

Salary Summary Allocations Detail

CERTIFICATED ADMINISTRATORS

Comparable Occupations	SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
					Mean	75th Pctl	50th Pctl	25th Pctl
	11-9111.00	Medical and Health Services Managers	92.1%	5,550	\$ 138,580	\$ 162,770	\$ 125,840	\$ 98,340
	11-3031.01	Financial Managers	91.1%	11,470	\$ 163,720	\$ 205,110	\$ 152,110	\$ 120,030
	11-2022.00	Sales Managers	90.9%	9,260	\$ 161,450	\$ 207,850	\$ 154,590	\$ 120,130
	11-2021.00	Marketing Managers	90.6%	6,620	\$ 163,040	\$ 206,340	\$ 152,350	\$ 116,290
	11-3061.00	Purchasing Managers	90.6%	1,880	\$ 147,510	\$ 163,600	\$ 131,620	\$ 124,530
	11-9041.00	Architectural and Engineering Managers	90.2%	4,770	\$ 165,470	\$ 192,520	\$ 163,240	\$ 131,810
	11-3131.00	Training and Development Managers	90.1%	620	\$ 137,450	\$ 162,720	\$ 126,930	\$ 100,240
	13-1111.00	Management Analysts	89.8%	22,490	\$ 114,730	\$ 132,370	\$ 103,080	\$ 80,050
	27-2012.03	Producers and Directors	89.7%	1,990	\$ 78,300	\$ 96,240	\$ 72,600	\$ 49,710
	23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers	89.7%	290	\$ 113,890	\$ 124,490	\$ 103,080	\$ 93,120
	11-1021.00	General and Operations Managers	89.6%	48,020	\$ 134,690	\$ 163,770	\$ 119,450	\$ 83,370
	11-3111.00	Compensation and Benefits Managers	89.5%	260	\$ 155,440	\$ 190,060	\$ 151,300	\$ 124,250
	11-9121.01	Natural Sciences Managers	89.5%	2,050	\$ 172,640	#	\$ 157,960	\$ 125,930
	13-1151.00	Training and Development Specialists	89.4%	6,280	\$ 81,170	\$ 100,510	\$ 77,240	\$ 60,350
	15-2011.00	Actuaries	89.3%	210	\$ 119,720	\$ 144,930	\$ 103,100	\$ 94,160
	11-2011.00	Advertising and Promotions Managers	89.3%	240	\$ 149,340	\$ 162,040	\$ 132,270	\$ 120,640
	23-1023.00	Judges, Magistrate Judges, and Magistrates	89.2%	990	\$ 138,840	\$ 168,760	\$ 127,660	\$ 99,830
	11-3021.00	Computer and Information Systems Managers	89.1%	13,720	\$ 178,130	\$ 207,940	\$ 164,510	\$ 132,380
Simple Average					\$ 139,673	\$ 164,236	\$ 128,829	\$ 104,176

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 20% each work context, experience/training, and importance of knowledge, skills, and abilities; minimum education bachelor's degree plus experience; removed occupations with duplicate O*Net SOC code, K-12 education occupations and occupations with no average salary available for Washington state.

ALL CERTIFICATED STAFF

Comparable Occupations	SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
					Mean	75th Pctl	50th Pctl	25th Pctl
	25-9031.00	Instructional Coordinators	>90%	3,360	\$ 82,900	\$ 100,040	\$ 79,340	\$ 61,450
	29-1127.00	Speech-Language Pathologists	>90%	2,780	\$ 89,740	\$ 100,000	\$ 92,590	\$ 78,060
	21-1023.00	Mental Health and Substance Abuse Social Workers	>90%	2,480	\$ 59,500	\$ 76,250	\$ 61,210	\$ 41,050
	13-1151.00	Training and Development Specialists	>90%	6,280	\$ 81,170	\$ 100,510	\$ 77,240	\$ 60,350
	29-1122.01	Occupational Therapists	>90%	2,800	\$ 92,650	\$ 101,620	\$ 97,120	\$ 78,280
	21-1022.00	Healthcare Social Workers	>90%	4,040	\$ 71,800	\$ 81,040	\$ 77,240	\$ 58,780
	29-1141.02	Registered Nurses	>90%	62,470	\$ 95,350	\$ 103,210	\$ 96,980	\$ 77,980
	11-3131.00	Training and Development Managers	>90%	620	\$ 137,450	\$ 162,720	\$ 126,930	\$ 100,240
	21-1013.00	Marriage and Family Therapists	>90%	400	\$ 49,220	\$ 56,320	\$ 47,130	\$ 39,190
	21-1091.00	Health Education Specialists	>90%	1,410	\$ 67,570	\$ 77,840	\$ 62,660	\$ 60,590
	11-3121.00	Human Resources Managers	>90%	3,700	\$ 151,620	\$ 168,660	\$ 138,640	\$ 118,140
	23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers	>90%	290	\$ 113,890	\$ 124,490	\$ 103,080	\$ 93,120
Simple Average					\$ 91,072	\$ 104,392	\$ 88,347	\$ 72,269

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education Bachelor's Degree OR Bachelor's Degree plus experience OR Master's Degree OR Doctorate; removed occupations with duplicate O*Net SOC codes, K-12 teaching occupations, and occupations with no average salary available for Washington state;

TEACHER ASSISTANT - PARAEDUCATOR OR INSTRUCTIONAL AIDE

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22		
				Mean	75th Pctl	50th Pctl
31-2011.00	Occupational Therapy Assistants	91.5%	620	\$ 65,050	\$ 76,590	\$ 62,300
31-2021.00	Physical Therapist Assistants	91.0%	1,460	\$ 59,680	\$ 70,800	\$ 61,120
23-2011.00	Paralegals and Legal Assistants	90.4%	6,430	\$ 71,900	\$ 91,410	\$ 64,160
19-4061.00	Social Science Research Assistants	90.1%	510	\$ 49,360	\$ 56,190	\$ 44,040
43-6012.00	Legal Secretaries and Administrative Assistants	89.7%	3,740	\$ 54,510	\$ 61,200	\$ 48,140
29-2031.00	Cardiovascular Technologists and Technicians	87.9%	1,160	\$ 74,800	\$ 99,380	\$ 74,820
29-2034.00	Radiologic Technologists and Technicians	87.9%	3,210	\$ 77,380	\$ 94,420	\$ 77,240
29-2033.00	Nuclear Medicine Technologists	87.8%	260	\$ 103,480	\$ 120,160	\$ 99,760
29-2032.00	Diagnostic Medical Sonographers	87.7%	1,500	\$ 95,990	\$ 101,660	\$ 98,470
27-1025.00	Interior Designers	87.7%	1,300	\$ 68,020	\$ 79,930	\$ 62,680
17-3022.00	Civil Engineering Technologists and Technicians	87.7%	1,530	\$ 70,430	\$ 78,360	\$ 72,750
29-1141.00	Registered Nurses	87.2%	62,470	\$ 95,350	\$ 103,210	\$ 96,980
17-3023.01	Electrical and Electronic Engineering Technologists and Technicians	87.2%	2,300	\$ 74,780	\$ 87,340	\$ 74,410
27-4012.00	Broadcast Technicians	87.1%	390	\$ 60,280	\$ 76,280	\$ 48,500
29-2012.00		86.7%				
Simple Average				\$ 72,929	\$ 85,495	\$ 70,384

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education Associate's Degree; .

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22		
				Mean	75th Pctl	50th Pctl
39-9011.00	Childcare Workers	92.8%	5,560	\$ 34,020	\$ 36,970	\$ 33,160
31-9099.01	Healthcare Support Workers, All Other	91.9%	3,570	\$ 47,180	\$ 51,500	\$ 46,550
43-4171.00	Receptionists and Information Clerks	91.6%	21,970	\$ 38,300	\$ 43,690	\$ 36,780
31-2011.00	Occupational Therapy Assistants	91.5%	620	\$ 65,050	\$ 76,590	\$ 62,300
41-2031.00	Retail Salespersons	91.5%	89,010	\$ 37,210	\$ 37,340	\$ 34,160
21-1093.00	Social and Human Service Assistants	91.3%	7,950	\$ 42,990	\$ 47,420	\$ 38,720
39-6012.00	Concierges	91.3%	830	\$ 39,970	\$ 41,410	\$ 37,930
43-4081.00	Hotel, Motel, and Resort Desk Clerks	91.2%	3,700	\$ 33,270	\$ 35,620	\$ 30,730
41-9011.00	Demonstrators and Product Promoters	91.1%	1,870	\$ 36,940	\$ 40,090	\$ 35,480
31-9092.00	Medical Assistants	91.1%	17,360	\$ 47,320	\$ 51,320	\$ 47,460
31-2021.00	Physical Therapist Assistants	91.0%	1,460	\$ 59,680	\$ 70,800	\$ 61,120
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	91.0%	5,120	\$ 33,600	\$ 33,790	\$ 30,590
43-2011.00	Switchboard Operators, Including Answering Service	91.0%	910	\$ 42,950	\$ 46,540	\$ 37,180
31-2022.00	Physical Therapist Aides	90.9%	780	\$ 34,390	\$ 36,550	\$ 31,500
43-4071.00	File Clerks	90.7%	1,460	\$ 41,820	\$ 47,630	\$ 42,370
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers	90.7%	1,040	\$ 35,820	\$ 37,840	\$ 35,910
43-4051.00	Customer Service Representatives	90.7%	53,020	\$ 43,930	\$ 47,830	\$ 38,260
Simple Average				\$ 42,026	\$ 46,055	\$ 40,012

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education Associate's Degree OR short-term to medium-term on-the-job training;

ADMINISTRATIVE SUPPORT WORKERS - OFFICE MANAGER

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
				Mean	75th Pctl	50th Pctl	25th Pctl
11-3121.00	Human Resources Managers	94.0%	3,700	\$ 151,620	\$ 168,660	\$ 138,640	\$ 118,140
11-9131.00	Postmasters and Mail Superintendents	93.8%	260	\$ 80,750	\$ 89,270	\$ 78,080	\$ 72,920
41-1012.00	First-Line Supervisors of Non-Retail Sales Workers	93.6%	5,690	\$ 98,960	\$ 123,630	\$ 81,120	\$ 64,000
11-3071.03	Transportation, Storage, and Distribution Managers	93.4%	2,910	\$ 111,470	\$ 127,670	\$ 103,380	\$ 80,480
11-9071.00	Gambling Managers	92.9%	130	\$ 91,270	\$ 100,070	\$ 79,890	\$ 68,930
11-9199.04	Managers, All Other	92.8%	11,360	\$ 146,200	\$ 168,780	\$ 128,930	\$ 100,720
43-5032.00	Dispatchers, Except Police, Fire, and Ambulance	92.6%	4,240	\$ 54,300	\$ 61,870	\$ 49,400	\$ 38,310
13-1161.00	Market Research Analysts and Marketing Specialists	91.9%	23,480	\$ 93,210	\$ 127,320	\$ 79,670	\$ 59,550
43-6011.00	Executive Secretaries and Executive Administrative Assistants	91.7%	8,530	\$ 70,430	\$ 78,240	\$ 73,060	\$ 60,930
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	91.7%	33,400	\$ 48,170	\$ 58,710	\$ 47,420	\$ 38,360
43-3061.00	Procurement Clerks	91.7%	2,420	\$ 46,220	\$ 50,210	\$ 46,550	\$ 38,280
43-4141.00	New Accounts Clerks	91.6%	450	\$ 43,610	\$ 47,090	\$ 43,590	\$ 37,530
43-5061.00	Production, Planning, and Expediting Clerks	91.5%	9,180	\$ 55,890	\$ 62,590	\$ 49,100	\$ 38,990
11-9081.00	Lodging Managers	91.3%	1,010	\$ 70,240	\$ 79,190	\$ 60,300	\$ 46,950
41-3011.00	Advertising Sales Agents	91.3%	5,030	\$ 92,170	\$ 127,300	\$ 80,780	\$ 49,890
43-4051.00	Customer Service Representatives	91.3%	53,020	\$ 43,930	\$ 47,830	\$ 38,260	\$ 36,520
43-4051.03	Customer Service Representatives	91.1%	53,020	\$ 43,930	\$ 47,830	\$ 38,260	\$ 36,520
29-1141.02	Registered Nurses	91.1%	62,470	\$ 95,350	\$ 103,210	\$ 96,980	\$ 77,980
Simple Average				\$ 79,873	\$ 92,748	\$ 72,967	\$ 59,133

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education work experience in a related occupation OR moderate on-the-job training; removed occupations with duplicate O*Net SOC codes, K-12 occupations, and jobs without an average salary available for Washington; wages are for Washington state as of March 2011.

JANITORS AND CLEANERS - CUSTODIAN

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
				Mean	75th Pctl	50th Pctl	25th Pctl
37-2012.00	Maids and Housekeeping Cleaners	92.1%	14,030	\$ 34,180	\$ 36,530	\$ 33,430	\$ 30,190
51-9198.00	Helpers--Production Workers	91.7%	2,120	\$ 38,050	\$ 39,910	\$ 37,120	\$ 30,570
37-3011.00	Landscaping and Groundskeeping Workers	91.7%	18,580	\$ 42,020	\$ 47,720	\$ 38,430	\$ 35,590
53-7064.00	Packers and Packers, Hand	91.6%	14,580	\$ 34,040	\$ 36,480	\$ 30,510	\$ 30,000
35-2021.00	Food Preparation Workers	91.5%	14,370	\$ 36,630	\$ 38,730	\$ 36,300	\$ 31,230
47-3014.00	Helpers--Painters, Paperhangers, Plasterers, and Drywall Tapers	91.3%	**	\$ 41,620	\$ 46,550	\$ 41,830	\$ 36,780
35-9011.00	Dining Room and Cafeteria Attendants and Bartenders	91.3%	4,390	\$ 34,870	\$ 35,210	\$ 31,190	\$ 30,140
35-3041.00	Food Servers, Nonrestaurant	91.2%	6,290	\$ 34,200	\$ 36,260	\$ 33,900	\$ 30,510
35-9021.00	Dishwashers	91.2%	9,240	\$ 35,300	\$ 38,360	\$ 31,740	\$ 30,490
51-9123.00	Painting, Coating, and Decorating Workers	91.1%	160	\$ 43,680	\$ 46,550	\$ 38,580	\$ 33,750
39-2021.00	Animal Caretakers	90.9%	4,380	\$ 35,680	\$ 37,070	\$ 34,470	\$ 30,250
51-2021.00	Coil Winders, Tapers, and Finishers	90.8%	**	\$ 41,560	\$ 41,600	\$ 37,660	\$ 37,660
53-7062.00	Laborers and Freight, Stock, and Material Movers	90.7%	55,160	\$ 39,080	\$ 43,730	\$ 37,500	\$ 30,870
43-9051.00	Mail Clerks and Mail Machine Operators	90.6%	1,370	\$ 41,040	\$ 44,450	\$ 36,780	\$ 35,260
51-3022.00	Meat, Poultry, and Fish Cutters and Trimmers	90.4%	3,450	\$ 33,390	\$ 36,210	\$ 30,340	\$ 29,900
43-5053.00	Postal Service Mail Sorters, Processors, and Mail Carriers	90.3%	1,920	\$ 53,190	\$ 64,210	\$ 53,250	\$ 44,280
43-5052.00	Postal Service Mail Carriers	90.3%	6,740	\$ 54,090	\$ 67,230	\$ 52,440	\$ 41,350
35-2011.00	Cooks, Fast Food	90.1%	9,750	\$ 33,450	\$ 37,340	\$ 31,270	\$ 30,610
53-7061.00	Cleaners of Vehicles and Equipment	90.0%	7,190	\$ 35,860	\$ 37,800	\$ 35,290	\$ 30,290
Simple Average				\$ 39,049	\$ 42,734	\$ 36,949	\$ 33,143

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education short-term on-the-job training;

SECURITY GUARD- STUDENT-STAFF SAFETY

Comparable Occupations Analysis SOC Code	Percentage Match	Estimated Employment	Annual Wage 2021-22			
			Mean	75th Pctl	50th Pctl	25th Pctl
43-5071.00	91.3%	14,904	\$ 45,850	\$ 48,850	\$ 43,290	\$ 37,090
39-6011.00	91.1%	723	\$ 34,700	\$ 38,750	\$ 32,950	\$ 30,040
39-2021.00	91.0%	3,435	\$ 35,680	\$ 37,070	\$ 34,470	\$ 30,250
33-3041.00	90.9%	162	\$ 63,600	\$ 77,560	\$ 63,350	\$ 50,700
43-5111.00	90.8%	1,238	\$ 45,950	\$ 54,660	\$ 46,190	\$ 38,310
41-2021.00	90.8%	15,740	\$ 40,530	\$ 46,800	\$ 37,390	\$ 34,650
33-9092.00	90.8%	2,295	\$ 32,780	\$ 35,860	\$ 30,790	\$ 29,330
43-5053.00	90.8%	2,774	\$ 53,190	\$ 64,210	\$ 53,250	\$ 44,280
43-5052.00	90.7%	6,084	\$ 54,090	\$ 67,230	\$ 52,440	\$ 41,350
35-3041.00	90.5%	6,071	\$ 34,200	\$ 36,260	\$ 33,900	\$ 30,510
43-9051.00	90.3%	1,943	\$ 41,040	\$ 44,450	\$ 36,780	\$ 35,260
43-5021.00	90.2%	1,535	\$ 37,770	\$ 40,740	\$ 36,780	\$ 32,880
43-5051.00	90.1%	1,385	\$ 52,920	\$ 64,210	\$ 52,250	\$ 46,070
35-9011.00	90.1%	8,814	\$ 34,870	\$ 35,210	\$ 31,190	\$ 30,140
41-2012.00	89.9%	588	\$ 33,210	\$ 36,810	\$ 30,490	\$ 29,850
39-3031.00	89.9%	2,536	\$ 35,820	\$ 37,840	\$ 35,910	\$ 30,300
35-9031.00	89.7%	6,464	\$ 33,600	\$ 33,790	\$ 30,590	\$ 29,800
37-2011.00	89.7%	38,043	\$ 38,100	\$ 41,530	\$ 36,410	\$ 30,900
39-3091.00	89.7%	6,748	\$ 32,930	\$ 35,600	\$ 30,480	\$ 29,820
Simple Average			\$ 41,096	\$ 46,181	\$ 39,416	\$ 34,817

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education short-term on-the-job training; removed occupations with duplicate O*Net SOC codes;

NETWORK AND COMPUTER SYSTEMS ADMINISTRATOR - SPECIALIZED IT SKILLS

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
				Mean	75th Pctl	50th Pctl	25th Pctl
17-2072.00	Electronics Engineers, Except Computer	91.6%	2,720	\$ 121,340	\$ 147,400	\$ 120,700	\$ 97,920
17-3023.01	Electrical and Electronic Engineering Techno	91.3%	2,300	\$ 74,780	\$ 87,340	\$ 74,410	\$ 60,940
17-2199.07	Engineers, All Other	91.0%	2,940	\$ 108,920	\$ 130,600	\$ 102,110	\$ 78,090
17-2141.00	Mechanical Engineers	90.8%	8,230	\$ 101,200	\$ 122,990	\$ 99,030	\$ 78,140
17-1021.00	Cartographers and Photogrammetrists	90.6%	560	\$ 84,820	\$ 99,360	\$ 79,520	\$ 70,080
27-4012.00	Broadcast Technicians	90.3%	390	\$ 60,280	\$ 76,280	\$ 48,500	\$ 34,280
13-1081.02	Logisticians	90.1%	4,210	\$ 91,390	\$ 101,830	\$ 92,000	\$ 76,550
27-1014.00	Special Effects Artists and Animators	90.0%	2,210	\$ 96,860	\$ 119,390	\$ 82,180	\$ 77,740
19-2031.00	Chemists	90.0%	1,570	\$ 92,770	\$ 118,510	\$ 84,380	\$ 62,110
17-2071.00	Electrical Engineers	90.0%	8,010	\$ 118,890	\$ 131,200	\$ 120,390	\$ 95,580
Simple Average				\$ 95,125	\$ 113,490	\$ 90,322	\$ 73,143

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education Associate's Degree or Bachelor's Degree; removed positions with duplicate SOC Code;

Facilities, Maintenance, Grounds, Mechanics, Warehouse

Comparable Occupations SOC Code	SOC Title	Percentage Match	Estimated Employment	Annual Wage 2021-22			
				Mean	75th Pctl	50th Pctl	25th Pctl
49-9021.02	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	93.8%	6,320	\$ 62,310	\$ 75,290	\$ 60,010	\$ 47,130
47-4021.00	Elevator and Escalator Installers and Repairers	92.6%	860	\$ 96,200	\$ 126,520	\$ 117,350	\$ 56,290
47-2111.00	Electricians	92.6%	18,850	\$ 79,050	\$ 99,720	\$ 76,710	\$ 58,410
49-9044.00	Millwrights	92.4%	1,010	\$ 67,900	\$ 77,460	\$ 61,760	\$ 58,820
47-2011.00	Boilermakers	92.2%	190	\$ 77,390	\$ 100,030	\$ 77,240	\$ 68,690
47-2152.02	Plumbers, Pipefitters, and Steamfitters	92.1%	11,260	\$ 79,390	\$ 100,050	\$ 73,860	\$ 54,860
49-2022.00	Telecommunications Equipment Installers and Repairers, Except Line In	92.1%	4,240	\$ 63,560	\$ 76,490	\$ 62,180	\$ 49,300
49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines	92.0%	4,260	\$ 66,380	\$ 76,600	\$ 62,620	\$ 54,960
49-9052.00	Telecommunications Line Installers and Repairers	91.9%	1,190	\$ 58,810	\$ 75,500	\$ 59,470	\$ 45,770
49-3051.00	Motorboat Mechanics and Service Technicians	91.7%	790	\$ 53,550	\$ 61,870	\$ 51,480	\$ 46,170
49-9041.00	Industrial Machinery Mechanics	91.7%	8,530	\$ 65,950	\$ 77,640	\$ 61,680	\$ 48,770
49-3023.01	Automotive Service Technicians and Mechanics	91.6%	10,590	\$ 53,720	\$ 61,210	\$ 48,370	\$ 37,910
47-2211.00	Sheet Metal Workers	91.6%	3,100	\$ 84,960	\$ 118,260	\$ 77,890	\$ 60,000
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipm	91.3%	1,640	\$ 78,220	\$ 88,610	\$ 76,250	\$ 62,890
49-9051.00	Electrical Power-Line Installers and Repairers	91.1%	2,390	\$ 96,080	\$ 110,720	\$ 98,820	\$ 78,580
49-3011.00	Aircraft Mechanics and Service Technicians	91.1%	4,630	\$ 68,920	\$ 80,190	\$ 76,250	\$ 49,190
49-9092.00	Commercial Divers	91.0%	180	\$ 122,050	\$ 134,510	\$ 134,470	\$ 101,210
49-3041.00	Farm Equipment Mechanics and Service Technicians	91.0%	1,110	\$ 50,080	\$ 59,770	\$ 47,410	\$ 37,710
49-3092.00	Recreational Vehicle Service Technicians	90.8%	700	\$ 47,160	\$ 50,760	\$ 46,630	\$ 38,200
49-2096.00	Electronic Equipment Installers and Repairers, Motor Vehicles	90.7%	130	\$ 52,240	\$ 59,670	\$ 47,390	\$ 39,880
Simple Average				\$ 71,196	\$ 85,544	\$ 70,892	\$ 54,737

Note: Results from WA Employment Security Department (ESD) Comparable Occupations Analysis; based on 40% work context, 20% each importance of knowledge, skills, and abilities; minimum education long-term on-the-job training OR Postsecondary Vocation Training; removed occupations with duplicate O*Net SOC codes;

COMPOSITE CLASSIFIED STAFF SALARY ALLOCATION

	FTE in Prototypical District	Percentage of Staff	Amount from Model	Allocation Portion	
Paraeducators - Non Basic	7.712	27.0%	\$ 72,929	\$ 19,710	
Paraeducators - Basic	2.288	8.0%	\$ 42,026	\$ 3,370	
Office Support (HR, Acct, School Office)	7.606	26.7%	\$ 79,873	\$ 21,290	
Custodians	6.564	23.0%	\$ 39,049	\$ 8,982	
Student Safety	0.312	1.1%	\$ 41,096	\$ 449	
Family Involvement	0.083	0.3%	\$ 72,929	\$ 211	
Technology	0.899	3.2%	\$ 95,125	\$ 2,998	
Facilities, Maintenance, and Grounds	2.596	9.1%	\$ 71,196	\$ 6,478	
Warehouse, Laborers, and Mechanics	0.475	1.7%	\$ 71,196	\$ 1,186	
				\$ 64,674	\$ 69,732
Assumes 1 prototype elementary, middle and high school with paraeducators at least 35% of total based on historical staffing	28.535	100%			Increase by 5.5%/2.0%