71,561	71,561			2,749	2,749	22.18	1.43896
74	4.000	379,148	94,787	3,300	825	44,811	11,203	22.78	1.83723
78	1.000	77,723	77,723			2,749	2,749	23.21	
79	1.000	97,213	97,213	1,100	1,100	11,884	11,884	21.60	1.88482
89				2,410					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	5.600	983,329	175,594	89,632	16,006	69,454	12,402	13.86	1.50266
K-12 Program 02 Instructional	4.964	396,328	79,840			60,667	12,221	23.34	1.57584
Program 21 Instructional	170.879	13,304,537	77,859	208,881	1,222	1,807,816	10,580	22.43	1.52423
Program 21 Administrative	5.200	707,783	136,112	11,970	2,302	65,058	12,511	20.52	1.85842
K-12 Program 21 Instructional	155.879	12,199,900	78,265			1,647,099	10,567	22.39	1.53087
Program 31 Instructional	65.891	5,149,713	78,155	146,662	2,226	757,686	11,499	22.92	1.53359
Program 31 Administrative	1.846	267,314	144,807	4,422	2,395	24,158	13,086	19.80	1.87025
Program 34 Instructional	13.302	1,016,457	76,414	10,732	807	118,469	8,906	23.05	1.49644
K-3 BEA Instructional	430.769	32,936,293	76,459			4,631,542	10,752	23.61	1.50091
4-6 BEA Instructional	217.412	16,656,133	76,611			2,308,400	10,618	23.29	1.50813
7-8 BEA Instructional	153.615	12,911,894	84,054			1,919,218	12,494	23.34	1.64662
9-12 BEA Instructional	276.878	23,232,436	83,909			3,413,087	12,327	23.08	1.64544
K-12 BEA Instructional	1,078.674	85,736,756	79,483			12,272,247	11,377	23.36	1.56022
BEA	1,161.251	97,133,954	83,646	5,938,994	5,114	13,174,578	11,345	22.90	1.57509
Instructional	1,346.380	107,141,911	79,578	5,880,332	4,368	15,127,253	11,236	23.23	1.56078
Administrative	87.682	12,155,272	138,629	328,683	3,749	966,469	11,022	19.58	1.77938
Other	0.689	37,136	53,898						1.07101

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,434.751	119,334,319	83,174	6,209,015	4,328	16,093,722	11,217	22.84	1.57390
On Leave	1.406	136,638	97,182			23,768	16,905	35.47	1.88482
Certificated Total	1,436.157	119,470,957	83,188	6,209,015	4,323	16,117,490	11,223	22.86	1.57421
Instructional for Funding Purposes	1,346.380	107,141,911	79,578	5,880,332	4,368	15,127,253	11,236	23.23	1.56078
Instructional for Compliance Purposes	1,346.380	107,141,911	79,578	5,880,332	4,368	15,127,253	11,236	23.23	1.56078

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	Defunct LEAP 1 Mix Factor
01	2.582	166,713	64,567			28,443	11,016	23.90	1.60872
51	0.266	13,076	49,158			2,784	10,465	24.06	1.21940
52	0.035	1,686	48,171			366	10,465	24.06	1.21940
55	0.117	6,667	56,983			1,225	10,474	23.98	1.38861
97	1.000	68,850	68,850	3,000	3,000	10,995	10,995	22.82	
K-3 BEA Instructional	1.158	68,859	59,464			12,134	10,479	23.94	1.47585
4-6 BEA Instructional	1.194	82,303	68,930			13,581	11,374	23.87	1.72106
7-8 BEA Instructional	0.230	15,551	67,613			2,728	11,859	23.88	1.69447
K-12 BEA Instructional	2.582	166,713	64,567			28,443	11,016	23.90	1.60872
BEA	3.582	235,563	65,763	3,000	838	39,438	11,010	23.57	1.15960
Instructional	3.000	188,142	62,714			32,818	10,939	23.92	1.56107
Administrative	1.000	68,850	68,850	3,000	3,000	10,995	10,995	22.82	
Active	4.000	256,992	64,248	3,000	750	43,813	10,953	23.61	1.17080
Certificated Total	4.000	256,992	64,248	3,000	750	43,813	10,953	23.61	1.17080
Instructional for Funding Purposes	3.000	188,142	62,714			32,818	10,939	23.92	1.56107
Instructional for Compliance Purposes	3.000	188,142	62,714			32,818	10,939	23.92	1.56107

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	Defunct LEAP 1 Mix Factor
01	18.092	1,311,962	72,516	91,515	5,058	168,544	9,316	24.91	1.44484
02	10.244	743,101	72,540	109,208	10,661	108,439	10,586	23.79	1.47717
21	3.116	202,566	65,008	5,946	1,908	40,807	13,096	24.57	1.36118
24	0.400	32,446	81,115			1,736	4,340	10.90	1.74756
31	1.234	71,608	58,029	3,638	2,948	6,350	5,146	22.16	1.21336
34	0.566	34,465	60,892	1,400	2,473	3,499	6,181	21.61	1.27320
58				11,010					
74	0.092	9,014	97,978			946	10,285	25.30	1.88482
97	1.000	126,988	126,988			11,908	11,908	24.33	1.21224
K-12 Program 02 Instructional	9.652	678,857	70,333	9,704	1,005	102,038	10,572	23.79	1.45217
Program 21 Instructional	2.483	147,399	59,363	5,946	2,395	34,296	13,812	24.31	1.22769
Program 21 Administrative	0.633	55,167	87,152			6,510	10,285	25.30	1.88482
K-12 Program 21 Instructional	2.483	147,399	59,363			34,296	13,812	24.31	1.22769
Program 31 Instructional	1.234	71,608	58,029	3,638	2,948	6,350	5,146	22.16	1.21336
Program 34 Instructional	0.566	34,465	60,892	1,400	2,473	3,499	6,181	21.61	1.27320
K-3 BEA Instructional	10.369	713,949	68,854			100,452	9,688	24.59	1.42997
4-6 BEA Instructional	6.494	437,700	67,401			70,065	10,789	24.60	1.40291

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	4.255	294,976	69,325	11,104	2,610	39,584	9,303	24.23	1.44112
9-12 BEA Instructional	7.226	511,297	70,758	2,888	400	55,741	7,714	24.11	1.47742
K-12 BEA Instructional	28.344	1,957,922	69,077	13,992	494	265,842	9,379	24.41	1.43754
BEA	31.136	2,288,124	73,488	205,761	6,608	298,740	9,595	24.35	1.43571
Instructional	31.319	2,146,781	68,546	187,877	5,999	302,820	9,669	24.22	1.42618
Administrative	3.225	367,340	113,904			36,728	11,388	24.18	1.47995
Other	0.200	18,029	90,145	34,840	174,200	2,681	13,405	23.90	1.88482
Active	34.744	2,532,150	72,880	222,717	6,410	342,229	9,850	24.21	1.43381
Certificated Total	34.744	2,532,150	72,880	222,717	6,410	342,229	9,850	24.21	1.43381
Instructional for Funding Purposes	31.319	2,146,781	68,546	187,877	5,999	302,820	9,669	24.22	1.42618
Instructional for Compliance Purposes	31.319	2,146,781	68,546	187,877	5,999	302,820	9,669	24.22	1.42618

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	Defunct LEAP 1 Mix Factor
01	15.000	1,166,438	77,763			164,689	10,979	24.61	1.44895
31	0.833	89,609	107,574			9,223	11,072	21.92	1.88482
34				17,965					
55	0.500	49,631	99,262			5,518	11,035	24.23	1.67169
68	2.500	250,684	100,274			27,653	11,061	23.45	1.64325
97	1.000	170,000	170,000			7,081	7,081	24.77	1.88482
Program 31 Instructional	0.833	89,609	107,574			9,223	11,072	21.92	1.88482
Program 34 Instructional				17,965					
K-3 BEA Instructional	4.610	367,337	79,683			50,715	11,001	23.62	1.56557
4-6 BEA Instructional	3.000	187,935	62,645			32,792	10,931	23.87	1.21409
7-8 BEA Instructional	2.115	156,083	73,798	17,965	8,494	23,175	10,958	25.92	1.38694
9-12 BEA Instructional	5.108	424,732	83,150			56,137	10,990	24.90	1.53010
K-12 BEA Instructional	14.833	1,136,087	76,592	17,965	1,211	162,820	10,977	24.42	1.45680
BEA	16.833	1,426,047	84,717	17,965	1,067	180,993	10,752	24.45	1.49641
Instructional	16.833	1,324,597	78,690	17,965	1,067	184,927	10,986	24.28	1.49499
Administrative	3.000	401,765	133,922			29,236	9,745	24.30	1.65595
Active	19.833	1,726,362	87,045	17,965	906	214,163	10,798	24.29	1.51934

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	19.833	1,726,362	87,045	17,965	906	214,163	10,798	24.29	1.51934
Instructional for Funding Purposes	16.833	1,324,597	78,690	17,965	1,067	184,927	10,986	24.28	1.49499
Instructional for Compliance Purposes	16.833	1,324,597	78,690	17,965	1,067	184,927	10,986	24.28	1.49499

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	Defunct LEAP 1 Mix Factor
01	59.353	4,415,841	74,400	70,770	1,192	635,626	10,709	23.73	1.46394
02	88.305	5,259,271	59,558			11,313	128	0.24	1.41513
21	28.083	1,717,404	61,155	22,481	801	111,046	3,954	9.48	1.32539
24	2.574	135,275	52,554			25,557	9,929	23.88	1.06473
31	2.893	208,716	72,145	1,422	492	33,055	11,426	24.28	1.44199
34	0.732	35,108	47,962			7,726	10,554	25.90	1.00000
51	1.149	98,665	85,870			12,059	10,495	23.68	1.75183
53	0.178	9,515	53,455	3,106	17,449	1,864	10,473	24.02	1.08257
55	6.222	469,083	75,391	8,645	1,389	50,874	8,176	19.21	1.56416
58	0.131	12,020	91,756	20,420	155,878	1,330	10,151	23.64	1.88482
64	0.167	8,958	53,641	3,420	20,479	1,749	10,473	24.02	1.08257
65	1.229	83,101	67,617			12,952	10,539	23.78	1.37255
74	0.834	59,445	71,277			9,029	10,826	23.75	1.45673
97	1.150	165,120	143,583	828	720	10,123	8,802	22.74	1.86014
K-12 Program 02 Instructional	88.255	5,253,319	59,524			10,786	122	0.21	1.41497
Program 21 Instructional	9.233	556,300	60,251	21,869	2,369	101,646	11,009	23.78	1.21387
Program 21 Administrative	0.850	113,076	133,031	612	720	9,400	11,059	23.23	1.69557
K-12 Program 21 Instructional	8.364	476,294	56,946			91,628	10,955	23.85	1.14415

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	2.893	208,716	72,145	1,422	492	33,055	11,426	24.28	1.44199
Program 34 Instructional	0.732	35,108	47,962			7,726	10,554	25.90	1.00000
K-3 BEA Instructional	18.104	1,314,198	72,592			192,120	10,612	23.77	1.46963
4-6 BEA Instructional	11.721	856,370	73,063			124,347	10,609	23.73	1.46798
7-8 BEA Instructional	9.910	687,270	69,351			105,231	10,619	23.92	1.39401
9-12 BEA Instructional	21.198	1,505,184	71,006			234,311	11,053	23.85	1.42716
K-12 BEA Instructional	60.933	4,363,022	71,604			656,009	10,766	23.81	1.44224
BEA	152.433	10,084,056	66,154	73,020	479	697,843	4,578	11.69	1.43601
Instructional	81.000	5,703,177	70,410	120,418	1,487	873,069	10,779	23.80	1.41961
Administrative	5.000	626,652	125,330	3,600	720	51,234	10,247	23.14	1.70138
Other				7,074					
Active	86.000	6,329,829	73,603	131,092	1,524	924,303	10,748	23.74	1.43599
K-12 Program 21 Contracted	18.000	1,048,028	58,224						1.36512
K-12 BEA Contracted	87.350	5,207,458	59,616						1.41900
Certificated Total	193.000	12,677,522	65,687	131,092	679	924,303	4,789	12.07	1.42033
Instructional for Funding Purposes	188.000	12,050,870	64,100	120,418	641	873,069	4,644	11.49	1.41286

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	81.000	5,703,177	70,410	120,418	1,487	873,069	10,779	23.80	1.41961

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	Defunct LEAP 1 Mix Factor
01	161.440	11,716,921	72,578	976,531	6,049	2,017,312	12,496	22.86	1.46749
21	16.880	1,122,182	66,480	42,413	2,513	205,601	12,180	22.72	1.37335
24	4.000	246,431	61,608	9,583	2,396	54,477	13,619	20.74	1.30719
31	10.630	791,975	74,504	109,599	10,310	135,163	12,715	22.33	1.52457
34	1.730	132,196	76,414	9,855	5,697	26,121	15,099	27.46	1.62135
51	5.950	448,602	75,395	17,023	2,861	74,855	12,581	22.16	1.58311
52	1.168	62,232	53,281	2,420	2,072	17,922	15,344	23.36	1.12727
53	1.100	100,513	91,375	3,699	3,363	13,711	12,464	23.01	1.85124
55	10.368	797,117	76,882	30,786	2,969	131,223	12,657	22.49	1.62141
58	0.170	15,101	88,829	587	3,453	2,069	12,168	23.16	1.88482
64	0.150	13,326	88,840	518	3,453	1,825	12,168	20.75	1.88482
65	10.552	753,711	71,428	26,194	2,482	127,016	12,037	22.12	1.45196
74	0.994	69,216	69,634	2,692	2,708	12,783	12,860	21.28	1.46820
97	2.000	344,705	172,353	13,250	6,625	7,824	3,912	19.94	1.48661
Program 21 Instructional	15.880	999,666	62,951	39,564	2,491	193,456	12,182	22.67	1.34114
Program 21 Administrative	1.000	122,516	122,516	2,849	2,849	12,145	12,145	23.17	1.88482
K-12 Program 21 Instructional	14.880	951,902	63,972	6,753	454	184,849	12,423	22.67	1.36317
Program 31 Instructional	10.630	791,975	74,504	109,599	10,310	135,163	12,715	22.33	1.52457

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.730	132,196	76,414	9,855	5,697	26,121	15,099	27.46	1.62135
K-3 BEA Instructional	57.733	3,929,750	68,068	17,173	297	736,924	12,764	22.88	1.44338
4-6 BEA Instructional	36.310	2,412,159	66,432	5,891	162	444,962	12,255	22.86	1.41061
7-8 BEA Instructional	23.424	1,555,704	66,415	45,425	1,939	283,838	12,117	23.54	1.40867
9-12 BEA Instructional	44.190	3,211,743	72,680	10,863	246	570,886	12,919	22.48	1.52857
K-12 BEA Instructional	161.657	11,109,356	68,722	79,352	491	2,036,610	12,598	22.85	1.45428
K-12 BEA Administrative	2.841	358,179	126,075	3,240	1,140	49,489	17,420	22.93	1.82880
BEA	175.800	12,985,797	73,867	1,109,235	6,310	2,186,419	12,437	22.80	1.47267
Instructional	210.989	14,481,043	68,634	1,171,175	5,551	2,653,801	12,578	22.72	1.45364
Administrative	16.143	2,133,185	132,143	73,975	4,582	174,099	10,785	22.54	1.70792
Active	227.132	16,614,228	73,148	1,245,150	5,482	2,827,900	12,450	22.70	1.47172
Certificated Total	227.132	16,614,228	73,148	1,245,150	5,482	2,827,900	12,450	22.70	1.47172
Instructional for Funding Purposes	210.989	14,481,043	68,634	1,171,175	5,551	2,653,801	12,578	22.72	1.45364
Instructional for Compliance Purposes	210.989	14,481,043	68,634	1,171,175	5,551	2,653,801	12,578	22.72	1.45364

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	Defunct LEAP 1 Mix Factor
01	18.950	1,188,014	62,692			201,224	10,619	26.75	1.18638
21	2.000	160,779	80,390			21,532	10,766	37.30	1.27178
24	1.000	70,482	70,482			10,766	10,766	26.25	1.26526
51	1.000	83,681	83,681			14,021	14,021	28.89	1.52733
65	1.850	133,953	72,407			26,369	14,254	25.59	1.21848
Program 21 Instructional	2.000	160,779	80,390			21,532	10,766	37.30	1.27178
K-12 Program 21 Instructional	2.000	160,779	80,390			21,532	10,766	37.30	1.27178
K-3 BEA Instructional	7.000	409,979	58,568			75,362	10,766	26.03	1.16289
7-8 BEA Instructional	11.000	661,755	60,160			115,634	10,512	27.30	1.14100
K-12 BEA Instructional	18.000	1,071,734	59,541			190,996	10,611	26.80	1.14951
K-12 BEA Administrative	0.950	116,280	122,400			10,228	10,766	26.31	1.88482
BEA	18.950	1,188,014	62,692			201,224	10,619	26.75	1.18638
Instructional	23.800	1,514,509	63,635			263,146	11,057	27.60	1.18434
Administrative	1.000	122,400	122,400			10,766	10,766	26.31	1.88482
Active	24.800	1,636,909	66,004			273,912	11,045	27.50	1.21259
Certificated Total	24.800	1,636,909	66,004			273,912	11,045	27.50	1.21259
Instructional for Funding Purposes	23.800	1,514,509	63,635			263,146	11,057	27.60	1.18434

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	23.800	1,514,509	63,635			263,146	11,057	27.60	1.18434

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	Defunct LEAP 1 Mix Factor
01	48.068	3,552,086	73,897	171,494	3,568	564,020	11,734	23.71	1.57444
21	5.304	310,430	58,528	7,810	1,472	56,773	10,704	23.46	1.23132
31	3.600	310,676	86,299	35,967	9,991	50,422	14,006	23.64	1.86155
34	1.000	81,721	81,721	4,302	4,302	16,387	16,387	23.66	1.75694
51	0.300	30,000	100,000			3,503	11,676	23.49	1.88482
52	0.099	10,000	101,010			1,156	11,676	23.49	1.88482
55	0.250	25,000	100,000	7,600	30,400	2,919	11,676	23.49	1.88482
58				5,505					
74				3,800					
97	1.000	142,000	142,000	21,950	21,950	11,676	11,676	21.97	1.69557
Program 21 Instructional	4.953	275,430	55,609	6,492	1,311	52,675	10,635	23.46	1.18501
Program 21 Administrative	0.351	35,000	99,715			4,098	11,676	23.49	1.88482
K-12 Program 21 Instructional	4.703	262,163	55,744	5,018	1,067	50,135	10,660	23.45	1.18909
Program 31 Instructional	3.600	310,676	86,299	35,063	9,740	50,422	14,006	23.64	1.86155
Program 34 Instructional	1.000	81,721	81,721	4,199	4,199	16,387	16,387	23.66	1.75694
K-3 BEA Instructional	18.038	1,290,081	71,520	34,413	1,908	244,035	13,529	24.80	1.53139
4-6 BEA Instructional	9.660	698,210	72,278	16,664	1,725	97,385	10,081	23.43	1.53911

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.830	429,500	73,671	23,610	4,050	59,701	10,240	23.11	1.57328
9-12 BEA Instructional	15.140	1,184,642	78,246	108,554	7,170	194,680	12,859	23.19	1.66490
K-12 BEA Instructional	48.668	3,602,433	74,021	183,241	3,765	595,801	12,242	23.77	1.57947
K-12 BEA Administrative	3.000	337,050	112,350	14,850	4,950	35,028	11,676	23.43	1.85812
BEA	53.668	4,086,483	76,144	233,713	4,355	642,505	11,972	23.65	1.59935
Instructional	53.721	3,887,863	72,371	230,615	4,293	649,644	12,093	23.74	1.54367
Administrative	4.900	569,050	116,133	14,850	3,031	57,212	11,676	23.07	1.82985
Other	1.000	5,000	5,000					6.12	1.69447
Active	59.621	4,461,913	74,838	245,465	4,117	706,856	11,856	23.63	1.56972
On Leave				12,963					
Certificated Total	59.621	4,461,913	74,838	258,428	4,335	706,856	11,856	23.63	1.56972
Instructional for Funding Purposes	53.721	3,887,863	72,371	230,615	4,293	649,644	12,093	23.74	1.54367
Instructional for Compliance Purposes	53.721	3,887,863	72,371	230,615	4,293	649,644	12,093	23.74	1.54367

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	Defunct LEAP 1 Mix Factor
01	20.270	1,392,818	68,713	55,921	2,759	187,396	9,245	31.55	1.17228
21	1.500	111,961	74,641	3,484	2,323	15,118	10,079	27.57	1.28092
24	1.200	72,218	60,182	1,938	1,615	12,439	10,366	24.89	1.18560
51	1.000	71,221	71,221	531	531	9,016	9,016	37.03	1.28743
55	1.980	113,922	57,536	198	100	17,590	8,884	28.15	1.09411
65	1.000	59,430	59,430			9,941	9,941	149.71	1.07961
74	0.050	7,250	145,000			499	9,979	27.52	1.21224
97	2.000	290,000	145,000	5,000	2,500	21,367	10,684	34.18	1.20558
Program 21 Instructional	0.800	46,961	58,701	3,484	4,355	8,771	10,964	25.01	1.08603
Program 21 Administrative	0.700	65,000	92,857			6,347	9,067	29.77	1.50365
K-12 Program 21 Instructional	0.800	46,961	58,701	984	1,230	8,771	10,964	25.01	1.08603
4-6 BEA Instructional	3.880	212,007	54,641	13,644	3,516	34,739	8,953	34.21	1.04226
7-8 BEA Instructional	8.070	471,531	58,430	21,315	2,641	76,366	9,463	37.28	1.10725
9-12 BEA Instructional	5.070	311,530	61,446	7,862	1,551	46,510	9,174	27.30	1.24827
K-12 BEA Instructional	17.020	995,068	58,465	42,821	2,516	157,615	9,261	32.92	1.13444
BEA	22.270	1,682,818	75,564	60,921	2,736	208,763	9,374	31.94	1.17527
Instructional	23.000	1,358,820	59,079	51,472	2,238	215,371	9,364	32.65	1.13622

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	6.000	760,000	126,667	15,600	2,600	57,995	9,666	30.43	1.32971
Active	29.000	2,118,820	73,063	67,072	2,313	273,366	9,426	31.85	1.17625
Certificated Total	29.000	2,118,820	73,063	67,072	2,313	273,366	9,426	31.85	1.17625
Instructional for Funding Purposes	23.000	1,358,820	59,079	51,472	2,238	215,371	9,364	32.65	1.13622
Instructional for Compliance Purposes	23.000	1,358,820	59,079	51,472	2,238	215,371	9,364	32.65	1.13622

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	Defunct LEAP 1 Mix Factor
01	27.456	1,968,963	71,713	33,579	1,223	304,708	11,098	22.84	1.51533
21	4.700	335,792	71,445	11,413	2,428	32,921	7,005	24.62	1.44345
31	3.400	282,829	83,185	12,694	3,734	38,403	11,295	23.28	1.75906
51	1.319	99,703	75,590	4,847	3,675	15,165	11,497	21.72	1.62579
55	2.650	210,098	79,282			24,459	9,230	22.83	1.56744
58	0.125	12,179	97,432	84,040	672,320	1,479	11,829	23.93	1.22566
64				6,974					
65	0.500	43,867	87,734			4,929	9,858	20.98	1.88482
74				3,724					
97	0.850	134,739	158,516	12,873	15,145	12,867	15,138	21.63	1.88482
Program 21 Instructional	4.250	281,470	66,228	11,413	2,685	27,018	6,357	24.96	1.42281
Program 21 Administrative	0.450	54,322	120,716			5,904	13,119	22.68	1.63840
K-12 Program 21 Instructional	4.250	281,470	66,228	11,413	2,685	27,018	6,357	24.96	1.42281
Program 31 Instructional	3.200	261,589	81,747	12,694	3,967	35,924	11,226	23.29	1.75621
Program 31 Administrative	0.200	21,240	106,200			2,478	12,391	23.20	1.80472
K-3 BEA Instructional	8.385	568,337	67,780	881	105	100,471	11,982	22.61	1.44321
4-6 BEA Instructional	5.257	385,313	73,295			64,631	12,294	22.27	1.57413

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	2.467	193,461	78,420	3,650	1,480	27,679	11,220	22.56	1.68495
9-12 BEA Instructional	13.722	999,992	72,875	39,600	2,886	137,896	10,049	23.30	1.56520
K-12 BEA Instructional	29.831	2,147,103	71,976	44,131	1,479	330,677	11,085	22.87	1.54239
K-12 BEA Administrative	0.550	58,410	106,200			6,815	12,391	23.20	1.80472
BEA	31.706	2,386,531	75,271	59,146	1,865	355,978	11,227	22.82	1.55137
Instructional	38.000	2,726,023	71,737	155,129	4,082	395,573	10,410	22.98	1.53817
Administrative	3.000	362,147	120,716	7,305	2,435	39,358	13,119	22.68	1.63840
Active	41.000	3,088,170	75,321	162,434	3,962	434,931	10,608	22.95	1.54551
On Leave				7,710					
Certificated Total	41.000	3,088,170	75,321	170,144	4,150	434,931	10,608	22.95	1.54551
Instructional for Funding Purposes	38.000	2,726,023	71,737	155,129	4,082	395,573	10,410	22.98	1.53817
Instructional for Compliance Purposes	38.000	2,726,023	71,737	155,129	4,082	395,573	10,410	22.98	1.53817

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	Defunct LEAP 1 Mix Factor
01	31.151	2,194,217	70,438	26,246	843	389,083	12,490	23.72	1.60879
21	2.489	176,299	70,831			27,996	11,248	23.78	1.58625
24	2.000	127,206	63,603			22,234	11,117	23.83	1.46216
31	2.270	151,890	66,912	26,482	11,666	31,927	14,065	23.72	1.54960
34	0.830	52,497	63,249			11,910	14,349	23.76	1.48370
51	0.244	22,185	90,922			6,040	24,753	23.69	1.74756
55	0.244	22,185	90,922			6,040	24,753	23.69	1.74756
58				6,500					
97	0.950	124,579	131,136			26,389	27,778	23.64	1.88482
Program 21 Instructional	2.000	131,929	65,965			15,916	7,958	23.82	1.54682
Program 21 Administrative	0.489	44,370	90,736			12,080	24,702	23.69	1.74756
K-12 Program 21 Instructional	2.000	131,929	65,965			15,916	7,958	23.82	1.54682
Program 31 Instructional	2.220	145,333	65,465	26,482	11,929	30,538	13,756	23.72	1.54205
Program 31 Administrative	0.050	6,557	131,140			1,389	27,778	23.64	1.88482
Program 34 Instructional	0.830	52,497	63,249			11,910	14,349	23.76	1.48370
K-3 BEA Instructional	9.604	595,727	62,029			88,099	9,173	23.84	1.46014
4-6 BEA Instructional	4.511	310,582	68,850			54,897	12,170	23.76	1.62273

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.440	486,166	65,345			106,946	14,375	23.76	1.52747
9-12 BEA Instructional	10.521	773,898	73,557	42,288	4,019	145,021	13,784	23.61	1.73430
K-12 BEA Instructional	32.076	2,166,373	67,539	42,288	1,318	394,964	12,313	23.73	1.58855
K-12 BEA Administrative	2.000	215,690	107,845			34,820	17,410	23.67	1.79020
BEA	35.201	2,523,183	71,679	52,728	1,498	459,308	13,048	23.72	1.60947
Instructional	36.320	2,447,693	67,392	48,788	1,343	439,153	12,091	23.74	1.58036
Administrative	3.733	413,381	110,737			80,717	21,623	23.67	1.80717
Other	0.125	9,984	79,872	10,440	83,520	1,747	13,972	23.66	1.88482
Active	40.178	2,871,058	71,458	59,228	1,474	521,617	12,983	23.73	1.60238
Certificated Total	40.178	2,871,058	71,458	59,228	1,474	521,617	12,983	23.73	1.60238
Instructional for Funding Purposes	36.320	2,447,693	67,392	48,788	1,343	439,153	12,091	23.74	1.58036
Instructional for Compliance Purposes	36.320	2,447,693	67,392	48,788	1,343	439,153	12,091	23.74	1.58036

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	Defunct LEAP 1 Mix Factor
01	818.306	68,344,454	83,519	9,171,305	11,208	8,845,419	10,809	23.58	1.49152
02	4.410	353,089	80,066	51,250	11,621	59,095	13,400	23.28	1.51945
21	174.914	14,011,314	80,104	48,075	275	1,939,514	11,088	23.94	1.48166
24	21.000	1,864,646	88,793	187,613	8,934	233,572	11,122	23.05	1.65023
31	46.154	3,748,431	81,216	364,273	7,893	493,147	10,685	23.05	1.49168
34	8.300	674,248	81,235	61,998	7,470	95,380	11,492	22.88	1.50600
38	1.000	86,504	86,504	17,204	17,204	10,657	10,657	22.31	1.64574
51	15.505	1,272,321	82,059	124,339	8,019	157,086	10,131	23.01	1.51197
52	2.600	219,999	84,615	33,917	13,045	28,448	10,941	23.72	1.59959
55	35.558	3,168,070	89,096	294,884	8,293	396,307	11,145	24.19	1.65961
58	0.800	60,981	76,226	9,084	11,355	7,976	9,971	24.99	1.47912
61	0.163	22,431	137,613			1,919	11,774	21.70	1.83177
64	1.600	143,071	89,419	12,558	7,849	17,134	10,709	23.02	1.67573
65	27.855	2,251,318	80,823	296,535	10,646	304,501	10,932	23.58	1.52644
69	2.000	119,928	59,964	10,527	5,264	19,665	9,833	24.06	1.18020
74	2.000	181,752	90,876	36,149	18,075	19,094	9,547	23.34	1.68761
76				9,750					
79	3.796	261,745	68,953	21,990	5,793	43,418	11,438	24.36	1.31559
88	0.277	30,895	111,534	2,282	8,238	3,371	12,171	21.72	1.87144

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	3.000	539,675	179,892	120,191	40,064	33,794	11,265	20.38	1.79467
CP	1.000	140,240	140,240	69,913	69,913	8,331	8,331	23.15	1.55041
K-12 Program 02 Instructional	4.410	353,089	80,066			59,095	13,400	23.28	1.51945
Program 21 Instructional	168.754	13,129,197	77,801	47,175	280	1,872,883	11,098	24.03	1.47445
Program 21 Administrative	6.160	882,117	143,201	900	146	66,631	10,817	22.48	1.67907
K-12 Program 21 Instructional	140.459	10,875,087	77,425			1,552,821	11,055	24.02	1.46839
Program 31 Instructional	45.354	3,625,857	79,946	363,553	8,016	483,799	10,667	23.07	1.48475
Program 31 Administrative	0.800	122,574	153,218	720	900	9,348	11,685	22.54	1.88482
Program 34 Instructional	8.100	643,605	79,457	61,818	7,632	93,043	11,487	22.90	1.49665
Program 34 Administrative	0.200	30,643	153,215	180	900	2,337	11,685	22.54	1.88482
K-3 BEA Instructional	337.583	26,490,914	78,472	7,998	24	3,638,961	10,779	23.71	1.47549
4-6 BEA Instructional	146.470	11,384,757	77,728	3,560	24	1,580,203	10,789	24.09	1.45703
7-8 BEA Instructional	122.494	9,188,619	75,013	5,583	46	1,324,632	10,814	23.86	1.42204
9-12 BEA Instructional	205.910	16,746,155	81,328	16,399	80	2,242,219	10,889	23.14	1.52402
K-12 BEA Instructional	812.457	63,810,445	78,540	33,540	41	8,786,015	10,814	23.64	1.47640
BEA	880.170	73,659,897	83,688	9,769,017	11,099	9,526,835	10,824	23.52	1.49284

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,094.465	86,489,092	79,024	10,621,892	9,705	11,892,210	10,866	23.70	1.48702
Administrative	74.773	10,912,460	145,941	269,043	3,598	815,027	10,900	22.61	1.68936
Active	1,169.238	97,401,552	83,303	10,890,935	9,315	12,707,237	10,868	23.59	1.49996
On Leave	1.000	93,560	93,560	52,902	52,902	10,592	10,592	23.89	1.69447
Certificated Total	1,170.238	97,495,112	83,312	10,943,837	9,352	12,717,829	10,868	23.59	1.50013
Instructional for Funding Purposes	1,094.465	86,489,092	79,024	10,621,892	9,705	11,892,210	10,866	23.70	1.48702
Instructional for Compliance Purposes	1,094.465	86,489,092	79,024	10,621,892	9,705	11,892,210	10,866	23.70	1.48702

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	Defunct LEAP 1 Mix Factor
01	21.386	1,323,691	61,895	27,816	1,301	239,504	11,199	22.77	1.54733
21	2.000	151,561	75,781	29,225	14,613	25,538	12,769	22.91	1.74960
31	1.075	58,629	54,539	7,650	7,116	14,684	13,660	33.82	1.21131
51	0.380	31,022	81,637	13,743	36,166	4,852	12,769	23.60	1.80472
55	0.780	57,638	73,895	14,267	18,291	9,960	12,769	21.70	1.64241
58				6,238					
97	0.900	100,898	112,109	6,000	6,667	21,707	24,119	19.95	1.19891
99	0.075	6,123	81,640			1,915	25,538	8.21	1.19891
Program 21 Instructional	2.000	151,561	75,781	29,225	14,613	25,538	12,769	22.91	1.74960
K-12 Program 21 Instructional	2.000	151,561	75,781	2,925	1,463	25,538	12,769	22.91	1.74960
Program 31 Instructional	1.000	52,506	52,506	7,650	7,650	12,769	12,769	36.84	1.21224
Program 31 Administrative	0.075	6,123	81,640			1,915	25,538	8.21	1.19891
K-3 BEA Instructional	5.533	367,008	66,331	8,019	1,449	70,651	12,769	23.25	1.52434
4-6 BEA Instructional	2.300	176,099	76,565	4,288	1,864	29,369	12,769	23.59	1.76771
7-8 BEA Instructional	5.606	266,343	47,510	4,979	888	55,328	9,869	24.62	1.41835
9-12 BEA Instructional	7.947	464,747	58,481	10,244	1,289	85,220	10,724	22.72	1.59223

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	21.386	1,274,197	59,581	27,530	1,287	240,568	11,249	23.39	1.54796
BEA	23.361	1,483,218	63,491	41,466	1,775	275,896	11,810	22.89	1.51845
Instructional	24.546	1,514,418	61,697	98,939	4,031	280,918	11,445	23.29	1.57136
Administrative	2.050	215,144	104,948	6,000	2,927	37,243	18,167	20.17	1.19891
Active	26.596	1,729,562	65,031	104,939	3,946	318,161	11,963	22.82	1.54266
Certificated Total	26.596	1,729,562	65,031	104,939	3,946	318,161	11,963	22.82	1.54266
Instructional for Funding Purposes	24.546	1,514,418	61,697	98,939	4,031	280,918	11,445	23.29	1.57136
Instructional for Compliance Purposes	24.546	1,514,418	61,697	98,939	4,031	280,918	11,445	23.29	1.57136

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	Defunct LEAP 1 Mix Factor
01	724.349	58,589,663	80,886	7,545,906	10,418	7,864,657	10,858	24.14	1.57813
21	82.156	6,419,026	78,132	479,324	5,834	894,132	10,883	25.20	1.51347
24	24.500	1,825,265	74,501	145,456	5,937	250,031	10,205	24.16	1.50298
31	19.712	1,595,634	80,947	262,957	13,340	218,616	11,091	25.58	1.58272
34	4.065	378,526	93,118	24,087	5,925	36,512	8,982	25.91	1.73990
51	3.700	268,445	72,553	10,447	2,824	34,403	9,298	24.15	1.43317
55	15.900	1,334,814	83,951	71,461	4,494	170,500	10,723	24.25	1.69290
56	1.000	88,796	88,796	6,542	6,542	11,675	11,675	23.67	1.80472
65	3.300	257,323	77,977	16,198	4,908	38,239	11,588	23.31	1.51703
74	0.400	33,724	84,310	36,390	90,975	2,536	6,341	24.20	1.71354
79	4.300	294,410	68,467	12,160	2,828	43,056	10,013	24.11	1.38835
97	3.000	531,256	177,085	86,566	28,855	33,781	11,260	17.74	1.88482
Program 21 Instructional	79.156	5,999,120	75,789	461,688	5,833	868,241	10,969	25.35	1.50178
Program 21 Administrative	3.000	419,906	139,969	17,636	5,879	25,891	8,630	22.90	1.82190
K-12 Program 21 Instructional	70.958	5,396,899	76,058			773,077	10,895	25.49	1.50092
Program 26, 56, and 59 Instructional	1.000	88,796	88,796	6,542	6,542	11,675	11,675	23.67	1.80472
Program 31 Instructional	19.237	1,529,520	79,509	260,180	13,525	213,070	11,076	25.68	1.58421

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.475	66,114	139,187	2,777	5,846	5,546	11,675	22.93	1.52240
Program 34 Instructional	3.590	312,412	87,023	21,310	5,936	30,967	8,626	26.49	1.76868
Program 34 Administrative	0.475	66,114	139,187	2,777	5,846	5,546	11,675	22.93	1.52240
K-3 BEA Instructional	246.583	18,478,743	74,939			2,619,807	10,624	24.31	1.51286
4-6 BEA Instructional	145.194	11,052,645	76,123			1,516,955	10,448	24.15	1.54463
7-8 BEA Instructional	109.350	8,744,818	79,971	3,303	30	1,211,652	11,080	24.94	1.61689
9-12 BEA Instructional	199.188	16,028,929	80,471	3,303	17	2,207,073	11,080	24.17	1.62770
K-12 BEA Instructional	700.315	54,305,135	77,544	6,606	9	7,555,487	10,789	24.34	1.56836
BEA	751.126	61,095,079	81,338	7,919,516	10,544	8,153,567	10,855	24.14	1.58035
Instructional	831.671	64,292,690	77,305	8,271,712	9,946	8,963,767	10,778	24.42	1.56075
Administrative	53.711	7,243,218	134,855	413,000	7,689	620,911	11,560	22.43	1.75410
Other				3,784					
Active	885.382	71,535,908	80,797	8,688,496	9,813	9,584,678	10,825	24.23	1.57248
On Leave	1.000	80,974	80,974	6,299	6,299	13,461	13,461	23.63	1.64574
Certificated Total	886.382	71,616,882	80,797	8,694,795	9,809	9,598,139	10,828	24.23	1.57256
Instructional for Funding Purposes	830.671	64,203,894	77,292	8,265,170	9,950	8,952,092	10,777	24.42	1.56046
Instructional for Compliance Purposes	830.671	64,203,894	77,292	8,265,170	9,950	8,952,092	10,777	24.42	1.56046

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	Defunct LEAP 1 Mix Factor
01	172.864	12,940,962	74,862	1,091,716	6,315	2,091,304	12,098	23.80	1.52698
02	0.600	46,537	77,562			8,430	14,050	24.11	1.69447
21	22.094	1,526,480	69,090	242,405	10,972	275,566	12,472	23.47	1.46365
24	5.397	387,807	71,856			61,876	11,465	23.83	1.53958
31	8.952	603,253	67,388	48,199	5,384	102,276	11,425	24.64	1.41462
34	2.590	184,340	71,174	15,436	5,960	32,294	12,469	23.47	1.56181
51	0.090	8,116	90,178	2,381	26,456	1,099	12,209	24.09	1.74756
52				20,783					
55	3.090	241,742	78,234	15,385	4,979	37,435	12,115	23.74	1.64691
58				111,003					
65	0.200	17,248	86,240			2,673	13,367	23.70	1.88482
73				4,235					
74	0.100	9,288	92,880	3,808	38,080	1,337	13,368	23.56	1.88482
79				1,995					
88	1.000	106,946	106,946			12,396	12,396	23.60	1.88482
97	2.000	322,485	161,243	54,423	27,212	25,141	12,571	20.26	1.84477
K-12 Program 02 Instructional	0.600	46,537	77,562			8,430	14,050	24.11	1.69447
Program 21 Instructional	21.094	1,411,480	66,914	231,220	10,961	263,170	12,476	23.49	1.44369

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	115,000	115,000	1,740	1,740	12,396	12,396	23.20	1.88482
K-12 Program 21 Instructional	18.504	1,240,446	67,037	211,735	11,443	229,073	12,380	23.43	1.44154
Program 31 Instructional	8.952	603,253	67,388	48,199	5,384	102,276	11,425	24.64	1.41462
Program 34 Instructional	2.590	184,340	71,174	15,436	5,960	32,294	12,469	23.47	1.56181
K-3 BEA Instructional	68.190	4,790,040	70,245	479,987	7,039	816,302	11,971	23.78	1.48081
4-6 BEA Instructional	35.580	2,678,984	75,295	153,115	4,303	442,996	12,451	23.80	1.58156
7-8 BEA Instructional	26.105	1,861,961	71,326	142,655	5,465	311,406	11,929	23.82	1.52332
9-12 BEA Instructional	44.807	3,219,420	71,851	293,506	6,550	534,094	11,920	24.10	1.52605
K-12 BEA Instructional	174.682	12,550,405	71,847	1,083,108	6,200	2,104,798	12,049	23.87	1.51928
K-12 BEA Administrative	5.504	657,962	119,543	11,925	2,167	73,319	13,321	23.49	1.44787
BEA	187.006	14,097,577	75,386	1,209,774	6,469	2,259,445	12,082	23.75	1.52602
Instructional	204.473	14,609,854	71,451	1,473,918	7,208	2,470,190	12,081	23.83	1.51439
Administrative	14.504	1,785,350	123,094	35,005	2,413	181,637	12,523	22.84	1.65935
Active	218.977	16,395,204	74,872	1,508,923	6,891	2,651,827	12,110	23.73	1.52399
On Leave				102,846					
Certificated Total	218.977	16,395,204	74,872	1,611,769	7,360	2,651,827	12,110	23.73	1.52399
Instructional for Funding Purposes	204.473	14,609,854	71,451	1,473,918	7,208	2,470,190	12,081	23.83	1.51439

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	204.473	14,609,854	71,451	1,473,918	7,208	2,470,190	12,081	23.83	1.51439

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	Defunct LEAP 1 Mix Factor
01	22.400	1,558,099	69,558	84,064	3,753	203,162	9,070	23.25	1.45506
21	1.000	76,649	76,649	2,094	2,094	11,676	11,676	24.07	1.69447
31	3.000	241,023	80,341	28,408	9,469	35,028	11,676	22.49	1.77720
51	0.600	51,105	85,175			7,006	11,676	22.82	1.88482
55	0.503	31,572	62,767			5,838	11,606	23.25	1.39673
97	1.000	132,600	132,600			11,676	11,676	23.60	1.47584
Program 21 Instructional	1.000	76,649	76,649	2,094	2,094	11,676	11,676	24.07	1.69447
K-12 Program 21 Instructional	1.000	76,649	76,649	2,094	2,094	11,676	11,676	24.07	1.69447
Program 31 Instructional	3.000	241,023	80,341	28,408	9,469	35,028	11,676	22.49	1.77720
K-3 BEA Instructional	6.400	367,706	57,454	2,000	313	51,374	8,027	23.27	1.26176
4-6 BEA Instructional	3.000	209,523	69,841			11,676	3,892	23.12	1.54494
7-8 BEA Instructional	3.500	284,449	81,271	3,000	857	40,866	11,676	23.07	1.79747
9-12 BEA Instructional	10.500	737,044	70,195	64,458	6,139	110,922	10,564	23.00	1.53086
K-12 BEA Instructional	23.400	1,598,722	68,321	69,458	2,968	214,838	9,181	23.09	1.49894
K-12 BEA Administrative	2.000	200,400	100,200			23,352	11,676	23.57	1.42488
BEA	26.400	1,931,722	73,171	112,472	4,260	249,866	9,465	23.17	1.49246

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	25.503	1,758,048	68,935	71,552	2,806	239,358	9,385	23.13	1.51367
Administrative	3.000	333,000	111,000			35,028	11,676	23.58	1.44186
Other				43,014					
Active	28.503	2,091,048	73,362	114,566	4,019	274,386	9,627	23.19	1.50612
Certificated Total	28.503	2,091,048	73,362	114,566	4,019	274,386	9,627	23.19	1.50612
Instructional for Funding Purposes	25.503	1,758,048	68,935	71,552	2,806	239,358	9,385	23.13	1.51367
Instructional for Compliance Purposes	25.503	1,758,048	68,935	71,552	2,806	239,358	9,385	23.13	1.51367

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	Defunct LEAP 1 Mix Factor
01	67.888	4,836,706	71,245	184,831	2,723	750,528	11,055	23.53	1.54863
02	3.016	177,061	58,707	21,386	7,091	35,181	11,665	14.98	1.33954
21	16.801	1,182,592	70,388	23,989	1,428	206,407	12,285	23.55	1.61321
24	0.149	11,462	76,926			1,747	11,727	23.77	1.76934
31	3.200	232,900	72,781	11,640	3,638	37,526	11,727	23.28	1.67379
34	2.500	191,364	76,546	6,534	2,614	29,318	11,727	23.77	1.76062
51	2.663	158,747	59,612			30,478	11,445	23.68	1.34182
55	4.746	330,690	69,678	1,311	276	55,129	11,616	22.42	1.58781
65				2,178					
74	0.250	20,483	81,932	2,000	8,000	2,932	11,727	23.74	1.88482
88	0.070	7,108	101,543					24.03	1.19891
97	2.000	295,850	147,925	15,000	7,500			22.94	1.79020
K-12 Program 02 Instructional	3.016	177,061	58,707	21,386	7,091	35,181	11,665	14.98	1.33954
Program 21 Instructional	16.801	1,182,592	70,388	3,989	237	206,407	12,285	23.55	1.61321
Program 21 Administrative				20,000					
K-12 Program 21 Instructional	15.620	1,092,117	69,918	3,989	255	188,805	12,087	23.60	1.60196
Program 31 Instructional	3.200	232,900	72,781	11,640	3,638	37,526	11,727	23.28	1.67379

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.500	191,364	76,546	6,534	2,614	29,318	11,727	23.77	1.76062
K-3 BEA Instructional	24.465	1,631,162	66,673	32,403	1,324	293,152	11,982	23.67	1.53307
4-6 BEA Instructional	14.768	1,035,047	70,087	334	23	174,744	11,833	23.56	1.61140
7-8 BEA Instructional	10.534	743,235	70,556	4,374	415	123,532	11,727	23.39	1.62258
9-12 BEA Instructional	21.416	1,436,377	67,070	29,428	1,374	254,089	11,864	22.27	1.54072
K-12 BEA Instructional	71.183	4,845,821	68,076	87,034	1,223	845,517	11,878	23.17	1.56487
K-12 BEA Administrative	2.866	315,891	110,220					23.97	1.41818
BEA	78.604	5,733,881	72,946	239,391	3,046	852,553	10,846	23.24	1.55859
Instructional	95.683	6,537,881	68,329	230,869	2,413	1,142,210	11,937	23.22	1.56986
Administrative	7.000	857,923	122,560	38,000	5,429			23.61	1.45762
Other	0.600	49,159	81,932			7,036	11,727	23.55	1.88482
Active	103.283	7,444,963	72,083	268,869	2,603	1,149,246	11,127	23.27	1.56408
Certificated Total	103.283	7,444,963	72,083	268,869	2,603	1,149,246	11,127	23.27	1.56408
Instructional for Funding Purposes	95.683	6,537,881	68,329	230,869	2,413	1,142,210	11,937	23.22	1.56986
Instructional for Compliance Purposes	95.683	6,537,881	68,329	230,869	2,413	1,142,210	11,937	23.22	1.56986

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	Defunct LEAP 1 Mix Factor
01	179.625	14,443,651	80,410	1,737,667	9,674	1,973,497	10,987	22.46	1.52737
02	6.200	505,153	81,476	54,945	8,862	65,193	10,515	21.31	1.62392
21	22.301	1,676,311	75,168	216,812	9,722	250,660	11,240	22.53	1.48287
24	0.400	21,471	53,678	586	1,465	3,944	9,861	22.29	1.12890
31	8.500	743,628	87,486	140,489	16,528	92,405	10,871	22.39	1.62453
34	0.900	58,338	64,820	8,119	9,021	9,777	10,863	21.81	1.27638
51	1.800	126,468	70,260	15,027	8,348	19,326	10,737	22.49	1.41222
55	1.302	101,492	77,951	9,295	7,139	17,866	13,722	22.12	1.56823
58				105,696					
65	2.101	155,334	73,933	15,802	7,521	25,979	12,365	21.58	1.50617
73				4,500					
74				2,500					
88				7,500					
97	2.000	379,651	189,826	18,566	9,283	23,940	11,970	19.00	1.56160
K-12 Program 02 Instructional	6.200	505,153	81,476			65,193	10,515	21.31	1.62392
Program 21 Instructional	21.801	1,600,320	73,406	216,812	9,945	244,675	11,223	22.58	1.47449
Program 21 Administrative	0.500	75,991	151,982			5,985	11,970	21.34	1.84788
K-12 Program 21 Instructional	20.801	1,516,173	72,889			234,129	11,256	22.58	1.46384

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	7.700	635,484	82,530	120,687	15,674	83,305	10,819	22.33	1.64916
Program 31 Administrative	0.800	108,144	135,180	5,998	7,498	9,100	11,375	22.81	1.38747
Program 34 Instructional	0.900	58,338	64,820	8,119	9,021	9,777	10,863	21.81	1.27638
K-3 BEA Instructional	66.266	4,804,921	72,510	3,598	54	720,216	10,869	22.90	1.44453
4-6 BEA Instructional	35.284	2,678,882	75,923			377,471	10,698	22.46	1.52492
7-8 BEA Instructional	29.286	2,186,874	74,673	9		333,696	11,394	22.45	1.49385
9-12 BEA Instructional	52.164	4,319,312	82,803	8		564,330	10,818	22.18	1.65898
K-12 BEA Instructional	183.000	13,989,989	76,448	3,615	20	1,995,714	10,906	22.52	1.52905
K-12 BEA Administrative	1.000	143,703	143,703			11,375	11,375	21.59	1.26526
BEA	197.225	16,130,421	81,787	1,959,786	9,937	2,164,812	10,976	22.34	1.53380
Instructional	210.404	15,995,074	76,021	2,066,949	9,824	2,307,504	10,967	22.51	1.52165
Administrative	14.725	2,216,423	150,521	104,623	7,105	175,083	11,890	21.12	1.60342
Other				165,932					
Active	225.129	18,211,497	80,894	2,337,504	10,383	2,482,587	11,027	22.35	1.52700
Certificated Total	225.129	18,211,497	80,894	2,337,504	10,383	2,482,587	11,027	22.35	1.52700
Instructional for Funding Purposes	210.404	15,995,074	76,021	2,066,949	9,824	2,307,504	10,967	22.51	1.52165

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	210.404	15,995,074	76,021	2,066,949	9,824	2,307,504	10,967	22.51	1.52165

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	Defunct LEAP 1 Mix Factor
01	115.705	9,076,791	78,448	553,694	4,785	1,269,862	10,975	24.23	1.59002
02	2.000	165,299	82,650	6,600	3,300	20,707	10,354	23.80	1.72819
21	21.896	1,661,991	75,904	16,990	776	234,793	10,723	23.32	1.57410
24	1.060	69,029	65,122			12,061	11,379	23.31	1.37384
31	4.520	313,825	69,430	55,624	12,306	52,500	11,615	24.61	1.46387
51	0.800	83,407	104,259			8,811	11,014	23.76	1.71465
52	0.680	57,359	84,351			7,380	10,853	24.00	1.76515
55	4.799	394,112	82,124			53,616	11,172	23.79	1.57901
58				31,188					
64	0.199	15,602	78,402			2,237	11,241	23.11	1.64574
65	0.902	59,618	66,095			8,815	9,773	23.31	1.39805
74	0.300	27,132	90,440			3,372	11,241	23.76	1.88482
79				2,000					
97	1.400	215,456	153,897			23,742	16,959	21.52	1.74964
K-12 Program 02 Instructional	2.000	165,299	82,650			20,707	10,354	23.80	1.72819
Program 21 Instructional	21.229	1,577,131	74,291	16,990	800	227,699	10,726	23.32	1.56434
Program 21 Administrative	0.667	84,860	127,226			7,094	10,636	23.35	1.88482
K-12 Program 21 Instructional	18.589	1,387,490	74,640			199,716	10,744	23.26	1.57159

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	4.520	313,825	69,430	55,624	12,306	52,500	11,615	24.61	1.46387
K-3 BEA Instructional	41.096	3,065,656	74,597			460,135	11,197	24.06	1.56559
4-6 BEA Instructional	22.320	1,750,424	78,424			242,038	10,844	23.91	1.64006
7-8 BEA Instructional	19.305	1,403,231	72,687			208,708	10,811	24.60	1.52972
9-12 BEA Instructional	30.421	2,251,796	74,021			337,775	11,103	24.32	1.56168
K-12 BEA Instructional	113.142	8,471,107	74,871			1,248,656	11,036	24.19	1.57311
BEA	123.625	9,771,371	79,040	615,918	4,982	1,366,812	11,056	24.18	1.58945
Instructional	142.261	10,646,306	74,836	646,267	4,543	1,563,608	10,991	24.03	1.57273
Administrative	11.000	1,416,414	128,765	6,600	600	123,662	11,242	24.01	1.76019
Other	1.000	76,901	76,901	13,229	13,229	10,628	10,628	24.12	1.62236
Active	154.261	12,139,621	78,695	666,096	4,318	1,697,898	11,007	24.03	1.58642
Certificated Total	154.261	12,139,621	78,695	666,096	4,318	1,697,898	11,007	24.03	1.58642
Instructional for Funding Purposes	142.261	10,646,306	74,836	646,267	4,543	1,563,608	10,991	24.03	1.57273
Instructional for Compliance Purposes	142.261	10,646,306	74,836	646,267	4,543	1,563,608	10,991	24.03	1.57273

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	Defunct LEAP 1 Mix Factor
01	1.712	98,683	57,642	1,647	962	19,759	11,541	24.40	1.41619
52	0.095	5,483	57,716	61	642	1,098	11,555	24.40	1.41586
65	0.095	5,483	57,716	122	1,284	1,098	11,555	24.40	1.41586
97				20,000					
99				5,000					
K-3 BEA Instructional	1.103	56,686	51,393	945	857	13,376	12,127	23.74	1.26165
4-6 BEA Instructional	0.609	41,997	68,961	702	1,153	6,382	10,480	25.15	1.69607
K-12 BEA Instructional	1.712	98,683	57,642	1,647	962	19,759	11,541	24.40	1.41619
BEA	1.712	98,683	57,642	21,647	12,644	19,759	11,541	24.40	1.41619
Instructional	1.902	109,649	57,649	1,830	962	21,954	11,543	24.40	1.41615
Administrative				25,000					
Active	1.902	109,649	57,649	26,830	14,106	21,954	11,543	24.40	1.41615
Certificated Total	1.902	109,649	57,649	26,830	14,106	21,954	11,543	24.40	1.41615
Instructional for Funding Purposes	1.902	109,649	57,649	1,830	962	21,954	11,543	24.40	1.41615
Instructional for Compliance Purposes	1.902	109,649	57,649	1,830	962	21,954	11,543	24.40	1.41615

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	Defunct LEAP 1 Mix Factor
01	15.272	1,161,951	76,084	25,742	1,686	165,494	10,836	23.44	1.71957
21	1.074	54,411	50,662			12,913	12,023	20.09	1.07307
31	1.236	53,787	43,517	3,726	3,015	7,264	5,877	23.89	1.02906
34	0.167	7,452	44,623	3,726	22,311	1,821	10,907	23.85	1.05393
51	0.332	27,977	84,268	2,000	6,024	4,236	12,758	23.24	1.88482
55	1.167	67,451	57,799			18,381	15,751	23.38	1.37907
58				31,191					
74				500					
97	0.296	48,000	162,162			11,213	37,881	7.87	1.69557
Program 21 Instructional	1.000	42,411	42,411			10,110	10,110	23.80	1.02701
Program 21 Administrative	0.074	12,000	162,162			2,803	37,881	7.87	1.69557
K-12 Program 21 Instructional	1.000	42,411	42,411			10,110	10,110	23.80	1.02701
Program 31 Instructional	1.236	53,787	43,517	3,726	3,015	7,264	5,877	23.89	1.02906
Program 34 Instructional	0.167	7,452	44,623	3,726	22,311	1,821	10,907	23.85	1.05393
K-3 BEA Instructional	5.336	377,516	70,749			41,835	7,840	23.47	1.65225
4-6 BEA Instructional	2.333	186,610	79,987			28,275	12,119	23.54	1.80180
7-8 BEA Instructional	1.842	132,156	71,746	8,910	4,837	22,040	11,965	23.31	1.64883

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	6.164	421,908	68,447	20,884	3,388	71,811	11,650	23.45	1.59757
K-12 BEA Instructional	15.675	1,118,190	71,336	29,794	1,901	163,960	10,460	23.45	1.65260
K-12 BEA Administrative	1.000	105,000	105,000			10,620	10,620	23.54	1.80472
BEA	16.971	1,271,190	74,904	33,194	1,956	185,793	10,948	22.86	1.66231
Instructional	18.174	1,256,029	69,111	65,985	3,631	196,687	10,822	23.46	1.60486
Administrative	1.370	165,000	120,438	900	657	24,636	17,982	17.73	1.77524
Active	19.544	1,421,029	72,709	66,885	3,422	221,323	11,324	22.79	1.61680
Certificated Total	19.544	1,421,029	72,709	66,885	3,422	221,323	11,324	22.79	1.61680
Instructional for Funding Purposes	18.174	1,256,029	69,111	65,985	3,631	196,687	10,822	23.46	1.60486
Instructional for Compliance Purposes	18.174	1,256,029	69,111	65,985	3,631	196,687	10,822	23.46	1.60486

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	Defunct LEAP 1 Mix Factor
01	94.770	6,781,489	71,557	243,291	2,567	1,142,404	12,054	21.72	1.41489
21	7.362	577,535	78,448			87,893	11,939	20.96	1.51830
24	0.138	9,363	67,848			1,705	12,355	20.03	1.44669
31	5.200	329,407	63,348			63,561	12,223	18.39	1.29136
34	1.000	87,212	87,212			11,421	11,421	20.39	1.80105
51	2.130	149,539	70,206			26,693	12,532	23.65	1.37529
52				69,650					
53	0.100	12,496	124,960			1,237	12,372	24.61	1.36079
55	2.700	230,657	85,429			31,978	11,844	21.72	1.58615
58				22,950					
65	0.600	49,564	82,607			6,948	11,580	21.84	1.40770
74	0.700	41,187	58,839			8,622	12,317	19.82	1.06585
79				450					
97	1.000	153,476	153,476			14,757	14,757	21.17	1.69557
Program 21 Instructional	6.862	515,054	75,059			81,707	11,907	20.59	1.52977
Program 21 Administrative	0.500	62,481	124,962			6,186	12,372	24.61	1.36079
K-12 Program 21 Instructional	6.862	515,054	75,059			81,707	11,907	20.59	1.52977
Program 31 Instructional	5.000	309,152	61,830			61,277	12,255	18.08	1.29453

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.200	20,255	101,275			2,284	11,421	24.96	1.21224
Program 34 Instructional	1.000	87,212	87,212			11,421	11,421	20.39	1.80105
K-3 BEA Instructional	35.572	2,545,980	71,573			426,112	11,979	21.46	1.45497
4-6 BEA Instructional	20.368	1,395,830	68,531	2,531	124	247,311	12,142	22.16	1.38136
7-8 BEA Instructional	12.780	855,015	66,903			153,226	11,990	21.16	1.36499
9-12 BEA Instructional	25.250	1,636,651	64,818			305,325	12,092	20.79	1.33905
K-12 BEA Instructional	93.970	6,433,476	68,463	2,531	27	1,131,975	12,046	21.39	1.39563
K-12 BEA Administrative	6.000	649,878	108,313			73,039	12,173	23.00	1.64728
BEA	101.970	7,351,584	72,096	243,291	2,386	1,232,143	12,083	21.52	1.41513
Instructional	106.700	7,378,855	69,155	336,341	3,152	1,284,679	12,040	21.36	1.40677
Administrative	9.000	1,043,070	115,897			112,540	12,504	22.73	1.61269
Active	115.700	8,421,925	72,791	336,341	2,907	1,397,219	12,076	21.52	1.42279
Certificated Total	115.700	8,421,925	72,791	336,341	2,907	1,397,219	12,076	21.52	1.42279
Instructional for Funding Purposes	106.700	7,378,855	69,155	336,341	3,152	1,284,679	12,040	21.36	1.40677
Instructional for Compliance Purposes	106.700	7,378,855	69,155	336,341	3,152	1,284,679	12,040	21.36	1.40677

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	Defunct LEAP 1 Mix Factor
01	44.404	3,793,229	85,425	170,886	3,848	550,507	12,398	23.53	1.59916
02	0.600	49,222	82,037	19,811	33,018	7,100	11,833	23.57	1.61431
21	6.438	546,412	84,873	23,703	3,682	76,915	11,947	23.21	1.49647
24	1.502	135,835	90,436	3,018	2,009	17,628	11,737	23.57	1.75809
51	1.000	58,107	58,107	1,291	1,291	12,150	12,150	23.71	1.14439
55	0.960	76,230	79,406	3,494	3,640	11,257	11,726	23.59	1.53678
58				22,020					
65	0.800	57,893	72,366	1,287	1,609	9,720	12,150	23.63	1.42517
74	0.200	14,828	74,140	329	1,645	2,567	12,833	23.57	1.46008
97	1.000	152,969	152,969	6,069	6,069	12,151	12,151	20.39	1.66233
K-12 Program 02 Instructional	0.600	49,222	82,037	19,278	32,130	7,100	11,833	23.57	1.61431
Program 21 Instructional	5.438	416,749	76,636	23,703	4,359	64,882	11,931	23.10	1.49171
Program 21 Administrative	1.000	129,663	129,663			12,033	12,033	23.59	1.52240
K-12 Program 21 Instructional	5.438	416,749	76,636			64,882	11,931	23.10	1.49171
K-3 BEA Instructional	13.288	1,034,994	77,889	2,308	174	166,250	12,511	23.61	1.51605
4-6 BEA Instructional	5.269	448,532	85,127	1,109	210	63,953	12,138	23.58	1.65952
7-8 BEA Instructional	8.997	729,491	81,082	559	62	114,921	12,773	23.59	1.57421

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	14.450	1,246,194	86,242	20,359	1,409	177,638	12,293	23.45	1.67512
K-12 BEA Instructional	42.004	3,459,211	82,354	24,335	579	522,762	12,446	23.54	1.60123
BEA	46.004	3,995,420	86,849	196,766	4,277	569,758	12,385	23.42	1.60073
Instructional	51.904	4,218,853	81,282	245,839	4,736	640,966	12,349	23.50	1.58104
Administrative	5.000	665,872	133,174	6,069	1,214	59,029	11,806	22.80	1.58086
Active	56.904	4,884,725	85,842	251,908	4,427	699,995	12,301	23.41	1.58103
Certificated Total	56.904	4,884,725	85,842	251,908	4,427	699,995	12,301	23.41	1.58103
Instructional for Funding Purposes	51.904	4,218,853	81,282	245,839	4,736	640,966	12,349	23.50	1.58104
Instructional for Compliance Purposes	51.904	4,218,853	81,282	245,839	4,736	640,966	12,349	23.50	1.58104

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	Defunct LEAP 1 Mix Factor
01	3.000	216,112	72,037	11,490	3,830	34,393	11,464	22.44	1.68320
21	0.429	34,571	80,585					8.89	1.88482
97				11,200					
Program 21 Instructional	0.429	34,571	80,585					8.89	1.88482
K-12 Program 21 Instructional	0.429	34,571	80,585					8.89	1.88482
K-3 BEA Instructional	2.000	138,875	69,438			21,589	10,795	21.97	1.62244
4-6 BEA Instructional	1.000	77,237	77,237			12,804	12,804	23.25	1.80472
K-12 BEA Instructional	3.000	216,112	72,037			34,393	11,464	22.44	1.68320
K-12 BEA Administrative				11,200					
BEA	3.000	216,112	72,037	22,690	7,563	34,393	11,464	22.44	1.68320
Instructional	3.429	250,683	73,107			34,393	10,030	20.76	1.70842
Administrative				11,200					
Active	3.429	250,683	73,107	11,200	3,266	34,393	10,030	20.76	1.70842
On Leave				11,490					
Certificated Total	3.429	250,683	73,107	22,690	6,617	34,393	10,030	20.76	1.70842
Instructional for Funding Purposes	3.429	250,683	73,107			34,393	10,030	20.76	1.70842

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	3.429	250,683	73,107			34,393	10,030	20.76	1.70842

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	Defunct LEAP 1 Mix Factor
01	2,920.127	233,486,920	79,958	39,861,470	13,651	30,754,270	10,532	24.22	1.49731
02	53.385	4,586,568	85,915	679,387	12,726	575,959	10,789	24.08	1.53783
03	2.000	114,724	57,362	20,503	10,252	19,917	9,959	24.15	1.21386
21	702.932	52,783,438	75,090	10,972,034	15,609	7,199,688	10,242	23.77	1.47764
22	1.400	125,924	89,946	22,514	16,081	17,208	12,291	23.94	1.70363
24	64.300	5,309,090	82,567	1,078,451	16,772	648,206	10,081	23.60	1.57068
31	80.694	5,926,110	73,439	1,045,510	12,956	778,805	9,651	24.63	1.43912
34	9.499	786,305	82,778	134,672	14,177	114,096	12,011	23.99	1.63627
45	7.500	558,371	74,449	70,493	9,399	72,838	9,712	23.07	1.35500
51	40.175	3,356,462	83,546	576,636	14,353	432,135	10,756	24.35	1.56029
52	7.677	690,958	90,004	168,963	22,009	87,585	11,409	25.35	1.71623
55	80.143	6,410,319	79,986	1,168,668	14,582	825,534	10,301	23.97	1.58207
56	6.000	514,135	85,689	77,250	12,875	73,724	12,287	25.82	1.27326
58	2.000	164,652	82,326	4,111,013	2,055,507	24,357	12,179	24.67	1.58738
61	1.800	135,234	75,130	30,802	17,112	18,648	10,360	28.14	1.45779
64	4.500	411,826	91,517	103,439	22,986	47,304	10,512	24.79	1.79458
65	134.803	11,017,282	81,729	1,938,557	14,381	1,460,377	10,833	23.98	1.60802
74	3.000	286,013	95,338	40,431	13,477	40,032	13,344	23.54	1.01416
79	110.553	8,290,452	74,991	1,789,546	16,187	1,140,081	10,313	24.66	1.37035

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	6.000	684,671	114,112	94,075	15,679	65,920	10,987	20.32	1.31895
CP	1.000	83,487	83,487	18,591	18,591	10,610	10,610	24.70	1.56956
K-12 Program 02 Instructional	46.385	3,556,531	76,674			494,023	10,650	24.40	1.54753
Program 21 Instructional	690.632	51,199,270	74,134	10,942,990	15,845	7,054,331	10,214	23.78	1.48328
Program 21 Administrative	10.300	1,448,805	140,661			124,383	12,076	23.44	1.16902
K-12 Program 21 Instructional	665.937	49,573,237	74,441			6,780,908	10,183	23.78	1.48866
Program 26, 56, and 59 Instructional	5.000	372,490	74,498	76,160	15,232	60,380	12,076	26.46	1.52791
Program 26, 56, and 59 Administrative	1.000	141,645	141,645	1,090	1,090	13,344	13,344	23.81	
Program 31 Instructional	79.394	5,736,756	72,257	1,045,510	13,169	771,783	9,721	24.66	1.44369
Program 31 Administrative	1.300	189,354	145,657			7,022	5,401	23.39	1.15989
Program 34 Instructional	9.299	760,718	81,806	134,672	14,482	113,753	12,233	23.99	1.63092
Program 34 Administrative	0.200	25,587	127,935			343	1,714	23.99	1.88482
K-3 BEA Instructional	1,104.952	80,759,388	73,089			11,422,086	10,337	24.41	1.47712
4-6 BEA Instructional	671.931	50,211,618	74,727			7,044,900	10,485	24.31	1.50376
7-8 BEA Instructional	376.059	28,304,809	75,267			3,879,030	10,315	24.42	1.52229

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	681.180	52,651,589	77,295			7,205,679	10,578	24.50	1.55059
K-12 BEA Instructional	2,834.122	211,927,404	74,777			29,551,694	10,427	24.41	1.50709
K-12 BEA Administrative	228.183	32,642,938	143,056			2,641,887	11,578	22.66	1.35712
BEA	3,079.205	246,143,669	79,937	41,906,110	13,609	32,381,805	10,516	24.21	1.49603
Instructional	3,963.088	297,398,781	75,042	63,258,353	15,962	41,209,162	10,398	24.28	1.50807
Administrative	257.500	36,841,807	143,075	320,684	1,245	2,994,236	11,628	22.68	1.31929
Other	15.900	1,236,527	77,769	329,949	20,752	173,909	10,938	25.91	1.52962
Active	4,236.488	335,477,115	79,188	63,908,986	15,085	44,377,307	10,475	24.14	1.49667
On Leave	3.000	245,826	81,942	94,019	31,340	29,988	9,996	23.36	1.68550
Certificated Total	4,239.488	335,722,941	79,190	64,003,005	15,097	44,407,295	10,475	24.14	1.49681
Instructional for Funding Purposes	3,958.088	297,026,291	75,043	63,182,193	15,963	41,148,782	10,396	24.28	1.50804
Instructional for Compliance Purposes	3,958.088	297,026,291	75,043	63,182,193	15,963	41,148,782	10,396	24.28	1.50804

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	Defunct LEAP 1 Mix Factor
01	253.748	22,464,001	88,529	1,273,858	5,020	2,850,370	11,233	23.51	1.55412
02	0.900	110,410	122,678	6,938	7,709	10,076	11,196	24.06	1.84252
21	43.378	3,767,510	86,853	238,692	5,503	491,554	11,332	23.03	1.51226
22	2.050	176,029	85,868	5,048	2,462	23,217	11,325	22.20	1.54222
24	6.940	625,475	90,126	14,819	2,135	79,592	11,469	22.96	1.65031
31	15.295	1,368,697	89,487	156,023	10,201	171,467	11,211	23.21	1.59771
34	1.300	117,183	90,141	3,907	3,005	14,830	11,407	34.68	1.37536
51	4.499	325,335	72,313	13,027	2,896	50,669	11,262	22.97	1.31442
52	0.944	82,053	86,921	3,981	4,217	12,541	13,285	23.67	1.58864
53	0.350	34,498	98,566	767	2,191	4,055	11,585	23.05	1.80105
55	9.858	868,249	88,076	38,070	3,862	110,411	11,200	22.46	1.59724
58				256,727					
65	5.650	466,750	82,611	16,577	2,934	62,613	11,082	24.07	1.53253
71				4,464					
74	1.000	81,577	81,577	2,718	2,718	10,943	10,943	24.12	1.47584
89	2.045	177,011	86,558	5,771	2,822	23,298	11,393	23.67	1.57666
97	3.000	565,466	188,489	45,554	15,185	36,301	12,100	20.95	1.61522
K-12 Program 02 Instructional	0.611	69,030	112,979	2,484	4,065	6,840	11,194	23.90	1.82251

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	40.395	3,372,882	83,498	174,647	4,323	457,318	11,321	23.01	1.51018
Program 21 Administrative	1.950	297,755	152,695	12,050	6,179	21,840	11,200	23.08	1.45204
K-12 Program 21 Instructional	35.124	2,877,838	81,934	440	13	394,017	11,218	22.88	1.48523
Program 31 Instructional	14.475	1,244,527	85,978	93,893	6,487	162,283	11,211	23.15	1.58757
Program 31 Administrative	0.820	124,170	151,427	8,485	10,348	9,184	11,199	23.89	1.77663
Program 34 Instructional	1.000	72,816	72,816	2,428	2,428	11,470	11,470	46.88	1.27915
Program 34 Administrative	0.300	44,367	147,890			3,360	11,199	24.12	1.69607
K-3 BEA Instructional	93.872	7,564,829	80,587	1,940	21	1,048,812	11,173	23.39	1.47329
4-6 BEA Instructional	50.820	4,405,500	86,688			571,255	11,241	23.63	1.58138
7-8 BEA Instructional	33.450	2,787,497	83,333	1,560	47	369,647	11,051	23.91	1.51934
9-12 BEA Instructional	66.985	5,988,542	89,401	3,572	53	767,027	11,451	23.22	1.62812
K-12 BEA Instructional	245.127	20,746,368	84,635	10,564	43	2,756,742	11,246	23.46	1.54429
BEA	274.243	24,625,757	89,795	1,486,280	5,420	3,083,044	11,242	23.48	1.55731
Instructional	318.358	26,903,842	84,508	1,487,442	4,672	3,585,606	11,263	23.35	1.54032
Administrative	23.578	3,686,935	156,372	235,819	10,002	266,709	11,312	23.49	1.71245
Other	5.488	280,671	51,143			59,050	10,760	24.21	1.31569
Active	347.424	30,871,448	88,858	1,723,261	4,960	3,911,365	11,258	23.38	1.54845

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	0.500	45,000	90,000			6,380	12,760	23.77	1.64574
On Leave	2.900	301,835	104,081	363,680	125,407	32,495	11,205	23.48	1.87377
Certificated Total	350.957	31,230,244	88,986	2,086,941	5,946	3,951,936	11,260	23.38	1.55131
Instructional for Funding Purposes	318.991	26,960,803	84,519	1,487,442	4,663	3,593,682	11,266	23.35	1.54053
Instructional for Compliance Purposes	318.358	26,903,842	84,508	1,487,442	4,672	3,585,606	11,263	23.35	1.54032

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	Defunct LEAP 1 Mix Factor
01	179.280	14,102,780	78,663	486,614	2,714	2,219,766	12,382	23.15	1.56190
21	29.809	2,165,542	72,647	66,092	2,217	361,157	12,116	23.29	1.45560
31	11.820	932,782	78,916	52,149	4,412	145,252	12,289	23.20	1.53270
51	6.100	413,645	67,811			73,848	12,106	23.62	1.34680
52	1.000	90,742	90,742			13,409	13,409	23.52	1.88482
53	0.125	16,177	129,416			1,763	14,103	23.26	1.69607
55	13.950	939,182	67,325			168,428	12,074	23.36	1.39736
58				6,015					
64	0.125	16,177	129,416			1,763	14,103	23.26	1.69607
65	3.000	228,006	76,002			37,998	12,666	23.21	1.60518
69	3.643	189,728	52,080			44,142	12,117	22.29	1.15519
74	0.800	59,755	74,694			9,201	11,501	23.36	1.56959
79	6.558	424,812	64,778	199,688	30,450	77,014	11,743	21.69	1.56559
97	3.000	521,287	173,762	9,986	3,329	53,606	17,869	18.90	1.54649
Program 21 Instructional	28.809	2,014,978	69,943	66,092	2,294	346,059	12,012	23.36	1.46314
Program 21 Administrative	1.000	150,564	150,564			15,098	15,098	22.35	1.23838
K-12 Program 21 Instructional	25.397	1,791,825	70,553	1,317	52	306,791	12,080	23.38	1.47539
Program 31 Instructional	10.755	793,658	73,794	52,149	4,849	129,747	12,064	23.23	1.54992

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.065	139,124	130,633			15,505	14,559	23.02	1.35878
K-3 BEA Instructional	70.342	5,138,130	73,045	38,644	549	853,260	12,130	23.37	1.52762
4-6 BEA Instructional	32.871	2,599,842	79,092	17,836	543	402,801	12,254	23.19	1.64420
7-8 BEA Instructional	26.486	2,065,340	77,979	23,165	875	321,156	12,126	23.10	1.63090
9-12 BEA Instructional	46.500	3,326,466	71,537	18,527	398	568,091	12,217	23.06	1.50128
K-12 BEA Instructional	176.199	13,129,778	74,517	98,172	557	2,145,308	12,175	23.21	1.55794
K-12 BEA Administrative	3.696	479,356	129,696			55,677	15,064	22.63	1.64764
BEA	194.100	15,556,849	80,149	548,749	2,827	2,418,624	12,461	23.00	1.55988
Instructional	238.166	17,363,399	72,905	799,022	3,355	2,895,612	12,158	23.23	1.52571
Administrative	20.644	2,704,463	131,005	9,986	484	307,208	14,881	21.71	1.58248
Other	0.400	32,753	81,883	7,902	19,755	4,526	11,316	23.65	1.71354
Active	259.210	20,100,615	77,546	816,910	3,152	3,207,346	12,374	23.03	1.53052
On Leave				3,634					
Certificated Total	259.210	20,100,615	77,546	820,544	3,166	3,207,346	12,374	23.03	1.53052
Instructional for Funding Purposes	238.166	17,363,399	72,905	799,022	3,355	2,895,612	12,158	23.23	1.52571
Instructional for Compliance Purposes	238.166	17,363,399	72,905	799,022	3,355	2,895,612	12,158	23.23	1.52571

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	Defunct LEAP 1 Mix Factor
01	16.334	1,063,357	65,101	37,775	2,313	205,513	12,582	22.61	1.43401
21	3.209	199,518	62,175			34,828	10,853	23.32	1.37540
24	0.493	31,681	64,262			5,633	11,426	23.44	1.41522
31	1.900	110,853	58,344	3,075	1,618	21,421	11,274	23.95	1.34725
34	0.580	37,692	64,986	1,022	1,762	4,678	8,066	24.12	1.48726
51	0.384	26,898	70,047			5,201	13,546	23.21	1.57504
52	0.050	3,560	71,200			677	13,546	23.21	1.57504
55	0.752	42,537	56,565			10,357	13,772	23.17	1.33399
58				11,010					
97	0.650	81,802	125,849			3,643	5,604	22.36	1.82190
98	0.100	13,359	133,590			460	4,599	22.27	1.88482
99	0.150	20,036	133,573			690	4,599	22.27	1.88482
Program 21 Instructional	3.109	186,160	59,878			34,368	11,054	23.40	1.35901
Program 21 Administrative	0.100	13,358	133,580			460	4,599	22.27	1.88482
K-12 Program 21 Instructional	3.109	186,160	59,878			34,368	11,054	23.40	1.35901
Program 31 Instructional	1.800	102,518	56,954	1,000	556	20,307	11,282	24.00	1.34011
Program 31 Administrative	0.100	8,335	83,350	2,075	20,750	1,113	11,134	23.24	1.47584

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.530	33,524	63,253			4,122	7,777	24.23	1.48834
Program 34 Administrative	0.050	4,168	83,360	1,022	20,440	557	11,134	23.24	1.47584
K-3 BEA Instructional	5.460	381,743	69,916			79,676	14,593	23.03	1.55199
4-6 BEA Instructional	2.825	181,524	64,256			30,838	10,916	23.40	1.45762
7-8 BEA Instructional	3.345	205,380	61,399	14,090	4,212	33,954	10,151	21.95	1.38635
9-12 BEA Instructional	6.184	354,880	57,387	24,685	3,992	76,663	12,397	22.61	1.30978
K-12 BEA Instructional	17.814	1,123,527	63,070	38,775	2,177	221,131	12,413	22.76	1.42184
K-12 BEA Administrative				1,022					
BEA	19.464	1,293,704	66,467	41,872	2,151	235,255	12,087	22.75	1.44008
Instructional	22.602	1,414,363	62,577	49,785	2,203	277,368	12,272	22.88	1.41307
Administrative	2.000	216,930	108,465	3,097	1,549	15,733	7,867	22.63	1.68033
Active	24.602	1,631,293	66,307	52,882	2,150	293,101	11,914	22.84	1.43480
Certificated Total	24.602	1,631,293	66,307	52,882	2,150	293,101	11,914	22.84	1.43480
Instructional for Funding Purposes	22.602	1,414,363	62,577	49,785	2,203	277,368	12,272	22.88	1.41307
Instructional for Compliance Purposes	22.602	1,414,363	62,577	49,785	2,203	277,368	12,272	22.88	1.41307

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	Defunct LEAP 1 Mix Factor
01	143.188	11,175,308	78,046	639,638	4,467	1,602,314	11,190	23.54	1.58273
02	4.043	263,717	65,228	11,329	2,802	49,013	12,123	23.47	1.36825
21	27.144	2,011,499	74,105	132,339	4,875	325,743	12,001	24.24	1.53249
22	0.017	1,495	87,941			1,296	76,243	25.66	1.88482
24	0.282	24,354	86,362	1,718	6,092	4,104	14,552	23.76	1.80926
31	11.360	923,796	81,320	145,575	12,815	134,813	11,867	23.73	1.67082
34	0.800	70,343	87,929	8,295	10,369	8,977	11,221	24.07	1.84788
51	3.300	239,600	72,606	8,171	2,476	37,508	11,366	22.84	1.39774
52				14,187					
55	3.290	305,601	92,888	12,632	3,840	38,303	11,642	22.20	1.86159
58				14,380					
65	1.000	57,166	57,166	2,384	2,384	11,131	11,131	23.65	1.20138
74	0.800	54,474	68,093	2,269	2,836	8,759	10,949	23.61	1.43100
97	1.000	155,000	155,000	9,600	9,600	10,995	10,995	19.60	1.41728
K-12 Program 02 Instructional	4.043	263,717	65,228	281	70	49,013	12,123	23.47	1.36825
Program 21 Instructional	26.144	1,883,169	72,031	132,339	5,062	314,748	12,039	24.28	1.52625
Program 21 Administrative	1.000	128,330	128,330			10,995	10,995	23.60	1.69557
K-12 Program 21 Instructional	26.044	1,874,156	71,961	12,004	461	306,930	11,785	24.27	1.52487

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	10.960	887,921	81,015	137,248	12,523	130,325	11,891	23.73	1.66301
Program 31 Administrative	0.400	35,875	89,688	8,327	20,818	4,488	11,221	23.84	1.88482
Program 34 Instructional	0.800	70,343	87,929	8,295	10,369	8,977	11,221	24.07	1.84788
K-3 BEA Instructional	57.110	4,166,112	72,949	21,807	382	651,652	11,410	23.61	1.54026
4-6 BEA Instructional	27.552	2,037,954	73,968	4,574	166	303,557	11,018	23.93	1.55093
7-8 BEA Instructional	22.653	1,651,680	72,912	11,013	486	258,981	11,433	24.06	1.54833
9-12 BEA Instructional	41.191	3,351,978	81,376	22,061	536	458,558	11,132	23.30	1.69762
K-12 BEA Instructional	148.506	11,207,724	75,470	66,688	449	1,672,748	11,264	23.64	1.58712
K-12 BEA Administrative	0.400	35,875	89,688			4,488	11,221	23.84	1.88482
BEA	160.391	12,588,164	78,484	814,437	5,078	1,806,112	11,261	23.50	1.58385
Instructional	182.849	13,702,482	74,939	984,590	5,385	2,083,437	11,394	23.68	1.57779
Administrative	12.775	1,528,345	119,636	17,927	1,403	142,383	11,145	22.46	1.54040
Other	0.600	51,526	85,877			7,135	11,892	23.02	1.80472
Active	196.224	15,282,353	77,882	1,002,517	5,109	2,232,956	11,380	23.56	1.57605
Certificated Total	196.224	15,282,353	77,882	1,002,517	5,109	2,232,956	11,380	23.56	1.57605
Instructional for Funding Purposes	182.849	13,702,482	74,939	984,590	5,385	2,083,437	11,394	23.68	1.57779

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	182.849	13,702,482	74,939	984,590	5,385	2,083,437	11,394	23.68	1.57779

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	Defunct LEAP 1 Mix Factor
01	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
K-3 BEA Instructional	0.600	38,370	63,950			6,572	10,953	23.67	1.37371
4-6 BEA Instructional	0.400	25,581	63,953			4,381	10,953	23.67	1.37371
K-12 BEA Instructional	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
BEA	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
Instructional	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
Active	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
Certificated Total	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
Instructional for Funding Purposes	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371
Instructional for Compliance Purposes	1.000	63,951	63,951	16,000	16,000	10,953	10,953	23.67	1.37371

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	Defunct LEAP 1 Mix Factor
01	214.886	16,218,327	75,474	1,295,552	6,029	2,583,855	12,024	22.75	1.52006
02	2.000	150,729	75,365	3,993	1,997	23,856	11,928	23.69	1.59953
21	42.827	2,947,308	68,819	101,027	2,359	520,180	12,146	23.40	1.43097
24	4.709	374,176	79,460	21,361	4,536	56,169	11,928	24.43	1.70008
31	29.392	1,948,940	66,309	43,394	1,476	356,886	12,142	22.72	1.37197
34	6.740	466,761	69,252	8,885	1,318	80,395	11,928	22.24	1.45489
51	4.900	360,543	73,580	3,993	815	58,447	11,928	23.49	1.45022
52	0.100	13,217	132,170	125,104	1,251,040	1,193	11,928	25.82	1.47584
55	19.300	1,542,031	79,898	70,192	3,637	230,210	11,928	22.53	1.64019
56	1.000	53,173	53,173	11,978	11,978	11,928	11,928	28.43	1.12890
58				259,726					
64	0.300	26,633	88,777			3,578	11,928	22.21	1.88482
65	7.300	529,388	72,519	8,878	1,216	87,074	11,928	23.24	1.50971
74	0.600	65,047	108,412			7,157	11,928	22.87	1.69447
79	1.000	66,434	66,434	4,000	4,000	11,928	11,928	22.48	1.07633
89	0.900	57,316	63,684	1,274	1,416	10,735	11,928	24.19	1.36205
97	1.000	192,664	192,664	28,000	28,000	11,928	11,928	20.33	1.88482
K-12 Program 02 Instructional	2.000	150,729	75,365			23,856	11,928	23.69	1.59953

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	41.827	2,812,949	67,252	101,027	2,415	508,252	12,151	23.41	1.42203
Program 21 Administrative	1.000	134,359	134,359			11,928	11,928	23.22	1.80472
K-12 Program 21 Instructional	34.896	2,364,474	67,758	9,469	271	425,114	12,182	23.35	1.43060
Program 26, 56, and 59 Instructional	1.000	53,173	53,173	11,978	11,978	11,928	11,928	28.43	1.12890
Program 31 Instructional	29.272	1,936,294	66,148	43,394	1,482	355,454	12,143	22.71	1.36987
Program 31 Administrative	0.120	12,646	105,383			1,431	11,928	23.51	1.88482
Program 34 Instructional	6.700	462,546	69,037	8,885	1,326	79,918	11,928	22.23	1.45232
Program 34 Administrative	0.040	4,215	105,375			477	11,928	23.51	1.88482
K-3 BEA Instructional	68.416	4,524,097	66,126	86,225	1,260	822,531	12,022	22.59	1.39992
4-6 BEA Instructional	40.223	2,956,951	73,514			480,973	11,958	22.57	1.55650
7-8 BEA Instructional	32.900	2,359,376	71,714	43,652	1,327	392,431	11,928	22.69	1.51737
9-12 BEA Instructional	89.972	6,403,095	71,168	85,167	947	1,091,412	12,131	22.54	1.49726
K-12 BEA Instructional	231.511	16,243,519	70,163	215,601	931	2,787,347	12,040	22.58	1.48164
K-12 BEA Administrative	12.200	1,442,650	118,250			145,522	11,928	24.70	1.65703
BEA Instructional	254.018	18,977,421	74,709	1,379,824	5,432	3,056,920	12,034	22.71	1.50325
BEA Administrative	311.147	21,864,198	70,270	1,706,432	5,484	3,746,585	12,041	22.74	1.48417

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	24.807	3,041,218	122,595	28,000	1,129	297,007	11,973	23.65	1.72409
Other	1.000	107,271	107,271			11,928	11,928	23.08	1.52240
Active	336.954	25,012,687	74,232	1,734,432	5,147	4,055,520	12,036	22.84	1.50195
On Leave				252,925					
Certificated Total	336.954	25,012,687	74,232	1,987,357	5,898	4,055,520	12,036	22.84	1.50195
Instructional for Funding Purposes	310.147	21,811,025	70,325	1,694,454	5,463	3,734,657	12,042	22.73	1.48531
Instructional for Compliance Purposes	310.147	21,811,025	70,325	1,694,454	5,463	3,734,657	12,042	22.73	1.48531

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	Defunct LEAP 1 Mix Factor
01	525.961	45,636,765	86,768	10,785,774	20,507	6,812,439	12,952	23.27	1.56462
02	2.500	229,169	91,668	57,784	23,114	36,265	14,506	25.49	1.67359
21	83.217	6,861,028	82,447	1,702,370	20,457	1,133,428	13,620	23.25	1.56170
22	0.083	12,376	149,108	60	723	1,308	15,756	22.47	1.84788
24	11.311	946,365	83,668	197,184	17,433	147,406	13,032	24.33	1.56455
26	0.550	50,109	91,107	8,049	14,635	6,997	12,721	22.90	1.56287
31	15.450	1,396,481	90,387	351,734	22,766	221,590	14,342	22.86	1.60932
34	1.517	138,895	91,559	31,951	21,062	17,971	11,847	23.18	1.53778
51	4.706	419,013	89,038	95,218	20,233	73,745	15,670	23.83	1.64428
52	0.160	15,051	94,069	4,463	27,894	2,109	13,182	23.48	1.79517
55	9.420	818,457	86,885	196,702	20,881	133,776	14,201	23.41	1.61593
58				778,700					
64	0.300	29,949	99,830	12,180	40,600	3,665	12,216	23.60	1.88482
65	7.599	654,075	86,074	116,198	15,291	90,360	11,891	22.97	1.49602
74	2.099	139,534	66,476	31,878	15,187	48,995	23,342	19.73	1.32831
88	0.200	29,677	148,385	120	600	3,151	15,756	22.47	1.84788
89	0.100	14,838	148,380	60	600	1,257	12,572	22.37	1.69557
97	3.000	686,272	228,757	1,200	400	33,703	11,234	19.73	1.60958

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	2.500	229,169	91,668			36,265	14,506	25.49	1.67359
Program 21 Instructional	81.401	6,583,062	80,872	1,694,719	20,819	1,108,865	13,622	23.28	1.55522
Program 21 Administrative	1.816	277,966	153,065	7,651	4,213	24,563	13,526	22.25	1.85229
K-12 Program 21 Instructional	72.001	5,845,495	81,186	11,639	162	967,985	13,444	23.23	1.55697
Program 26, 56, and 59 Instructional	0.450	34,971	77,713	7,989	17,753	5,733	12,740	23.11	1.49133
Program 26, 56, and 59 Administrative	0.100	15,138	151,380	60	600	1,264	12,638	22.26	1.88482
Program 31 Instructional	14.650	1,280,330	87,395	351,254	23,976	211,480	14,435	22.88	1.62289
Program 31 Administrative	0.800	116,151	145,189	480	600	10,110	12,638	22.48	1.36079
Program 34 Instructional	1.317	109,857	83,415	31,831	24,169	15,444	11,726	23.32	1.56466
Program 34 Administrative	0.200	29,038	145,190	120	600	2,528	12,638	22.48	1.36079
K-3 BEA Instructional	206.606	16,614,902	80,418	113,231	548	2,612,744	12,646	23.35	1.51338
4-6 BEA Instructional	101.396	8,474,863	83,582	6,123	60	1,305,446	12,875	23.10	1.55636
7-8 BEA Instructional	70.277	6,008,696	85,500	1,775	25	927,512	13,198	23.39	1.60890
9-12 BEA Instructional	134.881	11,506,831	85,311	7,654	57	1,830,704	13,573	23.73	1.60607
K-12 BEA Instructional	513.160	42,605,292	83,025	128,783	251	6,676,406	13,010	23.41	1.55931

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative				600					
BEA	548.428	48,087,582	87,683	11,228,443	20,474	7,121,968	12,986	23.23	1.56655
Instructional	629.706	52,109,521	82,752	14,334,413	22,764	8,279,794	13,149	23.40	1.55887
Administrative	37.381	5,864,263	156,878	37,212	995	474,671	12,698	21.46	1.67578
Active	667.087	57,973,784	86,906	14,371,625	21,544	8,754,465	13,123	23.24	1.56542
On Leave	1.086	104,270	96,013			13,700	12,615	23.61	1.88482
Certificated Total	668.173	58,078,054	86,921	14,371,625	21,509	8,768,165	13,123	23.24	1.56594
Instructional for Funding Purposes	629.256	52,074,550	82,756	14,326,424	22,767	8,274,061	13,149	23.40	1.55892
Instructional for Compliance Purposes	629.256	52,074,550	82,756	14,326,424	22,767	8,274,061	13,149	23.40	1.55892

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	Defunct LEAP 1 Mix Factor
01	4.836	291,123	60,199	5,720	1,183	60,357	12,481	28.42	1.46092
52	0.200	11,678	58,390	65	325	2,357	11,784	23.08	1.41708
55	0.267	12,434	46,569			3,146	11,784	63.46	1.12890
97	0.300	23,466	78,220	5,000	16,667	3,535	11,784	24.06	1.80105
K-3 BEA Instructional	2.301	120,089	52,190	2,591	1,126	28,673	12,461	34.91	1.25720
4-6 BEA Instructional	0.701	35,297	50,352	1,215	1,733	9,429	13,451	23.89	1.19362
7-8 BEA Instructional	1.134	80,982	71,413	1,914	1,688	14,005	12,350	23.73	1.82955
K-12 BEA Instructional	4.136	236,368	57,149	5,720	1,383	52,108	12,599	29.44	1.40335
K-12 BEA Administrative				5,000					
BEA	5.136	314,589	61,252	10,720	2,087	63,892	12,440	28.09	1.48078
Instructional	4.603	260,480	56,589	5,785	1,257	57,611	12,516	30.78	1.38803
Administrative	1.000	78,221	78,221	5,000	5,000	11,784	11,784	24.06	1.80105
Active	5.603	338,701	60,450	10,785	1,925	69,395	12,385	29.22	1.46174
Certificated Total	5.603	338,701	60,450	10,785	1,925	69,395	12,385	29.22	1.46174
Instructional for Funding Purposes	4.603	260,480	56,589	5,785	1,257	57,611	12,516	30.78	1.38803
Instructional for Compliance Purposes	4.603	260,480	56,589	5,785	1,257	57,611	12,516	30.78	1.38803

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	Defunct LEAP 1 Mix Factor
01	10.000	790,838	79,084	21,116	2,112	119,280	11,928	23.10	1.43449
21	1.000	97,628	97,628	9,729	9,729	11,928	11,928	23.55	1.69557
51				1,000					
55				6,358					
97	1.000	115,000	115,000			15,456	15,456	23.43	1.30517
Program 21 Instructional	1.000	97,628	97,628	9,729	9,729	11,928	11,928	23.55	1.69557
K-12 Program 21 Instructional	1.000	97,628	97,628			11,928	11,928	23.55	1.69557
K-3 BEA Instructional	2.670	225,173	84,334			31,848	11,928	23.04	1.48670
4-6 BEA Instructional	2.500	173,745	69,498			29,820	11,928	23.43	1.26392
7-8 BEA Instructional	1.500	108,484	72,323			17,892	11,928	23.39	1.32264
9-12 BEA Instructional	3.330	283,436	85,116			39,720	11,928	22.84	1.57106
K-12 BEA Instructional	10.000	790,838	79,084			119,280	11,928	23.10	1.43449
BEA	11.000	905,838	82,349	21,116	1,920	134,736	12,249	23.14	1.42273
Instructional	11.000	888,466	80,770	38,203	3,473	131,208	11,928	23.15	1.45822
Administrative	1.000	115,000	115,000			15,456	15,456	23.43	1.30517
Active	12.000	1,003,466	83,622	38,203	3,184	146,664	12,222	23.18	1.44547
Certificated Total	12.000	1,003,466	83,622	38,203	3,184	146,664	12,222	23.18	1.44547

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	11.000	888,466	80,770	38,203	3,473	131,208	11,928	23.15	1.45822
Instructional for Compliance Purposes	11.000	888,466	80,770	38,203	3,473	131,208	11,928	23.15	1.45822

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	Defunct LEAP 1 Mix Factor
01	487.459	42,207,173	86,586	8,086,497	16,589	5,936,157	12,178	23.35	1.62472
02	11.546	1,022,210	88,534	206,658	17,899	141,646	12,268	23.06	1.65019
21	82.842	6,529,150	78,814	1,262,353	15,238	995,445	12,016	22.91	1.54639
22	1.500	134,588	89,725	32,081	21,387	21,940	14,627	22.38	1.67551
24	7.350	564,340	76,781	100,553	13,681	90,430	12,303	23.71	1.54030
31	20.298	1,744,409	85,940	421,157	20,749	258,216	12,721	24.28	1.64447
34	5.719	552,270	96,568	83,517	14,603	69,836	12,211	24.56	1.75035
51	2.200	179,871	81,760	34,079	15,490	27,421	12,464	23.34	1.63862
52	0.900	75,805	84,228	16,149	17,943	11,755	13,061	23.74	1.67440
55	7.400	616,043	83,249	122,225	16,517	109,795	14,837	22.94	1.62917
58	0.600	44,543	74,238	9,491	15,818	9,455	15,758	21.53	1.55041
65	3.020	256,459	84,920	50,354	16,674	38,689	12,811	23.71	1.68687
74	1.000	86,844	86,844	19,468	19,468	14,149	14,149	23.62	1.69447
79	1.000	94,486	94,486	34,397	34,397	11,745	11,745	23.68	1.80472
97	3.984	740,283	185,814	30,283	7,601	60,160	15,100	20.37	1.74072
K-12 Program 02 Instructional	10.550	864,614	81,954	92,737	8,790	130,455	12,365	23.41	1.62804
Program 21 Instructional	80.850	6,197,816	76,658	1,262,353	15,614	971,381	12,015	22.91	1.53904
Program 21 Administrative	1.992	331,334	166,332			24,064	12,080	22.74	1.84477

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	79.850	6,101,104	76,407	343,107	4,297	958,790	12,007	22.91	1.53471
Program 31 Instructional	19.500	1,622,043	83,182	421,157	21,598	248,618	12,750	24.40	1.63561
Program 31 Administrative	0.798	122,366	153,341			9,598	12,027	22.32	1.86097
Program 34 Instructional	5.000	441,225	88,245	83,517	16,703	61,519	12,304	25.04	1.74945
Program 34 Administrative	0.719	111,045	154,444			8,317	11,567	22.31	1.75659
K-3 BEA Instructional	180.854	14,735,638	81,478	2,034,229	11,248	2,216,683	12,257	23.88	1.60702
4-6 BEA Instructional	92.084	7,347,713	79,794	908,199	9,863	1,102,420	11,972	23.10	1.57151
7-8 BEA Instructional	68.058	5,821,431	85,536	608,451	8,940	843,044	12,387	23.48	1.66985
9-12 BEA Instructional	152.765	12,639,092	82,736	911,466	5,966	1,866,180	12,216	23.51	1.63084
K-12 BEA Instructional	493.761	40,543,874	82,112	4,462,345	9,037	6,028,327	12,209	23.56	1.61643
K-12 BEA Administrative	1.097	167,233	152,446	12,000	10,939	13,208	12,040	22.53	1.86747
BEA	529.006	46,266,345	87,459	8,828,112	16,688	6,466,014	12,223	23.35	1.62827
Instructional	598.581	48,700,183	81,359	10,146,603	16,951	7,323,342	12,235	23.47	1.60594
Administrative	37.237	6,053,805	162,575	346,874	9,315	461,751	12,400	21.70	1.79680
Active	635.818	54,753,988	86,116	10,493,477	16,504	7,785,093	12,244	23.29	1.61711
On Leave	1.000	94,486	94,486	15,785	15,785	11,745	11,745	23.68	1.80472
Certificated Total	636.818	54,848,474	86,129	10,509,262	16,503	7,796,838	12,243	23.29	1.61741

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	598.581	48,700,183	81,359	10,146,603	16,951	7,323,342	12,235	23.47	1.60594
Instructional for Compliance Purposes	598.581	48,700,183	81,359	10,146,603	16,951	7,323,342	12,235	23.47	1.60594

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	Defunct LEAP 1 Mix Factor
01	393.837	30,815,581	78,245	3,920,135	9,954	4,125,585	10,475	22.91	1.50407
02	4.850	422,729	87,161	22,605	4,661	53,729	11,078	22.15	1.54242
21	65.802	4,958,561	75,356	618,703	9,402	741,983	11,276	22.70	1.50382
24	1.300	110,883	85,295	15,068	11,591	15,475	11,903	20.99	1.69489
31	17.450	1,426,205	81,731	205,188	11,759	187,675	10,755	22.74	1.47067
34	1.400	102,719	73,371	12,169	8,692	12,647	9,034	23.17	1.50012
51	1.000	82,967	82,967	5,179	5,179	8,763	8,763	23.02	1.63260
52	1.000	88,390	88,390			8,763	8,763	23.20	1.80105
58				278,445					
64				3,600					
65	1.000	78,498	78,498	12,210	12,210	11,600	11,600	23.16	1.62022
71	0.500	32,351	64,702	3,049	6,098	8,658	17,316	17.26	1.26623
74	2.600	198,548	76,365	21,310	8,196	33,151	12,750	23.10	1.53851
97	3.000	638,932	212,977	70,693	23,564	36,330	12,110	20.46	1.45698
K-12 Program 02 Instructional	3.850	279,840	72,686			42,184	10,957	21.83	1.45349
Program 21 Instructional	65.302	4,871,471	74,599	615,250	9,422	736,210	11,274	22.80	1.50235
Program 21 Administrative	0.500	87,090	174,180			5,773	11,545	17.71	1.69557
K-12 Program 21 Instructional	60.152	4,457,518	74,104			683,180	11,358	22.84	1.49332

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	15.450	1,128,369	73,034	202,791	13,126	168,119	10,881	22.58	1.46059
Program 31 Administrative	2.000	297,836	148,918			19,556	9,778	23.50	1.54853
Program 34 Instructional	1.400	102,719	73,371	12,169	8,692	12,647	9,034	23.17	1.50012
K-3 BEA Instructional	159.946	11,771,997	73,600	6,062	38	1,656,530	10,357	22.92	1.48313
4-6 BEA Instructional	75.880	5,593,206	73,711			780,978	10,292	23.06	1.48365
7-8 BEA Instructional	61.615	4,611,329	74,841	4,966	81	644,043	10,453	23.02	1.51124
9-12 BEA Instructional	92.096	6,803,490	73,874	1,241	13	1,000,963	10,869	22.78	1.48449
K-12 BEA Instructional	389.537	28,780,022	73,883	12,269	31	4,082,514	10,480	22.93	1.48800
BEA	420.537	33,406,166	79,437	4,230,790	10,060	4,415,966	10,501	22.85	1.50278
Instructional	462.239	34,243,130	74,081	4,963,090	10,737	4,905,133	10,612	22.90	1.49193
Administrative	31.500	4,713,234	149,626	176,366	5,599	339,225	10,769	22.20	1.68864
Active	493.739	38,956,364	78,901	5,139,456	10,409	5,244,358	10,622	22.82	1.50448
On Leave				48,898					
Certificated Total	493.739	38,956,364	78,901	5,188,354	10,508	5,244,358	10,622	22.82	1.50448
Instructional for Funding Purposes	462.239	34,243,130	74,081	4,963,090	10,737	4,905,133	10,612	22.90	1.49193
Instructional for Compliance Purposes	462.239	34,243,130	74,081	4,963,090	10,737	4,905,133	10,612	22.90	1.49193

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	Defunct LEAP 1 Mix Factor
01	27.381	1,742,781	63,649	52,768	1,927	321,273	11,733	25.07	1.33770
02	2.000	121,160	60,580	3,366	1,683	25,629	12,815	23.29	1.29653
21	3.499	273,017	78,027	12,085	3,454	37,997	10,860	32.44	1.58106
31	2.310	154,881	67,048	12,343	5,343	30,713	13,296	24.48	1.42088
34	0.930	65,774	70,725	1,829	1,967	11,584	12,455	24.27	1.50128
51	0.980	62,348	63,620	1,189	1,213	13,833	14,115	24.07	1.36009
52	0.810	47,374	58,486			9,329	11,517	25.08	1.25171
55	2.100	126,343	60,163	2,353	1,120	24,796	11,808	24.23	1.29195
65	0.990	89,965	90,874	2,500	2,525	14,484	14,630	23.99	1.88482
97	1.000	120,000	120,000			11,832	11,832	22.92	1.52240
K-12 Program 02 Instructional	2.000	121,160	60,580	3,366	1,683	25,629	12,815	23.29	1.29653
Program 21 Instructional	3.249	258,395	79,531	7,585	2,335	35,154	10,820	33.17	1.60640
Program 21 Administrative	0.250	14,622	58,488	4,500	18,000	2,843	11,372	23.74	1.25171
K-12 Program 21 Instructional	3.249	258,395	79,531	4,249	1,308	35,154	10,820	33.17	1.60640
Program 31 Instructional	2.310	154,881	67,048	12,343	5,343	30,713	13,296	24.48	1.42088
Program 34 Instructional	0.930	65,774	70,725	1,829	1,967	11,584	12,455	24.27	1.50128
K-3 BEA Instructional	8.599	524,150	60,955	304	35	101,810	11,840	24.14	1.31276

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	4.029	210,210	52,174			44,083	10,941	24.35	1.12349
7-8 BEA Instructional	5.276	312,058	59,147	8,328	1,578	63,644	12,063	25.86	1.26104
9-12 BEA Instructional	11.947	771,437	64,572	29,812	2,495	147,161	12,318	24.97	1.37265
K-12 BEA Instructional	29.851	1,817,855	60,898	38,444	1,288	356,698	11,949	24.81	1.30204
K-12 BEA Administrative	1.000	104,000	104,000			11,832	11,832	28.44	1.69557
BEA	33.621	2,204,596	65,572	70,306	2,091	401,031	11,928	24.78	1.35098
Instructional	37.980	2,402,280	63,251	83,933	2,210	454,295	11,961	25.40	1.34314
Administrative	3.950	395,002	100,001	4,500	1,139	46,312	11,725	24.58	1.70509
Other	0.070	6,361	90,871			863	12,335	23.88	1.88482
Active	42.000	2,803,643	66,753	88,433	2,106	501,470	11,940	25.28	1.37808
Certificated Total	42.000	2,803,643	66,753	88,433	2,106	501,470	11,940	25.28	1.37808
Instructional for Funding Purposes	37.980	2,402,280	63,251	83,933	2,210	454,295	11,961	25.40	1.34314
Instructional for Compliance Purposes	37.980	2,402,280	63,251	83,933	2,210	454,295	11,961	25.40	1.34314

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	Defunct LEAP 1 Mix Factor
01	29.070	2,226,299	76,584	76,948	2,647	345,318	11,879	23.69	1.59119
02				5,500					
21	2.700	173,633	64,309	16,583	6,142	30,102	11,149	23.76	1.29793
22	0.500	26,770	53,540			5,703	11,406	24.16	1.13866
24	0.500	42,430	84,860			5,074	10,148	23.50	1.80472
31	3.220	183,259	56,913	23,385	7,262	26,276	8,160	24.05	1.14080
34	0.340	19,827	58,315	2,102	6,182	1,624	4,776	23.94	1.12149
51	1.510	126,765	83,950	7,010	4,642	19,019	12,596	23.47	1.74050
52	0.160	12,206	76,288			2,088	13,053	23.97	1.62236
55	1.620	121,453	74,971	18,361	11,334	20,653	12,749	23.44	1.54440
65	0.830	71,676	86,357	5,336	6,429	14,373	17,317	23.22	1.83657
68	0.050	4,250	85,000			771	15,423	23.63	1.43104
74				2,500					
79	0.500	38,143	76,286	500	1,000	6,527	13,053	23.97	1.62236
97	1.000	134,476	134,476	34,490	34,490	14,979	14,979	19.35	1.69557
Program 21 Instructional	2.200	131,133	59,606	16,583	7,538	22,390	10,177	23.80	1.26767
Program 21 Administrative	0.500	42,500	85,000			7,712	15,423	23.63	1.43104
K-12 Program 21 Instructional	2.200	131,133	59,606	325	148	22,390	10,177	23.80	1.26767

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	3.170	177,746	56,071	23,385	7,377	25,760	8,126	24.07	1.13033
Program 31 Administrative	0.050	5,513	110,260			516	10,322	23.45	1.80472
Program 34 Instructional	0.340	19,827	58,315	2,102	6,182	1,624	4,776	23.94	1.12149
K-3 BEA Instructional	9.442	743,481	78,742			111,021	11,758	23.70	1.67399
4-6 BEA Instructional	6.728	452,484	67,254			79,653	11,839	23.64	1.42946
7-8 BEA Instructional	4.822	348,715	72,318	1,124	233	56,305	11,677	23.93	1.52904
9-12 BEA Instructional	9.518	657,770	69,108	18,753	1,970	102,979	10,819	23.77	1.44874
K-12 BEA Instructional	30.510	2,202,450	72,188	19,877	651	349,958	11,470	23.75	1.52689
BEA	33.630	2,563,861	76,237	142,425	4,235	388,197	11,543	23.45	1.54642
Instructional	38.000	2,741,187	72,137	142,185	3,742	441,462	11,617	23.72	1.52744
Administrative	4.000	440,000	110,000	30,630	7,658	51,046	12,762	22.09	1.68401
Active	42.000	3,181,187	75,743	172,815	4,115	492,508	11,726	23.48	1.54235
On Leave				19,900					
Certificated Total	42.000	3,181,187	75,743	192,715	4,588	492,508	11,726	23.48	1.54235
Instructional for Funding Purposes	38.000	2,741,187	72,137	142,185	3,742	441,462	11,617	23.72	1.52744
Instructional for Compliance Purposes	38.000	2,741,187	72,137	142,185	3,742	441,462	11,617	23.72	1.52744

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	Defunct LEAP 1 Mix Factor
01	486.024	42,970,519	88,412	656,888	1,352	5,645,785	11,616	23.25	1.57085
02	45.705	2,794,614	61,145	22,707	497	202,536	4,431	23.19	1.34321
21	78.497	6,414,330	81,714	42,603	543	909,410	11,585	22.82	1.48756
24	36.414	3,033,600	83,309	93,802	2,576	390,900	10,735	23.02	1.54387
31	31.216	2,753,174	88,198	248,722	7,968	375,346	12,024	23.27	1.56596
34	11.733	1,148,992	97,928	10,111	862	133,306	11,362	22.73	1.67951
51	10.370	933,336	90,003	775	75	136,319	13,145	22.96	1.60238
55	17.079	1,711,679	100,221	1,550	91	232,648	13,622	22.87	1.73493
58	0.203	31,094	153,172	330,391	1,627,542	2,796	13,775	21.62	1.41728
74	7.800	754,220	96,695			92,572	11,868	23.19	1.77292
79	0.911	79,966	87,778	16,316	17,910	9,102	9,991	22.83	1.30047
89	3.086	360,287	116,749	8,100	2,625	43,360	14,051	21.40	1.68941
97	3.500	583,903	166,829	49,492	14,141	45,165	12,904	19.78	1.50680
K-12 Program 02 Instructional	44.705	2,641,562	59,089	2,339	52	188,761	4,222	23.35	1.33110
Program 21 Instructional	75.697	6,048,822	79,908	31,494	416	871,239	11,510	22.79	1.47678
Program 21 Administrative	1.800	272,508	151,393	8,080	4,489	24,795	13,775	21.90	1.74113
K-12 Program 21 Instructional	68.577	5,470,638	79,774			783,677	11,428	22.75	1.47485

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	30.466	2,654,598	87,133	248,272	8,149	365,395	11,994	23.28	1.56333
Program 31 Administrative	0.750	98,576	131,435	450	600	9,951	13,268	22.88	1.67306
Program 34 Instructional	10.483	990,879	94,522	9,010	859	116,528	11,116	22.66	1.69249
Program 34 Administrative	1.250	158,113	126,490	750	600	16,778	13,422	23.15	1.57067
K-3 BEA Instructional	206.134	17,469,594	84,749			2,363,118	11,464	23.33	1.54633
4-6 BEA Instructional	102.004	8,466,788	83,004			1,181,638	11,584	23.65	1.52438
7-8 BEA Instructional	77.624	7,056,580	90,907	33,457	431	914,910	11,786	23.22	1.64130
9-12 BEA Instructional	133.361	11,641,814	87,295	93,540	701	1,559,087	11,691	23.27	1.58210
K-12 BEA Instructional	519.123	44,634,776	85,981	126,997	245	6,018,753	11,594	23.36	1.56540
BEA	578.178	50,251,202	86,913	987,920	1,709	6,402,138	11,073	23.19	1.55441
Instructional	664.589	56,992,390	85,756	1,310,091	1,971	7,751,764	11,664	23.25	1.56238
Administrative	34.000	5,055,574	148,693	122,419	3,601	431,308	12,686	21.60	1.76515
Active	698.589	62,047,964	88,819	1,432,510	2,051	8,183,072	11,714	23.12	1.57225
K-12 BEA Contracted	28.605	1,101,542	38,509						1.11999
On Leave	2.500	255,300	102,120	48,947	19,579	36,173	14,469	23.78	1.87004
Certificated Total	732.538	63,569,714	86,780	1,481,457	2,022	8,219,245	11,220	23.12	1.55415
Instructional for Funding Purposes	696.038	58,258,840	83,701	1,310,091	1,882	7,751,764	11,137	23.25	1.54271

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	664.589	56,992,390	85,756	1,310,091	1,971	7,751,764	11,664	23.25	1.56238

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	Defunct LEAP 1 Mix Factor
01	68.430	6,243,485	91,239	614,564	8,981	823,248	12,031	23.66	1.67893
21	9.800	772,191	78,795	103,941	10,606	116,759	11,914	22.19	1.48823
24	3.000	268,144	89,381			36,069	12,023	22.38	1.76742
31	2.253	193,963	86,091	23,821	10,573	29,564	13,122	21.94	1.53796
51	1.000	99,907	99,907	8,095	8,095	11,955	11,955	23.21	1.88482
55	1.000	92,640	92,640	7,650	7,650	11,955	11,955	23.64	1.80472
65				1,000					
74				2,811					
97	2.000	376,943	188,472	6,400	3,200	25,797	12,899	19.46	1.32062
Program 21 Instructional	9.300	702,846	75,575	103,941	11,176	109,962	11,824	22.12	1.49508
Program 21 Administrative	0.500	69,345	138,690			6,797	13,594	23.10	1.36079
K-12 Program 21 Instructional	9.300	702,846	75,575	102,843	11,058	109,962	11,824	22.12	1.49508
Program 31 Instructional	2.003	154,823	77,296	23,821	11,893	25,886	12,923	21.89	1.51828
Program 31 Administrative	0.250	39,140	156,560			3,678	14,712	22.20	1.69557
K-3 BEA Instructional	20.603	1,682,119	81,644	160,963	7,813	246,154	11,947	23.61	1.60357
4-6 BEA Instructional	11.670	1,044,724	89,522	107,389	9,202	140,408	12,032	24.02	1.73159
7-8 BEA Instructional	9.240	843,504	91,288	100,371	10,863	116,525	12,611	24.57	1.75565

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	24.670	2,237,726	90,706	265,582	10,765	292,501	11,857	23.20	1.74201
K-12 BEA Instructional	66.183	5,808,073	87,758	634,305	9,584	795,588	12,021	23.65	1.69898
K-12 BEA Administrative	3.000	428,037	142,679			38,522	12,841	22.90	1.28701
BEA	72.683	6,814,391	93,755	644,785	8,871	878,609	12,088	23.38	1.66470
Instructional	80.483	6,971,610	86,622	761,882	9,466	965,529	11,997	23.43	1.68159
Administrative	7.000	1,075,663	153,666	6,400	914	89,818	12,831	21.75	1.31893
Active	87.483	8,047,273	91,987	768,282	8,782	1,055,347	12,063	23.23	1.65257
Certificated Total	87.483	8,047,273	91,987	768,282	8,782	1,055,347	12,063	23.23	1.65257
Instructional for Funding Purposes	80.483	6,971,610	86,622	761,882	9,466	965,529	11,997	23.43	1.68159
Instructional for Compliance Purposes	80.483	6,971,610	86,622	761,882	9,466	965,529	11,997	23.43	1.68159

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	Defunct LEAP 1 Mix Factor
01	12.596	844,569	67,051	26,218	2,081	158,560	12,588	23.22	1.42541
21	0.906	77,051	85,045			8,000	8,830	16.74	1.77954
51	0.664	51,972	78,271			8,267	12,451	20.16	1.66333
52	0.614	47,294	77,026			7,288	11,870	19.58	1.64002
55	0.530	40,813	77,006			6,175	11,651	19.35	1.62698
58				3,303					
97	0.500	71,670	143,340			7,681	15,361	20.85	1.69557
Program 21 Instructional	0.906	77,051	85,045			8,000	8,830	16.74	1.77954
K-12 Program 21 Instructional	0.906	77,051	85,045			8,000	8,830	16.74	1.77954
K-3 BEA Instructional	5.552	388,605	69,994	11,092	1,998	74,791	13,471	23.56	1.44142
4-6 BEA Instructional	3.718	204,120	54,900	1,721	463	46,210	12,429	23.10	1.32787
7-8 BEA Instructional	1.826	80,992	44,355	1,881	1,030	20,360	11,150	23.52	1.27002
K-12 BEA Instructional	11.096	673,717	60,717	14,694	1,324	141,361	12,740	23.41	1.37517
BEA	13.096	916,239	69,963	26,218	2,002	166,240	12,694	23.03	1.43573
Instructional	13.810	890,847	64,507	29,521	2,138	171,092	12,389	22.27	1.43699
Administrative	2.000	242,522	121,261			24,879	12,440	21.96	1.77173
Active	15.810	1,133,369	71,687	29,521	1,867	195,971	12,395	22.20	1.47933

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	15.810	1,133,369	71,687	29,521	1,867	195,971	12,395	22.20	1.47933
Instructional for Funding Purposes	13.810	890,847	64,507	29,521	2,138	171,092	12,389	22.27	1.43699
Instructional for Compliance Purposes	13.810	890,847	64,507	29,521	2,138	171,092	12,389	22.27	1.43699

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	Defunct LEAP 1 Mix Factor
01	32.522	1,794,391	55,175	4,425	136	202,372	6,223	23.29	1.25922
21	2.240	105,486	47,092			15,014	6,703	23.68	1.03620
24	0.160	10,392	64,950					21.00	1.22566
51	0.250	17,623	70,492					23.62	1.80472
55	0.250	17,623	70,492					23.62	1.80472
58				5,250					
74	0.100	5,149	51,490			793	7,926	23.74	1.23838
97	1.000	125,000	125,000			8,151	8,151	23.13	1.23838
Program 21 Instructional	2.000	89,900	44,950			15,014	7,507	24.23	1.01346
Program 21 Administrative	0.240	15,586	64,942					21.00	1.22566
K-12 Program 21 Instructional	2.000	89,900	44,950			15,014	7,507	24.23	1.01346
K-3 BEA Instructional	12.484	655,445	52,503			82,021	6,570	22.84	1.18239
4-6 BEA Instructional	8.406	488,958	58,168			38,891	4,627	22.33	1.39013
7-8 BEA Instructional	8.733	465,949	53,355			67,366	7,714	25.31	1.29973
K-12 BEA Instructional	29.623	1,610,352	54,362			188,278	6,356	23.36	1.27593
K-12 BEA Administrative	1.000	8,163	8,163					34.28	1.02628
BEA	33.522	1,919,391	57,258	4,425	132	210,523	6,280	23.28	1.25860

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	32.223	1,740,647	54,019	5,250	163	204,085	6,334	23.41	1.26773
Administrative	4.299	335,017	77,929			22,245	5,174	22.70	1.13613
Other				4,425					
Active	36.522	2,075,664	56,833	9,675	265	226,330	6,197	23.29	1.25224
Certificated Total	36.522	2,075,664	56,833	9,675	265	226,330	6,197	23.29	1.25224
Instructional for Funding Purposes	32.223	1,740,647	54,019	5,250	163	204,085	6,334	23.41	1.26773
Instructional for Compliance Purposes	32.223	1,740,647	54,019	5,250	163	204,085	6,334	23.41	1.26773

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	Defunct LEAP 1 Mix Factor
01	1,539.466	123,431,067	80,178	8,559,602	5,560	17,878,039	11,613	23.09	1.59674
02	53.133	4,467,508	84,082	489,432	9,211	593,295	11,166	22.44	1.67106
21	270.517	20,414,283	75,464	1,571,073	5,808	3,116,808	11,522	23.24	1.55058
24	45.700	3,853,262	84,316	232,138	5,080	539,945	11,815	23.90	1.71124
31	57.800	4,725,308	81,753	394,668	6,828	650,643	11,257	21.77	1.64648
34	13.000	1,045,526	80,425	62,504	4,808	165,150	12,704	23.29	1.61117
45	23.161	1,711,656	73,903	101,612	4,387	250,812	10,829	24.36	1.40964
51	73.321	6,276,727	85,606	411,626	5,614	886,968	12,097	22.10	1.74095
52	6.400	609,786	95,279	50,616	7,909	93,580	14,622	23.28	1.86866
55	117.985	9,816,401	83,200	644,913	5,466	1,373,836	11,644	22.61	1.69038
58	0.400	37,032	92,580	2,990,163	7,475,408	1,006	2,516	22.78	1.88482
64	1.000	89,710	89,710	5,630	5,630	13,250	13,250	21.53	1.80472
65	35.589	2,656,758	74,651	169,365	4,759	398,150	11,187	23.68	1.53021
68	0.336	28,253	84,086	3,108	9,250	10,654	31,707	19.86	1.19891
74	14.771	1,129,052	76,437	72,736	4,924	176,545	11,952	22.70	1.57188
88	1.900	155,904	82,055	10,044	5,286	22,977	12,093	22.68	1.61787
89	0.800	94,238	117,798	10,323	12,904	11,938	14,922	27.86	1.84477
97	3.961	568,884	143,621	34,193	8,632	60,200	15,198	18.78	1.56968
CP	1.000	159,376	159,376	27,202	27,202	24,808	24,808	16.86	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	48.933	3,973,914	81,211			531,466	10,861	22.44	1.65966
Program 21 Instructional	261.900	19,615,054	74,895	1,526,092	5,827	3,021,360	11,536	23.23	1.54873
Program 21 Administrative	5.617	584,162	103,999	44,981	8,008	95,449	16,993	23.52	1.69978
K-12 Program 21 Instructional	247.949	18,539,475	74,771			2,861,900	11,542	23.25	1.54680
Program 31 Instructional	56.200	4,542,582	80,829	378,744	6,739	626,157	11,142	21.74	1.64134
Program 31 Administrative	1.600	182,726	114,204	15,924	9,953	24,486	15,304	22.58	1.82708
Program 34 Instructional	12.600	999,845	79,353	58,523	4,645	159,028	12,621	23.32	1.60432
Program 34 Administrative	0.400	45,681	114,203	3,981	9,953	6,122	15,304	22.58	1.82708
K-3 BEA Instructional	648.371	49,248,126	75,957			7,388,188	11,395	23.05	1.55250
4-6 BEA Instructional	311.006	23,618,988	75,944			3,493,561	11,233	23.12	1.55287
7-8 BEA Instructional	207.588	16,566,621	79,805			2,448,195	11,794	23.11	1.62781
9-12 BEA Instructional	414.787	33,666,009	81,165			4,827,842	11,639	22.99	1.65441
K-12 BEA Instructional	1,581.752	123,099,744	77,825			18,157,785	11,480	23.05	1.58918
BEA	1,690.521	135,949,949	80,419	9,642,011	5,704	19,598,140	11,593	23.02	1.59826
Instructional	2,132.444	166,466,885	78,064	14,552,316	6,824	24,549,971	11,513	23.04	1.59654
Administrative	114.475	13,705,844	119,728	1,187,280	10,372	1,641,825	14,342	22.60	1.76423

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	4.821	555,495	115,224	80,570	16,712	64,834	13,448	23.05	1.69347
Active	2,251.740	180,728,224	80,262	15,820,166	7,026	26,256,630	11,661	23.01	1.60527
K-12 Program 21 Contracted	3.000	215,067	71,689						1.43307
K-12 BEA Contracted	4.500	254,212	56,492						1.17758
On Leave	1.000	73,228	73,228	17,820	17,820	11,975	11,975	27.57	1.41708
Certificated Total	2,260.240	181,270,731	80,200	15,837,986	7,007	26,268,605	11,622	23.01	1.60411
Instructional for Funding Purposes	2,139.944	166,936,164	78,010	14,552,316	6,800	24,549,971	11,472	23.04	1.59543
Instructional for Compliance Purposes	2,132.444	166,466,885	78,064	14,552,316	6,824	24,549,971	11,513	23.04	1.59654

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	Defunct LEAP 1 Mix Factor
01	9.305	642,669	69,067	12,750	1,370	110,355	11,860	22.77	1.59083
21	1.195	78,394	65,602			6,933	5,802	22.92	1.54365
31	1.000	53,671	53,671	10,209	10,209	11,900	11,900	23.08	1.20301
51				1,463					
55				1,463					
74				325					
97				12,668					
Program 21 Instructional	1.195	78,394	65,602			6,933	5,802	22.92	1.54365
K-12 Program 21 Instructional	1.195	78,394	65,602			6,933	5,802	22.92	1.54365
Program 31 Instructional	1.000	53,671	53,671	10,209	10,209	11,900	11,900	23.08	1.20301
K-3 BEA Instructional	3.420	224,671	65,693			40,161	11,743	23.22	1.53884
4-6 BEA Instructional	1.070	55,911	52,253			10,475	9,790	23.41	1.22707
9-12 BEA Instructional	4.815	325,495	67,600	20,459	4,249	59,027	12,259	22.93	1.56700
K-12 BEA Instructional	9.305	606,077	65,135	22,959	2,467	109,663	11,785	23.08	1.51756
K-12 BEA Administrative	1.000	90,263	90,263			12,592	12,592	21.10	1.88482
BEA Instructional	10.305	696,340	67,573	35,627	3,457	122,255	11,864	22.80	1.55320
Instructional	10.500	684,471	65,188	26,210	2,496	116,596	11,104	23.06	1.52053

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	90,263	90,263	12,668	12,668	12,592	12,592	21.10	1.88482
Active	11.500	774,734	67,368	38,878	3,381	129,188	11,234	22.81	1.55221
Certificated Total	11.500	774,734	67,368	38,878	3,381	129,188	11,234	22.81	1.55221
Instructional for Funding Purposes	10.500	684,471	65,188	26,210	2,496	116,596	11,104	23.06	1.52053
Instructional for Compliance Purposes	10.500	684,471	65,188	26,210	2,496	116,596	11,104	23.06	1.52053

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	Defunct LEAP 1 Mix Factor
01	13.297	868,264	65,298	5,868	441	147,786	11,114	22.06	1.57905
21	1.000	52,745	52,745	1,465	1,465	11,676	11,676	23.15	1.32891
31	2.000	108,831	54,416	12,092	6,046	23,352	11,676	20.19	1.34724
51	0.538	26,689	49,608			6,282	11,676	22.63	1.25077
55	0.462	22,955	49,686			5,394	11,676	22.63	1.25077
97	0.500	57,424	114,848					23.41	1.69557
Program 21 Instructional	1.000	52,745	52,745	1,465	1,465	11,676	11,676	23.15	1.32891
K-12 Program 21 Instructional	1.000	52,745	52,745			11,676	11,676	23.15	1.32891
Program 31 Instructional	2.000	108,831	54,416	12,092	6,046	23,352	11,676	20.19	1.34724
K-3 BEA Instructional	4.250	242,300	57,012			51,459	12,108	23.46	1.40736
4-6 BEA Instructional	2.250	148,131	65,836			26,271	11,676	22.99	1.65579
9-12 BEA Instructional	7.797	489,842	62,824	14,170	1,817	81,732	10,482	20.55	1.57608
K-12 BEA Instructional	14.297	880,273	61,570	14,170	991	159,462	11,154	21.70	1.53847
BEA	15.797	1,034,519	65,488	17,960	1,137	171,138	10,834	21.89	1.55339
Instructional	16.297	982,662	60,297	15,635	959	182,814	11,218	21.82	1.50796
Administrative	1.500	154,246	102,831			11,676	7,784	23.04	1.69557
Other				3,790					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	17.797	1,136,908	63,882	19,425	1,091	194,490	10,928	21.98	1.52377
Certificated Total	17.797	1,136,908	63,882	19,425	1,091	194,490	10,928	21.98	1.52377
Instructional for Funding Purposes	16.297	982,662	60,297	15,635	959	182,814	11,218	21.82	1.50796
Instructional for Compliance Purposes	16.297	982,662	60,297	15,635	959	182,814	11,218	21.82	1.50796

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	Defunct LEAP 1 Mix Factor
01	224.501	19,721,433	87,846	2,525,742	11,250	2,902,783	12,930	22.94	1.62493
02	4.399	407,400	92,612	46,619	10,598	55,890	12,705	21.96	1.67537
21	46.301	3,772,966	81,488	494,825	10,687	592,900	12,805	22.92	1.55844
31	15.800	1,473,510	93,260	278,214	17,608	208,164	13,175	22.63	1.72443
34	3.840	352,685	91,845	49,879	12,989	49,136	12,796	22.61	1.72020
51	1.252	118,144	94,364	20,628	16,476	15,781	12,605	23.11	1.82084
55	3.748	362,748	96,784	47,806	12,755	47,682	12,722	23.06	1.86345
58				67,045					
64	0.200	18,737	93,685	2,081	10,405	2,529	12,644	23.37	1.80472
65	1.400	127,395	90,996	14,155	10,111	17,105	12,218	23.18	1.76389
74	1.400	103,756	74,111	11,530	8,236	14,811	10,579	23.28	1.45331
79	0.400	39,137	97,843	4,349	10,873	5,015	12,537	23.26	1.88482
97	2.200	476,789	216,722			29,941	13,610	22.36	1.81600
K-12 Program 02 Instructional	3.999	342,174	85,565	23,829	5,959	51,045	12,764	21.78	1.65442
Program 21 Instructional	45.301	3,613,017	79,756	494,825	10,923	580,152	12,807	22.92	1.55124
Program 21 Administrative	1.000	159,949	159,949			12,748	12,748	22.82	1.88482
K-12 Program 21 Instructional	42.401	3,381,109	79,741	282,460	6,662	546,002	12,877	22.91	1.55082

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.800	1,323,117	89,400	278,214	18,798	195,517	13,211	22.60	1.71360
Program 31 Administrative	1.000	150,393	150,393			12,647	12,647	22.94	1.88482
Program 34 Instructional	3.600	319,418	88,727	49,879	13,855	46,211	12,836	22.56	1.71554
Program 34 Administrative	0.240	33,267	138,613			2,925	12,188	23.14	1.79020
K-3 BEA Instructional	85.589	7,158,259	83,635	644,131	7,526	1,127,577	13,174	23.17	1.62069
4-6 BEA Instructional	49.545	4,010,199	80,941	262,122	5,291	627,192	12,659	23.01	1.57082
7-8 BEA Instructional	32.714	2,800,626	85,609	270,763	8,277	422,563	12,917	22.63	1.65777
9-12 BEA Instructional	63.517	5,375,971	84,638	204,515	3,220	822,793	12,954	22.55	1.63410
K-12 BEA Instructional	231.365	19,345,055	83,613	1,381,531	5,971	3,000,125	12,967	22.88	1.61893
K-12 BEA Administrative	12.855	1,903,889	148,105	17,000	1,322	162,170	12,615	22.96	1.81532
BEA	250.740	22,431,817	89,462	2,900,454	11,568	3,245,914	12,945	22.88	1.63522
Instructional	284.666	23,688,852	83,216	3,507,164	12,320	3,678,183	12,921	22.89	1.61230
Administrative	20.375	3,246,711	159,348	51,360	2,521	258,538	12,689	22.87	1.83243
Active	305.041	26,935,563	88,301	3,558,524	11,666	3,936,721	12,906	22.89	1.62700
On Leave	0.400	39,137	97,843	4,349	10,873	5,015	12,537	23.26	1.88482
Certificated Total	305.441	26,974,700	88,314	3,562,873	11,665	3,941,736	12,905	22.89	1.62734
Instructional for Funding Purposes	284.666	23,688,852	83,216	3,507,164	12,320	3,678,183	12,921	22.89	1.61230

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	284.666	23,688,852	83,216	3,507,164	12,320	3,678,183	12,921	22.89	1.61230

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	Defunct LEAP 1 Mix Factor
01	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909
97	0.212	13,781	65,005					70.84	1.13919
K-3 BEA Instructional	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909
K-12 BEA Instructional	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909
BEA	2.212	132,464	59,884	15,000	6,781	23,672	10,702	26.78	1.38322
Instructional	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909
Administrative	0.212	13,781	65,005					70.84	1.13919
Active	2.212	132,464	59,884	15,000	6,781	23,672	10,702	26.78	1.38322
Certificated Total	2.212	132,464	59,884	15,000	6,781	23,672	10,702	26.78	1.38322
Instructional for Funding Purposes	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909
Instructional for Compliance Purposes	2.000	118,683	59,342	15,000	7,500	23,672	11,836	23.85	1.40909

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	Defunct LEAP 1 Mix Factor
01	3.504	207,172	59,124	3,486	995	38,426	10,966	24.70	1.50419
97	0.496	28,512	57,484			4,006	8,076	34.95	1.52240
K-3 BEA Instructional	1.130	61,754	54,650			12,941	11,452	23.63	1.37751
4-6 BEA Instructional	1.203	69,151	57,482	500	416	13,777	11,452	23.62	1.44892
7-8 BEA Instructional	0.667	47,755	71,597			7,638	11,452	23.56	1.80472
K-12 BEA Instructional	3.000	178,660	59,553	500	167	34,356	11,452	23.61	1.50113
K-12 BEA Administrative	0.504	28,512	56,571			4,070	8,076	34.95	1.52240
BEA	4.000	235,684	58,921	3,486	872	42,432	10,608	25.58	1.50645
Instructional	3.000	178,660	59,553	3,486	1,162	34,356	11,452	23.61	1.50113
Administrative	1.000	57,024	57,024			8,076	8,076	34.95	1.52240
Active	4.000	235,684	58,921	3,486	872	42,432	10,608	25.58	1.50645
Certificated Total	4.000	235,684	58,921	3,486	872	42,432	10,608	25.58	1.50645
Instructional for Funding Purposes	3.000	178,660	59,553	3,486	1,162	34,356	11,452	23.61	1.50113
Instructional for Compliance Purposes	3.000	178,660	59,553	3,486	1,162	34,356	11,452	23.61	1.50113

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	Defunct LEAP 1 Mix Factor
01	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
K-3 BEA Instructional	0.370	16,253	43,927			4,028	10,887	24.14	
4-6 BEA Instructional	0.420	18,450	43,929			4,573	10,887	24.14	
7-8 BEA Instructional	0.210	9,225	43,929			2,286	10,887	24.14	
K-12 BEA Instructional	1.000	43,928	43,928			10,887	10,887	24.14	
BEA	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
Instructional	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
Active	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
Certificated Total	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
Instructional for Funding Purposes	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	
Instructional for Compliance Purposes	1.000	43,928	43,928	2,440	2,440	10,887	10,887	24.14	

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	Defunct LEAP 1 Mix Factor
01	159.774	13,534,706	84,712	956,619	5,987	2,090,368	13,083	19.06	1.58137
21	28.280	2,303,121	81,440	154,029	5,447	376,255	13,305	18.09	1.54266
24	1.000	58,703	58,703	3,283	3,283	13,002	13,002	23.53	1.12890
31	13.440	1,025,384	76,293	54,477	4,053	174,747	13,002	21.14	1.44541
34	1.900	171,427	90,225	9,587	5,046	24,704	13,002	23.18	1.73509
51	1.800	155,951	86,639	8,721	4,845	23,069	12,816	32.36	1.66614
52	0.500	55,000	110,000	550	1,100	6,508	13,015	22.75	1.88482
58				96,888					
65	1.000	78,239	78,239	4,378	4,378	13,002	13,002	23.70	1.50458
74	0.394	39,206	99,508	2,192	5,563	5,123	13,002	8.44	1.88482
79	1.500	165,000	110,000	550	367	19,536	13,024	23.12	1.75865
88	0.500	26,000	52,000	1,454	2,908	13,201	26,402	21.87	1.00000
97	2.400	359,509	149,795	30,162	12,568	41,405	17,252	20.04	1.53344
Program 21 Instructional	25.680	2,088,849	81,341	152,529	5,940	344,517	13,416	17.48	1.56426
Program 21 Administrative	0.600	72,786	121,310	1,500	2,500	7,801	13,002	20.80	1.22566
K-12 Program 21 Instructional	23.480	1,912,462	81,451	139,757	5,952	315,913	13,455	17.54	1.56636
Program 31 Instructional	13.000	974,153	74,935	54,477	4,191	169,026	13,002	20.99	1.44105

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.440	51,231	116,434			5,721	13,002	24.14	1.57423
Program 34 Instructional	1.900	171,427	90,225	9,587	5,046	24,704	13,002	23.18	1.73509
K-3 BEA Instructional	59.536	5,029,058	84,471	281,243	4,724	777,628	13,061	18.90	1.62769
4-6 BEA Instructional	32.738	2,631,752	80,388	149,579	4,569	431,304	13,174	17.68	1.54593
7-8 BEA Instructional	24.540	2,109,197	85,949	117,954	4,807	319,069	13,002	20.33	1.65656
9-12 BEA Instructional	45.300	3,463,716	76,462	215,972	4,768	593,773	13,108	20.32	1.47218
K-12 BEA Instructional	162.114	13,233,723	81,632	764,748	4,717	2,121,775	13,088	19.26	1.57210
BEA	177.514	15,091,026	85,013	1,050,845	5,920	2,331,223	13,133	19.27	1.57207
Instructional	193.488	15,790,671	81,611	1,209,805	6,253	2,546,717	13,162	19.19	1.56909
Administrative	16.000	1,986,684	124,168	48,000	3,000	218,297	13,644	19.43	1.61415
Active	209.488	17,777,355	84,861	1,257,805	6,004	2,765,014	13,199	19.22	1.57253
K-12 Program 21 Contracted	2.000	141,486	70,743			23,936	11,968		1.36046
K-12 BEA Contracted	1.000	53,405	53,405			11,968	11,968		1.00000
On Leave				65,085					
Certificated Total	212.488	17,972,246	84,580	1,322,890	6,226	2,800,918	13,182	19.30	1.56784
Instructional for Funding Purposes	196.488	15,985,562	81,356	1,209,805	6,157	2,582,621	13,144	19.29	1.56407

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	193.488	15,790,671	81,611	1,209,805	6,253	2,546,717	13,162	19.19	1.56909

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	Defunct LEAP 1 Mix Factor
01	3.488	241,378	69,202	36,798	10,550	35,663	10,225	23.33	1.68861
21	0.252	18,606	73,833	1,937	7,687	958	3,801	22.86	1.80472
97	1.000	6,040	6,040					9.97	1.80472
Program 21 Instructional	0.252	18,606	73,833			958	3,801	22.86	1.80472
Program 21 Administrative				1,937					
K-12 Program 21 Instructional	0.252	18,606	73,833			958	3,801	22.86	1.80472
K-3 BEA Instructional	1.591	108,873	68,431			17,770	11,169	23.38	1.67072
4-6 BEA Instructional	0.981	67,395	68,700			10,079	10,274	23.41	1.67589
7-8 BEA Instructional	0.916	65,110	71,081			7,814	8,531	23.21	1.73329
K-12 BEA Instructional	3.488	241,378	69,202			35,663	10,225	23.33	1.68861
BEA	4.488	247,418	55,129	36,798	8,199	35,663	7,946	23.09	1.71448
Instructional	3.740	259,984	69,514			36,621	9,792	23.28	1.69643
Administrative	1.000	6,040	6,040	38,735	38,735			9.97	1.80472
Active	4.740	266,024	56,123	38,735	8,172	36,621	7,726	23.07	1.71928
Certificated Total	4.740	266,024	56,123	38,735	8,172	36,621	7,726	23.07	1.71928
Instructional for Funding Purposes	3.740	259,984	69,514			36,621	9,792	23.28	1.69643

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	3.740	259,984	69,514			36,621	9,792	23.28	1.69643

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	Defunct LEAP 1 Mix Factor
01	49.437	3,312,546	67,005	299,283	6,054	577,411	11,680	23.62	1.46947
31	2.049	147,851	72,158	4,450	2,172	26,173	12,773	24.69	1.51985
34	0.565	44,375	78,540	1,349	2,388	7,786	13,780	25.24	1.67016
51	0.250	26,053	104,212	989	3,956	2,867	11,469	23.96	1.69557
55	0.450	35,674	79,276	1,267	2,816	5,105	11,344	24.02	1.43714
58				11,010					
65	0.024	2,177	90,708	107	4,458	689	28,688	23.56	1.88482
97	1.000	133,204	133,204			15,055	15,055	23.92	1.88482
Program 31 Instructional	1.896	133,918	70,632	3,764	1,985	21,766	11,480	24.82	1.49039
Program 31 Administrative	0.153	13,933	91,065	686	4,484	4,406	28,800	23.56	1.88482
Program 34 Instructional	0.514	39,760	77,354	1,122	2,183	6,326	12,308	25.45	1.64886
Program 34 Administrative	0.051	4,615	90,490	227	4,451	1,460	28,620	23.56	1.88482
K-3 BEA Instructional	16.370	1,022,479	62,461	53,822	3,288	196,610	12,010	23.41	1.40238
4-6 BEA Instructional	10.230	722,306	70,607	2,657	260	122,098	11,935	23.77	1.57081
7-8 BEA Instructional	5.579	418,212	74,962	18,232	3,268	68,479	12,274	24.00	1.54006
9-12 BEA Instructional	14.917	1,039,360	69,676	93,558	6,272	180,261	12,084	23.72	1.49671

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	47.096	3,202,357	67,996	179,196	3,805	567,448	12,049	23.67	1.48515
K-12 BEA Administrative	4.955	302,415	61,032	124,391	25,104	43,921	8,864	23.93	1.36415
BEA	53.051	3,637,976	68,575	305,082	5,751	626,424	11,808	23.70	1.48139
Instructional	47.296	3,211,978	67,912	190,484	4,027	569,686	12,045	23.67	1.48358
Administrative	6.479	489,902	75,614	127,971	19,752	65,399	10,094	23.93	1.47202
Active	53.775	3,701,880	68,840	318,455	5,922	635,085	11,810	23.70	1.48219
Certificated Total	53.775	3,701,880	68,840	318,455	5,922	635,085	11,810	23.70	1.48219
Instructional for Funding Purposes	47.296	3,211,978	67,912	190,484	4,027	569,686	12,045	23.67	1.48358
Instructional for Compliance Purposes	47.296	3,211,978	67,912	190,484	4,027	569,686	12,045	23.67	1.48358

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	Defunct LEAP 1 Mix Factor
01	100.312	8,823,764	87,963	199,334	1,987	1,095,568	10,922	24.28	1.55013
02	0.550	46,409	84,380	782	1,422	6,129	11,144	23.03	1.46696
21	14.850	1,233,528	83,066	50,640	3,410	162,473	10,941	23.57	1.45548
24	0.150	12,398	82,653	248	1,653	1,623	10,823	21.71	1.52733
31	6.500	587,856	90,439	33,899	5,215	80,938	12,452	22.61	1.62846
34	0.400	41,622	104,055	832	2,080	4,704	11,759	22.61	1.88482
51	1.200	118,218	98,515	4,718	3,932	12,845	10,705	22.86	1.59639
52	0.200	29,150	145,750			2,071	10,357	21.85	1.66233
55	4.538	374,517	82,529	15,845	3,492	48,054	10,589	25.88	1.43433
65	1.100	118,628	107,844	2,080	1,891	11,393	10,357	19.88	1.86459
74	0.400	34,121	85,303	681	1,703	8,076	20,190	7.39	1.64574
97	1.000	173,251	173,251			11,781	11,781	16.97	1.88482
K-12 Program 02 Instructional	0.500	39,067	78,134			5,505	11,010	23.08	1.42517
Program 21 Instructional	13.850	1,096,009	79,134	49,920	3,604	151,669	10,951	23.29	1.44174
Program 21 Administrative	1.000	137,519	137,519	720	720	10,804	10,804	26.18	1.64574
K-12 Program 21 Instructional	13.000	1,025,756	78,904			142,469	10,959	23.41	1.43614
Program 31 Instructional	6.500	587,856	90,439	33,899	5,215	80,938	12,452	22.61	1.62846

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	41,622	104,055	832	2,080	4,704	11,759	22.61	1.88482
K-3 BEA Instructional	35.676	2,991,168	83,843	2,260	63	387,803	10,870	24.15	1.53239
4-6 BEA Instructional	15.324	1,340,906	87,504			167,689	10,943	24.06	1.59681
7-8 BEA Instructional	21.062	1,709,376	81,159	4,002	190	235,401	11,177	25.38	1.49431
9-12 BEA Instructional	26.400	2,343,459	88,767	1,570	59	296,308	11,224	23.09	1.59099
K-12 BEA Instructional	98.462	8,384,909	85,159	7,832	80	1,087,201	11,042	24.08	1.54998
K-12 BEA Administrative	2.050	275,791	134,532			21,367	10,423	23.12	1.70124
BEA	108.762	9,672,902	88,936	234,847	2,159	1,199,120	11,025	24.00	1.55870
Instructional	119.200	10,065,925	84,446	286,147	2,401	1,315,682	11,038	23.95	1.53620
Administrative	12.000	1,527,537	127,295	22,912	1,909	129,973	10,831	23.52	1.64352
Active	131.200	11,593,462	88,365	309,059	2,356	1,445,655	11,019	23.89	1.54601
Certificated Total	131.200	11,593,462	88,365	309,059	2,356	1,445,655	11,019	23.89	1.54601
Instructional for Funding Purposes	119.200	10,065,925	84,446	286,147	2,401	1,315,682	11,038	23.95	1.53620
Instructional for Compliance Purposes	119.200	10,065,925	84,446	286,147	2,401	1,315,682	11,038	23.95	1.53620

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	Defunct LEAP 1 Mix Factor
01	25.000	2,323,097	92,924			319,312	12,772	24.60	1.18325
21	3.000	311,214	103,738			52,922	17,641	26.36	1.03201
Program 21 Instructional	3.000	311,214	103,738			52,922	17,641	26.36	1.03201
K-12 Program 21 Instructional	3.000	311,214	103,738			52,922	17,641	26.36	1.03201
4-6 BEA Instructional	4.830	313,595	64,927			44,121	9,135	24.76	1.18227
7-8 BEA Instructional	6.830	504,825	73,913			76,733	11,235	24.88	1.17846
9-12 BEA Instructional	13.340	1,027,503	77,024			149,100	11,177	25.01	1.18606
K-12 BEA Instructional	25.000	1,845,923	73,837			269,954	10,798	24.93	1.18325
K-12 BEA Administrative		477,174				49,358		23.33	
BEA	25.000	2,323,097	92,924			319,312	12,772	24.60	1.18325
Instructional	28.000	2,157,137	77,041			322,876	11,531	25.12	1.16705
Administrative		477,174				49,358		23.33	
Active	28.000	2,634,311	94,083			372,234	13,294	24.79	1.16705
Certificated Total	28.000	2,634,311	94,083			372,234	13,294	24.79	1.16705
Instructional for Funding Purposes	28.000	2,157,137	77,041			322,876	11,531	25.12	1.16705
Instructional for Compliance Purposes	28.000	2,157,137	77,041			322,876	11,531	25.12	1.16705

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	Defunct LEAP 1 Mix Factor
01	11.000	1,187,707	107,973			172,256	15,660	24.34	1.15815
21	2.000	194,069	97,035			35,460	17,730	25.21	1.17392
Program 21 Instructional	2.000	194,069	97,035			35,460	17,730	25.21	1.17392
K-12 Program 21 Instructional	2.000	194,069	97,035			35,460	17,730	25.21	1.17392
9-12 BEA Instructional	10.000	659,828	65,983			100,730	10,073	25.47	1.14744
K-12 BEA Instructional	10.000	659,828	65,983			100,730	10,073	25.47	1.14744
K-12 BEA Administrative	1.000	527,879	527,879			71,526	71,526	22.91	1.26526
BEA	11.000	1,187,707	107,973			172,256	15,660	24.34	1.15815
Instructional	12.000	853,897	71,158			136,190	11,349	25.42	1.15185
Administrative	1.000	527,879	527,879			71,526	71,526	22.91	1.26526
Active	13.000	1,381,776	106,290			207,716	15,978	24.46	1.16057
Certificated Total	13.000	1,381,776	106,290			207,716	15,978	24.46	1.16057
Instructional for Funding Purposes	12.000	853,897	71,158			136,190	11,349	25.42	1.15185
Instructional for Compliance Purposes	12.000	853,897	71,158			136,190	11,349	25.42	1.15185

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	Defunct LEAP 1 Mix Factor
01	22.000	1,980,920	90,042			221,253	10,057	24.75	1.11717
21	4.000	235,567	58,892			18,888	4,722	27.77	1.07288
Program 21 Instructional	4.000	235,567	58,892			18,888	4,722	27.77	1.07288
K-12 Program 21 Instructional	4.000	235,567	58,892			18,888	4,722	27.77	1.07288
9-12 BEA Instructional	22.000	1,513,773	68,808			164,179	7,463	24.77	1.11717
K-12 BEA Instructional	22.000	1,513,773	68,808			164,179	7,463	24.77	1.11717
K-12 BEA Administrative		467,147				57,074		24.65	
BEA	22.000	1,980,920	90,042			221,253	10,057	24.75	1.11717
Instructional	26.000	1,749,340	67,282			183,067	7,041	25.18	1.11035
Administrative		467,147				57,074		24.65	
Active	26.000	2,216,487	85,250			240,141	9,236	25.07	1.11035
Certificated Total	26.000	2,216,487	85,250			240,141	9,236	25.07	1.11035
Instructional for Funding Purposes	26.000	1,749,340	67,282			183,067	7,041	25.18	1.11035
Instructional for Compliance Purposes	26.000	1,749,340	67,282			183,067	7,041	25.18	1.11035

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	Defunct LEAP 1 Mix Factor
01	5.096	304,419	59,737			59,213	11,619	23.27	1.36689
21	0.200	19,000	95,000			2,394	11,968	23.19	1.52733
51	0.105	5,943	56,600			1,218	11,596	23.28	1.34738
52	0.146	8,003	54,815			1,678	11,491	23.28	1.34068
97	0.235	25,300	107,660			2,812	11,968	23.19	1.52733
Program 21 Instructional	0.082	6,350	77,439			981	11,968	23.19	1.52733
Program 21 Administrative	0.118	12,650	107,203			1,412	11,968	23.19	1.52733
K-12 Program 21 Instructional	0.082	6,350	77,439			981	11,968	23.19	1.52733
K-3 BEA Instructional	2.554	152,756	59,810			29,714	11,634	23.31	1.39657
4-6 BEA Instructional	1.413	83,201	58,883			16,570	11,727	23.12	1.41609
7-8 BEA Instructional	0.894	43,162	48,280			10,116	11,315	23.42	1.16220
K-12 BEA Instructional	4.861	279,119	57,420			56,400	11,603	23.27	1.35914
BEA	5.331	329,719	61,849			62,025	11,635	23.26	1.37397
Instructional	5.194	299,415	57,646			60,277	11,605	23.27	1.36104
Administrative	0.588	63,250	107,568			7,037	11,968	23.19	1.52733
Active	5.782	362,665	62,723			67,314	11,642	23.26	1.37795
Certificated Total	5.782	362,665	62,723			67,314	11,642	23.26	1.37795

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	5.194	299,415	57,646			60,277	11,605	23.27	1.36104
Instructional for Compliance Purposes	5.194	299,415	57,646			60,277	11,605	23.27	1.36104

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	Defunct LEAP 1 Mix Factor
01	508.139	40,212,068	79,136	5,769,363	11,354	6,179,242	12,161	23.23	1.59816
02	2.680	224,938	83,932	47,194	17,610	35,900	13,395	23.51	1.70427
21	90.777	6,739,319	74,240	999,435	11,010	1,115,728	12,291	22.98	1.55508
24	3.000	297,346	99,115	40,628	13,543	34,970	11,657	22.91	1.82897
31	22.350	1,796,299	80,371	270,438	12,100	281,225	12,583	22.09	1.62195
34	4.149	371,767	89,604	53,165	12,814	51,339	12,374	22.97	1.81085
51	2.980	237,459	79,684	45,876	15,395	40,819	13,698	21.98	1.66965
52	1.100	100,133	91,030	11,127	10,115	12,750	11,591	23.55	1.88482
55	8.550	674,986	78,946	78,839	9,221	103,871	12,149	23.07	1.61615
58	0.584	57,667	98,745	5,704	9,767	5,821	9,968	23.31	1.81550
64	0.145	13,199	91,028	1,762	12,152	1,952	13,459	23.21	1.88482
65	2.855	190,850	66,848	22,949	8,038	34,920	12,231	23.30	1.40408
74	6.066	464,541	76,581	61,169	10,084	75,038	12,370	23.42	1.60091
97	3.500	522,773	149,364	82,611	23,603	40,195	11,484	20.31	1.81800
K-12 Program 02 Instructional	2.480	201,020	81,056			33,283	13,421	23.63	1.69616
Program 21 Instructional	86.077	6,354,386	73,822	944,369	10,971	1,068,960	12,419	23.02	1.56329
Program 21 Administrative	1.700	220,476	129,692	27,551	16,206	19,509	11,476	21.72	1.88482
K-12 Program 21 Instructional	79.194	5,820,845	73,501			985,276	12,441	22.99	1.55675

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	20.950	1,619,719	77,314	252,266	12,041	264,002	12,602	22.81	1.61358
Program 31 Administrative	1.400	176,580	126,129	18,172	12,980	17,223	12,302	14.97	1.74712
Program 34 Instructional	4.049	357,300	88,244	52,396	12,940	50,090	12,371	23.01	1.82093
Program 34 Administrative	0.100	14,467	144,670	769	7,690	1,248	12,482	21.98	1.40286
K-3 BEA Instructional	182.237	13,305,629	73,013			2,218,099	12,172	23.59	1.52743
4-6 BEA Instructional	98.813	7,653,805	77,457			1,194,032	12,084	23.30	1.61862
7-8 BEA Instructional	71.605	5,728,886	80,007	822	11	875,152	12,222	23.12	1.66656
9-12 BEA Instructional	139.767	10,643,996	76,155	822	6	1,721,770	12,319	23.18	1.59685
K-12 BEA Instructional	492.422	37,332,316	75,814	1,644	3	6,009,053	12,203	23.34	1.58566
BEA	540.818	43,127,845	79,746	6,222,771	11,506	6,587,900	12,181	23.14	1.60272
Instructional	602.445	45,555,357	75,617	6,318,553	10,488	7,372,487	12,238	23.28	1.58421
Administrative	49.930	6,035,163	120,872	730,694	14,634	595,484	11,926	21.86	1.78263
Other	1.500	148,368	98,912	17,598	11,732	18,540	12,360	22.99	1.70221
Active	653.875	51,738,888	79,127	7,066,845	10,808	7,986,511	12,214	23.12	1.59963
K-12 Program 21 Contracted	3.000	164,457	54,819			27,258	9,086		1.13261
On Leave				423,415					
Certificated Total	656.875	51,903,345	79,016	7,490,260	11,403	8,013,769	12,200	23.12	1.59750

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	605.445	45,719,814	75,514	6,318,553	10,436	7,399,745	12,222	23.28	1.58197
Instructional for Compliance Purposes	602.445	45,555,357	75,617	6,318,553	10,488	7,372,487	12,238	23.28	1.58421

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	Defunct LEAP 1 Mix Factor
01	342.180	25,621,681	74,878	802,728	2,346	4,119,476	12,039	22.88	1.53498
21	58.787	4,113,838	69,979	461,337	7,848	688,246	11,707	23.42	1.47190
31	13.500	1,116,130	82,676	112,076	8,302	156,872	11,620	23.56	1.62321
51	11.501	935,784	81,365	741,470	64,470	133,076	11,571	23.21	1.69095
52	1.000	67,658	67,658			12,011	12,011	22.11	1.43100
53				1,000					
55	13.250	1,035,519	78,152	606,919	45,805	157,043	11,852	23.26	1.64026
58				462,220					
64	1.000	90,618	90,618			13,128	13,128	23.04	1.86635
65	11.250	917,384	81,545	4,758	423	136,217	12,108	23.29	1.64421
74	1.500	78,677	52,451	270	180	19,834	13,223	23.47	1.17167
97	2.000	339,430	169,715			33,316	16,658	17.65	1.75015
Program 21 Instructional	57.287	3,917,006	68,375	461,337	8,053	671,472	11,721	23.53	1.46420
Program 21 Administrative	1.500	196,832	131,221			16,775	11,183	21.14	1.76589
K-12 Program 21 Instructional	54.287	3,671,270	67,627			638,799	11,767	23.51	1.45108
Program 31 Instructional	12.500	991,512	79,321	112,076	8,966	144,861	11,589	23.80	1.61742
Program 31 Administrative	1.000	124,618	124,618			12,011	12,011	21.56	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	121.498	8,644,037	71,146			1,469,178	12,092	23.26	1.52014
4-6 BEA Instructional	67.963	4,869,990	71,656			806,502	11,867	23.17	1.52576
7-8 BEA Instructional	54.469	3,963,268	72,762			655,211	12,029	22.75	1.54296
9-12 BEA Instructional	87.250	6,251,582	71,651			1,036,885	11,884	23.03	1.51422
K-12 BEA Instructional	331.180	23,728,877	71,649			3,967,776	11,981	23.09	1.52349
BEA	357.680	27,077,241	75,702	914,804	2,558	4,309,664	12,049	22.84	1.53951
Instructional	426.968	30,650,913	71,787	3,163,778	7,410	5,098,466	11,941	23.17	1.52591
Administrative	29.000	3,665,806	126,407	1,000	34	370,753	12,785	21.03	1.73791
Other				28,000					
Active	455.968	34,316,719	75,261	3,192,778	7,002	5,469,219	11,995	22.94	1.53940
Certificated Total	455.968	34,316,719	75,261	3,192,778	7,002	5,469,219	11,995	22.94	1.53940
Instructional for Funding Purposes	426.968	30,650,913	71,787	3,163,778	7,410	5,098,466	11,941	23.17	1.52591
Instructional for Compliance Purposes	426.968	30,650,913	71,787	3,163,778	7,410	5,098,466	11,941	23.17	1.52591

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	Defunct LEAP 1 Mix Factor
01	11.000	847,663	77,060			131,319	11,938	18.63	1.32177
24	1.000	68,256	68,256			16,524	16,524	32.40	1.28538
7-8 BEA Instructional	3.000	213,640	71,213			42,948	14,316	25.25	1.31307
9-12 BEA Instructional	6.000	384,730	64,122			62,748	10,458	18.82	1.15795
K-12 BEA Instructional	9.000	598,370	66,486			105,696	11,744	21.10	1.20965
K-12 BEA Administrative	2.000	249,293	124,647			25,623	12,812	12.66	1.82630
BEA	11.000	847,663	77,060			131,319	11,938	18.63	1.32177
Instructional	10.000	666,626	66,663			122,220	12,222	22.24	1.21723
Administrative	2.000	249,293	124,647			25,623	12,812	12.66	1.82630
Active	12.000	915,919	76,327			147,843	12,320	19.65	1.31874
Certificated Total	12.000	915,919	76,327			147,843	12,320	19.65	1.31874
Instructional for Funding Purposes	10.000	666,626	66,663			122,220	12,222	22.24	1.21723
Instructional for Compliance Purposes	10.000	666,626	66,663			122,220	12,222	22.24	1.21723

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	Defunct LEAP 1 Mix Factor
01	1,498.893	134,179,307	89,519	10,676,107	7,123	17,312,979	11,551	24.23	1.57333
02	1.000	103,417	103,417	7,456	7,456	11,968	11,968	24.49	1.88482
03	7.000	618,162	88,309	42,458	6,065	81,382	11,626	23.63	1.47564
21	258.458	22,284,241	86,220	1,587,240	6,141	2,922,363	11,307	24.19	1.54690
24	49.265	4,058,192	82,375	292,636	5,940	545,790	11,079	23.90	1.52267
31	88.085	7,289,588	82,756	490,901	5,573	1,042,070	11,830	24.25	1.46053
34	18.797	1,708,958	90,917	115,317	6,135	223,717	11,902	24.40	1.56450
38	1.000	103,417	103,417	7,456	7,456	11,968	11,968	24.52	1.88482
51	62.749	5,664,608	90,274	399,966	6,374	725,917	11,569	24.37	1.64424
52	10.800	1,064,233	98,540	76,725	7,104	128,009	11,853	24.46	1.80180
55	86.945	7,997,981	91,989	564,762	6,496	995,709	11,452	24.24	1.66651
56	2.200	198,682	90,310	10,931	4,969	26,330	11,968	24.27	1.57644
57	1.300	88,932	68,409	6,412	4,932	15,558	11,968	24.72	1.28954
58	1.900	313,191	164,837	1,985,891	1,045,206	22,739	11,968	23.15	1.69557
61	5.000	435,045	87,009	31,364	6,273	51,764	10,353	24.53	1.59861
64	2.000	201,910	100,955	14,556	7,278	15,860	7,930	23.26	1.88482
65	22.939	1,999,291	87,157	120,791	5,266	248,763	10,845	24.12	1.52791
68	1.000	135,813	135,813			11,968	11,968	24.02	1.88482
73				100					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
74	0.500	84,691	169,382			5,984	11,968	22.99	1.21224
79	23.164	1,730,065	74,688	119,375	5,153	269,592	11,638	24.60	1.36850
97	2.500	581,427	232,571	5,400	2,160	25,882	10,353	18.69	1.40534
CP	8.500	881,447	103,700	49,705	5,848	97,690	11,493	24.29	1.85771
K-12 Program 02 Instructional	1.000	103,417	103,417			11,968	11,968	24.49	1.88482
Program 21 Instructional	254.758	21,753,243	85,388	1,587,240	6,230	2,894,233	11,361	24.21	1.54428
Program 21 Administrative	3.700	530,998	143,513			28,130	7,603	23.11	1.72682
K-12 Program 21 Instructional	242.258	20,775,131	85,756			2,748,671	11,346	24.20	1.55043
Program 26, 56, and 59 Instructional	2.000	165,950	82,975	9,098	4,549	23,936	11,968	24.65	1.54560
Program 26, 56, and 59 Administrative	0.200	32,732	163,660	1,833	9,165	2,394	11,968	22.48	1.88482
Program 31 Instructional	83.385	6,581,773	78,932	470,675	5,645	989,051	11,861	24.38	1.44721
Program 31 Administrative	4.700	707,815	150,599	20,226	4,303	53,019	11,281	23.00	1.69686
Program 34 Instructional	16.497	1,421,527	86,169	102,479	6,212	196,190	11,892	24.49	1.55303
Program 34 Administrative	2.300	287,431	124,970	12,838	5,582	27,526	11,968	23.97	1.64679
K-3 BEA Instructional	562.364	47,690,423	84,803			6,446,686	11,464	24.30	1.54819
4-6 BEA Instructional	326.587	27,798,340	85,118			3,784,611	11,588	24.39	1.55841

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	213.801	18,336,039	85,762			2,446,155	11,441	24.35	1.57534
9-12 BEA Instructional	393.715	33,597,436	85,334			4,671,216	11,864	24.46	1.56324
K-12 BEA Instructional	1,496.548	127,430,615	85,150			17,349,637	11,593	24.37	1.55827
BEA	1,616.275	144,480,859	89,391	11,337,639	7,015	18,697,998	11,569	24.20	1.56659
Instructional	2,021.868	172,807,603	85,469	15,828,383	7,829	23,317,428	11,533	24.34	1.56272
Administrative	130.000	18,719,526	143,996	763,076	5,870	1,458,928	11,223	23.00	1.67974
Active	2,151.868	191,527,129	89,005	16,591,459	7,710	24,776,356	11,514	24.20	1.56979
On Leave	2.127	195,469	91,899	8,795	4,135	17,646	8,296	24.15	1.62974
Certificated Total	2,153.995	191,722,598	89,008	16,600,254	7,707	24,794,002	11,511	24.20	1.56985
Instructional for Funding Purposes	2,019.868	172,641,653	85,472	15,819,285	7,832	23,293,492	11,532	24.33	1.56273
Instructional for Compliance Purposes	2,019.868	172,641,653	85,472	15,819,285	7,832	23,293,492	11,532	24.33	1.56273

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	Defunct LEAP 1 Mix Factor
01	12.265	881,379	71,861	93,698	7,639	151,832	12,379	23.65	1.37069
21	2.000	134,990	67,495	2,787	1,394	27,243	13,622	22.71	1.11260
31	1.000	79,692	79,692			12,936	12,936	24.69	1.69557
51	3.150	188,105	59,716			38,588	12,250	25.09	1.18275
55	1.150	105,064	91,360			16,715	14,535	24.05	1.79535
58				10,505					
68	0.600	42,839	71,398	70	117	7,059	11,765	23.83	1.39804
73				3,937					
97	1.000	127,000	127,000	18,782	18,782	12,936	12,936	25.78	1.59744
Program 21 Instructional	2.000	134,990	67,495	2,787	1,394	27,243	13,622	22.71	1.11260
K-12 Program 21 Instructional	2.000	134,990	67,495			27,243	13,622	22.71	1.11260
Program 31 Instructional	1.000	79,692	79,692			12,936	12,936	24.69	1.69557
K-3 BEA Instructional	5.009	378,419	75,548			63,160	12,609	22.52	1.43557
4-6 BEA Instructional	0.900	51,278	56,976			7,989	8,877	24.94	1.19891
7-8 BEA Instructional	1.000	76,099	76,099	1,500	1,500	15,634	15,634	24.48	1.56956
9-12 BEA Instructional	5.656	378,381	66,899	30	5	69,173	12,230	24.66	1.38411
K-12 BEA Instructional	12.565	884,177	70,368	1,530	122	155,956	12,412	23.73	1.40612

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	14.265	1,088,071	76,276	112,480	7,885	177,704	12,457	23.95	1.40936
Instructional	19.465	1,355,175	69,621	83,918	4,311	245,561	12,616	23.82	1.36256
Administrative	1.700	203,894	119,938			21,748	12,793	25.01	1.43334
Other				3,456					
Active	21.165	1,559,069	73,663	87,374	4,128	267,309	12,630	23.97	1.36824
On Leave				42,405					
Certificated Total	21.165	1,559,069	73,663	129,779	6,132	267,309	12,630	23.97	1.36824
Instructional for Funding Purposes	19.465	1,355,175	69,621	83,918	4,311	245,561	12,616	23.82	1.36256
Instructional for Compliance Purposes	19.465	1,355,175	69,621	83,918	4,311	245,561	12,616	23.82	1.36256

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	Defunct LEAP 1 Mix Factor
01	430.509	35,683,222	82,886	5,924,482	13,762	5,507,179	12,792	22.74	1.64022
21	62.310	4,745,299	76,156	952,878	15,293	820,905	13,175	22.38	1.54730
24	4.430	357,445	80,687	47,691	10,765	60,718	13,706	22.95	1.64385
31	22.420	1,782,603	79,510	416,747	18,588	279,842	12,482	22.70	1.54060
34	2.000	138,523	69,262	21,228	10,614	24,835	12,418	22.91	1.41823
51	0.100	9,324	93,240	1,182	11,820	1,426	14,261	21.46	1.88482
52	0.835	75,249	90,119	9,542	11,428	11,908	14,261	21.46	1.82995
58				486,315					
65	2.600	187,020	71,931	32,731	12,589	40,041	15,400	23.34	1.48079
74	6.000	500,191	83,365	40,218	6,703	76,082	12,680	23.92	1.71662
79	2.500	196,366	78,546	27,947	11,179	28,818	11,527	22.75	1.61523
88				31,578					
97	2.000	407,160	203,580	15,606	7,803	11,508	5,754	19.31	1.79020
Program 21 Instructional	61.610	4,624,787	75,066	939,622	15,251	818,150	13,280	22.40	1.54347
Program 21 Administrative	0.700	120,512	172,160	13,256	18,937	2,755	3,935	21.52	1.88482
K-12 Program 21 Instructional	56.505	4,226,534	74,799			748,964	13,255	22.38	1.53730
Program 31 Instructional	21.420	1,639,061	76,520	416,747	19,456	274,763	12,827	22.71	1.53342

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	143,542	143,542			5,079	5,079	22.47	1.69447
Program 34 Instructional	2.000	138,523	69,262	21,228	10,614	24,835	12,418	22.91	1.41823
K-3 BEA Instructional	172.730	13,472,943	78,000			2,264,143	13,108	23.17	1.58677
4-6 BEA Instructional	86.876	6,938,464	79,866			1,129,028	12,996	22.83	1.62777
7-8 BEA Instructional	63.322	5,259,945	83,067	3,670	58	836,081	13,204	22.72	1.68938
9-12 BEA Instructional	113.301	9,226,969	81,438	78,040	689	1,478,358	13,048	22.71	1.65415
K-12 BEA Instructional	436.229	34,898,321	80,000	81,710	187	5,707,610	13,084	22.91	1.62733
BEA	456.929	38,011,508	83,189	6,378,063	13,959	5,823,364	12,745	22.70	1.63502
Instructional	514.304	40,848,703	79,425	7,793,660	15,154	6,744,753	13,114	22.86	1.61805
Administrative	21.400	3,233,699	151,107	214,485	10,023	118,508	5,538	20.32	1.79989
Active	535.704	44,082,402	82,289	8,008,145	14,949	6,863,261	12,812	22.68	1.62531
Certificated Total	535.704	44,082,402	82,289	8,008,145	14,949	6,863,261	12,812	22.68	1.62531
Instructional for Funding Purposes	514.304	40,848,703	79,425	7,793,660	15,154	6,744,753	13,114	22.86	1.61805
Instructional for Compliance Purposes	514.304	40,848,703	79,425	7,793,660	15,154	6,744,753	13,114	22.86	1.61805

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	Defunct LEAP 1 Mix Factor
01	15.420	1,099,016	71,272	6,802	441	200,620	13,010	22.45	1.66127
21	1.868	139,558	74,710	2,612	1,398	11,891	6,366	22.93	1.66576
31	1.230	68,457	55,656	17,576	14,289	17,372	14,123	22.73	1.33869
34	0.420	20,531	48,883			5,707	13,588	22.67	1.17578
51	0.150	8,138	54,253			1,952	13,011	22.52	1.30517
55	0.850	46,126	54,266			11,059	13,011	22.52	1.30517
97	0.300	36,269	120,897			3,903	13,011	24.21	1.69557
Program 21 Instructional	1.668	115,379	69,172	2,612	1,566	9,289	5,569	22.70	1.66219
Program 21 Administrative	0.200	24,179	120,895			2,602	13,011	24.21	1.69557
K-12 Program 21 Instructional	1.668	115,379	69,172	2,612	1,566	9,289	5,569	22.70	1.66219
Program 31 Instructional	1.230	68,457	55,656	17,576	14,289	17,372	14,123	22.73	1.33869
Program 34 Instructional	0.420	20,531	48,883			5,707	13,588	22.67	1.17578
K-3 BEA Instructional	4.300	303,892	70,673			56,163	13,061	22.34	1.69987
4-6 BEA Instructional	3.000	231,603	77,201	5,397	1,799	39,033	13,011	22.38	1.85690
7-8 BEA Instructional	0.420	20,531	48,883			5,707	13,588	22.67	1.17578
9-12 BEA Instructional	7.850	484,376	61,704	18,981	2,418	103,279	13,157	22.40	1.48415

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	15.570	1,040,402	66,821	24,378	1,566	204,182	13,114	22.39	1.60723
K-12 BEA Administrative	1.500	147,602	98,401			19,517	13,011	23.10	1.82174
BEA	17.370	1,224,273	70,482	24,378	1,403	227,602	13,103	22.52	1.62728
Instructional	18.238	1,210,045	66,347	26,990	1,480	226,482	12,418	22.42	1.59569
Administrative	2.000	208,050	104,025			26,022	13,011	23.41	1.79020
Active	20.238	1,418,095	70,071	26,990	1,334	252,504	12,477	22.56	1.61491
Certificated Total	20.238	1,418,095	70,071	26,990	1,334	252,504	12,477	22.56	1.61491
Instructional for Funding Purposes	18.238	1,210,045	66,347	26,990	1,480	226,482	12,418	22.42	1.59569
Instructional for Compliance Purposes	18.238	1,210,045	66,347	26,990	1,480	226,482	12,418	22.42	1.59569

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	Defunct LEAP 1 Mix Factor
01	66.283	4,943,844	74,587	337,698	5,095	788,540	11,897	24.07	1.51037
21	10.062	690,404	68,615	23,955	2,381	123,149	12,239	24.31	1.41105
24	0.488	32,870	67,357	1,253	2,568	6,058	12,414	22.72	1.43889
31	3.210	242,705	75,609	25,107	7,821	45,175	14,073	23.65	1.57646
34	1.290	100,332	77,777	8,008	6,208	15,722	12,187	23.35	1.65694
51	0.560	44,423	79,327			6,476	11,564	22.40	1.69453
55	0.500	39,129	78,258	6,955	13,910	5,102	10,203	22.55	1.67169
65	0.060	5,294	88,233			1,374	22,905	21.39	1.88482
74	0.089	7,941	89,225			2,034	22,854	21.39	1.88482
79	0.060	5,294	88,233	7,831	130,517	1,374	22,905	21.39	1.88482
97	1.000	154,223	154,223	2,352	2,352	23,483	23,483	20.68	1.13919
Program 21 Instructional	9.512	621,929	65,384	23,295	2,449	116,833	12,283	24.40	1.39460
Program 21 Administrative	0.550	68,475	124,500	660	1,200	6,316	11,483	23.47	1.69557
K-12 Program 21 Instructional	9.194	607,066	66,028	19,697	2,142	116,093	12,627	24.44	1.40824
Program 31 Instructional	3.210	242,705	75,609	24,674	7,687	45,175	14,073	23.65	1.57646
Program 34 Instructional	1.290	100,332	77,777	7,831	6,071	15,722	12,187	23.35	1.65694
K-3 BEA Instructional	22.000	1,567,324	71,242	59,028	2,683	264,479	12,022	23.70	1.51939

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.672	669,586	69,229	23,309	2,410	130,048	13,446	22.93	1.47174
7-8 BEA Instructional	12.531	925,593	73,864	36,528	2,915	145,970	11,649	23.48	1.57476
9-12 BEA Instructional	19.130	1,346,539	70,389	68,682	3,590	237,436	12,412	25.13	1.49044
K-12 BEA Instructional	63.333	4,509,042	71,196	194,316	3,068	777,933	12,283	23.97	1.51433
K-12 BEA Administrative	5.000	558,501	111,700			57,006	11,401	23.61	1.70719
BEA	71.783	5,441,104	75,799	373,165	5,199	872,920	12,161	23.94	1.51079
Instructional	74.602	5,265,922	70,587	376,042	5,041	917,184	12,294	23.98	1.50201
Administrative	8.000	953,724	119,216	6,700	838	101,303	12,663	23.09	1.55931
Other	1.000	46,813	46,813					55.20	1.00000
Active	83.602	6,266,459	74,956	382,742	4,578	1,018,487	12,183	23.95	1.50149
On Leave				30,417					
Certificated Total	83.602	6,266,459	74,956	413,159	4,942	1,018,487	12,183	23.95	1.50149
Instructional for Funding Purposes	74.602	5,265,922	70,587	376,042	5,041	917,184	12,294	23.98	1.50201
Instructional for Compliance Purposes	74.602	5,265,922	70,587	376,042	5,041	917,184	12,294	23.98	1.50201

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	Defunct LEAP 1 Mix Factor
01	17.240	1,147,999	66,589	120,032	6,962	161,166	9,348	21.46	1.44852
21				115,836					
51	0.400	18,494	46,235	5,500	13,750	3,243	8,108	21.79	1.01346
55	0.400	30,188	75,470	5,500	13,750	3,885	9,712	21.12	1.62244
74	0.200	10,802	54,010			1,189	5,947	22.66	1.19891
97	1.000	132,000	132,000			9,276	9,276	22.26	1.69557
Program 21 Instructional				115,836					
K-12 Program 21 Instructional				115,836					
K-3 BEA Instructional	6.640	438,658	66,063			57,527	8,664	21.34	1.46209
4-6 BEA Instructional	2.250	154,886	68,838			17,602	7,823	20.37	1.49281
7-8 BEA Instructional	3.650	213,320	58,444			30,697	8,410	21.46	1.28117
9-12 BEA Instructional	4.600	335,635	72,964			46,064	10,014	22.05	1.53470
K-12 BEA Instructional	17.140	1,142,499	66,657			151,890	8,862	21.43	1.44708
K-12 BEA Administrative	0.100	5,500	55,000			9,276	92,760	22.15	1.69557
BEA	18.240	1,279,999	70,175	120,032	6,581	170,442	9,344	21.54	1.46207
Instructional	18.140	1,201,983	66,261	246,868	13,609	160,207	8,832	21.44	1.43865
Administrative	1.100	137,500	125,000			18,552	16,865	22.23	1.69557

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	19.240	1,339,483	69,620	246,868	12,831	178,759	9,291	21.54	1.45334
Certificated Total	19.240	1,339,483	69,620	246,868	12,831	178,759	9,291	21.54	1.45334
Instructional for Funding Purposes	18.140	1,201,983	66,261	246,868	13,609	160,207	8,832	21.44	1.43865
Instructional for Compliance Purposes	18.140	1,201,983	66,261	246,868	13,609	160,207	8,832	21.44	1.43865

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	Defunct LEAP 1 Mix Factor
01	38.510	2,966,875	77,042	54,767	1,422	471,897	12,254	23.73	1.58815
21	7.252	492,693	67,939	48	7	65,421	9,021	23.44	1.46583
24	0.248	13,000	52,419			405	1,632	23.10	1.06585
31	3.585	284,399	79,330	622	174	47,478	13,244	22.33	1.65223
34	1.405	122,833	87,426			19,565	13,925	24.24	1.71444
51	1.000	60,254	60,254			16,833	16,833	23.31	1.26526
52				9,640					
55	0.500	44,534	89,068			5,081	10,162	23.23	1.88482
58				12,030					
97	1.000	112,000	112,000	10,432	10,432	16,977	16,977	22.00	1.25171
Program 21 Instructional	7.252	492,693	67,939			65,421	9,021	23.44	1.46583
Program 21 Administrative				48					
K-12 Program 21 Instructional	7.252	492,693	67,939			65,421	9,021	23.44	1.46583
Program 31 Instructional	3.386	263,098	77,702	622	184	44,100	13,024	22.22	1.64969
Program 31 Administrative	0.199	21,301	107,040			3,378	16,977	23.84	1.69557
Program 34 Instructional	1.200	101,875	84,896			17,500	14,583	23.51	1.79349
Program 34 Administrative	0.205	20,958	102,234			2,066	10,076	28.50	1.25171

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	12.620	884,781	70,109			151,717	12,022	23.63	1.48100
4-6 BEA Instructional	6.868	506,874	73,802	2,505	365	84,046	12,237	23.78	1.56821
7-8 BEA Instructional	7.852	638,945	81,374	6,817	868	96,031	12,230	23.52	1.70756
9-12 BEA Instructional	13.160	1,032,001	78,420	4,826	367	164,273	12,483	23.17	1.67026
K-12 BEA Instructional	40.500	3,062,601	75,620	14,148	349	496,067	12,249	23.47	1.60121
K-12 BEA Administrative	1.000	102,232	102,232			15,821	15,821	24.00	1.69557
BEA	44.500	3,486,107	78,339	65,821	1,479	555,918	12,493	23.57	1.58974
Instructional	49.500	3,673,082	74,204	64,405	1,301	583,807	11,794	23.46	1.57477
Administrative	4.000	423,506	105,877	1,500	375	59,851	14,963	24.32	1.47364
Active	53.500	4,096,588	76,572	65,905	1,232	643,658	12,031	23.54	1.56721
On Leave				21,634					
Certificated Total	53.500	4,096,588	76,572	87,539	1,636	643,658	12,031	23.54	1.56721
Instructional for Funding Purposes	49.500	3,673,082	74,204	64,405	1,301	583,807	11,794	23.46	1.57477
Instructional for Compliance Purposes	49.500	3,673,082	74,204	64,405	1,301	583,807	11,794	23.46	1.57477

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	Defunct LEAP 1 Mix Factor
01	59.719	4,018,911	67,297	165,167	2,766	703,093	11,773	23.46	1.45276
02	1.110	78,064	70,328	2,603	2,345	13,014	11,724	23.27	1.58615
21	4.341	296,910	68,397	11,622	2,677	50,501	11,633	23.65	1.40234
24	2.170	141,313	65,121	4,711	2,171	25,589	11,792	23.81	1.46871
31	2.884	232,830	80,732	54,010	18,727	32,928	11,417	24.35	1.56639
34	0.216	18,052	83,574	5,416	25,074	2,725	12,618	24.65	1.56160
51	0.931	69,874	75,053	1,074	1,154	10,986	11,801	23.66	1.27600
52	0.499	37,491	75,132	1,250	2,505	6,589	13,204	21.89	1.69447
53	0.270	22,071	81,744	10,123	37,493	3,288	12,179	23.65	1.43485
55	3.696	215,582	58,328	5,631	1,524	41,470	11,220	23.91	1.31593
58				68,300					
65	1.602	103,001	64,295	3,433	2,143	18,867	11,777	23.12	1.45009
74	0.115	11,183	97,243	483	4,200	1,414	12,297	22.59	1.60376
97	0.900	127,325	141,472	10,900	12,111	16,878	18,753	19.38	1.62022
K-12 Program 02 Instructional	1.110	78,064	70,328	2,327	2,096	13,014	11,724	23.27	1.58615
Program 21 Instructional	3.791	237,780	62,722	11,622	3,066	43,376	11,442	23.70	1.41481
Program 21 Administrative	0.550	59,130	107,509			7,125	12,954	23.43	1.31632
K-12 Program 21 Instructional	3.791	237,780	62,722	3,842	1,013	43,376	11,442	23.70	1.41481

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	2.784	218,683	78,550	54,010	19,400	31,053	11,154	24.65	1.56446
Program 31 Administrative	0.100	14,147	141,470			1,875	18,753	19.38	1.62022
Program 34 Instructional	0.216	18,052	83,574	5,416	25,074	2,725	12,618	24.65	1.56160
K-3 BEA Instructional	19.888	1,378,943	69,335	56,816	2,857	231,851	11,658	23.44	1.52875
4-6 BEA Instructional	13.005	818,699	62,953	34,532	2,655	151,493	11,649	23.21	1.42404
7-8 BEA Instructional	10.030	646,910	64,498	27,512	2,743	116,056	11,571	23.92	1.43049
9-12 BEA Instructional	16.956	1,070,016	63,105	82,724	4,879	203,727	12,015	23.68	1.38715
K-12 BEA Instructional	59.879	3,914,568	65,375	201,584	3,367	703,128	11,742	23.54	1.44945
K-12 BEA Administrative	1.950	223,551	114,642	6,386	3,275	25,260	12,954	23.41	1.45579
BEA	64.829	4,475,182	69,031	238,096	3,673	768,638	11,856	23.39	1.46279
Instructional	72.453	4,698,733	64,852	327,437	4,519	848,230	11,707	23.55	1.44204
Administrative	6.000	673,874	112,312	17,286	2,881	79,112	13,185	22.52	1.56961
Active	78.453	5,372,607	68,482	344,723	4,394	927,342	11,820	23.42	1.45180
Certificated Total	78.453	5,372,607	68,482	344,723	4,394	927,342	11,820	23.42	1.45180
Instructional for Funding Purposes	72.453	4,698,733	64,852	327,437	4,519	848,230	11,707	23.55	1.44204
Instructional for Compliance Purposes	72.453	4,698,733	64,852	327,437	4,519	848,230	11,707	23.55	1.44204

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	Defunct LEAP 1 Mix Factor
01	174.144	12,093,488	69,445	1,848,394	10,614	2,146,257	12,325	22.44	1.48380
02	4.000	320,534	80,134	39,384	9,846	51,537	12,884	20.54	1.53910
21	28.000	1,917,797	68,493	326,603	11,664	331,255	11,831	21.99	1.45628
31	21.015	1,228,288	58,448	131,816	6,272	255,871	12,176	20.94	1.28773
34	6.413	434,856	67,809	46,733	7,287	79,180	12,347	21.08	1.46040
51	7.172	519,834	72,481	60,081	8,377	90,728	12,650	22.21	1.51392
52	0.334	25,071	75,063	2,628	7,868	4,015	12,020	20.79	1.69607
53	0.100	13,251	132,510	4,235	42,350	1,751	17,511	21.63	1.80472
55	11.609	791,725	68,199	107,394	9,251	139,546	12,020	21.40	1.50500
58	0.250	33,126	132,504	224,651	898,604	4,378	17,511	21.81	1.80472
64	0.500	35,476	70,952	3,718	7,436	6,010	12,020	18.44	1.55041
65	3.799	300,983	79,227	31,613	8,321	46,921	12,351	21.85	1.68341
74				17,000					
86	0.250	33,126	132,504	4,235	16,940	4,378	17,511	21.81	1.80472
97	3.000	439,182	146,394	64,270	21,423	54,443	18,148	17.85	1.81911
K-12 Program 02 Instructional	2.000	112,004	56,002	11,739	5,870	24,040	12,020	16.05	1.27532
Program 21 Instructional	27.000	1,778,139	65,857	298,832	11,068	311,834	11,549	22.12	1.46482
Program 21 Administrative	1.000	139,658	139,658	27,771	27,771	19,421	19,421	20.42	1.22566

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	24.630	1,623,058	65,898	161,991	6,577	284,133	11,536	22.24	1.46589
Program 31 Instructional	20.415	1,156,568	56,653	122,560	6,003	244,218	11,963	20.93	1.28220
Program 31 Administrative	0.600	71,720	119,533	9,256	15,427	11,653	19,421	21.03	1.47584
Program 34 Instructional	6.013	387,043	64,368	40,563	6,746	71,411	11,876	21.09	1.45937
Program 34 Administrative	0.400	47,813	119,533	6,170	15,425	7,768	19,421	21.03	1.47584
K-3 BEA Instructional	67.611	4,265,452	63,088	438,524	6,486	796,093	11,775	22.64	1.42295
4-6 BEA Instructional	33.974	2,284,802	67,251	276,540	8,140	394,403	11,609	22.37	1.51817
7-8 BEA Instructional	28.883	1,766,492	61,160	268,371	9,292	339,982	11,771	22.21	1.38176
9-12 BEA Instructional	52.104	3,353,259	64,357	383,838	7,367	624,971	11,995	21.43	1.44781
K-12 BEA Instructional	182.572	11,670,005	63,920	1,376,876	7,542	2,155,450	11,806	22.16	1.44125
K-12 BEA Administrative	8.750	873,742	99,856	128,967	14,739	142,458	16,281	22.95	1.67358
BEA	208.572	14,516,348	69,599	2,130,597	10,215	2,587,288	12,405	22.06	1.46921
Instructional	231.586	14,935,725	64,493	2,146,255	9,268	2,729,988	11,788	22.10	1.45182
Administrative	28.250	3,151,633	111,562	544,795	19,285	480,224	16,999	21.59	1.65403
Other	0.750	99,379	132,505	221,705	295,607	6,057	8,076	21.84	1.88482
Active	260.586	18,186,737	69,792	2,912,755	11,178	3,216,269	12,342	22.01	1.47499
Certificated Total	260.586	18,186,737	69,792	2,912,755	11,178	3,216,269	12,342	22.01	1.47499

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	231.586	14,935,725	64,493	2,146,255	9,268	2,729,988	11,788	22.10	1.45182
Instructional for Compliance Purposes	231.586	14,935,725	64,493	2,146,255	9,268	2,729,988	11,788	22.10	1.45182

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	Defunct LEAP 1 Mix Factor
01	14.950	1,046,790	70,019	40,074	2,681	171,581	11,477	21.85	1.66942
21	1.600	95,311	59,569	3,910	2,444	15,976	9,985	21.70	1.38561
31	1.250	85,652	68,522			15,050	12,040	18.94	1.62807
34	0.450	30,537	67,860			5,418	12,040	19.20	1.61304
51	0.150	12,054	80,360			1,806	12,040	19.40	1.88482
55	0.550	42,385	77,064			5,964	10,844	21.01	1.81560
65	0.450	36,163	80,362			5,418	12,040	22.73	1.88482
97	1.000	129,000	129,000			8,752	8,752	22.80	1.19891
Program 21 Instructional	1.600	95,311	59,569	3,910	2,444	15,976	9,985	21.70	1.38561
K-12 Program 21 Instructional	1.600	95,311	59,569	3,910	2,444	15,976	9,985	21.70	1.38561
Program 31 Instructional	1.250	85,652	68,522			15,050	12,040	18.94	1.62807
Program 34 Instructional	0.450	30,537	67,860			5,418	12,040	19.20	1.61304
K-3 BEA Instructional	4.000	312,375	78,094			45,115	11,279	22.03	1.83723
4-6 BEA Instructional	1.500	111,470	74,313			18,060	12,040	20.98	1.75792
7-8 BEA Instructional	1.250	87,568	70,054			12,420	9,936	22.35	1.66516
9-12 BEA Instructional	9.900	651,566	65,815	2,607	263	116,454	11,763	21.24	1.58097

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	16.650	1,162,979	69,849	2,607	157	192,049	11,534	21.51	1.66480
BEA	17.650	1,291,979	73,200	40,074	2,270	200,801	11,377	21.63	1.63840
Instructional	19.400	1,348,892	69,531	43,984	2,267	221,213	11,403	21.52	1.65285
Administrative	1.000	129,000	129,000			8,752	8,752	22.80	1.19891
Active	20.400	1,477,892	72,446	43,984	2,156	229,965	11,273	21.62	1.63060
Certificated Total	20.400	1,477,892	72,446	43,984	2,156	229,965	11,273	21.62	1.63060
Instructional for Funding Purposes	19.400	1,348,892	69,531	43,984	2,267	221,213	11,403	21.52	1.65285
Instructional for Compliance Purposes	19.400	1,348,892	69,531	43,984	2,267	221,213	11,403	21.52	1.65285

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	Defunct LEAP 1 Mix Factor
01	37.000	2,810,392	75,957	128,846	3,482	442,950	11,972	23.85	1.58841
31	1.600	144,608	90,380	20,732	12,958	19,870	12,419	25.43	1.88482
34	0.400	36,152	90,380	90	225	4,967	12,419	25.43	1.88482
51	0.600	54,230	90,383			7,292	12,154	23.97	1.88482
52				8,628					
55	0.400	36,152	90,380			4,862	12,154	23.97	1.88482
58				9,867					
74				6,261					
97	1.000	85,000	85,000			9,070	9,070	8.62	1.69557
Program 31 Instructional	1.600	144,608	90,380	20,732	12,958	19,870	12,419	25.43	1.88482
Program 34 Instructional	0.400	36,152	90,380	90	225	4,967	12,419	25.43	1.88482
K-3 BEA Instructional	11.770	792,468	67,329	29,319	2,491	135,988	11,554	23.98	1.44893
4-6 BEA Instructional	8.230	673,983	81,893	15,277	1,856	100,458	12,206	23.97	1.71219
7-8 BEA Instructional	5.600	403,293	72,017			65,742	11,740	23.90	1.51643
9-12 BEA Instructional	11.200	901,672	80,506	99,072	8,846	138,856	12,398	24.10	1.69460
K-12 BEA Instructional	36.800	2,771,416	75,310	143,668	3,904	441,044	11,985	24.01	1.59285
K-12 BEA Administrative	2.000	201,660	100,830			24,362	12,181	23.15	1.77358

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	40.000	3,076,152	76,904	149,668	3,742	476,857	11,921	23.55	1.60591
Instructional	37.800	2,861,798	75,709	168,424	4,456	453,198	11,989	24.00	1.60057
Administrative	3.000	286,660	95,553	6,000	2,000	33,432	11,144	19.02	1.74757
Other	0.200	18,076	90,380			2,381	11,905	24.10	1.88482
Active	41.000	3,166,534	77,233	174,424	4,254	489,011	11,927	23.56	1.61271
Certificated Total	41.000	3,166,534	77,233	174,424	4,254	489,011	11,927	23.56	1.61271
Instructional for Funding Purposes	37.800	2,861,798	75,709	168,424	4,456	453,198	11,989	24.00	1.60057
Instructional for Compliance Purposes	37.800	2,861,798	75,709	168,424	4,456	453,198	11,989	24.00	1.60057

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	Defunct LEAP 1 Mix Factor
01	16.690	1,170,005	70,102	79,409	4,758	194,946	11,680	24.02	1.54206
51	0.167	9,551	57,192	8,186	49,018	1,922	11,506	24.09	1.27915
58				5,505					
79				2,000					
97	1.000	120,920	120,920	2,715	2,715	14,009	14,009	23.94	1.69557
99	0.143	13,568	94,881			1,352	9,453	23.92	1.67169
K-3 BEA Instructional	4.668	324,113	69,433	19,111	4,094	54,221	11,615	24.04	1.55048
4-6 BEA Instructional	2.000	137,713	68,857	3,131	1,566	23,233	11,617	24.03	1.53738
7-8 BEA Instructional	3.119	221,842	71,126	2,819	904	35,982	11,536	24.03	1.54676
9-12 BEA Instructional	6.331	432,085	68,249	38,909	6,146	76,102	12,021	24.02	1.52329
K-12 BEA Instructional	16.118	1,115,753	69,224	63,970	3,969	189,539	11,759	24.03	1.53746
K-12 BEA Administrative	0.572	54,252	94,846			5,407	9,453	23.92	1.67169
BEA	17.690	1,290,925	72,975	82,124	4,642	208,955	11,812	24.02	1.55073
Instructional	16.285	1,125,304	69,101	79,661	4,892	191,460	11,757	24.03	1.53481
Administrative	1.715	188,740	110,052			20,768	12,110	23.93	1.68561
Active	18.000	1,314,044	73,002	79,661	4,426	212,228	11,790	24.02	1.54918
On Leave				18,154					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	18.000	1,314,044	73,002	97,815	5,434	212,228	11,790	24.02	1.54918
Instructional for Funding Purposes	16.285	1,125,304	69,101	79,661	4,892	191,460	11,757	24.03	1.53481
Instructional for Compliance Purposes	16.285	1,125,304	69,101	79,661	4,892	191,460	11,757	24.03	1.53481

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	Defunct LEAP 1 Mix Factor
01	151.026	13,107,599	86,790	927,387	6,141	1,657,308	10,974	23.46	1.49262
21	22.785	2,013,707	88,379	179,332	7,871	250,010	10,973	23.42	1.54376
31	1.800	135,262	75,146	8,246	4,581	21,685	12,047	22.21	1.31613
38	0.300	24,329	81,097	1,480	4,933	3,275	10,918	23.52	1.46008
51	4.899	455,549	92,988	27,739	5,662	52,393	10,695	23.16	1.63599
52	0.700	64,499	92,141	2,444	3,491	7,726	11,037	23.46	1.65702
55	6.201	475,952	76,754	24,089	3,885	69,468	11,203	23.14	1.39464
58	0.300	25,039	83,463	467,245	1,557,483	3,338	11,127	23.70	1.50458
61	0.050	6,593	131,860			547	10,947	23.51	1.80105
64	0.700	58,423	83,461	5,848	8,354	7,789	11,127	23.70	1.50458
65	6.506	600,220	92,256	34,614	5,320	83,190	12,787	22.88	1.61754
88	0.140	18,460	131,857			1,533	10,947	23.51	1.80105
89	0.500	45,050	90,100	2,740	5,480	6,126	12,252	22.41	1.61913
97	3.000	522,732	174,244	4,300	1,433	36,674	12,225	21.06	1.55957
Program 21 Instructional	21.885	1,900,881	86,858	178,432	8,153	239,785	10,957	23.20	1.54463
Program 21 Administrative	0.900	112,826	125,362	900	1,000	10,225	11,361	28.51	1.52240
K-12 Program 21 Instructional	20.885	1,804,488	86,401	9,561	458	228,658	10,948	23.26	1.53492
Program 31 Instructional	1.800	135,262	75,146	8,246	4,581	21,685	12,047	22.21	1.31613

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	59.270	4,914,915	82,924	20,721	350	624,687	10,540	23.73	1.46956
4-6 BEA Instructional	21.360	1,640,317	76,794	4,183	196	231,760	10,850	23.79	1.37342
7-8 BEA Instructional	23.374	2,013,477	86,142	4,578	196	261,004	11,166	23.49	1.54231
9-12 BEA Instructional	38.700	3,278,520	84,716	25,531	660	442,055	11,423	23.34	1.50652
K-12 BEA Instructional	142.704	11,847,229	83,020	55,013	386	1,559,506	10,928	23.59	1.47711
BEA	155.826	13,765,593	88,340	939,933	6,032	1,715,667	11,010	23.36	1.49187
Instructional	184.495	15,465,995	83,829	1,652,089	8,955	2,030,324	11,005	23.48	1.49230
Administrative	14.412	2,087,419	144,839	22,275	1,546	170,738	11,847	22.25	1.64893
Other				11,100					
Active	198.907	17,553,414	88,249	1,685,464	8,474	2,201,062	11,066	23.34	1.50365
Certificated Total	198.907	17,553,414	88,249	1,685,464	8,474	2,201,062	11,066	23.34	1.50365
Instructional for Funding Purposes	184.495	15,465,995	83,829	1,652,089	8,955	2,030,324	11,005	23.48	1.49230
Instructional for Compliance Purposes	184.495	15,465,995	83,829	1,652,089	8,955	2,030,324	11,005	23.48	1.49230

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	Defunct LEAP 1 Mix Factor
01	329.475	27,618,944	83,827	1,557,514	4,727	4,336,035	13,160	23.56	1.60773
02	5.060	433,471	85,666	54,164	10,704	70,539	13,941	23.31	1.74811
21	56.051	4,394,817	78,407	298,945	5,333	726,516	12,962	23.50	1.51324
22	0.350	35,376	101,074	2,854	8,154	3,708	10,595	23.98	1.85843
24	2.500	175,718	70,287	6,419	2,568	23,812	9,525	27.43	1.39806
31	14.694	1,203,887	81,931	74,233	5,052	235,193	16,006	22.99	1.58974
34	5.718	511,084	89,382	20,487	3,583	112,385	19,655	22.66	1.73470
45	7.640	533,088	69,776	2,172	284	91,124	11,927	21.92	1.43459
51	4.600	427,831	93,007	11,090	2,411	60,629	13,180	22.66	1.84261
55	7.500	661,033	88,138	24,692	3,292	98,175	13,090	23.65	1.74612
56	1.000	58,556	58,556	1,952	1,952	12,078	12,078	17.69	1.16008
58				273,048					
65	1.400	117,490	83,921	3,916	2,797	23,975	17,125	21.46	1.66256
74	2.360	180,543	76,501	6,018	2,550	32,445	13,748	23.74	1.51560
86	1.400	139,119	99,371	5,810	4,150	19,175	13,697	25.73	1.75743
97	1.600	246,605	154,128			23,625	14,766	21.74	1.42609
K-12 Program 02 Instructional	4.900	415,582	84,813			68,450	13,969	23.43	1.74676
Program 21 Instructional	54.151	4,144,870	76,543	283,831	5,241	701,378	12,952	23.47	1.51287

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.900	249,947	131,551			25,139	13,231	23.96	1.52381
K-12 Program 21 Instructional	48.302	3,693,840	76,474	15,110	313	623,857	12,916	23.43	1.51139
Program 26, 56, and 59 Instructional	1.000	58,556	58,556	1,952	1,952	12,078	12,078	17.69	1.16008
Program 31 Instructional	14.000	1,113,073	79,505	71,350	5,096	226,011	16,144	23.00	1.57511
Program 31 Administrative	0.694	90,814	130,856			9,182	13,231	22.94	1.88482
Program 34 Instructional	5.662	503,714	88,964	20,487	3,618	111,645	19,718	22.65	1.73322
Program 34 Administrative	0.056	7,370	131,607			741	13,231	22.94	1.88482
K-3 BEA Instructional	113.170	8,898,696	78,631	30,463	269	1,487,458	13,144	23.87	1.55959
4-6 BEA Instructional	65.011	5,315,518	81,763	25,627	394	843,202	12,970	23.38	1.61976
7-8 BEA Instructional	52.606	4,139,557	78,690	22,136	421	738,511	14,039	23.42	1.55657
9-12 BEA Instructional	105.800	8,710,593	82,331	16,988	161	1,438,804	13,599	23.42	1.64607
K-12 BEA Instructional	336.587	27,064,364	80,408	95,214	283	4,507,976	13,393	23.55	1.59793
K-12 BEA Administrative	5.000	638,536	127,707			62,823	12,565	22.84	1.85278
BEA	364.187	30,547,079	83,877	1,708,570	4,691	4,868,902	13,369	23.47	1.60652
Instructional	411.348	32,948,864	80,100	2,082,657	5,063	5,478,192	13,318	23.53	1.59048
Administrative	27.000	3,515,153	130,191	145,976	5,407	350,784	12,992	22.98	1.68416

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	2.400	218,888	91,203	48,416	20,173	30,044	12,518	23.63	1.80686
Active	440.748	36,682,905	83,229	2,277,049	5,166	5,859,021	13,293	23.48	1.59740
On Leave	0.600	54,657	91,095	66,265	110,442	10,394	17,324	23.72	1.80472
Certificated Total	441.348	36,737,562	83,239	2,343,314	5,309	5,869,415	13,299	23.48	1.59768
Instructional for Funding Purposes	410.348	32,890,308	80,152	2,080,705	5,071	5,466,114	13,321	23.54	1.59153
Instructional for Compliance Purposes	410.348	32,890,308	80,152	2,080,705	5,071	5,466,114	13,321	23.54	1.59153

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	Defunct LEAP 1 Mix Factor
01	31.031	2,364,094	76,185	38,419	1,238	373,173	12,026	23.35	1.50408
21	3.000	219,614	73,205	19,874	6,625	34,429	11,476	23.00	1.48638
24	0.500	45,762	91,524	6,102	12,204	6,022	12,043	23.52	1.88482
51	0.327	21,631	66,150	361	1,104	1,682	5,144	24.07	1.36942
52				35,762					
55	1.530	116,316	76,024	3,231	2,112	18,315	11,970	23.09	1.56360
58				26,393					
65	1.000	46,284	46,284	1,286	1,286	11,897	11,897	21.60	1.04084
89	0.256	18,518	72,336			3,017	11,784	23.48	1.52486
97	1.000	134,895	134,895	9,240	9,240	12,803	12,803	21.60	1.88482
Program 21 Instructional	3.000	219,614	73,205	7,374	2,458	34,429	11,476	23.00	1.48638
Program 21 Administrative				12,500					
K-12 Program 21 Instructional	2.750	201,384	73,231			31,621	11,498	23.03	1.48768
K-3 BEA Instructional	12.965	908,690	70,088	7,156	552	158,936	12,259	23.50	1.44898
4-6 BEA Instructional	8.294	673,765	81,235	7,598	916	96,981	11,693	23.03	1.67043
7-8 BEA Instructional	7.772	561,921	72,301	7,924	1,020	91,650	11,792	23.16	1.47509
K-12 BEA Instructional	29.031	2,144,376	73,865	22,678	781	347,567	11,972	23.27	1.51923

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	32.031	2,498,989	78,018	47,659	1,488	385,976	12,050	23.25	1.51597
Instructional	35.644	2,612,501	73,294	118,928	3,337	422,928	11,865	23.22	1.50875
Administrative	3.000	354,613	118,204	21,740	7,247	38,409	12,803	23.17	1.48435
Active	38.644	2,967,114	76,781	140,668	3,640	461,337	11,938	23.21	1.50685
Certificated Total	38.644	2,967,114	76,781	140,668	3,640	461,337	11,938	23.21	1.50685
Instructional for Funding Purposes	35.644	2,612,501	73,294	118,928	3,337	422,928	11,865	23.22	1.50875
Instructional for Compliance Purposes	35.644	2,612,501	73,294	118,928	3,337	422,928	11,865	23.22	1.50875

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	Defunct LEAP 1 Mix Factor
01	290.690	23,439,466	80,634	2,626,211	9,034	3,837,018	13,200	22.77	1.60204
21	45.149	3,363,914	74,507	317,207	7,026	591,060	13,091	23.11	1.49440
24	5.000	437,849	87,570	54,917	10,983	62,334	12,467	22.85	1.83700
31	12.100	1,004,649	83,029	132,581	10,957	154,546	12,772	22.61	1.68083
51	5.299	457,615	86,359	43,886	8,282	67,858	12,806	22.25	1.81138
52	0.250	30,998	123,992	59,838	239,352	3,690	14,758	22.34	1.88482
55	10.201	859,745	84,280	94,354	9,249	136,462	13,377	22.73	1.76812
58				147,780					
65	4.010	317,427	79,159	24,781	6,180	52,447	13,079	22.63	1.66056
71				1,500					
73				9,900					
74	1.000	89,849	89,849	8,146	8,146	16,438	16,438	22.65	1.88482
79				12,589					
89				1,500					
97	2.000	331,477	165,739	60,048	30,024	29,935	14,968	21.48	1.84477
Program 21 Instructional	41.599	2,958,267	71,114	275,028	6,611	546,652	13,141	23.15	1.48883
Program 21 Administrative	3.550	405,647	114,267	19,401	5,465	44,409	12,509	22.77	1.55974
K-12 Program 21 Instructional	35.992	2,579,285	71,663	50,185	1,394	474,198	13,175	23.03	1.49990

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	11.600	937,839	80,848	102,190	8,809	147,676	12,731	22.63	1.69600
Program 31 Administrative	0.500	66,810	133,620	1,966	3,932	6,870	13,740	22.22	1.32881
K-3 BEA Instructional	102.835	7,718,259	75,055	508,734	4,947	1,360,022	13,225	22.96	1.57448
4-6 BEA Instructional	57.379	4,432,096	77,242	291,665	5,083	743,389	12,956	22.59	1.62193
7-8 BEA Instructional	37.621	2,960,051	78,681	210,961	5,608	493,825	13,126	22.91	1.64974
9-12 BEA Instructional	84.555	6,606,486	78,132	491,996	5,819	1,120,091	13,247	22.82	1.63903
K-12 BEA Instructional	282.390	21,716,892	76,904	1,503,356	5,324	3,717,327	13,164	22.83	1.61348
K-12 BEA Administrative	15.250	2,043,860	134,024	11,163	732	201,988	13,245	22.38	1.51284
BEA	304.790	24,775,592	81,287	2,818,840	9,248	4,021,498	13,194	22.75	1.60676
Instructional	349.499	26,837,644	76,789	2,943,140	8,421	4,599,518	13,160	22.85	1.61067
Administrative	26.000	3,477,375	133,745	173,704	6,681	348,805	13,416	22.23	1.52790
Other	0.200	17,970	89,850	3,351	16,755	3,464	17,320	19.67	1.88482
Active	375.699	30,332,989	80,737	3,120,195	8,305	4,951,787	13,180	22.78	1.60509
On Leave				475,043					
Certificated Total	375.699	30,332,989	80,737	3,595,238	9,569	4,951,787	13,180	22.78	1.60509
Instructional for Funding Purposes	349.499	26,837,644	76,789	2,943,140	8,421	4,599,518	13,160	22.85	1.61067
Instructional for Compliance Purposes	349.499	26,837,644	76,789	2,943,140	8,421	4,599,518	13,160	22.85	1.61067

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	Defunct LEAP 1 Mix Factor
01	22.958	1,482,832	64,589	21,531	938	201,621	8,782	24.28	1.48586
02	20.000	1,439,122	71,956	420	21	201,251	10,063	23.54	1.64138
21	3.615	261,575	72,358	4,000	1,107	39,563	10,944	21.97	1.74057
24	0.978	50,490	51,626			7,178	7,339	23.36	1.24125
51	0.667	46,665	69,963			6,095	9,139	23.31	1.68655
55	0.782	61,334	78,432			12,912	16,512	23.80	1.88482
74				2,215					
97	1.000	127,500	127,500	420	420	11,976	11,976	22.51	1.80472
K-12 Program 02 Instructional	18.000	1,235,455	68,636			178,422	9,912	23.52	1.63546
Program 21 Instructional	3.490	252,769	72,427			37,918	10,865	22.04	1.74222
Program 21 Administrative	0.125	8,806	70,448	4,000	32,000	1,645	13,161	20.26	1.69447
K-12 Program 21 Instructional	3.404	246,030	72,277			37,287	10,954	22.02	1.73862
K-3 BEA Instructional	11.775	692,774	58,834			96,893	8,229	26.70	1.40373
4-6 BEA Instructional	8.698	588,410	67,649			89,079	10,241	22.98	1.61608
7-8 BEA Instructional	11.092	785,043	70,776			115,483	10,411	23.30	1.69496
9-12 BEA Instructional	7.393	430,520	58,233			55,758	7,542	22.32	1.40606

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	38.958	2,496,747	64,088			357,214	9,169	24.00	1.53450
K-12 BEA Administrative	1.000	109,465	109,465			13,161	13,161	28.50	1.88482
BEA	43.958	3,049,454	69,372	22,371	509	414,848	9,437	23.85	1.56387
Instructional	44.875	2,908,005	64,802	23,326	520	421,317	9,389	23.79	1.55263
Administrative	5.125	561,513	109,564	5,260	1,026	59,279	11,567	23.15	1.79035
Active	50.000	3,469,518	69,390	28,586	572	480,596	9,612	23.69	1.57699
Certificated Total	50.000	3,469,518	69,390	28,586	572	480,596	9,612	23.69	1.57699
Instructional for Funding Purposes	44.875	2,908,005	64,802	23,326	520	421,317	9,389	23.79	1.55263
Instructional for Compliance Purposes	44.875	2,908,005	64,802	23,326	520	421,317	9,389	23.79	1.55263

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	Defunct LEAP 1 Mix Factor
01	1,186.322	87,609,109	73,849	11,045,189	9,310	14,459,886	12,189	22.87	1.55601
02	24.131	1,906,814	79,019	198,658	8,232	326,525	13,531	22.18	1.65436
03	3.900	300,516	77,055	35,914	9,209	50,121	12,852	22.90	1.70249
21	192.298	13,459,469	69,993	1,571,670	8,173	2,327,377	12,103	23.82	1.50551
24	39.000	2,688,594	68,938	364,500	9,346	464,647	11,914	22.53	1.52267
31	65.527	4,567,577	69,705	662,813	10,115	805,462	12,292	22.25	1.49091
34	10.490	793,892	75,681	115,847	11,044	136,644	13,026	22.33	1.65624
51	31.627	2,261,214	71,496	259,068	8,191	409,963	12,962	23.16	1.55772
52	4.000	332,667	83,167	39,753	9,938	52,297	13,074	21.07	1.83723
55	68.503	5,211,915	76,083	616,888	9,005	886,134	12,936	22.79	1.67569
58	0.100	6,412	64,120	731	7,310	1,458	14,576	23.67	1.41708
64	2.000	168,753	84,377	19,239	9,620	23,870	11,935	22.40	1.86423
65	30.980	2,211,714	71,392	261,818	8,451	374,583	12,091	23.33	1.57113
74	4.000	339,522	84,881	33,947	8,487	46,722	11,680	22.83	1.80472
97	5.000	902,234	180,447	35,283	7,057	59,793	11,959	19.72	1.88482
K-12 Program 02 Instructional	22.131	1,636,418	73,942			302,246	13,657	22.16	1.63353
Program 21 Instructional	180.498	12,256,292	67,903	1,571,670	8,707	2,232,131	12,367	23.49	1.50193
Program 21 Administrative	7.800	952,461	122,110			95,246	12,211	22.46	1.65027

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	174.273	11,832,056	67,894			2,154,903	12,365	23.49	1.50180
Program 31 Instructional	62.527	4,221,257	67,511	659,717	10,551	776,178	12,413	22.16	1.49002
Program 31 Administrative	2.400	319,164	132,985			29,284	12,202	22.20	1.63669
Program 34 Instructional	10.390	780,881	75,157	115,847	11,150	135,420	13,034	22.33	1.66026
Program 34 Administrative	0.100	13,011	130,110			1,223	12,232	22.20	1.23838
K-3 BEA Instructional	452.539	31,267,048	69,092			5,536,187	12,234	23.12	1.52718
4-6 BEA Instructional	238.436	16,362,080	68,623			2,893,096	12,134	23.10	1.51625
7-8 BEA Instructional	196.541	13,931,570	70,884			2,441,200	12,421	22.78	1.56719
9-12 BEA Instructional	310.856	21,960,652	70,646	9,221	30	3,838,429	12,348	22.30	1.56092
K-12 BEA Instructional	1,198.372	83,521,350	69,696	9,221	8	14,708,910	12,274	22.84	1.54032
BEA	1,295.370	96,080,142	74,172	12,093,704	9,336	15,838,431	12,227	22.79	1.55707
Instructional	1,556.034	108,707,908	69,862	14,242,173	9,153	19,163,733	12,316	22.91	1.54407
Administrative	99.894	13,412,470	134,267	983,549	9,846	1,202,016	12,033	22.38	1.79027
Other	6.950	317,007	45,613	35,596	5,122	48,261	6,944	27.35	1.21378
Active	1,662.878	122,437,385	73,630	15,261,318	9,178	20,414,009	12,276	22.86	1.55748
K-12 Program 21 Contracted	4.000	250,716	62,679						1.38485
On Leave	1.000	72,301	72,301			11,473	11,473	23.55	1.59744

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,667.878	122,760,402	73,603	15,261,318	9,150	20,425,482	12,246	22.90	1.55709
Instructional for Funding Purposes	1,560.034	108,958,624	69,844	14,242,173	9,129	19,163,733	12,284	22.96	1.54366
Instructional for Compliance Purposes	1,556.034	108,707,908	69,862	14,242,173	9,153	19,163,733	12,316	22.91	1.54407

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	Defunct LEAP 1 Mix Factor
01	79.096	6,915,265	87,429	438,901	5,549	870,599	11,007	23.47	1.56066
02	3.005	248,923	82,836	14,085	4,687	41,884	13,938	22.75	1.57742
21	10.397	924,036	88,875	76,110	7,320	113,433	10,910	23.56	1.60228
24	2.168	170,794	78,780	9,594	4,425	23,136	10,671	27.02	1.39742
31	3.983	318,448	79,952	23,125	5,806	60,380	15,159	18.75	1.39388
34	1.170	94,593	80,849	4,546	3,885	14,255	12,184	22.00	1.36727
51	0.200	26,967	134,835			487	2,434	23.06	1.88482
52				19,800					
55	0.980	76,557	78,119			13,972	14,258	23.64	1.47972
64	0.060	5,405	90,083			855	14,258	22.52	1.69607
65	0.860	80,983	94,166			11,558	13,439	22.97	1.76191
74	0.200	17,058	85,290			2,371	11,853	23.89	1.63202
79	0.360	31,662	87,950			3,930	10,916	23.87	1.33681
97	1.000	175,000	175,000	8,750	8,750	2,494	2,494	19.98	1.37458
K-12 Program 02 Instructional	3.005	248,923	82,836			41,884	13,938	22.75	1.57742
Program 21 Instructional	9.647	822,908	85,302	76,110	7,889	111,132	11,520	23.56	1.59761
Program 21 Administrative	0.750	101,128	134,837			2,301	3,068	23.60	1.66233
K-12 Program 21 Instructional	8.814	752,354	85,359			100,221	11,371	23.53	1.60208

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	3.733	286,646	76,787	23,125	6,195	59,609	15,968	18.30	1.40604
Program 31 Administrative	0.250	31,802	127,208			771	3,084	23.54	1.21224
Program 34 Instructional	1.100	85,154	77,413	4,546	4,133	14,090	12,809	21.94	1.34849
Program 34 Administrative	0.070	9,439	134,843			165	2,362	22.55	1.66233
K-3 BEA Instructional	25.973	2,056,608	79,183	19,030	733	313,642	12,076	23.65	1.47504
4-6 BEA Instructional	11.500	1,036,938	90,169			132,332	11,507	23.86	1.67200
7-8 BEA Instructional	14.859	1,321,137	88,912			171,284	11,527	23.39	1.66103
9-12 BEA Instructional	29.072	2,395,302	82,392	9,865	339	353,062	12,144	22.45	1.54460
K-12 BEA Instructional	81.404	6,809,985	83,657	28,895	355	970,319	11,920	23.20	1.56166
BEA	88.254	7,752,229	87,840	489,407	5,545	989,612	11,213	23.13	1.54903
Instructional	95.479	7,988,385	83,666	576,661	6,040	1,136,659	11,905	23.31	1.56170
Administrative	8.000	1,097,306	137,163	18,250	2,281	22,694	2,837	22.73	1.44238
Active	103.479	9,085,691	87,802	594,911	5,749	1,159,353	11,204	23.24	1.55247
Certificated Total	103.479	9,085,691	87,802	594,911	5,749	1,159,353	11,204	23.24	1.55247
Instructional for Funding Purposes	95.479	7,988,385	83,666	576,661	6,040	1,136,659	11,905	23.31	1.56170
Instructional for Compliance Purposes	95.479	7,988,385	83,666	576,661	6,040	1,136,659	11,905	23.31	1.56170

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	Defunct LEAP 1 Mix Factor
01	10.500	694,138	66,108	22,628	2,155	89,159	8,491	9.55	1.41057
55	1.500	33,087	22,058	6,207	4,138	479	319	7.89	1.59514
K-3 BEA Instructional	5.000	255,845	51,169			39,858	7,972	12.21	1.23465
4-6 BEA Instructional	2.500	204,150	81,660			20,351	8,140	7.94	1.70954
7-8 BEA Instructional	3.000	234,143	78,048			28,950	9,650	8.12	1.45463
K-12 BEA Instructional	10.500	694,138	66,108			89,159	8,491	9.55	1.41057
BEA	10.500	694,138	66,108	22,628	2,155	89,159	8,491	9.55	1.41057
Instructional	11.000	722,225	65,657	28,835	2,621	89,638	8,149	9.48	1.39991
Administrative	1.000	5,000	5,000					7.33	1.80472
Active	12.000	727,225	60,602	28,835	2,403	89,638	7,470	9.46	1.43364
Certificated Total	12.000	727,225	60,602	28,835	2,403	89,638	7,470	9.46	1.43364
Instructional for Funding Purposes	11.000	722,225	65,657	28,835	2,621	89,638	8,149	9.48	1.39991
Instructional for Compliance Purposes	11.000	722,225	65,657	28,835	2,621	89,638	8,149	9.48	1.39991

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	Defunct LEAP 1 Mix Factor
01	25.619	1,861,798	72,673	51,279	2,002	218,577	8,532	23.93	1.63108
02	0.201	10,642	52,945	196	975	1,623	8,076	24.12	1.19891
31	1.200	91,293	76,078	32,542	27,118	9,691	8,076	23.89	1.77044
51	0.575	39,884	69,363	2,033	3,536	6,590	11,461	24.01	1.61207
52	1.000	63,755	63,755			8,076	8,076	23.16	1.46938
55	0.959	72,092	75,174	14,933	15,571	13,875	14,468	23.91	1.74177
58				3,399					
71				8,387					
74				50					
79				250					
K-12 Program 02 Instructional	0.201	10,642	52,945	196	975	1,623	8,076	24.12	1.19891
Program 31 Instructional	1.200	91,293	76,078	32,542	27,118	9,691	8,076	23.89	1.77044
K-3 BEA Instructional	6.082	429,270	70,580	7,411	1,219	49,118	8,076	23.91	1.63994
4-6 BEA Instructional	6.610	443,215	67,052	9,446	1,429	61,588	9,317	24.08	1.54271
7-8 BEA Instructional	2.920	206,754	70,806	3,258	1,116	23,582	8,076	23.86	1.63456
9-12 BEA Instructional	9.208	656,957	71,346	50,820	5,519	77,836	8,453	23.96	1.64868
K-12 BEA Instructional	24.820	1,736,196	69,951	70,935	2,858	212,124	8,547	23.96	1.61666

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	27.020	1,963,733	72,677	84,017	3,109	229,891	8,508	23.93	1.63405
Instructional	27.354	1,911,927	69,896	113,069	4,134	240,665	8,798	23.94	1.61556
Administrative	2.000	216,490	108,245			16,152	8,076	23.59	1.88482
Other	0.200	11,047	55,235			1,615	8,076	24.16	1.28538
Active	29.554	2,139,464	72,392	113,069	3,826	258,432	8,744	23.90	1.63155
Certificated Total	29.554	2,139,464	72,392	113,069	3,826	258,432	8,744	23.90	1.63155
Instructional for Funding Purposes	27.354	1,911,927	69,896	113,069	4,134	240,665	8,798	23.94	1.61556
Instructional for Compliance Purposes	27.354	1,911,927	69,896	113,069	4,134	240,665	8,798	23.94	1.61556

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	Defunct LEAP 1 Mix Factor
01	130.797	9,529,630	72,858	373,364	2,855	1,483,384	11,341	23.23	1.39392
21	16.050	1,057,873	65,911	28,391	1,769	183,965	11,462	24.10	1.27511
31	7.361	494,024	67,114	62,310	8,465	88,238	11,987	22.30	1.25416
34	4.200	296,348	70,559	37,427	8,911	49,338	11,747	23.55	1.40664
51	4.355	310,218	71,233	5,444	1,250	50,842	11,674	24.82	1.29455
52				1,555					
53	0.300	28,364	94,547	3,623	12,077	3,957	13,191	19.26	1.88482
55	15.275	1,108,284	72,555	37,339	2,444	169,206	11,077	22.65	1.41844
58				92,665					
64				2,000					
65	7.098	518,944	73,111	22,729	3,202	83,775	11,803	22.67	1.45712
74	0.125	12,813	102,504	9,160	73,280	1,617	12,939	27.11	1.88482
79				18,498					
97	1.000	156,000	156,000			12,939	12,939	7.81	1.21224
Program 21 Instructional	15.000	938,487	62,566	28,391	1,893	170,427	11,362	23.79	1.24729
Program 21 Administrative	1.050	119,386	113,701			13,538	12,893	26.99	1.67255
K-12 Program 21 Instructional	14.910	929,978	62,373			169,439	11,364	23.79	1.24344
Program 31 Instructional	6.361	405,934	63,816	62,310	9,796	78,947	12,411	22.77	1.27223

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.000	88,090	88,090			9,291	9,291	20.07	1.13919
Program 34 Instructional	4.200	296,348	70,559	37,427	8,911	49,338	11,747	23.55	1.40664
K-3 BEA Instructional	47.646	3,275,550	68,748			542,267	11,381	23.43	1.37090
4-6 BEA Instructional	28.934	2,046,576	70,733			332,312	11,485	23.63	1.40957
7-8 BEA Instructional	19.884	1,372,262	69,013			227,226	11,428	23.58	1.37583
9-12 BEA Instructional	33.069	2,196,233	66,414			374,829	11,335	23.11	1.32401
K-12 BEA Instructional	129.533	8,890,621	68,636			1,476,633	11,400	23.42	1.36832
BEA	143.358	10,476,002	73,076	473,101	3,300	1,633,898	11,397	22.99	1.38585
Instructional	170.061	11,629,529	68,384	674,887	3,968	1,936,157	11,385	23.33	1.36329
Administrative	16.500	1,882,969	114,119	19,618	1,189	191,104	11,582	21.38	1.56022
Active	186.561	13,512,498	72,429	694,505	3,723	2,127,260	11,402	23.07	1.38070
Certificated Total	186.561	13,512,498	72,429	694,505	3,723	2,127,260	11,402	23.07	1.38070
Instructional for Funding Purposes	170.061	11,629,529	68,384	674,887	3,968	1,936,157	11,385	23.33	1.36329
Instructional for Compliance Purposes	170.061	11,629,529	68,384	674,887	3,968	1,936,157	11,385	23.33	1.36329

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	Defunct LEAP 1 Mix Factor
01	17.480	1,184,816	67,781	96,011	5,493	186,562	10,673	23.71	1.52019
21	0.870	81,181	93,311	5,383	6,187	10,412	11,968	23.00	1.88482
31	1.017	81,994	80,623	11,877	11,678	12,099	11,897	23.87	1.80929
34	0.083	6,504	78,361	960	11,566	993	11,968	23.91	1.80105
51	0.070	9,253	132,186	415	5,929	838	11,968	21.92	1.88482
55	0.080	10,575	132,188	474	5,925	957	11,968	21.92	1.88482
58				2,000					
97	0.400	52,874	132,185	4,171	10,428	4,787	11,968	21.92	1.88482
Program 21 Instructional	0.670	54,744	81,707	2,957	4,413	8,019	11,968	23.52	1.88482
Program 21 Administrative	0.200	26,437	132,185			2,394	11,968	21.92	1.88482
K-12 Program 21 Instructional	0.670	54,744	81,707	1,983	2,960	8,019	11,968	23.52	1.88482
Program 31 Instructional	1.017	81,994	80,623	11,510	11,318	12,099	11,897	23.87	1.80929
Program 34 Instructional	0.083	6,504	78,361	927	11,169	993	11,968	23.91	1.80105
K-3 BEA Instructional	4.821	271,635	56,344	12,519	2,597	43,862	9,098	23.72	1.29960
4-6 BEA Instructional	3.733	251,482	67,367	15,050	4,032	41,903	11,225	23.63	1.55367
7-8 BEA Instructional	2.528	152,554	60,346	8,825	3,491	27,376	10,829	23.96	1.39222

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	6.348	470,797	74,165	44,441	7,001	73,405	11,563	23.84	1.70291
K-12 BEA Instructional	17.430	1,146,468	65,776	80,835	4,638	186,545	10,703	23.78	1.51433
K-12 BEA Administrative	0.900	93,800	104,222			10,118	11,242	23.58	1.88482
BEA	18.980	1,326,188	69,873	113,019	5,955	204,442	10,771	23.65	1.54459
Instructional	18.100	1,201,212	66,365	95,994	5,304	194,563	10,749	23.77	1.52805
Administrative	1.900	225,985	118,939	1,800	947	22,086	11,624	22.59	1.88482
Active	20.000	1,427,197	71,360	97,794	4,890	216,649	10,832	23.59	1.56194
On Leave				23,497					
Certificated Total	20.000	1,427,197	71,360	121,291	6,065	216,649	10,832	23.59	1.56194
Instructional for Funding Purposes	18.100	1,201,212	66,365	95,994	5,304	194,563	10,749	23.77	1.52805
Instructional for Compliance Purposes	18.100	1,201,212	66,365	95,994	5,304	194,563	10,749	23.77	1.52805

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	Defunct LEAP 1 Mix Factor
01	269.200	20,679,138	76,817	1,095,241	4,069	3,171,805	11,782	23.72	1.62644
02	13.101	998,190	76,192	29,633	2,262	155,808	11,893	23.40	1.57441
03	0.880	61,597	69,997	2,288	2,600	11,588	13,168	22.46	1.53728
21	50.544	3,536,360	69,966			592,359	11,720	23.25	1.51720
31	13.700	965,014	70,439	45,538	3,324	159,489	11,642	23.74	1.51782
34	3.000	225,531	75,177	10,735	3,578	31,350	10,450	23.84	1.65103
45	5.500	394,023	71,641	25,835	4,697	64,921	11,804	23.76	1.50075
51	5.807	406,632	70,024	14,119	2,431	67,038	11,544	23.75	1.53809
52	0.700	48,891	69,844	1,485	2,121	8,202	11,717	23.77	1.53392
55	11.325	844,843	74,600	30,008	2,650	137,947	12,181	23.74	1.63958
58				277,009					
61	3.500	235,443	67,269	5,432	1,552	42,466	12,133	23.78	1.39115
65	5.457	419,284	76,834	13,892	2,546	65,686	12,037	23.72	1.66884
74	3.112	246,707	79,276	9,003	2,893	36,614	11,765	23.74	1.74138
79	1.000	67,140	67,140	12,947	12,947	8,669	8,669	23.87	1.47452
97	1.500	284,144	189,429	1,500	1,000	18,274	12,182	21.64	1.88482
K-12 Program 02 Instructional	11.941	843,875	70,670			142,292	11,916	23.37	1.55203
Program 21 Instructional	48.544	3,364,370	69,306			581,104	11,971	23.56	1.52171

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	121,021	121,021			11,255	11,255	23.70	1.69557
K-12 Program 21 Instructional	45.856	3,167,397	69,073			549,336	11,980	23.55	1.51658
Program 31 Instructional	13.200	905,824	68,623	45,538	3,450	153,250	11,610	23.74	1.50710
Program 31 Administrative	0.500	59,190	118,380			6,239	12,478	23.71	1.80105
Program 34 Instructional	3.000	225,531	75,177	10,735	3,578	31,350	10,450	23.84	1.65103
K-3 BEA Instructional	96.456	7,002,591	72,599	30,767	319	1,130,261	11,718	23.74	1.59120
4-6 BEA Instructional	59.937	4,388,924	73,226	15,381	257	705,947	11,778	23.74	1.60837
7-8 BEA Instructional	37.700	2,785,804	73,894			443,336	11,760	23.75	1.62252
9-12 BEA Instructional	90.788	6,627,107	72,995			1,072,458	11,813	23.66	1.60217
K-12 BEA Instructional	284.881	20,804,426	73,028	46,148	162	3,352,002	11,766	23.72	1.60245
BEA	306.881	23,607,637	76,928	1,210,770	3,945	3,613,234	11,774	23.68	1.61837
Instructional	363.726	26,367,885	72,494	1,570,165	4,317	4,292,335	11,801	23.70	1.59101
Administrative	22.250	2,847,576	127,981	4,500	202	263,531	11,844	23.42	1.82295
Other	0.750	95,014	126,685			9,129	12,172	23.68	1.69557
Active	386.726	29,310,475	75,791	1,574,665	4,072	4,564,995	11,804	23.67	1.60456
K-12 Program 21 Contracted	0.957	48,630	50,815						1.11598
On Leave	0.600	51,493	85,822			7,219	12,031	23.65	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	388.326	29,412,937	75,743	1,574,665	4,055	4,572,214	11,774	23.64	1.60374
Instructional for Funding Purposes	364.726	26,418,854	72,435	1,570,165	4,305	4,292,335	11,769	23.66	1.58972
Instructional for Compliance Purposes	363.726	26,367,885	72,494	1,570,165	4,317	4,292,335	11,801	23.70	1.59101

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	Defunct LEAP 1 Mix Factor
01	171.259	12,724,301	74,299	56,734	331	2,337,536	13,649	20.92	1.50103
21	19.119	1,377,798	72,064	465	24	245,449	12,838	20.18	1.51777
22	0.075	9,077	121,027	45	600	977	13,033	22.48	1.88482
24	1.000	90,760	90,760			13,818	13,818	19.87	1.88482
31	12.003	846,312	70,508			166,399	13,863	19.36	1.47670
34	2.450	187,831	76,666			31,381	12,809	21.02	1.62168
51	8.641	624,295	72,248	558	65	114,330	13,231	22.79	1.46549
52	0.100	14,242	142,420	120	1,200	1,626	16,258	20.66	1.88482
53	1.280	105,256	82,231	168	131	17,088	13,350	18.67	1.53027
55	12.953	953,935	73,646	25,842	1,995	166,845	12,881	20.79	1.52987
64	2.000	155,341	77,671			26,145	13,072	21.07	1.62350
65	2.650	221,555	83,606	390	147	38,938	14,694	21.57	1.59993
68	0.880	69,490	78,966			10,520	11,955	20.21	1.66004
74	0.500	35,980	71,960			6,642	13,284	21.27	1.52733
97	3.000	470,118	156,706	10,200	3,400	68,563	22,854	19.60	1.75865
Program 21 Instructional	18.344	1,284,000	69,996			235,349	12,830	20.02	1.50226
Program 21 Administrative	0.775	93,798	121,030	465	600	10,101	13,033	22.48	1.88482
K-12 Program 21 Instructional	15.832	1,093,829	69,090			199,109	12,576	19.12	1.48589

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	11.803	820,112	69,483			162,975	13,808	19.27	1.47356
Program 31 Administrative	0.200	26,200	131,000			3,424	17,120	22.63	1.66233
Program 34 Instructional	2.400	181,281	75,534			30,525	12,719	20.97	1.62083
Program 34 Administrative	0.050	6,550	131,000			856	17,120	22.63	1.66233
K-3 BEA Instructional	57.440	4,014,253	69,886			759,985	13,231	20.84	1.49960
4-6 BEA Instructional	34.534	2,221,765	64,336			452,147	13,093	20.77	1.39378
7-8 BEA Instructional	29.844	2,040,774	68,381			383,424	12,848	20.87	1.46968
9-12 BEA Instructional	48.234	3,474,453	72,033			642,930	13,329	19.99	1.52827
K-12 BEA Instructional	170.052	11,751,245	69,104			2,238,486	13,164	20.58	1.48099
K-12 BEA Administrative	1.000	130,999	130,999			17,120	17,120	22.63	1.66233
BEA	188.712	14,228,562	75,398	66,934	355	2,603,880	13,798	20.78	1.50514
Instructional	215.910	14,989,577	69,425	25,344	117	2,826,001	13,089	20.59	1.48706
Administrative	22.000	2,896,714	131,669	13,200	600	420,257	19,103	21.90	1.74320
Active	237.910	17,886,291	75,181	38,544	162	3,246,258	13,645	20.79	1.51074
Certificated Total	237.910	17,886,291	75,181	38,544	162	3,246,258	13,645	20.79	1.51074
Instructional for Funding Purposes	215.910	14,989,577	69,425	25,344	117	2,826,001	13,089	20.59	1.48706

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	215.910	14,989,577	69,425	25,344	117	2,826,001	13,089	20.59	1.48706

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	Defunct LEAP 1 Mix Factor
01	53.760	3,651,491	67,922	166,679	3,100	634,428	11,801	24.05	1.39413
21	8.366	602,115	71,972	21,021	2,513	101,353	12,115	20.45	1.40297
22	0.300	23,664	78,880	1,183	3,943	5,916	19,720	8.21	1.69447
24	0.500	38,281	76,562	1,149	2,298	5,916	11,832	24.58	1.64574
31	2.993	189,276	63,240	24,839	8,299	35,413	11,832	24.32	1.35338
51	2.335	199,367	85,382	18,666	7,994	27,628	11,832	23.24	1.64237
53	0.350	36,414	104,040			4,141	11,832	23.10	1.88482
55	2.250	212,192	94,308	5,508	2,448	26,622	11,832	23.40	1.86379
58				25,808					
64	0.333	26,291	78,952	789	2,369	3,940	11,832	22.30	1.69447
65	1.968	145,658	74,013	3,433	1,744	23,285	11,832	22.46	1.53782
74	0.050	5,202	104,040			592	11,832	23.10	1.88482
97	1.250	168,810	135,048			14,790	11,832	22.82	1.88482
Program 21 Instructional	7.466	514,905	68,967	21,021	2,816	90,704	12,149	19.97	1.43476
Program 21 Administrative	0.900	87,210	96,900			10,649	11,832	23.58	1.13919
K-12 Program 21 Instructional	6.260	418,172	66,801	15,753	2,516	74,068	11,832	20.05	1.38262
Program 31 Instructional	2.943	184,074	62,546	24,839	8,440	34,822	11,832	24.34	1.34435

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.050	5,202	104,040			592	11,832	23.10	1.88482
K-3 BEA Instructional	17.495	1,026,511	58,675	28,797	1,646	212,195	12,129	25.57	1.25768
4-6 BEA Instructional	8.620	499,115	57,902	15,185	1,762	98,616	11,440	23.53	1.24440
7-8 BEA Instructional	12.114	862,607	71,207	28,433	2,347	143,333	11,832	23.97	1.51744
9-12 BEA Instructional	14.624	1,015,126	69,415	45,152	3,088	167,393	11,446	23.69	1.47706
K-12 BEA Instructional	52.853	3,403,359	64,393	117,567	2,224	621,536	11,760	24.26	1.37575
K-12 BEA Administrative	3.000	352,360	117,453			35,496	11,832	23.98	1.58400
BEA	58.003	4,009,577	69,127	191,518	3,302	684,631	11,803	24.02	1.40260
Instructional	66.955	4,446,753	66,414	269,075	4,019	793,124	11,846	23.54	1.41196
Administrative	7.000	810,436	115,777			82,824	11,832	23.42	1.62234
Other	0.500	41,572	83,144			8,076	16,152	9.00	1.80472
Active	74.455	5,298,761	71,167	269,075	3,614	884,024	11,873	23.42	1.43438
Certificated Total	74.455	5,298,761	71,167	269,075	3,614	884,024	11,873	23.42	1.43438
Instructional for Funding Purposes	66.955	4,446,753	66,414	269,075	4,019	793,124	11,846	23.54	1.41196
Instructional for Compliance Purposes	66.955	4,446,753	66,414	269,075	4,019	793,124	11,846	23.54	1.41196

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	Defunct LEAP 1 Mix Factor
01	156.622	12,206,470	77,936	1,764,654	11,267	1,901,604	12,141	24.12	1.52681
21	27.879	2,122,284	76,125	209,833	7,527	314,201	11,270	23.80	1.51554
24	5.934	416,055	70,114	32,938	5,551	67,363	11,352	23.97	1.43343
31	9.754	780,712	80,040	117,147	12,010	123,657	12,678	24.47	1.54764
34	2.284	191,256	83,737	19,173	8,394	29,832	13,061	24.23	1.67312
51	2.174	160,331	73,749	29,557	13,596	24,531	11,284	22.43	1.51267
52	0.891	69,353	77,837	5,415	6,077	10,431	11,707	22.02	1.59934
55	3.631	295,538	81,393	25,593	7,048	49,050	13,509	23.49	1.67202
58				1,688					
65	1.000	76,504	76,504	5,905	5,905	11,664	11,664	23.98	1.56956
74				234					
97	3.000	343,350	114,450	13,853	4,618	35,312	11,771	21.82	1.65129
Program 21 Instructional	26.879	1,988,523	73,981	208,333	7,751	301,450	11,215	23.84	1.51760
Program 21 Administrative	1.000	133,761	133,761	1,500	1,500	12,751	12,751	23.14	1.46008
K-12 Program 21 Instructional	25.879	1,902,339	73,509	23,215	897	289,599	11,191	23.84	1.50787
Program 31 Instructional	8.954	685,490	76,557	115,578	12,908	114,168	12,750	24.64	1.51751
Program 31 Administrative	0.800	95,222	119,028	800	1,000	9,490	11,862	23.16	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.084	167,450	80,350	18,973	9,104	27,459	13,176	24.37	1.65280
Program 34 Administrative	0.200	23,806	119,030	200	1,000	2,372	11,862	23.16	1.88482
K-3 BEA Instructional	55.524	3,907,805	70,380	237,432	4,276	658,485	11,859	24.45	1.44446
4-6 BEA Instructional	32.650	2,296,189	70,327	67,245	2,060	395,210	12,104	24.08	1.44388
7-8 BEA Instructional	24.851	1,892,915	76,171	97,765	3,934	313,591	12,619	24.12	1.56360
9-12 BEA Instructional	42.635	3,348,808	78,546	87,858	2,061	529,600	12,422	23.94	1.61224
K-12 BEA Instructional	155.660	11,445,717	73,530	497,086	3,193	1,896,885	12,186	24.16	1.50931
BEA	171.660	13,521,788	78,771	1,914,827	11,155	2,090,405	12,178	24.08	1.53212
Instructional	196.169	14,452,021	73,671	2,071,939	10,562	2,361,374	12,037	24.07	1.51192
Administrative	15.000	2,035,432	135,695	12,197	813	182,756	12,184	23.52	1.72961
Other				4,713					
Active	211.169	16,487,453	78,077	2,088,849	9,892	2,544,130	12,048	24.01	1.52738
On Leave	2.000	174,400	87,200	137,141	68,571	23,515	11,758	23.90	1.78965
Certificated Total	213.169	16,661,853	78,163	2,225,990	10,442	2,567,645	12,045	24.01	1.52984
Instructional for Funding Purposes	196.169	14,452,021	73,671	2,071,939	10,562	2,361,374	12,037	24.07	1.51192
Instructional for Compliance Purposes	196.169	14,452,021	73,671	2,071,939	10,562	2,361,374	12,037	24.07	1.51192

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	Defunct LEAP 1 Mix Factor
01	9.751	692,085	70,976	18,341	1,881	113,983	11,689	23.40	1.64206
21	0.417	31,415	75,336	711	1,705	4,737	11,360	23.30	1.77070
31	0.666	46,996	70,565	8,892	13,351	10,966	16,466	23.74	1.61913
55	0.167	12,104	72,479	269	1,611	1,631	9,766	23.37	1.69447
97	0.500	48,403	96,806			4,883	9,766	23.01	1.69557
Program 21 Instructional	0.417	31,415	75,336	711	1,705	4,737	11,360	23.30	1.77070
K-12 Program 21 Instructional	0.417	31,415	75,336	711	1,705	4,737	11,360	23.30	1.77070
Program 31 Instructional	0.666	46,996	70,565	392	589	10,966	16,466	23.74	1.61913
K-3 BEA Instructional	2.334	148,664	63,695	1,584	679	25,729	11,023	23.47	1.50336
4-6 BEA Instructional	1.666	110,306	66,210	1,068	641	17,719	10,636	23.63	1.56393
7-8 BEA Instructional	0.829	59,625	71,924	620	748	11,002	13,272	23.31	1.69770
9-12 BEA Instructional	5.088	372,083	73,130	15,461	3,039	65,616	12,896	23.42	1.71394
K-12 BEA Instructional	9.917	690,678	69,646	18,733	1,889	120,066	12,107	23.46	1.63782
K-12 BEA Administrative	1.000	96,806	96,806			9,766	9,766	23.01	1.69557
BEA	10.917	787,484	72,134	27,233	2,495	129,832	11,893	23.40	1.64311
Instructional	10.501	734,197	69,917	19,713	1,877	126,434	12,040	23.45	1.64400

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	96,806	96,806			9,766	9,766	23.01	1.69557
Other				8,500					
Active	11.501	831,003	72,255	28,213	2,453	136,200	11,842	23.40	1.64848
Certificated Total	11.501	831,003	72,255	28,213	2,453	136,200	11,842	23.40	1.64848
Instructional for Funding Purposes	10.501	734,197	69,917	19,713	1,877	126,434	12,040	23.45	1.64400
Instructional for Compliance Purposes	10.501	734,197	69,917	19,713	1,877	126,434	12,040	23.45	1.64400

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	Defunct LEAP 1 Mix Factor
01	18.050	1,251,482	69,334	6,441	357	211,573	11,722	23.87	1.51425
31	2.666	156,920	58,860	15,718	5,896	34,843	13,069	23.65	1.30490
34	0.334	22,675	67,889			4,281	12,818	24.11	1.45555
51	0.740	62,768	84,822	6,534	8,830	8,329	11,255	22.76	1.88482
55	1.030	75,569	73,368	5,000	4,854	9,488	9,212	23.59	1.72549
58				3,200					
65	0.230	18,314	79,626			3,329	14,473	23.57	1.80472
74				2,000					
79	0.550	31,938	58,069			6,190	11,255	24.39	1.39673
97	0.400	52,043	130,108	3,600	9,000	4,222	10,554	22.39	1.88482
Program 31 Instructional	2.666	156,920	58,860	15,718	5,896	34,843	13,069	23.65	1.30490
Program 34 Instructional	0.334	22,675	67,889			4,281	12,818	24.11	1.45555
K-3 BEA Instructional	5.926	398,445	67,237			72,651	12,260	24.06	1.56203
4-6 BEA Instructional	3.296	203,348	61,695			40,426	12,265	23.82	1.46753
7-8 BEA Instructional	2.165	157,943	72,953			27,054	12,496	23.71	1.69217
9-12 BEA Instructional	8.063	478,886	59,393	15,988	1,983	93,681	11,619	24.14	1.38545
K-12 BEA Instructional	19.450	1,238,622	63,682	15,988	822	233,811	12,021	24.01	1.48730

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	21.450	1,483,120	69,143	25,759	1,201	254,919	11,884	23.80	1.49423
Instructional	22.000	1,427,211	64,873	37,693	1,713	261,147	11,870	23.93	1.51288
Administrative	2.000	244,498	122,249	4,800	2,400	21,108	10,554	22.76	1.56160
Active	24.000	1,671,709	69,655	42,493	1,771	282,255	11,761	23.75	1.51694
Certificated Total	24.000	1,671,709	69,655	42,493	1,771	282,255	11,761	23.75	1.51694
Instructional for Funding Purposes	22.000	1,427,211	64,873	37,693	1,713	261,147	11,870	23.93	1.51288
Instructional for Compliance Purposes	22.000	1,427,211	64,873	37,693	1,713	261,147	11,870	23.93	1.51288

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	Defunct LEAP 1 Mix Factor
01	26.930	2,088,019	77,535	6,000	223	310,698	11,537	35.42	1.59317
02				74,134					
03	3.388	297,732	87,878			43,408	12,812	34.91	1.73622
21	3.210	255,444	79,578	30,415	9,475	42,634	13,282	42.77	1.53969
22	0.120	9,499	79,158			1,401	11,676	35.45	1.13919
31	3.140	212,382	67,638			24,023	7,651	35.10	1.40915
52	0.600	40,827	68,045			7,282	12,136	34.51	1.38089
55	0.400	36,684	91,710			4,041	10,103	35.12	1.19891
58	0.500	45,855	91,710	35,449	70,898	5,052	10,103	35.12	1.19891
97	1.000	170,246	170,246	32,331	32,331	18,120	18,120	32.13	1.80472
K-12 Program 02 Instructional				74,134					
Program 21 Instructional	3.210	255,444	79,578	22,033	6,864	42,634	13,282	42.77	1.53969
Program 21 Administrative				8,382					
K-12 Program 21 Instructional	3.210	255,444	79,578	22,033	6,864	42,634	13,282	42.77	1.53969
Program 31 Instructional	3.140	212,382	67,638			24,023	7,651	35.10	1.40915
K-3 BEA Instructional	10.480	724,079	69,092			123,613	11,795	36.39	1.46726
4-6 BEA Instructional	5.410	436,253	80,638			65,187	12,049	35.52	1.77763

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	2.910	239,148	82,181			32,755	11,256	34.66	1.81286
9-12 BEA Instructional	11.658	870,872	74,702	74,134	6,359	123,998	10,636	35.14	1.57271
K-12 BEA Instructional	30.458	2,270,352	74,540	74,134	2,434	345,554	11,345	35.55	1.59577
K-12 BEA Administrative	2.000	198,818	99,409	6,000	3,000	22,473	11,236	34.74	1.65095
BEA	34.458	2,768,379	80,341	112,465	3,264	396,250	11,499	35.11	1.59660
Instructional	35.288	2,658,661	75,342	131,616	3,730	405,963	11,504	36.13	1.57534
Administrative	4.000	498,027	124,507	46,713	11,678	50,696	12,674	33.18	1.60295
Active	39.288	3,156,688	80,347	178,329	4,539	456,659	11,623	35.65	1.57815
Certificated Total	39.288	3,156,688	80,347	178,329	4,539	456,659	11,623	35.65	1.57815
Instructional for Funding Purposes	35.288	2,658,661	75,342	131,616	3,730	405,963	11,504	36.13	1.57534
Instructional for Compliance Purposes	35.288	2,658,661	75,342	131,616	3,730	405,963	11,504	36.13	1.57534

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	Defunct LEAP 1 Mix Factor
01	383.693	30,396,625	79,221	1,519,462	3,960	4,664,099	12,156	22.26	1.59461
02	10.656	866,034	81,272	40,258	3,778	165,072	15,491	22.64	1.60899
21	60.081	4,542,600	75,608	268,135	4,463	722,150	12,020	21.89	1.55233
22	0.600	52,874	88,123	5,211	8,685	7,279	12,131	22.31	1.75500
24	5.750	397,322	69,099	17,744	3,086	64,475	11,213	22.32	1.41435
31	21.577	1,681,803	77,944	183,553	8,507	270,120	12,519	22.57	1.58671
34	2.867	263,414	91,878	16,590	5,787	34,808	12,141	21.96	1.87749
45	10.200	709,345	69,544	71,069	6,968	124,702	12,226	23.25	1.34958
51	10.192	863,072	84,681	35,543	3,487	124,965	12,261	21.76	1.74020
52	2.703	190,786	70,583	7,859	2,908	36,686	13,572	23.53	1.47647
53	3.273	239,249	73,098	7,757	2,370	39,288	12,004	22.02	1.45530
55	18.805	1,541,389	81,967	82,989	4,413	241,084	12,820	22.06	1.70249
56	0.600	54,112	90,187	2,103	3,505	6,732	11,220	22.37	1.88482
58				993,727					
64	1.354	129,947	95,973	5,239	3,869	16,063	11,863	21.45	1.88482
65	13.076	1,121,062	85,734	47,669	3,646	162,857	12,455	20.39	1.74716
74	4.000	329,548	82,387	14,982	3,746	43,343	10,836	21.94	1.72181
79	2.643	213,864	80,917	28,021	10,602	30,976	11,720	20.02	1.69109
97	2.000	374,182	187,091	11,302	5,651	29,254	14,627	15.41	1.61786

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	9.406	707,228	75,189	2,706	288	149,886	15,935	22.48	1.57233
Program 21 Instructional	58.331	4,318,296	74,031	266,710	4,572	701,422	12,025	21.84	1.54722
Program 21 Administrative	1.750	224,304	128,174	1,425	814	20,728	11,845	23.05	1.72278
K-12 Program 21 Instructional	49.931	3,658,925	73,280	600	12	594,744	11,911	21.75	1.53153
Program 26, 56, and 59 Instructional	0.600	54,112	90,187	2,103	3,505	6,732	11,220	22.37	1.88482
Program 31 Instructional	20.770	1,572,705	75,720	174,480	8,401	260,144	12,525	22.53	1.58248
Program 31 Administrative	0.807	109,098	135,190	1,760	2,181	9,976	12,362	23.26	1.69557
Program 34 Instructional	2.756	248,555	90,187	14,603	5,299	33,436	12,132	21.89	1.88482
Program 34 Administrative	0.111	14,859	133,865	240	2,162	1,372	12,362	23.26	1.69557
K-3 BEA Instructional	137.428	10,217,638	74,349	600	4	1,687,921	12,282	22.30	1.55398
4-6 BEA Instructional	84.310	6,459,238	76,613	1,500	18	1,028,891	12,204	22.24	1.60104
7-8 BEA Instructional	62.249	4,781,990	76,820			761,550	12,234	22.05	1.60556
9-12 BEA Instructional	117.885	8,882,698	75,351	74,158	629	1,466,516	12,440	22.36	1.57476
K-12 BEA Instructional	401.872	30,341,564	75,501	82,915	206	4,944,877	12,305	22.27	1.57794
K-12 BEA Administrative	1.000	153,566	153,566			12,362	12,362	22.62	1.84788

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	430.993	34,291,403	79,564	1,842,234	4,274	5,288,055	12,269	22.21	1.59076
Instructional	520.149	39,439,157	75,823	3,206,098	6,164	6,382,959	12,271	22.14	1.58469
Administrative	29.921	4,161,648	139,088	78,466	2,622	365,097	12,202	21.96	1.79147
Other	2.000	186,049	93,025	1,500	750	11,230	5,615	18.70	1.40236
Active	552.070	43,786,854	79,314	3,286,064	5,952	6,759,286	12,244	22.11	1.59523
On Leave	2.000	180,374	90,187	73,149	36,575	24,666	12,333	20.41	1.88482
Certificated Total	554.070	43,967,228	79,353	3,359,213	6,063	6,783,952	12,244	22.10	1.59628
Instructional for Funding Purposes	519.549	39,385,045	75,806	3,203,995	6,167	6,376,227	12,273	22.14	1.58434
Instructional for Compliance Purposes	519.549	39,385,045	75,806	3,203,995	6,167	6,376,227	12,273	22.14	1.58434

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	Defunct LEAP 1 Mix Factor
01	171.076	12,480,301	72,952	629,141	3,678	2,185,143	12,773	22.65	1.58133
02	13.550	1,100,540	81,221	39,029	2,880	180,822	13,345	22.37	1.64821
21	27.900	1,831,405	65,642	19,438	697	323,270	11,587	22.26	1.47776
22	0.150	19,583	130,553	324	2,160	2,287	15,248	22.93	1.88482
24	5.000	363,729	72,746			68,139	13,628	21.34	1.65704
31	14.050	1,098,799	78,206	3,414	243	205,599	14,633	22.19	1.76937
34	3.450	262,919	76,208	214	62	38,582	11,183	21.20	1.67562
51	2.300	170,842	74,279			26,678	11,599	22.56	1.73169
52	0.500	42,783	85,566			7,644	15,288	21.70	1.88482
55	12.025	884,606	73,564	535	44	140,942	11,721	23.40	1.62906
58	0.400	22,756	56,890	72,706	181,765	6,400	16,001	22.64	1.31632
65	1.067	67,580	63,336	128	120	11,576	10,849	21.54	1.30615
74	0.500	42,784	85,568			7,644	15,288	21.70	1.88482
97	1.000	164,383	164,383	13,151	13,151	18,013	18,013	19.14	1.88482
K-12 Program 02 Instructional	11.506	834,655	72,541	33,582	2,919	146,843	12,762	22.26	1.62695
Program 21 Instructional	27.050	1,720,432	63,602	17,600	651	310,309	11,472	22.22	1.46497
Program 21 Administrative	0.850	110,973	130,556	1,838	2,162	12,961	15,248	22.93	1.88482
K-12 Program 21 Instructional	25.061	1,583,547	63,188	12,000	479	283,523	11,313	22.16	1.45832

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.800	1,066,160	77,258	3,200	232	202,290	14,659	22.21	1.77161
Program 31 Administrative	0.250	32,639	130,556	214	856	3,310	13,238	21.64	1.64574
Program 34 Instructional	3.200	230,280	71,963			35,272	11,023	21.14	1.67796
Program 34 Administrative	0.250	32,639	130,556	214	856	3,310	13,238	21.64	1.64574
K-3 BEA Instructional	57.573	3,922,710	68,135	48,236	838	682,414	11,853	22.95	1.56226
4-6 BEA Instructional	35.854	2,345,572	65,420	32,148	897	456,926	12,744	22.98	1.50609
7-8 BEA Instructional	28.974	1,950,344	67,314	54,278	1,873	380,522	13,133	21.80	1.54601
9-12 BEA Instructional	63.956	4,643,693	72,608	173,767	2,717	838,967	13,118	22.46	1.65342
K-12 BEA Instructional	186.357	12,862,319	69,020	308,429	1,655	2,358,830	12,658	22.59	1.58021
K-12 BEA Administrative	12.044	1,588,602	131,900	30,481	2,531	200,436	16,642	22.76	1.83626
BEA	203.126	15,106,942	74,372	684,949	3,372	2,628,159	12,939	22.53	1.60189
Instructional	234.424	16,076,650	68,579	389,388	1,661	2,927,860	12,490	22.56	1.57114
Administrative	18.544	2,476,360	133,540	81,109	4,374	294,879	15,902	22.18	1.84684
Other				307,583					
Active	252.968	18,553,010	73,341	778,080	3,076	3,222,739	12,740	22.51	1.59135
Certificated Total	252.968	18,553,010	73,341	778,080	3,076	3,222,739	12,740	22.51	1.59135
Instructional for Funding Purposes	234.424	16,076,650	68,579	389,388	1,661	2,927,860	12,490	22.56	1.57114

Salary and Benefits by Program for 2019-2020

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	234.424	16,076,650	68,579	389,388	1,661	2,927,860	12,490	22.56	1.57114

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	Defunct LEAP 1 Mix Factor
01	238.243	19,183,720	80,522	1,798,403	7,549	2,730,861	11,463	23.09	1.59339
03	1.000	79,796	79,796	8,334	8,334	12,162	12,162	23.41	1.69447
21	35.100	2,468,496	70,328	259,308	7,388	400,485	11,410	23.37	1.45765
24	6.800	561,018	82,503	63,969	9,407	82,699	12,162	23.27	1.73449
31	14.120	1,124,319	79,626	96,464	6,832	160,582	11,373	23.05	1.53248
34	12.290	985,831	80,214	98,741	8,034	136,340	11,094	23.14	1.58663
51	6.200	539,600	87,032	56,356	9,090	56,372	9,092	22.82	1.84148
55	5.000	429,106	85,821	44,816	8,963	58,726	11,745	22.74	1.82357
58				147,876					
65	2.200	142,680	64,855	14,903	6,774	26,756	12,162	23.54	1.37797
74	1.020	82,570	80,951	8,624	8,455	12,405	12,162	22.97	1.72007
79	0.860	63,772	74,153			9,690	11,268	21.71	1.15209
97	2.000	404,862	202,431			23,026	11,513	19.17	1.24306
Program 21 Instructional	34.100	2,326,167	68,216	259,308	7,604	389,217	11,414	23.40	1.46699
Program 21 Administrative	1.000	142,329	142,329			11,268	11,268	22.81	1.13919
K-12 Program 21 Instructional	31.500	2,110,478	66,999			357,596	11,352	23.43	1.44262
Program 31 Instructional	13.070	978,258	74,848	96,464	7,381	147,844	11,312	23.13	1.52772

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.050	146,061	139,106			12,738	12,132	22.53	1.59167
Program 34 Instructional	11.580	884,470	76,379	95,694	8,264	128,350	11,084	23.22	1.58548
Program 34 Administrative	0.710	101,361	142,762	3,047	4,292	7,990	11,253	22.46	1.60533
K-3 BEA Instructional	93.190	6,712,414	72,029			1,072,721	11,511	23.24	1.52780
4-6 BEA Instructional	52.290	4,062,419	77,690			577,482	11,044	23.14	1.63539
7-8 BEA Instructional	36.500	2,841,987	77,863			410,453	11,245	23.29	1.64036
9-12 BEA Instructional	65.173	5,088,629	78,079			752,584	11,547	23.11	1.64157
K-12 BEA Instructional	247.153	18,705,449	75,684			2,813,239	11,383	23.19	1.59718
BEA	267.653	21,778,528	81,369	2,001,942	7,480	3,062,971	11,444	23.03	1.58763
Instructional	303.333	22,850,362	75,331	2,584,201	8,519	3,449,106	11,371	23.20	1.59191
Administrative	21.000	3,171,056	151,003	8,961	427	254,919	12,139	21.93	1.44671
Other	0.500	44,352	88,704	4,632	9,264	6,081	12,162	23.31	1.88482
Active	324.833	26,065,770	80,244	2,597,794	7,997	3,710,106	11,422	23.06	1.58298
Certificated Total	324.833	26,065,770	80,244	2,597,794	7,997	3,710,106	11,422	23.06	1.58298
Instructional for Funding Purposes	303.333	22,850,362	75,331	2,584,201	8,519	3,449,106	11,371	23.20	1.59191
Instructional for Compliance Purposes	303.333	22,850,362	75,331	2,584,201	8,519	3,449,106	11,371	23.20	1.59191

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	Defunct LEAP 1 Mix Factor
01	22.151	1,632,307	73,690	37,784	1,706	268,539	12,123	24.27	1.50015
21	1.981	145,806	73,602	3,276	1,654	27,497	13,880	23.46	1.58333
31	2.260	192,092	84,996			31,384	13,887	22.59	1.82536
34	0.423	35,953	84,995			5,823	13,765	22.55	1.82137
51	0.087	7,464	85,793	4,876	56,046	1,280	14,713	23.17	1.88482
55	1.211	94,479	78,017			13,998	11,559	23.23	1.67281
58				31,515					
97	1.000	114,781	114,781			11,676	11,676	23.40	1.88482
Program 21 Instructional	1.981	145,806	73,602	3,276	1,654	27,497	13,880	23.46	1.58333
K-12 Program 21 Instructional	1.852	135,663	73,252	3,276	1,769	25,269	13,644	23.44	1.57558
Program 31 Instructional	2.260	192,092	84,996			31,384	13,887	22.59	1.82536
Program 34 Instructional	0.423	35,953	84,995			5,823	13,765	22.55	1.82137
K-3 BEA Instructional	6.260	418,155	66,798	733	117	72,118	11,520	23.24	1.42862
4-6 BEA Instructional	3.294	234,759	71,269			32,366	9,826	23.07	1.53112
7-8 BEA Instructional	3.824	256,164	66,988	2,783	728	59,283	15,503	23.97	1.43811
9-12 BEA Instructional	7.848	624,039	79,516	15,120	1,927	101,260	12,903	25.25	1.70784

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	21.226	1,533,117	72,228	18,636	878	265,027	12,486	24.16	1.54947
K-12 BEA Administrative	3.344	304,089	90,936			38,222	11,430	23.58	1.41711
BEA	25.834	1,975,133	76,455	37,784	1,463	317,421	12,287	24.02	1.54875
Instructional	24.505	1,780,866	72,674	65,972	2,692	307,802	12,561	24.05	1.55949
Administrative	4.344	418,870	96,425			49,898	11,487	23.53	1.52478
Other	0.264	23,146	87,674	8,788	33,288	2,496	9,456	22.80	1.88482
Active	29.113	2,222,882	76,354	74,760	2,568	360,196	12,372	23.94	1.55726
On Leave				2,691					
Certificated Total	29.113	2,222,882	76,354	77,451	2,660	360,196	12,372	23.94	1.55726
Instructional for Funding Purposes	24.505	1,780,866	72,674	65,972	2,692	307,802	12,561	24.05	1.55949
Instructional for Compliance Purposes	24.505	1,780,866	72,674	65,972	2,692	307,802	12,561	24.05	1.55949

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	Defunct LEAP 1 Mix Factor
01	199.703	15,084,889	75,537	1,469,010	7,356	2,385,767	11,947	23.07	1.53661
21	39.430	2,783,675	70,598	256,248	6,499	438,690	11,126	22.75	1.44866
24	1.600	85,594	53,496	2,588	1,618	12,055	7,534	23.38	1.08887
31	13.628	925,541	67,915	130,461	9,573	161,881	11,879	23.45	1.42912
34	1.850	159,649	86,297	18,959	10,248	23,538	12,723	23.06	1.78279
51	3.000	211,050	70,350	10,552	3,517	33,130	11,043	23.33	1.49796
55	0.370	21,584	58,335	3,018	8,157	5,235	14,149	23.41	1.25171
58				93,585					
65	0.500	44,730	89,460	3,236	6,472	6,028	12,055	23.73	1.88482
74				38,500					
79				5,000					
88	2.000	119,745	59,873	5,988	2,994	25,418	12,709	23.38	1.31545
97	2.000	314,562	157,281	81,111	40,556	27,352	13,676	20.12	1.79020
Program 21 Instructional	34.730	2,427,817	69,905	246,327	7,093	428,064	12,325	22.61	1.47789
Program 21 Administrative	0.800	104,208	130,260	9,921	12,401	10,626	13,283	26.81	1.43896
K-12 Program 21 Instructional	31.730	2,213,881	69,772			391,064	12,325	22.64	1.47404
Program 31 Instructional	12.878	844,749	65,596	125,838	9,772	152,148	11,815	23.42	1.40258

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.750	80,792	107,723	4,623	6,164	9,733	12,977	23.87	1.88482
Program 34 Instructional	1.600	132,718	82,949	14,936	9,335	20,293	12,683	22.91	1.76685
Program 34 Administrative	0.250	26,931	107,724	4,023	16,092	3,244	12,977	23.87	1.88482
K-3 BEA Instructional	73.042	5,049,661	69,134			843,833	11,553	23.11	1.46904
4-6 BEA Instructional	34.958	2,314,724	66,214			414,210	11,849	23.33	1.42146
7-8 BEA Instructional	34.050	2,557,517	75,111	3,303	97	413,498	12,144	22.88	1.59937
9-12 BEA Instructional	53.931	3,956,024	73,353			641,573	11,896	23.11	1.56450
K-12 BEA Instructional	195.981	13,877,926	70,813	3,303	17	2,313,114	11,803	23.10	1.50946
K-12 BEA Administrative	4.000	462,808	115,702			53,028	13,257	23.11	1.76566
BEA	217.181	16,484,641	75,903	1,699,541	7,825	2,598,537	11,965	23.03	1.53430
Instructional	238.181	16,788,446	70,486	1,908,885	8,014	2,823,043	11,853	23.04	1.50065
Administrative	22.000	2,710,923	123,224	209,371	9,517	296,050	13,457	22.76	1.75204
Active	260.181	19,499,369	74,945	2,118,256	8,141	3,119,093	11,988	23.00	1.52190
K-12 Program 21 Contracted	3.900	251,650	64,526						1.19042
Certificated Total	264.081	19,751,019	74,792	2,118,256	8,021	3,119,093	11,811	23.00	1.51701
Instructional for Funding Purposes	242.081	17,040,096	70,390	1,908,885	7,885	2,823,043	11,662	23.04	1.49565

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	238.181	16,788,446	70,486	1,908,885	8,014	2,823,043	11,853	23.04	1.50065

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	Defunct LEAP 1 Mix Factor
01	69.853	5,143,771	73,637	297,458	4,258	860,100	12,313	23.74	1.64160
31	3.750	276,257	73,669	29,512	7,870	50,046	13,346	23.87	1.60527
51	0.850	58,047	68,291	7,251	8,531	10,191	11,989	24.08	1.57060
52	0.796	47,251	59,361	3,173	3,986	11,365	14,278	22.81	1.25171
55	1.150	88,446	76,910	6,915	6,013	14,032	12,202	24.02	1.77418
58				70,158					
64				2,900					
65				9,196					
69				9,700					
79				862					
88				14,773					
97	0.750	105,186	140,248			11,469	15,292	22.07	1.88482
Program 31 Instructional	3.500	241,195	68,913	29,512	8,432	46,223	13,207	24.11	1.58530
Program 31 Administrative	0.250	35,062	140,248			3,823	15,292	22.07	1.88482
K-3 BEA Instructional	22.504	1,618,051	71,901	77,501	3,444	272,542	12,111	23.89	1.65469
4-6 BEA Instructional	14.986	1,053,762	70,316	44,037	2,939	180,715	12,059	24.03	1.61714
7-8 BEA Instructional	9.863	739,463	74,973	40,203	4,076	115,764	11,737	23.96	1.72855

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	21.000	1,454,460	69,260	121,696	5,795	273,734	13,035	24.11	1.59071
K-12 BEA Instructional	68.353	4,865,736	71,185	283,437	4,147	842,755	12,329	24.00	1.63746
K-12 BEA Administrative	5.000	519,230	103,846	7,918	1,584	63,568	12,714	21.61	1.65880
BEA	74.353	5,525,214	74,311	326,970	4,398	921,615	12,395	23.71	1.64222
Instructional	70.353	5,012,229	71,244	407,165	5,787	866,978	12,323	24.00	1.63888
Administrative	6.796	706,729	103,992	13,118	1,930	90,225	13,276	21.77	1.64438
Active	77.149	5,718,958	74,129	420,283	5,448	957,203	12,407	23.71	1.63937
On Leave				31,615					
Certificated Total	77.149	5,718,958	74,129	451,898	5,857	957,203	12,407	23.71	1.63937
Instructional for Funding Purposes	70.353	5,012,229	71,244	407,165	5,787	866,978	12,323	24.00	1.63888
Instructional for Compliance Purposes	70.353	5,012,229	71,244	407,165	5,787	866,978	12,323	24.00	1.63888

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	Defunct LEAP 1 Mix Factor
01	16.530	1,133,500	68,572	19,916	1,205	172,778	10,452	20.14	1.61697
21	2.000	128,544	64,272	5,478	2,739	20,808	10,404	21.23	1.58036
31	0.500	36,469	72,938	2,009	4,018	5,202	10,404	19.61	1.80472
51	0.637	43,350	68,053			6,706	10,527	19.95	1.62911
55	0.503	29,484	58,616			5,340	10,616	20.27	1.43104
Program 21 Instructional	2.000	128,544	64,272	5,478	2,739	20,808	10,404	21.23	1.58036
K-12 Program 21 Instructional	1.857	118,124	63,610			19,320	10,404	21.25	1.56308
Program 31 Instructional	0.500	36,469	72,938	2,009	4,018	5,202	10,404	19.61	1.80472
K-3 BEA Instructional	5.044	357,653	70,907	250	50	53,263	10,560	19.83	1.72717
4-6 BEA Instructional	2.274	118,054	51,915			23,659	10,404	20.65	1.17284
7-8 BEA Instructional	1.252	88,577	70,748	1,826	1,458	13,026	10,404	19.96	1.71201
9-12 BEA Instructional	7.293	494,564	67,814	12,849	1,762	75,891	10,406	20.01	1.64827
K-12 BEA Instructional	15.863	1,058,848	66,750	14,925	941	165,839	10,454	20.01	1.61023
K-12 BEA Administrative	1.000	99,863	99,863			10,404	10,404	21.33	1.80472
BEA	17.030	1,169,969	68,700	21,925	1,287	177,980	10,451	20.13	1.62248
Instructional	19.003	1,260,226	66,317	20,403	1,074	198,693	10,456	20.14	1.60298

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	99,863	99,863			10,404	10,404	21.33	1.80472
Other	0.167	11,258	67,413	7,000	41,916	1,737	10,404	20.90	1.69447
Active	20.170	1,371,347	67,989	27,403	1,359	210,834	10,453	20.22	1.61374
Certificated Total	20.170	1,371,347	67,989	27,403	1,359	210,834	10,453	20.22	1.61374
Instructional for Funding Purposes	19.003	1,260,226	66,317	20,403	1,074	198,693	10,456	20.14	1.60298
Instructional for Compliance Purposes	19.003	1,260,226	66,317	20,403	1,074	198,693	10,456	20.14	1.60298

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	Defunct LEAP 1 Mix Factor
01	20.270	1,499,042	73,954	199,008	9,818	193,364	9,539	22.84	1.50725
21	2.350	178,591	75,996	600	255	22,230	9,459	21.55	1.60869
31	1.836	116,830	63,633	15,140	8,246	25,046	13,642	21.72	1.38554
51	0.360	25,658	71,272			4,114	11,426	23.33	1.51002
55	0.630	43,433	68,941			13,196	20,946	25.09	1.32877
58				11,010					
65	0.120	6,816	56,800			796	6,636	24.63	1.17612
74	0.120	6,950	57,917			900	7,496	21.96	1.20691
79				7,859					
97	1.450	166,310	114,697	5,000	3,448	18,359	12,662	23.27	1.88482
Program 21 Instructional	2.000	146,461	73,231	600	300	21,664	10,832	21.13	1.56037
Program 21 Administrative	0.350	32,130	91,800			566	1,616	23.65	1.88482
K-12 Program 21 Instructional	2.000	146,461	73,231	600	300	21,664	10,832	21.13	1.56037
Program 31 Instructional	1.836	116,830	63,633	15,140	8,246	25,046	13,642	21.72	1.38554
K-3 BEA Instructional	4.900	322,414	65,799	77,458	15,808	36,610	7,471	24.56	1.37460
4-6 BEA Instructional	2.000	141,893	70,947	63,857	31,929	21,664	10,832	19.99	1.49982
7-8 BEA Instructional	3.240	254,611	78,584	8,848	2,731	37,756	11,653	22.37	1.71873

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	9.816	681,219	69,399	58,007	5,909	118,906	12,113	22.43	1.48790
K-12 BEA Instructional	19.956	1,400,137	70,161	208,170	10,431	214,936	10,770	22.63	1.49875
BEA	23.556	1,782,182	75,657	219,148	9,303	236,769	10,051	22.80	1.52100
Instructional	23.186	1,629,455	70,278	228,552	9,857	255,605	11,024	22.67	1.49644
Administrative	3.750	395,815	105,551	5,000	1,333	22,076	5,887	23.48	1.65397
Other	0.200	18,360	91,800	5,065	25,325	323	1,616	23.65	1.88482
Active	27.136	2,043,630	75,311	238,617	8,793	278,004	10,245	22.82	1.52107
Certificated Total	27.136	2,043,630	75,311	238,617	8,793	278,004	10,245	22.82	1.52107
Instructional for Funding Purposes	23.186	1,629,455	70,278	228,552	9,857	255,605	11,024	22.67	1.49644
Instructional for Compliance Purposes	23.186	1,629,455	70,278	228,552	9,857	255,605	11,024	22.67	1.49644

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	Defunct LEAP 1 Mix Factor
01	10.563	658,189	62,311	24,482	2,318	85,307	8,076	23.45	1.37686
21	1.000	71,866	71,866	19,328	19,328	8,076	8,076	25.74	1.69557
31	1.562	124,782	79,886	6,727	4,307	12,615	8,076	20.30	1.88482
34	0.140	11,184	79,886	178	1,271	1,131	8,076	20.81	1.88482
51	0.400	27,962	69,905	3,412	8,530	3,230	8,076	20.96	1.44070
55	0.200	13,541	67,705			1,615	8,076	20.06	1.34610
65	0.075	5,151	68,680			606	8,076	23.66	1.52240
71	0.060	4,793	79,883			485	8,076	19.59	1.88482
97	0.850	82,945	97,582			8,076	9,501	3.94	1.21224
Program 21 Instructional	1.000	71,866	71,866	4,691	4,691	8,076	8,076	25.74	1.69557
Program 21 Administrative				14,637					
K-12 Program 21 Instructional	1.000	71,866	71,866	4,691	4,691	8,076	8,076	25.74	1.69557
Program 31 Instructional	1.562	124,782	79,886	6,727	4,307	12,615	8,076	20.30	1.88482
Program 34 Instructional	0.140	11,184	79,886	178	1,271	1,131	8,076	20.81	1.88482
K-3 BEA Instructional	2.825	170,939	60,509	3,356	1,188	22,815	8,076	22.99	1.34662
4-6 BEA Instructional	1.568	120,340	76,747	4,878	3,111	12,663	8,076	22.47	1.78773
7-8 BEA Instructional	0.922	73,655	79,886			7,446	8,076	21.24	1.88482

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.950	337,159	56,665	19,911	3,346	48,052	8,076	22.07	1.31697
K-12 BEA Instructional	11.265	702,093	62,325	28,145	2,498	90,976	8,076	22.26	1.43640
K-12 BEA Administrative	0.500	46,031	92,062			4,038	8,076	28.03	1.57060
BEA	13.115	877,100	66,878	31,387	2,393	107,128	8,168	20.78	1.43211
Instructional	12.950	821,972	63,473	37,583	2,902	104,584	8,076	22.43	1.45740
Administrative	1.900	178,441	93,916	16,544	8,707	16,556	8,714	15.03	1.40901
Active	14.850	1,000,413	67,368	54,127	3,645	121,140	8,158	21.09	1.45121
Certificated Total	14.850	1,000,413	67,368	54,127	3,645	121,140	8,158	21.09	1.45121
Instructional for Funding Purposes	12.950	821,972	63,473	37,583	2,902	104,584	8,076	22.43	1.45740
Instructional for Compliance Purposes	12.950	821,972	63,473	37,583	2,902	104,584	8,076	22.43	1.45740

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	Defunct LEAP 1 Mix Factor
01	32.753	2,218,448	67,733	82,241	2,511	430,348	13,139	23.99	1.44783
02	1.000	81,392	81,392			12,786	12,786	24.25	1.80472
21	4.231	250,051	59,100			63,144	14,924	24.07	1.35002
31	2.660	180,903	68,009	27,482	10,332	36,303	13,648	21.15	1.51134
34	0.170	14,451	85,006			2,657	15,629	20.62	1.88482
51	1.520	88,722	58,370			19,796	13,024	23.88	1.30270
55	0.810	68,855	85,006			10,509	12,975	23.58	1.88482
58				10,505					
88	0.800	53,490	66,863			12,058	15,073	23.99	1.48253
97	1.000	130,000	130,000	5,375	5,375	12,783	12,783	24.04	1.36079
K-12 Program 02 Instructional	1.000	81,392	81,392			12,786	12,786	24.25	1.80472
Program 21 Instructional	4.231	250,051	59,100			63,144	14,924	24.07	1.35002
K-12 Program 21 Instructional	4.231	250,051	59,100			63,144	14,924	24.07	1.35002
Program 31 Instructional	2.660	180,903	68,009	6,612	2,486	36,303	13,648	21.15	1.51134
Program 34 Instructional	0.170	14,451	85,006			2,657	15,629	20.62	1.88482
K-3 BEA Instructional	12.243	716,821	58,549	996	81	160,134	13,080	23.73	1.31433
4-6 BEA Instructional	3.500	228,789	65,368	290	83	49,399	14,114	23.24	1.45397

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.100	487,818	68,707	648	91	92,573	13,039	23.62	1.52690
9-12 BEA Instructional	10.740	765,126	71,241	11,809	1,100	141,712	13,195	22.54	1.57593
K-12 BEA Instructional	33.583	2,198,554	65,466	13,743	409	443,819	13,216	23.22	1.45748
BEA	37.583	2,625,194	69,851	115,098	3,063	494,878	13,168	23.75	1.46148
Instructional	40.944	2,659,672	64,959	41,479	1,013	549,326	13,417	23.34	1.44958
Administrative	4.000	426,640	106,660			51,059	12,765	27.07	1.49502
Active	44.944	3,086,312	68,670	41,479	923	600,385	13,359	23.78	1.45362
On Leave				84,124					
Certificated Total	44.944	3,086,312	68,670	125,603	2,795	600,385	13,359	23.78	1.45362
Instructional for Funding Purposes	40.944	2,659,672	64,959	41,479	1,013	549,326	13,417	23.34	1.44958
Instructional for Compliance Purposes	40.944	2,659,672	64,959	41,479	1,013	549,326	13,417	23.34	1.44958

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	Defunct LEAP 1 Mix Factor
01	14.013	1,012,091	72,225	60,825	4,341	168,540	12,027	23.04	1.43202
21	1.000	58,321	58,321			11,347	11,347	23.98	1.10825
24				2,110					
31	1.212	61,566	50,797	554	457	15,753	12,997	31.02	1.09479
34	0.388	18,122	46,706			5,359	13,813	30.39	1.02156
51				1,234					
55	0.048	3,896	81,167	3,571	74,396	653	13,599	22.19	1.67169
97	1.000	100,000	100,000	20,036	20,036	11,375	11,375	22.11	1.01346
Program 21 Instructional	1.000	58,321	58,321			11,347	11,347	23.98	1.10825
K-12 Program 21 Instructional	1.000	58,321	58,321			11,347	11,347	23.98	1.10825
Program 31 Instructional	1.212	61,566	50,797	554	457	15,753	12,997	31.02	1.09479
Program 34 Instructional	0.388	18,122	46,706			5,359	13,813	30.39	1.02156
K-3 BEA Instructional	4.143	270,600	65,315	31,431	7,587	48,325	11,664	23.17	1.29246
4-6 BEA Instructional	3.867	270,476	69,945			48,772	12,612	23.16	1.38999
7-8 BEA Instructional	1.860	131,196	70,535			21,120	11,355	24.42	1.40439
9-12 BEA Instructional	4.743	327,797	69,112	9,994	2,107	60,088	12,669	25.62	1.38380

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	14.613	1,000,069	68,437	41,425	2,835	178,305	12,202	24.11	1.36216
BEA	16.613	1,191,779	71,738	81,415	4,901	201,027	12,101	23.47	1.37263
Instructional	15.661	1,062,286	67,830	48,340	3,087	190,305	12,152	24.10	1.34690
Administrative	2.000	191,710	95,855			22,722	11,361	20.51	1.44914
Other				16,734					
Active	17.661	1,253,996	71,004	65,074	3,685	213,027	12,062	23.49	1.35848
On Leave				23,256					
Certificated Total	17.661	1,253,996	71,004	88,330	5,001	213,027	12,062	23.49	1.35848
Instructional for Funding Purposes	15.661	1,062,286	67,830	48,340	3,087	190,305	12,152	24.10	1.34690
Instructional for Compliance Purposes	15.661	1,062,286	67,830	48,340	3,087	190,305	12,152	24.10	1.34690

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	Defunct LEAP 1 Mix Factor
01	8.870	664,567	74,923	57,660	6,501	127,375	14,360	24.71	1.65734
31	0.630	46,158	73,267			7,288	11,569	24.08	1.69447
69	1.000	53,544	53,544			13,948	13,948	23.94	1.23838
97	0.500	55,999	111,998			6,139	12,278	23.69	1.25171
Program 31 Instructional	0.630	46,158	73,267			7,288	11,569	24.08	1.69447
K-3 BEA Instructional	2.250	172,632	76,725	9,562	4,250	31,718	14,097	23.66	1.77449
4-6 BEA Instructional	1.000	73,266	73,266	27,222	27,222	18,006	18,006	23.16	1.69447
7-8 BEA Instructional	2.220	149,770	67,464			30,643	13,803	26.25	1.56028
9-12 BEA Instructional	3.530	259,058	73,388	16,941	4,799	48,157	13,642	25.01	1.69728
K-12 BEA Instructional	9.000	654,726	72,747	53,725	5,969	128,524	14,280	24.75	1.68248
K-12 BEA Administrative	1.000	111,998	111,998			12,278	12,278	23.69	1.25171
BEA	10.000	766,724	76,672	57,660	5,766	140,802	14,080	24.60	1.63940
Instructional	10.000	708,270	70,827	57,660	5,766	142,472	14,247	24.69	1.63807
Administrative	1.000	111,998	111,998			12,278	12,278	23.69	1.25171
Active	11.000	820,268	74,570	57,660	5,242	154,750	14,068	24.56	1.60294
Certificated Total	11.000	820,268	74,570	57,660	5,242	154,750	14,068	24.56	1.60294
Instructional for Funding Purposes	10.000	708,270	70,827	57,660	5,766	142,472	14,247	24.69	1.63807

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	10.000	708,270	70,827	57,660	5,766	142,472	14,247	24.69	1.63807

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	Defunct LEAP 1 Mix Factor
01	117.657	8,181,364	69,536	637,096	5,415	1,332,031	11,321	22.30	1.48954
02	3.398	209,557	61,671			45,825	13,486	20.86	1.32123
21	18.415	1,301,808	70,693	58,499	3,177	211,161	11,467	21.84	1.51569
24	2.000	169,450	84,725			23,645	11,823	19.60	1.81619
31	3.600	264,881	73,578	27,641	7,678	50,381	13,995	22.27	1.57723
34	0.666	42,546	63,883	1,000	1,502	7,935	11,914	22.85	1.36942
51	2.150	153,339	71,320			23,194	10,788	21.51	1.52883
52				67,309					
55	3.600	284,479	79,022			39,893	11,081	23.26	1.69393
58				108,486					
64				400					
65	0.798	59,923	75,091			10,105	12,662	22.24	1.60614
74	0.167	10,668	63,880			1,990	11,914	22.85	1.36942
K-12 Program 02 Instructional	3.398	209,557	61,671			45,825	13,486	20.86	1.32123
Program 21 Instructional	18.415	1,301,808	70,693	58,499	3,177	211,161	11,467	21.84	1.51569
K-12 Program 21 Instructional	17.415	1,217,618	69,918	58,499	3,359	199,991	11,484	21.77	1.49909
Program 31 Instructional	3.600	264,881	73,578	27,641	7,678	50,381	13,995	22.27	1.57723

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.666	42,546	63,883	1,000	1,502	7,935	11,914	22.85	1.36942
K-3 BEA Instructional	47.373	3,140,665	66,297	222,605	4,699	549,229	11,594	22.57	1.42119
4-6 BEA Instructional	25.649	1,763,648	68,761	2,925	114	286,332	11,163	22.45	1.47407
7-8 BEA Instructional	18.032	1,203,200	66,726	144,446	8,011	195,671	10,851	22.32	1.43028
9-12 BEA Instructional	33.067	2,479,308	74,978	239,192	7,234	391,532	11,841	21.73	1.60728
K-12 BEA Instructional	124.121	8,586,821	69,181	609,168	4,908	1,422,764	11,463	22.26	1.48301
K-12 BEA Administrative	0.200	23,600	118,000			2,140	10,702	22.80	1.88482
BEA Instructional	125.321	8,698,348	69,409	665,737	5,312	1,436,172	11,460	22.27	1.48686
BEA Administrative	0.200	23,600	118,000			2,140	10,702	22.80	1.88482
BEA Other	1.000	87,927	87,927	7,327	7,327	11,268	11,268	22.70	1.88482
BEA Active	152.451	10,678,015	70,042	853,989	5,602	1,746,159	11,454	22.18	1.50064
BEA On Leave				46,442					
Certificated Total	152.451	10,678,015	70,042	900,431	5,906	1,746,159	11,454	22.18	1.50064
Instructional for Funding Purposes	151.251	10,566,488	69,861	846,662	5,598	1,732,751	11,456	22.17	1.49759
Instructional for Compliance Purposes	151.251	10,566,488	69,861	846,662	5,598	1,732,751	11,456	22.17	1.49759

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	Defunct LEAP 1 Mix Factor
01	15.000	943,485	62,899			25,925	1,728	8.30	1.14094
9-12 BEA Instructional	12.000	727,477	60,623			19,196	1,600	8.23	1.11371
K-12 BEA Instructional	12.000	727,477	60,623			19,196	1,600	8.23	1.11371
K-12 BEA Administrative	3.000	216,008	72,003			6,729	2,243	8.55	1.24984
BEA	15.000	943,485	62,899			25,925	1,728	8.30	1.14094
Instructional	12.000	727,477	60,623			19,196	1,600	8.23	1.11371
Administrative	3.000	216,008	72,003			6,729	2,243	8.55	1.24984
Active	15.000	943,485	62,899			25,925	1,728	8.30	1.14094
Certificated Total	15.000	943,485	62,899			25,925	1,728	8.30	1.14094
Instructional for Funding Purposes	12.000	727,477	60,623			19,196	1,600	8.23	1.11371
Instructional for Compliance Purposes	12.000	727,477	60,623			19,196	1,600	8.23	1.11371

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	Defunct LEAP 1 Mix Factor
01	710.772	55,738,717	78,420	4,197,534	5,906	8,418,529	11,844	21.31	1.53196
02	3.200	273,505	85,470	26,673	8,335	37,689	11,778	20.97	1.68697
03	2.350	199,234	84,780	11,878	5,054	28,395	12,083	21.43	1.67362
21	148.161	11,232,083	75,810	961,464	6,489	1,643,376	11,092	20.32	1.49793
24	13.600	1,014,408	74,589	64,708	4,758	163,660	12,034	21.25	1.52277
31	49.500	3,882,390	78,432	310,492	6,273	580,868	11,735	21.38	1.57119
34	11.500	916,402	79,687	59,803	5,200	136,272	11,850	22.19	1.56718
45	20.000	1,563,318	78,166	99,568	4,978	238,650	11,933	21.69	1.45478
51	17.953	1,543,483	85,974	95,643	5,327	217,540	12,117	20.17	1.57198
52	6.047	527,351	87,209	37,573	6,213	71,123	11,762	19.60	1.74781
53	0.250	30,013	120,052	1,345	5,380	3,198	12,793	19.31	1.36079
55	39.098	3,235,507	82,754	230,444	5,894	462,085	11,819	21.12	1.64762
56	4.000	368,364	92,091	23,860	5,965	46,984	11,746	19.81	1.86480
58	1.000	93,054	93,054	13,092	13,092	11,967	11,967	20.76	1.88482
64	1.095	102,362	93,481	7,578	6,921	13,104	11,967	18.90	1.88482
65	20.655	1,810,993	87,678	116,198	5,626	246,228	11,921	21.00	1.73256
74	1.150	105,888	92,077	7,314	6,360	13,886	12,075	20.17	1.74362
79	3.800	274,021	72,111	16,955	4,462	45,258	11,910	21.58	1.35859
97	4.900	724,804	147,919	214,658	43,808	80,827	16,495	18.73	1.47239

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	2.900	237,489	81,893			33,865	11,677	21.11	1.66651
Program 21 Instructional	133.861	10,126,105	75,646	933,763	6,976	1,575,965	11,773	20.36	1.52340
Program 21 Administrative	5.300	594,146	112,103	27,701	5,227	67,411	12,719	19.54	1.48464
K-12 Program 21 Instructional	116.491	8,807,594	75,608			1,370,915	11,768	20.43	1.52055
Program 26, 56, and 59 Instructional	4.000	368,364	92,091	23,860	5,965	46,984	11,746	19.81	1.86480
Program 31 Instructional	49.000	3,817,267	77,903	308,091	6,288	574,464	11,724	21.41	1.56992
Program 31 Administrative	0.500	65,123	130,246	2,401	4,802	6,405	12,809	19.31	1.69557
Program 34 Instructional	11.000	851,279	77,389	57,402	5,218	129,867	11,806	22.43	1.56134
Program 34 Administrative	0.500	65,123	130,246	2,401	4,802	6,405	12,809	19.31	1.69557
K-3 BEA Instructional	246.379	18,796,703	76,292			2,902,274	11,780	21.63	1.54206
4-6 BEA Instructional	149.094	10,889,286	73,036			1,747,487	11,721	22.01	1.47791
7-8 BEA Instructional	107.952	8,241,566	76,345			1,276,102	11,821	21.34	1.53874
9-12 BEA Instructional	234.147	17,826,225	76,133			2,763,010	11,800	21.38	1.53647
K-12 BEA Instructional	737.572	55,753,780	75,591			8,688,872	11,780	21.58	1.52683
K-12 BEA Administrative	13.900	1,627,276	117,070			169,889	12,222	19.73	1.55679

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	802.222	63,298,370	78,904	4,920,606	6,134	9,521,229	11,869	21.30	1.53363
Instructional	975.031	74,399,166	76,304	5,906,097	6,057	11,495,923	11,790	21.32	1.54002
Administrative	73.000	8,516,327	116,662	585,353	8,019	939,031	12,863	19.40	1.58247
Other	1.000	115,522	115,522	5,330	5,330	12,719	12,719	19.91	1.74831
Active	1,049.031	83,031,015	79,150	6,496,780	6,193	12,447,673	11,866	21.11	1.54318
K-12 Program 21 Contracted	8.000	454,510	56,814						1.09946
On Leave	1.000	93,050	93,050			11,967	11,967	17.75	1.88482
Certificated Total	1,059.031	83,635,897	78,974	6,496,780	6,135	12,459,640	11,765	21.11	1.53996
Instructional for Funding Purposes	980.031	74,542,634	76,062	5,882,237	6,002	11,448,939	11,682	21.33	1.53490
Instructional for Compliance Purposes	971.031	74,030,802	76,239	5,882,237	6,058	11,448,939	11,790	21.33	1.53869

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	Defunct LEAP 1 Mix Factor
01	287.020	20,789,541	72,432	2,034,309	7,088	3,508,214	12,223	23.27	1.49391
02	5.000	411,389	82,278	27,830	5,566	60,570	12,114	22.96	1.78602
21	41.232	2,826,365	68,548	202,295	4,906	442,767	10,738	23.60	1.43099
24	11.350	808,130	71,201	44,895	3,956	137,494	12,114	23.09	1.51771
31	18.500	1,429,769	77,285	273,119	14,763	226,532	12,245	23.02	1.59317
34	1.700	108,056	63,562	15,041	8,848	20,594	12,114	23.46	1.29864
51	5.353	418,625	78,204	12,188	2,277	64,846	12,114	23.77	1.64466
52	2.500	193,399	77,360	3,879	1,552	30,285	12,114	22.99	1.66573
55	7.647	606,360	79,294	19,155	2,505	92,636	12,114	23.72	1.64736
58				123,747					
65	1.000	60,594	60,594	3,366	3,366	12,114	12,114	24.02	1.30517
74	1.100	87,477	79,525	10,004	9,095	13,325	12,114	23.62	1.66747
79	0.500	39,371	78,742			6,057	12,114	22.77	1.69607
97	1.000	177,772	177,772	22,891	22,891	12,114	12,114	20.41	1.88482
K-12 Program 02 Instructional	5.000	411,389	82,278			60,570	12,114	22.96	1.78602
Program 21 Instructional	34.450	2,315,888	67,225	161,465	4,687	419,750	12,184	23.66	1.44462
Program 21 Administrative	1.900	238,122	125,327	25,140	13,232	23,017	12,114	22.98	1.88482
K-12 Program 21 Instructional	30.800	2,092,632	67,943			375,534	12,193	23.68	1.45969

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.600	1,308,921	74,371	257,721	14,643	215,629	12,252	23.05	1.58799
Program 31 Administrative	0.900	120,848	134,276	9,511	10,568	10,903	12,114	22.67	1.69447
Program 34 Instructional	1.600	94,628	59,143	13,985	8,741	19,382	12,114	23.56	1.27391
Program 34 Administrative	0.100	13,428	134,280	1,056	10,560	1,211	12,114	22.67	1.69447
K-3 BEA Instructional	108.608	7,294,881	67,167			1,329,778	12,244	23.60	1.43722
4-6 BEA Instructional	43.553	2,805,697	64,420			531,393	12,201	23.62	1.38255
7-8 BEA Instructional	61.550	4,332,675	70,393	1,752	28	748,088	12,154	23.22	1.50731
9-12 BEA Instructional	76.509	5,651,403	73,866			940,143	12,288	22.86	1.57912
K-12 BEA Instructional	290.220	20,084,656	69,205	1,752	6	3,549,402	12,230	23.30	1.48129
BEA	313.220	22,916,527	73,164	2,373,190	7,577	3,828,024	12,222	23.23	1.50462
Instructional	353.020	24,489,714	69,372	2,402,731	6,806	4,312,584	12,216	23.34	1.48563
Administrative	25.000	3,106,932	124,277	321,297	12,852	302,850	12,114	22.79	1.80252
Other	1.000	87,847	87,847	15,320	15,320	12,114	12,114	23.67	1.88482
Active	379.020	27,684,493	73,042	2,739,348	7,227	4,627,548	12,209	23.28	1.50758
K-12 Program 21 Contracted	4.882	272,355	55,788						1.15817
On Leave				53,371					
Certificated Total	383.902	27,956,848	72,823	2,792,719	7,275	4,627,548	12,054	23.28	1.50314

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	357.902	24,762,069	69,187	2,402,731	6,713	4,312,584	12,050	23.34	1.48116
Instructional for Compliance Purposes	353.020	24,489,714	69,372	2,402,731	6,806	4,312,584	12,216	23.34	1.48563

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	Defunct LEAP 1 Mix Factor
01	65.320	4,453,405	68,178	196,521	3,009	827,509	12,669	23.29	1.59930
21	6.450	437,336	67,804	23,443	3,635	75,807	11,753	23.38	1.57726
24	1.990	108,815	54,681			27,761	13,950	23.32	1.26522
31	1.980	122,090	61,662	11,598	5,858	20,012	10,107	23.26	1.44241
51	1.981	136,247	68,777	16,142	8,148	21,999	11,105	23.45	1.61120
52				31,104					
55	1.489	99,313	66,698	87,546	58,795	14,924	10,023	22.14	1.56701
64				30,736					
65	1.990	135,128	67,904			23,192	11,655	23.59	1.59645
69	0.700	41,274	58,963			8,052	11,502	21.51	1.38626
71				13,393					
74				4,788					
79	0.600	48,101	80,168	215,234	358,723	14,508	24,180	21.35	1.88482
Program 21 Instructional	6.450	437,336	67,804	23,443	3,635	75,807	11,753	23.38	1.57726
K-12 Program 21 Instructional	6.450	437,336	67,804	23,443	3,635	75,807	11,753	23.38	1.57726
Program 31 Instructional	1.980	122,090	61,662	11,598	5,858	20,012	10,107	23.26	1.44241
K-3 BEA Instructional	21.790	1,491,711	68,459	1,900	87	275,585	12,647	24.70	1.60270

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	13.420	867,247	64,623	3,678	274	158,530	11,813	23.15	1.52135
7-8 BEA Instructional	10.919	749,470	68,639	46,931	4,298	140,659	12,882	22.49	1.60775
9-12 BEA Instructional	21.171	1,467,067	69,296	142,984	6,754	272,746	12,883	22.49	1.62617
K-12 BEA Instructional	67.300	4,575,495	67,987	195,493	2,905	847,521	12,593	23.29	1.59468
BEA	67.300	4,575,495	67,987	208,119	3,092	847,521	12,593	23.29	1.59468
Instructional	82.500	5,581,709	67,657	613,091	7,431	1,033,762	12,530	23.25	1.58565
Administrative				4,788					
Other				12,626					
Active	82.500	5,581,709	67,657	630,505	7,642	1,033,762	12,530	23.25	1.58565
Certificated Total	82.500	5,581,709	67,657	630,505	7,642	1,033,762	12,530	23.25	1.58565
Instructional for Funding Purposes	82.500	5,581,709	67,657	613,091	7,431	1,033,762	12,530	23.25	1.58565
Instructional for Compliance Purposes	82.500	5,581,709	67,657	613,091	7,431	1,033,762	12,530	23.25	1.58565

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	Defunct LEAP 1 Mix Factor
01	56,658.873	4,597,354,137	81,141	441,023,670	7,784	663,662,901	11,713	23.24	1.54644
02	1,065.939	83,643,361	78,469	6,236,972	5,851	11,176,925	10,486	21.92	1.58011
03	60.366	4,858,443	80,483	426,981	7,073	699,650	11,590	23.94	1.50831
21	9,794.886	758,423,745	77,431	74,484,943	7,604	112,872,345	11,524	23.35	1.50163
22	25.695	2,205,224	85,823	169,688	6,604	323,508	12,590	22.43	1.68698
24	1,012.245	80,467,778	79,494	7,700,614	7,607	11,654,859	11,514	23.27	1.55406
26	11.050	900,731	81,514	84,604	7,656	108,950	9,860	22.81	1.32686
29	20.281	1,658,221	81,762	10,668	526	250,293	12,341	15.46	1.57253
31	2,899.559	229,740,952	79,233	25,339,328	8,739	35,094,046	12,103	22.98	1.54442
34	529.189	43,408,743	82,029	3,755,963	7,098	6,287,252	11,881	23.20	1.58736
38	4.664	402,763	86,356	62,010	13,295	52,944	11,352	23.42	1.67922
39				4,062					
45	225.518	17,628,026	78,167	1,790,698	7,940	2,642,881	11,719	22.87	1.47820
46	0.400	35,582	88,955	3,413	8,533	4,425	11,062	25.29	1.69557
51	1,063.201	88,104,447	82,867	7,414,535	6,974	12,699,139	11,944	23.17	1.62803
52	152.453	13,530,784	88,754	2,575,073	16,891	1,816,555	11,916	22.99	1.69371
53	28.516	2,248,922	78,865	180,748	6,338	353,816	12,408	22.66	1.49984
55	1,990.070	166,052,098	83,440	13,214,677	6,640	23,846,866	11,983	23.03	1.64021
56	52.456	4,444,702	84,732	526,920	10,045	619,656	11,813	21.85	1.58306

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
57	4.623	320,999	69,435	14,444	3,124	58,882	12,737	22.28	1.42817
58	41.024	3,767,560	91,838	36,909,719	899,710	494,179	12,046	22.76	1.64159
59	1.000	78,184	78,184	6,711	6,711	15,040	15,040	23.71	1.55041
61	10.913	863,314	79,109	74,547	6,831	119,966	10,993	24.79	1.50660
62	0.250	35,906	143,624			2,784	11,136	22.08	1.88482
64	54.993	4,843,879	88,082	604,842	10,999	649,824	11,816	23.06	1.72407
65	1,069.185	86,495,055	80,898	8,365,256	7,824	12,435,066	11,630	23.18	1.56179
67	1.000	95,791	95,791			10,210	10,210	30.70	1.88482
68	18.402	1,512,029	82,167	22,625	1,229	205,322	11,158	20.60	1.45060
69	14.043	983,466	70,032	172,334	12,272	162,834	11,595	24.51	1.27421
71	0.894	66,846	74,772	116,386	130,186	13,540	15,146	18.90	1.50329
73	0.200	19,787	98,935	104,622	523,110	2,311	11,557	22.49	1.88482
74	216.302	18,205,560	84,167	1,739,708	8,043	2,575,741	11,908	22.89	1.64384
75				4,499					
76	1.840	128,971	70,093	39,803	21,632	28,607	15,547	23.47	1.55984
78	1.000	77,723	77,723	23,919	23,919	2,749	2,749	23.21	
79	236.961	18,572,352	78,377	6,156,161	25,980	2,628,906	11,094	23.74	1.45639
86	1.850	194,304	105,029	34,707	18,761	24,409	13,194	22.07	1.77759
88	37.411	2,883,755	77,083	257,621	6,886	462,666	12,367	22.97	1.52728
89	15.856	1,423,351	89,767	133,936	8,447	187,058	11,797	22.54	1.65849

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	426.801	67,346,146	157,793	5,016,481	11,754	5,535,466	12,970	20.22	1.64469
98	0.600	90,617	151,028	2,840	4,733	5,982	9,970	22.30	1.88482
99	4.430	577,138	130,279	28,073	6,337	58,393	13,181	22.39	1.78415
CP	25.408	3,034,749	119,441	223,639	8,802	320,728	12,623	22.16	1.72337
SB				12,139					
K-12 Program 02 Instructional	996.431	74,652,035	74,919	1,164,895	1,169	10,304,860	10,342	21.82	1.56954
Program 21 Instructional	9,346.975	709,370,948	75,893	72,634,930	7,771	108,796,640	11,640	23.34	1.50187
Program 21 Administrative	284.908	37,907,075	133,050	1,033,217	3,626	3,471,062	12,183	22.47	1.67010
K-12 Program 21 Instructional	8,657.835	657,282,284	75,918	5,263,494	608	100,605,926	11,620	23.34	1.50200
Program 26, 56, and 59 Instructional	57.999	4,541,523	78,303	578,110	9,968	671,977	11,586	22.32	1.57935
Program 26, 56, and 59 Administrative	5.507	784,894	142,527	13,718	2,491	71,668	13,014	19.96	1.38961
Program 31 Instructional	2,799.864	216,597,422	77,360	24,511,345	8,754	33,890,438	12,104	23.03	1.53953
Program 31 Administrative	99.095	13,116,374	132,362	447,577	4,517	1,203,608	12,146	22.13	1.68595
Program 34 Instructional	507.203	40,496,886	79,844	3,621,843	7,141	6,020,999	11,871	23.23	1.58319
Program 34 Administrative	21.986	2,911,857	132,441	78,743	3,582	266,253	12,110	22.69	1.68375
K-3 BEA Instructional	21,131.422	1,598,125,670	75,628	14,845,819	703	244,271,130	11,560	23.43	1.50335

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	11,493.083	880,968,233	76,652	6,490,603	565	133,194,926	11,589	23.40	1.52439
7-8 BEA Instructional	8,654.347	678,723,728	78,426	7,313,496	845	102,034,918	11,790	23.28	1.56227
9-12 BEA Instructional	15,755.064	1,253,050,026	79,533	16,662,263	1,058	187,851,577	11,923	23.18	1.58168
K-12 BEA Instructional	57,034.997	4,410,962,767	77,338	45,664,788	801	667,371,854	11,701	23.33	1.53817
K-12 BEA Administrative	941.089	120,862,614	128,428	1,855,531	1,972	11,653,199	12,383	22.71	1.57000
BEA	61,866.245	5,043,979,808	81,530	483,590,093	7,817	725,099,121	11,720	23.17	1.54767
Instructional	72,259.368	5,594,802,653	77,427	607,035,577	8,401	845,497,808	11,701	23.31	1.53853
Administrative	4,975.079	673,536,066	135,382	23,873,128	4,799	61,623,365	12,386	22.09	1.67273
Other	158.709	13,002,628	81,927	3,439,723	21,673	1,798,845	11,334	22.66	1.57647
Active	77,393.156	6,281,341,347	81,161	634,348,428	8,196	908,920,017	11,744	23.19	1.54723
K-12 Program 21 Contracted	148.111	10,011,064	67,592			487,827	3,294	56.75	1.17636
K-12 BEA Contracted	161.570	8,377,880	51,853			11,968	74	6.45	1.30306
On Leave	59.983	5,690,129	94,862	10,626,049	177,151	718,799	11,983	23.79	1.76640
Certificated Total	77,780.347	6,306,726,141	81,084	644,974,477	8,292	910,167,674	11,702	23.18	1.54609
Instructional for Funding Purposes	72,527.577	5,609,858,595	77,348	606,457,467	8,362	845,354,688	11,656	23.31	1.53715
Instructional for Compliance Purposes	72,201.369	5,590,261,130	77,426	606,457,467	8,400	844,825,830	11,701	23.31	1.53849