

Salary and Benefits by Program for 2023-2024

**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	53,786.498	5,259,790,880	97,790	506,232,682	9,412	719,123,948	13,370	17.69	
02	1,508.573	143,784,959	95,312	11,251,767	7,459	18,433,552	12,219	16.68	
03	68.670	6,841,902	99,635	514,013	7,485	890,996	12,975	18.84	
09	319.987	25,919,155	81,001	1,133,734	3,543	4,301,881	13,444	17.52	
11	60.486	6,193,514	102,396	507,198	8,385	835,540	13,814	17.41	
12	13.365	1,336,196	99,977	127,830	9,565	178,571	13,361	17.75	
13	935.698	92,385,337	98,734	5,676,611	6,067	12,290,339	13,135	16.97	
14	141.048	13,286,848	94,201	987,365	7,000	1,900,629	13,475	17.64	
19	8.530	859,813	100,799	20,359	2,387	122,890	14,407	17.25	
21	10,816.471	992,383,935	91,747	101,843,283	9,416	144,416,124	13,352	17.78	
22	7.076	724,406	102,375	20,658	2,919	98,546	13,927	17.70	
23	1.981	160,222	80,879	1,645	830	27,720	13,993	17.34	
24	1,060.136	100,095,905	94,418	9,147,883	8,629	14,133,658	13,332	17.60	
25	0.199	28,937	145,412			2,832	14,230	18.37	
26	13.602	1,302,639	95,768	144,521	10,625	194,935	14,331	17.71	
29	14.589	1,510,973	103,569	66,308	4,545	228,471	15,661	12.00	
31	3,388.212	315,315,873	93,063	34,956,605	10,317	45,896,030	13,546	17.50	
34	722.989	68,799,765	95,160	6,010,930	8,314	9,606,797	13,288	17.43	
38	6.521	639,646	98,090	53,203	8,159	92,904	14,247	17.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
39	2.000	164,412	82,206	11,895	5,948	26,400	13,200	18.18	
45	259.434	24,749,932	95,400	1,944,748	7,496	3,431,651	13,227	17.47	
51	1,144.820	112,446,200	98,222	10,263,480	8,965	15,478,527	13,520	17.54	
52	160.746	17,101,269	106,387	3,162,676	19,675	2,167,027	13,481	16.89	
53	43.143	3,975,787	92,154	213,657	4,952	583,881	13,534	18.03	
55	2,094.498	207,724,551	99,176	17,369,934	8,293	28,521,413	13,617	17.51	
56	49.395	4,915,589	99,516	685,232	13,872	690,512	13,979	16.74	
57	6.163	623,728	101,205	66,265	10,752	86,855	14,093	17.91	
58	57.770	5,699,774	98,663	33,930,200	587,333	766,316	13,265	17.21	
59	0.100	16,169	161,690	100	1,000	1,320	13,200	17.52	
61	8.338	939,149	112,635	64,806	7,772	121,311	14,549	19.58	
62	1.229	122,129	99,373	7,575	6,164	16,223	13,200	16.58	
64	54.167	5,630,129	103,940	865,974	15,987	726,045	13,404	17.24	
65	1,293.748	124,530,313	96,255	11,966,289	9,249	17,497,751	13,525	17.78	
68	27.117	2,556,764	94,286	195,909	7,225	343,846	12,680	17.72	
69	13.786	1,209,094	87,704	131,585	9,545	180,428	13,088	17.36	
71	2.096	196,930	93,955	56,137	26,783	27,765	13,247	11.18	
73	0.500	22,040	44,080	235,810	471,620	13,200	26,400	19.60	
74	232.769	23,768,965	102,114	2,353,755	10,112	3,166,040	13,602	17.56	
76	2.357	240,570	102,066	22,985	9,752	40,071	17,001	18.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
78	0.400	42,208	105,520	7,716	19,290	5,280	13,200	17.54	
79	242.650	23,237,543	95,766	10,549,580	43,477	3,419,457	14,092	18.40	
86	1.250	145,473	116,378	24,079	19,263	16,500	13,200	16.43	
88	92.423	8,237,381	89,127	468,553	5,070	1,261,843	13,653	18.06	
89	16.165	1,870,687	115,725	202,570	12,531	221,461	13,700	17.86	
97	441.005	82,498,549	187,069	5,395,410	12,234	6,061,594	13,745	15.20	
98	1.596	282,185	176,808	26,698	16,728	21,551	13,503	16.34	
99	5.736	765,506	133,456	46,049	8,028	74,328	12,958	14.59	
CP	15.334	2,477,629	161,577	236,251	15,407	199,600	13,017	16.89	
SB				18,343					
K-12 Program 21 Instructional	9,506.999	853,523,910	89,778	7,934,633	835	128,326,792	13,498	17.75	
Program 26, 56, and 59 Instructional	58.653	5,454,747	93,000	787,796	13,431	821,521	14,006	17.02	
Program 26, 56, and 59 Administrative	4.444	779,650	175,439	42,057	9,464	65,246	14,682	16.20	
Program 31 Instructional	3,260.955	295,185,410	90,521	34,200,397	10,488	44,168,118	13,545	17.53	
Program 31 Administrative	126.257	20,070,116	158,962	524,841	4,157	1,701,511	13,477	17.00	
Program 34 Instructional	690.479	63,626,489	92,148	5,824,309	8,435	9,167,155	13,277	17.48	
Program 34 Administrative	32.289	5,158,755	159,768	133,573	4,137	439,217	13,603	16.72	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	20,236.733	1,850,765,882	91,456	18,350,979	907	270,645,535	13,374	17.82	
4-6 BEA Instructional	10,307.733	951,762,279	92,335	6,610,341	641	137,635,510	13,353	17.81	
7-8 BEA Instructional	8,653.107	805,052,308	93,036	9,423,058	1,089	115,835,528	13,387	17.77	
9-12 BEA Instructional	16,070.401	1,513,828,815	94,200	22,879,402	1,424	216,532,451	13,474	17.65	
K-12 BEA Instructional	55,269.426	5,121,573,911	92,666	57,601,841	1,042	740,667,553	13,401	17.76	
K-12 BEA Administrative	947.808	147,103,158	155,204	2,115,731	2,232	12,537,634	13,228	16.93	
BEA	60,175.381	5,901,781,860	98,076	566,306,155	9,411	803,444,566	13,352	17.62	
Instructional	73,206.134	6,767,639,275	92,446	741,116,243	10,124	983,149,239	13,430	17.73	
Administrative	5,151.611	855,341,608	166,034	26,368,119	5,118	68,666,895	13,329	16.69	
Other	274.836	23,014,006	83,737	4,427,676	16,110	3,460,079	12,590	17.24	
Active	78,632.581	7,645,994,889	97,237	771,912,038	9,817	1,055,276,213	13,420	17.63	
K-12 Program 21 Contracted	208.876	19,339,352	92,588			1,154,620	5,528	33.21	
K-12 BEA Contracted	193.510	11,795,247	60,954			139,504	721	3.22	
On Leave	78.308	7,909,804	101,009	7,308,818	93,334	1,099,040	14,035	17.13	
Certificated Total	79,145.366	7,687,551,560	97,132	779,220,856	9,845	1,057,944,556	13,367	17.63	
Instructional for Funding Purposes	73,581.958	6,795,831,395	92,357	740,328,447	10,061	983,897,022	13,371	17.74	
Instructional for Compliance Purposes	73,147.481	6,762,184,528	92,446	740,328,447	10,121	982,327,718	13,429	17.74	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	17,711.712	1,610,459,627	90,926	12,268,886	693	235,773,161	13,312	17.83	
K-3 Program 21 Teacher	1,813.419	153,641,555	84,725	688,728	380	24,288,558	13,394	17.86	
Grade T Program 09 Teacher	272.766	22,177,754	81,307	178,545	655	3,675,149	13,474	17.39	

**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	116.533	11,409,357	97,907	404,284	3,469	1,558,260	13,372	18.08	
02	1.820	196,277	107,845	3,564	1,958	24,024	13,200	17.27	
03	1.000	122,214	122,214	299	299	13,200	13,200	17.36	
13	22.072	2,198,055	99,586	29,130	1,320	302,940	13,725	17.13	
21	36.296	3,787,416	104,348	130,978	3,609	322,595	8,888	17.72	
24	6.960	663,584	95,343			91,872	13,200	18.83	
31	13.800	1,284,912	93,110	111,755	8,098	192,720	13,965	17.40	
34	6.000	510,506	85,084	16,038	2,673	89,760	14,960	17.88	
45	2.300	207,888	90,386	18,932	8,231	30,360	13,200	17.33	
51	5.570	563,985	101,254			73,524	13,200	17.13	
53	0.100	14,774	147,740			1,320	13,200	18.11	
55	5.730	602,944	105,226	15,432	2,693	75,636	13,200	17.09	
56	1.200	144,948	120,790	1,953	1,628	15,840	13,200	15.35	
58				253,437					
65	4.550	385,703	84,770	4,944	1,087	60,060	13,200	18.52	
74	0.480	61,443	128,006	244	508	6,336	13,200	15.74	
88	6.369	592,428	93,017	2,517	395	95,053	14,924	18.71	
89				3,034					
97	1.250	239,561	191,649	1,914	1,531	16,500	13,200	18.42	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.470	138,889	94,482			19,404	13,200	17.29	
Program 21 Instructional	23.296	2,164,279	92,903	117,616	5,049	309,395	13,281	17.89	
Program 21 Administrative	1.000	166,864	166,864			13,200	13,200	15.57	
K-12 Program 21 Instructional	20.640	1,878,953	91,035	22,004	1,066	272,448	13,200	17.90	
Program 26, 56, and 59 Instructional	1.100	128,551	116,865	1,953	1,775	14,520	13,200	15.16	
Program 26, 56, and 59 Administrative	0.100	16,397	163,970			1,320	13,200	17.21	
Program 31 Instructional	13.400	1,218,166	90,908	84,671	6,319	187,440	13,988	17.56	
Program 31 Administrative	0.400	66,746	166,865			5,280	13,200	14.35	
Program 34 Instructional	5.500	427,074	77,650	13,526	2,459	83,160	15,120	18.64	
Program 34 Administrative	0.500	83,432	166,864			6,600	13,200	14.35	
K-3 BEA Instructional	52.285	4,864,232	93,033	7,391	141	707,546	13,532	18.05	
4-6 BEA Instructional	12.248	1,129,330	92,205			161,674	13,200	18.83	
7-8 BEA Instructional	24.020	2,172,455	90,444	29,109	1,212	330,264	13,750	18.34	
9-12 BEA Instructional	42.920	4,007,011	93,360	93,924	2,188	577,104	13,446	17.69	
K-12 BEA Instructional	131.473	12,173,028	92,590	130,424	992	1,776,588	13,513	18.05	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	7.500	1,176,866	156,915			99,000	13,200	17.10	
BEA	142.703	13,970,715	97,901	556,786	3,902	1,924,824	13,488	17.98	
Instructional	205.038	19,185,431	93,570	869,102	4,239	2,772,106	13,520	17.91	
Administrative	14.992	2,344,291	156,369			197,894	13,200	17.27	
Active	220.030	21,529,722	97,849	869,102	3,950	2,970,000	13,498	17.84	
K-12 Program 21 Contracted	11.000	1,346,833	122,439						
On Leave				129,353					
Certificated Total	232.030	22,985,995	99,065	998,455	4,303	2,970,000	12,800	17.84	
Instructional for Funding Purposes	215.938	20,513,153	94,996	867,149	4,016	2,757,586	12,770	17.93	
Instructional for Compliance Purposes	203.938	19,056,880	93,444	867,149	4,252	2,757,586	13,522	17.93	
K-3 Program 01 Teacher	48.015	4,436,075	92,389			651,182	13,562	18.07	
K-3 Program 21 Teacher	6.250	598,767	95,803			82,500	13,200	18.23	



**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	28.752	2,618,113	91,058	106,174	3,693	384,912	13,387	17.97	
13	3.000	213,560	71,187			39,600	13,200	18.13	
21	2.450	197,782	80,727			13,200	5,388	6.94	
31	3.670	331,149	90,231	28,768	7,839	48,444	13,200	17.96	
34	0.670	60,768	90,699	2,867	4,279	8,844	13,200	17.95	
51	0.125	10,413	83,304			3,300	26,400	18.38	
52				16,094					
55	0.125	10,413	83,304			3,300	26,400	18.38	
58				19,818					
74				3,381					
79				5,376					
97	1.000	147,187	147,187			13,200	13,200	17.31	
Program 21 Instructional	1.000	74,532	74,532			13,200	13,200	18.09	
K-12 Program 21 Instructional	1.000	74,532	74,532			13,200	13,200	18.09	
Program 31 Instructional	3.670	331,149	90,231	20,768	5,659	48,444	13,200	17.96	
Program 31 Administrative				8,000					
Program 34 Instructional	0.670	60,768	90,699	2,867	4,279	8,844	13,200	17.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	9.920	887,275	89,443	37,764	3,807	134,218	13,530	17.99	
4-6 BEA Instructional	4.332	352,504	81,372	6,918	1,597	57,182	13,200	18.03	
7-8 BEA Instructional	1.840	153,835	83,606	4,447	2,417	26,400	14,348	18.07	
9-12 BEA Instructional	14.500	1,308,878	90,267	63,612	4,387	191,400	13,200	17.94	
K-12 BEA Instructional	30.592	2,702,492	88,340	112,741	3,685	409,200	13,376	17.98	
BEA	34.092	3,157,217	92,609	137,809	4,042	455,400	13,358	17.94	
Instructional	34.842	3,011,410	86,430	166,009	4,765	468,600	13,449	17.99	
Administrative	3.000	404,922	134,974	8,000	2,667	39,600	13,200	17.68	
Other	0.500	49,803	99,606	8,469	16,938	6,600	13,200	17.91	
Active	38.342	3,466,135	90,400	182,478	4,759	514,800	13,427	17.96	
K-12 Program 21 Contracted	1.450	123,250	85,000						
Certificated Total	39.792	3,589,385	90,204	182,478	4,586	514,800	12,937	17.37	
Instructional for Funding Purposes	36.292	3,134,660	86,373	166,009	4,574	468,600	12,912	17.33	
Instructional for Compliance Purposes	34.842	3,011,410	86,430	166,009	4,765	468,600	13,449	17.99	
K-3 Program 01 Teacher	9.920	887,275	89,443			134,218	13,530	17.99	
K-3 Program 21 Teacher	0.668	49,788	74,533			8,818	13,200	18.09	

**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	10.052	731,733	72,795	33,718	3,354	141,240	14,051	28.21	
13	0.250	11,854	47,416			6,600	26,400	14.98	
21	1.300	90,625	69,712			17,160	13,200	17.81	
31	0.135	28,823	213,504			6,600	48,889	13.80	
55	0.250	11,854	47,416			6,600	26,400	14.98	
97	0.589	59,543	101,092			19,800	33,616	16.85	
Program 21 Instructional	1.000	58,115	58,115			13,200	13,200	17.87	
Program 21 Administrative	0.300	32,510	108,367			3,960	13,200	17.68	
K-12 Program 21 Instructional	1.000	58,115	58,115			13,200	13,200	17.87	
Program 31 Administrative	0.135	28,823	213,504			6,600	48,889	13.80	
K-3 BEA Instructional	2.556	162,412	63,541			35,548	13,908	17.70	
4-6 BEA Instructional	3.599	285,132	79,225			49,315	13,702	14.77	
7-8 BEA Instructional	3.197	208,332	65,165			47,137	14,744	54.80	
K-12 BEA Instructional	9.352	655,876	70,132			132,000	14,115	29.33	
K-12 BEA Administrative	0.135	28,823	213,504			6,600	48,889	13.80	
BEA	10.776	820,099	76,104	33,718	3,129	167,640	15,557	26.87	
Instructional	10.852	737,699	67,978			158,400	14,596	27.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.724	196,733	114,114	17,280	10,023	39,600	22,970	16.73	
Other				16,438					
Active	12.576	934,432	74,303	33,718	2,681	198,000	15,744	25.54	
Certificated Total	12.576	934,432	74,303	33,718	2,681	198,000	15,744	25.54	
Instructional for Funding Purposes	10.852	737,699	67,978			158,400	14,596	27.72	
Instructional for Compliance Purposes	10.852	737,699	67,978			158,400	14,596	27.72	
K-3 Program 01 Teacher	2.556	162,412	63,541			35,548	13,908	17.70	

**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	134.230	14,613,352	108,868	1,168,804	8,707	1,815,673	13,527	21.23	
02	2.200	219,799	99,909	23,524	10,693	29,040	13,200	24.85	
21	22.103	2,388,207	108,049	41,814	1,892	310,200	14,034	20.07	
24	2.000	233,985	116,993			26,400	13,200	21.68	
31	5.779	576,482	99,755	12,252	2,120	81,840	14,162	21.04	
34	1.300	150,655	115,888	3,387	2,605	17,160	13,200	21.64	
51	2.000	218,619	109,310			26,400	13,200	21.23	
52				58,900					
55	1.499	171,951	114,710	3,856	2,572	19,787	13,200	20.24	
58	0.300	27,374	91,247			13,200	44,000	20.35	
65	0.730	79,010	108,233	902	1,236	9,636	13,200	20.71	
74	0.520	58,192	111,908			6,864	13,200	20.77	
97	1.500	339,028	226,019	6,500	4,333	19,800	13,200	19.08	
K-12 Program 02 Instructional	2.000	184,485	92,243	17,928	8,964	26,400	13,200	25.49	
Program 21 Instructional	20.603	2,105,173	102,178	41,814	2,030	290,400	14,095	20.13	
Program 21 Administrative	1.500	283,034	188,689			19,800	13,200	19.57	
K-12 Program 21 Instructional	20.103	2,061,337	102,539	10,660	530	283,800	14,117	20.09	
Program 31 Instructional	5.446	536,927	98,591	12,252	2,250	77,444	14,220	21.03	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.333	39,555	118,784			4,396	13,200	21.26	
Program 34 Instructional	1.300	150,655	115,888	3,387	2,605	17,160	13,200	21.64	
K-3 BEA Instructional	46.669	4,880,330	104,573	173,914	3,727	621,601	13,319	21.53	
4-6 BEA Instructional	23.352	2,368,763	101,437	72,714	3,114	322,463	13,809	21.47	
7-8 BEA Instructional	24.304	2,636,252	108,470	297,194	12,228	326,357	13,428	20.77	
9-12 BEA Instructional	40.851	4,283,303	104,852	301,624	7,384	563,297	13,789	21.32	
K-12 BEA Instructional	135.176	14,168,648	104,816	845,446	6,254	1,833,718	13,565	21.31	
K-12 BEA Administrative	2.333	362,689	155,460			30,796	13,200	21.99	
BEA	145.009	15,899,316	109,644	1,214,467	8,375	1,963,513	13,541	21.23	
Instructional	162.828	17,062,952	104,791	1,297,489	7,968	2,226,404	13,673	21.14	
Administrative	11.333	2,013,702	177,685	22,450	1,981	149,596	13,200	20.39	
Active	174.161	19,076,654	109,535	1,319,939	7,579	2,376,000	13,643	21.07	
Certificated Total	174.161	19,076,654	109,535	1,319,939	7,579	2,376,000	13,643	21.07	
Instructional for Funding Purposes	162.828	17,062,952	104,791	1,297,489	7,968	2,226,404	13,673	21.14	
Instructional for Compliance Purposes	162.828	17,062,952	104,791	1,297,489	7,968	2,226,404	13,673	21.14	
K-3 Program 01 Teacher	44.664	4,695,315	105,125	173,914	3,894	589,565	13,200	21.58	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	2.197	219,010	99,686			33,370	15,189	18.27	

**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	255.954	29,293,078	114,447	3,071,505	12,000	3,390,394	13,246	17.43	
02	9.556	891,954	93,340	80,022	8,374	131,419	13,753	18.77	
03	1.380	135,007	97,831	12,924	9,365	18,216	13,200	18.49	
21	49.340	5,124,304	103,857	668,937	13,558	660,000	13,377	16.95	
24	6.500	708,572	109,011	109,951	16,916	92,400	14,215	17.67	
31	19.630	2,151,042	109,579	303,507	15,461	259,116	13,200	17.33	
34	2.190	200,177	91,405	26,431	12,069	28,908	13,200	18.42	
51	2.500	241,960	96,784	24,930	9,972	33,000	13,200	19.18	
52	0.496	63,253	127,526	44,914	90,552	6,547	13,200	17.64	
55	7.400	785,305	106,122	80,923	10,936	100,320	13,557	17.69	
58				167,874					
64	0.470	54,031	114,960	5,567	11,845	6,204	13,200	17.95	
65	1.530	175,731	114,857	18,107	11,835	20,196	13,200	18.01	
73				5,000					
74	1.000	115,167	115,167	11,867	11,867	13,200	13,200	17.77	
78	0.400	42,208	105,520	7,716	19,290	5,280	13,200	17.54	
97	2.500	567,328	226,931	8,400	3,360	33,000	13,200	14.25	
98	0.500	92,197	184,394			6,600	13,200	15.98	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.556	709,494	82,924	80,022	9,353	118,219	13,817	19.49	
Program 21 Instructional	47.400	4,777,803	100,798	668,937	14,113	633,600	13,367	16.99	
Program 21 Administrative	1.940	346,501	178,609			26,400	13,608	16.25	
K-12 Program 21 Instructional	45.400	4,576,974	100,814	640,560	14,109	607,200	13,374	16.98	
Program 31 Instructional	18.730	1,985,087	105,984	303,507	16,204	247,236	13,200	17.42	
Program 31 Administrative	0.900	165,955	184,394			11,880	13,200	16.08	
Program 34 Instructional	2.100	183,582	87,420	26,431	12,586	27,720	13,200	18.61	
Program 34 Administrative	0.090	16,595	184,389			1,188	13,200	16.08	
K-3 BEA Instructional	96.716	10,381,660	107,342	1,096,210	11,334	1,280,928	13,244	18.03	
4-6 BEA Instructional	38.500	4,107,153	106,679	424,484	11,026	508,728	13,214	18.27	
7-8 BEA Instructional	53.382	5,716,476	107,086	661,453	12,391	708,998	13,282	17.19	
9-12 BEA Instructional	78.512	8,551,981	108,926	1,293,276	16,472	1,038,998	13,234	17.17	
K-12 BEA Instructional	267.110	28,757,270	107,661	3,475,423	13,011	3,537,653	13,244	17.62	
K-12 BEA Administrative	14.000	2,498,897	178,493			184,800	13,200	16.22	
BEA	291.210	33,238,586	114,140	3,502,789	12,028	3,861,053	13,259	17.41	
Instructional	334.806	35,721,300	106,693	4,635,175	13,844	4,448,400	13,287	17.55	
Administrative	26.540	4,920,014	185,381	13,400	505	356,400	13,429	15.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	361.346	40,641,314	112,472	4,648,575	12,865	4,804,800	13,297	17.37	
Certificated Total	361.346	40,641,314	112,472	4,648,575	12,865	4,804,800	13,297	17.37	
Instructional for Funding Purposes	334.806	35,721,300	106,693	4,635,175	13,844	4,448,400	13,287	17.55	
Instructional for Compliance Purposes	334.806	35,721,300	106,693	4,635,175	13,844	4,448,400	13,287	17.55	
K-3 Program 01 Teacher	88.120	9,498,104	107,786	979,727	11,118	1,165,349	13,225	18.02	
K-3 Program 21 Teacher	7.398	714,912	96,636	93,207	12,599	97,654	13,200	17.35	

**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	32.104	2,848,698	88,733	166,385	5,183	415,628	12,946	19.09	
09	1.000	81,040	81,040	66,576	66,576	13,200	13,200	19.12	
13	4.000	226,340	56,585	58,824	14,706	52,800	13,200	20.10	
21	4.301	317,006	73,705	13,795	3,207	59,413	13,814	19.43	
24	0.400	65,820	164,550			5,280	13,200	18.59	
31	2.794	262,531	93,962	41,485	14,848	36,881	13,200	18.94	
34	0.218	21,059	96,601	634	2,908	2,878	13,200	18.10	
51	0.550	53,720	97,673	758	1,378	7,260	13,200	19.12	
52				16,981					
55	0.550	53,722	97,676	2,274	4,135	7,260	13,200	19.12	
58				18,280					
74				6,000					
97	0.500	82,276	164,552			6,600	13,200	18.59	
Program 21 Instructional	4.301	317,006	73,705	13,795	3,207	59,413	13,814	19.43	
K-12 Program 21 Instructional	4.301	317,006	73,705	11,201	2,604	59,413	13,814	19.43	
Program 31 Instructional	2.633	242,723	92,185	41,485	15,756	34,756	13,200	18.98	
Program 31 Administrative	0.161	19,808	123,031			2,125	13,200	18.32	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	19,044	95,220	634	3,170	2,640	13,200	18.01	
Program 34 Administrative	0.018	2,015	111,944			238	13,200	19.06	
K-3 BEA Instructional	10.499	902,131	85,925	27,439	2,613	125,387	11,943	19.24	
4-6 BEA Instructional	5.630	470,194	83,516	7,374	1,310	74,316	13,200	19.23	
7-8 BEA Instructional	4.093	357,244	87,282	76,894	18,787	55,044	13,448	19.11	
9-12 BEA Instructional	11.894	1,034,153	86,947	43,365	3,646	161,040	13,540	18.92	
K-12 BEA Instructional	32.116	2,763,722	86,054	155,072	4,828	415,787	12,946	19.10	
K-12 BEA Administrative	3.000	368,566	122,855			39,600	13,200	18.79	
BEA	35.616	3,214,564	90,256	208,504	5,854	461,987	12,971	19.05	
Instructional	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20	
Administrative	4.000	533,118	133,280			52,800	13,200	18.73	
Active	46.417	4,012,212	86,438	391,992	8,445	607,200	13,081	19.14	
Certificated Total	46.417	4,012,212	86,438	391,992	8,445	607,200	13,081	19.14	
Instructional for Funding Purposes	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20	
Instructional for Compliance Purposes	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20	
K-3 Program 01 Teacher	10.000	855,455	85,546	19,642	1,964	118,800	11,880	19.25	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.500	30,517	61,034			6,600	13,200	20.00	

**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	952.457	90,856,395	95,392	14,270,343	14,983	12,730,766	13,366	17.10	
02	8.050	844,436	104,899	114,852	14,267	108,900	13,528	16.55	
09	7.000	642,213	91,745	92,406	13,201	92,400	13,200	16.81	
14	1.000	81,812	81,812	10,689	10,689	13,200	13,200	17.77	
21	180.385	16,190,287	89,754	3,170,130	17,574	2,439,769	13,525	17.07	
24	9.135	1,036,958	113,515	148,717	16,280	121,440	13,294	16.82	
31	42.100	3,983,881	94,629	753,945	17,908	567,310	13,475	16.76	
34	9.450	986,647	104,407	169,192	17,904	124,740	13,200	16.96	
51	19.481	2,049,541	105,207	287,441	14,755	261,479	13,422	16.98	
52	2.227	298,051	133,835	33,309	14,957	29,396	13,200	17.03	
55	38.988	4,080,414	104,658	599,224	15,369	524,555	13,454	16.91	
58				5,000					
64	1.194	127,498	106,782	14,224	11,913	15,761	13,200	17.01	
65	59.132	4,914,671	83,114	695,626	11,764	792,026	13,394	16.87	
68	0.200	22,079	110,395	3,735	18,675	2,640	13,200	17.72	
69	1.000	110,396	110,396	50,792	50,792	13,200	13,200	16.09	
74	2.788	292,069	104,759	40,581	14,556	36,802	13,200	17.01	
79	0.680	69,018	101,497	8,131	11,957	15,576	22,906	16.01	
97	4.200	927,614	220,860	164,489	39,164	55,440	13,200	15.14	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
98	0.250	51,997	207,988	7,115	28,460	3,300	13,200	15.55	
99	0.250	51,997	207,988	7,115	28,460	3,300	13,200	15.55	
K-12 Program 02 Instructional	7.250	704,004	97,104			95,700	13,200	17.60	
Program 21 Instructional	177.351	15,688,074	88,458	3,114,224	17,560	2,403,720	13,553	17.13	
Program 21 Administrative	2.634	482,129	183,041	55,906	21,225	36,049	13,686	16.09	
K-12 Program 21 Instructional	160.468	14,244,061	88,766	22,079	138	2,160,840	13,466	17.12	
Program 31 Instructional	40.299	3,672,856	91,140	717,336	17,800	543,536	13,488	16.76	
Program 31 Administrative	1.801	311,025	172,696	36,609	20,327	23,773	13,200	16.70	
Program 34 Instructional	7.800	711,260	91,187	139,812	17,925	102,960	13,200	17.12	
Program 34 Administrative	1.650	275,387	166,901	29,380	17,806	21,780	13,200	16.50	
K-3 BEA Instructional	349.982	31,443,861	89,844			4,757,306	13,593	17.22	
4-6 BEA Instructional	153.549	13,823,425	90,026			2,033,222	13,242	17.44	
7-8 BEA Instructional	164.462	14,707,367	89,427			2,212,109	13,451	17.31	
9-12 BEA Instructional	267.185	24,743,488	92,608			3,561,452	13,330	16.91	
K-12 BEA Instructional	935.178	84,718,141	90,590			12,564,090	13,435	17.18	
BEA	1,016.257	97,598,973	96,038	15,472,821	15,225	13,587,156	13,370	17.06	
Instructional	1,245.383	112,633,043	90,440	18,912,845	15,186	16,777,200	13,472	17.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	87.650	14,493,533	165,357	1,714,844	19,565	1,164,240	13,283	16.55	
Other	6.934	491,398	70,868	19,367	2,793	10,560	1,523	8.57	
Active	1,339.967	127,617,974	95,240	20,647,056	15,409	17,952,000	13,397	17.04	
Certificated Total	1,339.967	127,617,974	95,240	20,647,056	15,409	17,952,000	13,397	17.04	
Instructional for Funding Purposes	1,245.383	112,633,043	90,440	18,912,845	15,186	16,777,200	13,472	17.14	
Instructional for Compliance Purposes	1,245.383	112,633,043	90,440	18,912,845	15,186	16,777,200	13,472	17.14	
K-3 Program 01 Teacher	292.824	25,881,585	88,386			3,898,607	13,314	17.10	
K-3 Program 21 Teacher	27.156	2,157,308	79,441			343,781	12,659	16.88	
Grade T Program 09 Teacher	7.000	642,213	91,745			92,400	13,200	16.81	



**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	182.021	19,587,425	107,611	1,536,356	8,441	2,553,065	14,026	17.75	
02	1.816	163,363	89,958	7,400	4,075	31,944	17,590	17.55	
21	34.254	3,562,044	103,989	125,251	3,657	477,906	13,952	18.29	
24	3.600	422,805	117,446			47,520	13,200	17.25	
31	16.844	1,731,648	102,805	137,714	8,176	233,323	13,852	16.86	
34	3.200	314,078	98,149	24,155	7,548	43,230	13,509	17.57	
51	0.720	86,585	120,257	1,444	2,006	9,504	13,200	17.81	
52	0.200	24,052	120,260			3,300	16,500	17.11	
55	1.170	140,705	120,261	8,361	7,146	15,444	13,200	17.67	
58				23,900					
65	0.400	32,397	80,993	675	1,688	6,600	16,500	29.77	
74	0.904	82,160	90,885	2,908	3,217	10,164	11,243	18.35	
97	2.000	408,328	204,164	47,818	23,909	26,400	13,200	12.46	
K-12 Program 02 Instructional	1.656	135,799	82,004	3,136	1,894	29,832	18,014	17.80	
Program 21 Instructional	32.254	3,240,340	100,463	125,251	3,883	451,506	13,998	18.40	
Program 21 Administrative	2.000	321,704	160,852			26,400	13,200	17.10	
K-12 Program 21 Instructional	28.961	2,869,367	99,077	97,084	3,352	406,085	14,022	18.60	
Program 31 Instructional	15.844	1,557,240	98,286	113,140	7,141	220,123	13,893	16.84	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	174,408	174,408			13,200	13,200	17.09	
Program 34 Instructional	3.000	282,734	94,245	24,155	8,052	40,590	13,530	17.42	
Program 34 Administrative	0.200	31,344	156,720			2,640	13,200	19.18	
K-3 BEA Instructional	62.027	6,258,687	100,903	447,052	7,207	893,495	14,405	18.38	
4-6 BEA Instructional	38.154	3,912,756	102,552	145,611	3,816	522,034	13,682	17.86	
7-8 BEA Instructional	28.380	2,985,733	105,206	180,944	6,376	395,459	13,934	17.22	
9-12 BEA Instructional	63.320	6,564,003	103,664	398,049	6,286	892,175	14,090	17.17	
K-12 BEA Instructional	191.881	19,721,179	102,778	1,171,656	6,106	2,703,162	14,088	17.69	
K-12 BEA Administrative	8.800	1,510,618	171,661	584	66	116,160	13,200	17.80	
BEA	205.881	22,204,842	107,853	1,753,443	8,517	2,887,962	14,027	17.56	
Instructional	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	17.79	
Administrative	16.000	2,805,367	175,335	21,048	1,316	211,200	13,200	16.55	
Active	247.129	26,555,590	107,456	1,736,285	7,026	3,458,400	13,994	17.66	
On Leave				179,697					
Certificated Total	247.129	26,555,590	107,456	1,915,982	7,753	3,458,400	13,994	17.66	
Instructional for Funding Purposes	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	17.79	
Instructional for Compliance Purposes	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	17.79	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	52.424	5,285,506	100,822	198,147	3,780	747,094	14,251	18.48	
K-3 Program 21 Teacher	5.340	474,250	88,811			72,125	13,507	18.29	

**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	528.153	49,762,162	94,219	4,989,947	9,448	6,981,256	13,218	18.02	
02	87.611	8,868,552	101,226	777,012	8,869	1,166,576	13,315	17.37	
03	0.590	57,169	96,897	3,657	6,198	7,788	13,200	17.84	
09	5.000	369,585	73,917	15,319	3,064	66,000	13,200	20.61	
13	28.000	3,677,611	131,343	221,304	7,904	369,600	13,200	17.31	
14				82,927					
21	136.673	11,886,155	86,968	1,737,906	12,716	1,816,320	13,290	18.57	
31	52.573	4,630,951	88,086	955,187	18,169	712,444	13,552	18.57	
34	3.300	288,236	87,344	28,947	8,772	43,560	13,200	19.48	
38	1.177	99,532	84,564			15,536	13,200	18.10	
51	7.500	783,784	104,505	107,806	14,374	99,000	13,200	19.27	
52	1.000	108,917	108,917	45,249	45,249	13,200	13,200	17.40	
55	14.500	1,505,902	103,855	146,196	10,082	191,400	13,200	17.85	
58				319,930					
64	1.000	98,712	98,712	29,194	29,194	13,200	13,200	18.02	
65	8.500	750,205	88,259	57,793	6,799	112,200	13,200	16.73	
74	1.600	149,764	93,603	19,739	12,337	21,120	13,200	18.52	
79				19,715					

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.750	908,100	191,179	103,530	21,796	62,700	13,200	15.23	
99	0.250	42,068	168,272	3,842	15,368	3,300	13,200	15.75	
K-12 Program 02 Instructional	81.831	8,023,440	98,049	172,759	2,111	1,088,300	13,299	17.42	
Program 21 Instructional	128.673	11,135,685	86,543	1,684,769	13,093	1,710,720	13,295	18.11	
Program 21 Administrative	2.000	334,169	167,085	53,137	26,569	26,400	13,200	17.07	
K-12 Program 21 Instructional	122.573	10,597,230	86,456	79,285	647	1,630,200	13,300	18.11	
Program 31 Instructional	49.673	4,222,757	85,011	953,267	19,191	674,164	13,572	18.68	
Program 31 Administrative	2.900	408,194	140,757	1,920	662	38,280	13,200	17.20	
Program 34 Instructional	3.200	271,409	84,815	28,947	9,046	42,240	13,200	19.64	
Program 34 Administrative	0.100	16,827	168,270			1,320	13,200	16.94	
K-3 BEA Instructional	213.618	19,112,957	89,473	264,793	1,240	2,827,612	13,237	17.88	
4-6 BEA Instructional	126.744	11,829,034	93,330	175,068	1,381	1,674,710	13,213	17.94	
7-8 BEA Instructional	98.791	9,004,110	91,143	231,745	2,346	1,309,321	13,253	18.10	
9-12 BEA Instructional	197.224	18,365,787	93,121	489,822	2,484	2,624,780	13,309	18.19	
K-12 BEA Instructional	636.377	58,311,888	91,631	1,161,428	1,825	8,436,424	13,257	18.03	
K-12 BEA Administrative	3.000	513,943	171,314	8,760	2,920	39,600	13,200	16.79	
BEA	676.977	64,515,170	95,299	6,858,280	10,131	8,974,324	13,256	17.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	813.327	73,981,778	90,962	9,311,721	11,449	10,784,400	13,260	18.05	
Administrative	59.000	9,311,257	157,818	348,337	5,904	778,800	13,200	16.99	
Other	3.850	236,109	61,327	5,142	1,336	52,800	13,714	19.33	
Active	876.177	83,529,144	95,334	9,665,200	11,031	11,616,000	13,258	17.94	
K-12 Program 21 Contracted	5.000	355,511	71,102			66,000	13,200		
On Leave	1.000	102,750	102,750			13,200	13,200	18.37	
Certificated Total	882.177	83,987,405	95,205	9,665,200	10,956	11,695,200	13,257	18.01	
Instructional for Funding Purposes	818.327	74,337,289	90,841	9,311,721	11,379	10,850,400	13,259	18.12	
Instructional for Compliance Purposes	813.327	73,981,778	90,962	9,311,721	11,449	10,784,400	13,260	18.05	
K-3 Program 01 Teacher	182.885	16,306,270	89,161	248,773	1,360	2,419,296	13,229	17.93	
K-3 Program 21 Teacher	20.033	1,500,417	74,897	9,217	460	264,660	13,211	18.61	
Grade T Program 09 Teacher	5.000	369,585	73,917			66,000	13,200	20.61	

**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	1,005.545	110,097,169	109,490	10,973,215	10,913	12,741,701	12,671	19.06	
02	3.900	392,513	100,644	66,608	17,079	49,248	12,628	19.44	
13				19,152					
14	8.000	739,454	92,432	58,778	7,347	98,496	12,312	19.13	
21	230.052	21,333,154	92,732	2,548,318	11,077	2,890,316	12,564	18.81	
24	25.596	2,602,111	101,661	306,428	11,972	315,138	12,312	19.23	
31	30.900	2,946,067	95,342	513,334	16,613	403,834	13,069	18.90	
34	9.180	857,584	93,419	135,877	14,801	111,965	12,197	17.91	
51	13.400	1,225,933	91,488	114,742	8,563	178,524	13,323	18.72	
52	0.800	92,077	115,096	8,838	11,048	9,850	12,312	18.97	
55	13.122	1,284,042	97,854	121,573	9,265	188,226	14,344	18.74	
58	1.700	238,909	140,535	20,388	11,993	20,930	12,312	18.08	
64	2.696	274,582	101,848	31,303	11,611	35,656	13,225	18.50	
65	31.894	3,319,574	104,081	264,184	8,283	385,304	12,081	19.11	
73				3,500					
74	4.600	548,509	119,241	48,642	10,574	61,560	13,383	17.59	
79	6.100	601,719	98,642	126,219	20,692	75,103	12,312	16.49	
88	1.996	285,724	143,148	24,812	12,431	24,575	12,312	19.86	
97	2.000	884,626	442,313	89,700	44,850	24,624	12,312	17.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
CP		95,404		17,700					
K-12 Program 02 Instructional	3.900	392,513	100,644			49,248	12,628	19.44	
Program 21 Instructional	230.052	20,449,282	88,890	2,523,618	10,970	2,890,316	12,564	18.81	
Program 21 Administrative		883,872		24,700					
K-12 Program 21 Instructional	228.052	20,283,665	88,943			2,853,380	12,512	18.79	
Program 31 Instructional	30.900	2,874,345	93,021	509,834	16,499	403,834	13,069	18.90	
Program 31 Administrative		71,722		3,500					
Program 34 Instructional	9.180	785,862	85,606	135,877	14,801	111,965	12,197	17.91	
Program 34 Administrative		71,722							
K-3 BEA Instructional	334.283	32,331,285	96,718			4,239,539	12,682	18.73	
4-6 BEA Instructional	188.879	18,590,176	98,424			2,392,025	12,664	18.67	
7-8 BEA Instructional	164.546	15,679,366	95,289			2,096,081	12,739	19.06	
9-12 BEA Instructional	359.817	35,058,876	97,435			4,542,168	12,624	19.53	
K-12 BEA Instructional	1,047.525	101,659,703	97,048			13,269,812	12,668	19.05	
BEA	1,051.525	115,177,959	109,534	11,778,734	11,202	13,331,372	12,678	19.05	
Instructional	1,388.481	132,612,934	95,509	14,960,821	10,775	17,578,113	12,660	18.99	
Administrative		14,971,464		510,122					



Program	FTE	Base Salary Total	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	1.000	43,448	43,448	7,715	7,715	12,312	12,312	19.44	
Active	1,389.481	147,627,846	106,247	15,478,658	11,140	17,590,425	12,660	18.99	
On Leave	2.000	191,305	95,653	14,653	7,327	24,624	12,312	17.64	
Certificated Total	1,391.481	147,819,151	106,232	15,493,311	11,134	17,615,049	12,659	18.99	
Instructional for Funding Purposes	1,388.481	132,612,934	95,509	14,960,821	10,775	17,578,113	12,660	18.99	
Instructional for Compliance Purposes	1,388.481	132,612,934	95,509	14,960,821	10,775	17,578,113	12,660	18.99	
K-3 Program 01 Teacher	270.428	26,407,141	97,649			3,413,773	12,624	18.63	
K-3 Program 21 Teacher	38.221	3,137,893	82,099			473,901	12,399	19.34	

**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	559.929	61,817,826	110,403	4,195,626	7,493	7,749,353	13,840	17.67	
02	15.206	1,870,149	122,988	54,494	3,584	219,278	14,421	16.48	
09	18.050	1,528,634	84,689	48,103	2,665	238,260	13,200	19.82	
21	127.284	12,496,248	98,176	772,456	6,069	1,790,655	14,068	18.51	
24	15.994	1,651,219	103,240	86,062	5,381	232,241	14,520	18.33	
31	43.028	4,209,841	97,840	198,561	4,615	646,457	15,024	18.12	
34	4.087	389,264	95,244	23,875	5,842	65,316	15,981	18.61	
38	0.334	39,625	118,638			4,409	13,200	17.85	
51	13.482	1,554,323	115,289	36,326	2,694	189,592	14,063	18.00	
52	1.350	169,248	125,369	5,374	3,981	19,800	14,667	17.31	
55	19.879	2,073,987	104,331	73,427	3,694	293,977	14,788	18.43	
58	0.604	55,417	91,750	1,049,306	1,737,262	4,409	7,299	17.77	
65	15.132	1,659,788	109,687	69,052	4,563	228,796	15,120	16.96	
71	0.867	96,248	111,013	3,091	3,565	14,084	16,245	14.48	
74	2.143	246,417	114,987	20,344	9,493	29,713	13,865	18.43	
79	2.099	231,616	110,346	6,732	3,207	34,201	16,294	20.30	
97	3.800	824,443	216,959	44,600	11,737	50,160	13,200	13.90	
K-12 Program 02 Instructional	14.206	1,700,218	119,683	4,595	323	206,078	14,506	16.58	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	125.281	12,146,579	96,955	771,612	6,159	1,775,255	14,170	18.60	
Program 21 Administrative	2.003	349,669	174,573	844	421	15,400	7,688	15.45	
K-12 Program 21 Instructional	122.866	11,943,448	97,207	53,127	432	1,743,377	14,189	18.61	
Program 31 Instructional	41.848	4,012,805	95,890	198,561	4,745	630,881	15,076	17.89	
Program 31 Administrative	1.180	197,036	166,980			15,576	13,200	23.03	
Program 34 Instructional	4.087	389,264	95,244	23,875	5,842	65,316	15,981	18.61	
K-3 BEA Instructional	203.809	21,164,071	103,843	76,684	376	2,768,854	13,586	18.08	
4-6 BEA Instructional	110.641	11,926,853	107,798	9,191	83	1,506,252	13,614	17.88	
7-8 BEA Instructional	88.422	9,216,574	104,234	20,058	227	1,241,451	14,040	17.94	
9-12 BEA Instructional	173.674	18,327,489	105,528	53,541	308	2,551,811	14,693	17.65	
K-12 BEA Instructional	576.546	60,634,987	105,169	159,474	277	8,068,368	13,994	17.89	
K-12 BEA Administrative	15.900	2,682,159	168,689	3,000	189	209,880	13,200	15.88	
BEA	626.050	69,111,523	110,393	4,517,156	7,215	8,730,564	13,945	17.62	
Instructional	785.661	81,174,574	103,320	6,510,389	8,287	11,047,304	14,061	18.05	
Administrative	53.941	9,291,335	172,250	162,263	3,008	712,800	13,214	15.66	
Other	2.666	323,015	121,161	14,777	5,543	37,396	14,027	17.51	
Active	842.268	90,788,924	107,791	6,687,429	7,940	11,797,500	14,007	17.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	125,369	125,369			13,200	13,200	17.88	
Certificated Total	843.268	90,914,293	107,812	6,687,429	7,930	11,810,700	14,006	17.81	
Instructional for Funding Purposes	785.661	81,174,574	103,320	6,510,389	8,287	11,047,304	14,061	18.05	
Instructional for Compliance Purposes	785.661	81,174,574	103,320	6,510,389	8,287	11,047,304	14,061	18.05	
K-3 Program 01 Teacher	169.531	17,360,044	102,400	37,592	222	2,313,454	13,646	18.11	
K-3 Program 21 Teacher	27.171	2,593,280	95,443			363,264	13,370	18.91	
Grade T Program 09 Teacher	18.050	1,528,634	84,689			238,260	13,200	19.82	

**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	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
K-3 BEA Instructional	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.27	
4-6 BEA Instructional	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.27	
K-12 BEA Instructional	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
BEA	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
Instructional	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
Active	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
Certificated Total	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
Instructional for Funding Purposes	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
Instructional for Compliance Purposes	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.27	
K-3 Program 01 Teacher	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.27	

**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	986.889	91,602,176	92,819	7,761,546	7,865	13,103,191	13,277	17.73	
02	38.200	4,000,989	104,738	255,095	6,678	504,240	13,200	17.53	
03	8.000	615,394	76,924			105,600	13,200		
09	4.332	352,609	81,396	23,392	5,400	57,182	13,200	17.43	
13	5.000	555,154	111,031	57,778	11,556	66,000	13,200	17.47	
14	3.800	336,413	88,530	132,999	35,000	50,160	13,200	17.77	
21	191.689	16,094,935	83,964	1,390,517	7,254	2,540,142	13,251	19.98	
24	11.200	999,063	89,202	55,080	4,918	147,840	13,200	18.16	
31	62.276	5,507,213	88,432	437,922	7,032	863,188	13,861	17.92	
34	14.741	1,388,997	94,227	105,351	7,147	197,221	13,379	18.67	
45	15.000	1,277,487	85,166	431,258	28,751	198,000	13,200	17.38	
51	15.285	1,630,212	106,654	121,209	7,930	201,762	13,200	17.62	
52	4.000	421,686	105,422	37,600	9,400	52,800	13,200	17.55	
55	36.385	3,488,018	95,864	207,831	5,712	488,862	13,436	17.40	
58	1.000	105,077	105,077	777,466	777,466	13,200	13,200	17.62	
64	1.000	108,124	108,124	7,400	7,400	13,200	13,200	17.58	
65	16.000	1,432,935	89,558	100,216	6,264	211,200	13,200	19.87	
68	0.780	72,221	92,591	4,212	5,400	10,296	13,200	17.71	
69				10,976					

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.000	730,759	104,394	37,800	5,400	92,400	13,200	17.05	
79	0.800	66,039	82,549	5,120	6,400	10,560	13,200	17.40	
88	8.733	685,479	78,493	47,158	5,400	115,276	13,200	18.06	
97	1.400	343,603	245,431	34,598	24,713	18,480	13,200	12.87	
K-12 Program 02 Instructional	35.100	3,508,546	99,959			463,320	13,200	17.54	
Program 21 Instructional	168.635	13,942,686	82,680	1,312,346	7,782	2,237,862	13,270	18.94	
Program 21 Administrative	8.054	1,119,018	138,939	78,171	9,706	104,280	12,948	17.24	
K-12 Program 21 Instructional	155.200	12,902,704	83,136			2,060,520	13,277	18.96	
Program 31 Instructional	60.857	5,288,524	86,901	421,970	6,934	844,457	13,876	17.97	
Program 31 Administrative	1.419	218,689	154,115	15,952	11,242	18,731	13,200	16.64	
Program 34 Instructional	13.760	1,246,619	90,597	94,770	6,887	184,272	13,392	18.90	
Program 34 Administrative	0.981	142,378	145,136	10,581	10,786	12,949	13,200	16.66	
K-3 BEA Instructional	392.815	34,498,262	87,823			5,191,996	13,217	17.80	
4-6 BEA Instructional	207.305	17,953,465	86,604			2,754,272	13,286	17.77	
7-8 BEA Instructional	139.864	12,651,334	90,455			1,873,819	13,397	17.83	
9-12 BEA Instructional	282.372	24,907,457	88,208	13,300	47	3,795,053	13,440	17.83	
K-12 BEA Instructional	1,022.356	90,010,518	88,042	13,300	13	13,615,140	13,317	17.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	28.000	4,182,645	149,380	36,581	1,306	369,600	13,200	17.15	
BEA	1,126.506	104,735,859	92,974	9,025,770	8,012	14,989,920	13,307	17.82	
Instructional	1,302.356	114,417,289	87,854	10,957,514	8,414	17,331,600	13,308	17.95	
Administrative	106.154	15,577,618	146,745	1,085,010	10,221	1,399,200	13,181	17.11	
Active	1,408.510	129,994,907	92,292	12,042,524	8,550	18,730,800	13,298	17.85	
K-12 Program 21 Contracted	11.800	810,175	68,659			155,760	13,200	65,593.47	
K-12 BEA Contracted	9.000	674,024	74,892			118,800	13,200		
On Leave	1.000	112,421	112,421			13,200	13,200	17.90	
Certificated Total	1,433.510	131,814,583	91,952	12,042,524	8,401	19,060,800	13,297	18.06	
Instructional for Funding Purposes	1,326.356	116,124,544	87,552	10,957,514	8,261	17,648,400	13,306	18.19	
Instructional for Compliance Purposes	1,302.356	114,417,289	87,854	10,957,514	8,414	17,331,600	13,308	17.95	
K-3 Program 01 Teacher	343.072	29,792,978	86,842			4,533,408	13,214	17.87	
K-3 Program 21 Teacher	36.871	3,020,711	81,926			486,697	13,200	17.68	
Grade T Program 09 Teacher	4.332	352,609	81,396			57,182	13,200	17.43	



**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	13.000	1,156,157	88,935	250	19	174,144	13,396	16.96	
97	0.500	71,353	142,706	125	250	6,156	12,312	16.41	
99	0.500	71,353	142,706	125	250	6,156	12,312	16.41	
K-3 BEA Instructional	3.540	303,170	85,641			50,184	14,176	15.39	
4-6 BEA Instructional	1.620	170,060	104,975			26,545	16,386	17.27	
7-8 BEA Instructional	2.330	191,832	82,331			28,983	12,439	17.56	
9-12 BEA Instructional	4.510	348,389	77,248			56,119	12,443	18.27	
K-12 BEA Instructional	12.000	1,013,451	84,454			161,832	13,486	17.04	
BEA	13.500	1,227,510	90,927	375	28	180,300	13,356	16.93	
Instructional	12.000	1,013,451	84,454			161,832	13,486	17.04	
Administrative	1.500	214,059	142,706	375	250	18,468	12,312	16.41	
Other	0.500	71,353	142,706	125	250	6,156	12,312	16.41	
Active	14.000	1,298,863	92,776	500	36	186,456	13,318	16.90	
Certificated Total	14.000	1,298,863	92,776	500	36	186,456	13,318	16.90	
Instructional for Funding Purposes	12.000	1,013,451	84,454			161,832	13,486	17.04	
Instructional for Compliance Purposes	12.000	1,013,451	84,454			161,832	13,486	17.04	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	3.540	303,170	85,641			50,184	14,176	15.39	

**Blaine School District (37503)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	98.903	10,140,548	102,530	612,288	6,191	1,457,081	14,732	16.99	
02	2.015	190,386	94,484	13,002	6,453	39,959	19,831	14.40	
03	0.060	6,909	115,150	380	6,333	882	14,695	17.24	
09	3.700	296,794	80,215	14,383	3,887	49,122	13,276	17.03	
21	22.427	2,047,486	91,296	126,442	5,638	336,759	15,016	17.37	
24	3.250	310,480	95,532	19,648	6,046	47,759	14,695	17.20	
31	5.950	620,025	104,206	54,454	9,152	87,442	14,696	17.18	
34	1.834	182,004	99,239	15,018	8,189	26,951	14,695	17.05	
51	0.750	73,685	98,247	4,895	6,527	11,021	14,695	17.12	
52	0.100	9,887	98,870	695	6,950	2,454	24,541	16.63	
55	3.250	379,938	116,904	10,956	3,371	47,243	14,536	17.09	
58				93,090					
65	2.000	172,871	86,436	9,594	4,797	29,390	14,695	17.34	
74	0.200	31,000	155,000	13,347	66,735	2,946	14,731	17.69	
79	0.250	24,729	98,916	12,139	48,556	6,128	24,511	16.63	
89				2,400					
97	1.400	275,273	196,624	28,369	20,264	20,623	14,731	14.98	
K-12 Program 02 Instructional	1.815	159,386	87,816			37,013	20,393	13.83	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	21.577	1,915,736	88,786	118,907	5,511	324,238	15,027	17.37	
Program 21 Administrative	0.850	131,750	155,000	7,535	8,865	12,521	14,731	17.31	
K-12 Program 21 Instructional	19.356	1,725,618	89,152	4,821	249	285,004	14,724	17.40	
Program 31 Instructional	5.750	589,025	102,439	52,732	9,171	84,496	14,695	17.17	
Program 31 Administrative	0.200	31,000	155,000	1,722	8,610	2,946	14,731	17.30	
Program 34 Instructional	1.834	182,004	99,239	15,018	8,189	26,951	14,695	17.05	
K-3 BEA Instructional	35.975	3,312,903	92,089			524,838	14,589	16.86	
4-6 BEA Instructional	20.993	2,105,800	100,310			312,282	14,876	17.07	
7-8 BEA Instructional	14.544	1,444,224	99,300			218,087	14,995	17.09	
9-12 BEA Instructional	29.300	3,077,421	105,031			440,420	15,031	16.92	
K-12 BEA Instructional	100.812	9,940,348	98,603			1,495,626	14,836	16.96	
BEA	110.162	11,415,145	103,621	723,511	6,568	1,632,938	14,823	16.91	
Instructional	134.089	12,902,644	96,224	921,424	6,872	1,990,116	14,842	17.03	
Administrative	12.000	1,859,371	154,948	54,758	4,563	175,644	14,637	16.68	
Other				54,918					
Active	146.089	14,762,015	101,048	1,031,100	7,058	2,165,760	14,825	16.99	
Certificated Total	146.089	14,762,015	101,048	1,031,100	7,058	2,165,760	14,825	16.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	134.089	12,902,644	96,224	921,424	6,872	1,990,116	14,842	17.03	
Instructional for Compliance Purposes	134.089	12,902,644	96,224	921,424	6,872	1,990,116	14,842	17.03	
K-3 Program 01 Teacher	32.308	2,982,961	92,329			458,652	14,196	16.95	
K-3 Program 21 Teacher	2.154	169,517	78,699	4,821	2,238	31,829	14,777	17.30	
Grade T Program 09 Teacher	3.450	264,001	76,522			45,580	13,212	17.02	

**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	3.800	281,578	74,099	15,943	4,196	53,717	14,136	17.91	
09	0.330	20,282	61,461			4,665	14,136	17.72	
14	0.598	48,062	80,371			8,453	14,136	17.91	
21	1.332	100,645	75,559			18,829	14,136	17.94	
34	0.100	8,702	87,020			1,414	14,136	18.10	
55	0.340	29,586	87,018			4,806	14,136	18.10	
97	0.500	65,000	130,000	15,000	30,000	7,068	14,136	17.81	
Program 21 Instructional	1.332	100,645	75,559			18,829	14,136	17.94	
K-12 Program 21 Instructional	1.332	100,645	75,559			18,829	14,136	17.94	
Program 34 Instructional	0.100	8,702	87,020			1,414	14,136	18.10	
K-3 BEA Instructional	1.920	109,188	56,869			27,141	14,136	17.93	
4-6 BEA Instructional	1.250	96,078	76,862	943	754	17,670	14,136	17.93	
7-8 BEA Instructional	0.230	20,014	87,017			3,251	14,136	18.10	
K-12 BEA Instructional	3.400	225,280	66,259	943	277	48,062	14,136	17.95	
BEA	4.400	355,280	80,745	30,943	7,033	62,198	14,136	17.89	
Instructional	6.000	423,855	70,643	943	157	84,816	14,136	17.94	
Administrative	1.000	130,000	130,000	30,000	30,000	14,136	14,136	17.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	7.000	553,855	79,122	30,943	4,420	98,952	14,136	17.91	
Certificated Total	7.000	553,855	79,122	30,943	4,420	98,952	14,136	17.91	
Instructional for Funding Purposes	6.000	423,855	70,643	943	157	84,816	14,136	17.94	
Instructional for Compliance Purposes	6.000	423,855	70,643	943	157	84,816	14,136	17.94	
K-3 Program 01 Teacher	1.920	109,188	56,869			27,141	14,136	17.93	
K-3 Program 21 Teacher	0.598	45,143	75,490			8,453	14,136	17.94	
Grade T Program 09 Teacher	0.330	20,282	61,461			4,665	14,136	17.72	

**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	199.396	20,720,013	103,914	588,582	2,952	2,685,989	13,471	17.27	
02	9.112	1,035,193	113,608	17,596	1,931	125,453	13,768	16.86	
13	8.600	876,894	101,964	38,665	4,496	113,520	13,200	17.00	
14	8.601	901,650	104,831	9,853	1,146	118,800	13,812	16.79	
21	47.616	4,965,582	104,284	95,637	2,009	632,491	13,283	17.74	
24	9.426	976,181	103,563	11,043	1,172	124,423	13,200	17.88	
31	19.585	1,936,769	98,890	99,154	5,063	277,385	14,163	17.02	
34	4.500	416,980	92,662	11,282	2,507	64,680	14,373	17.33	
45	16.000	1,586,091	99,131	46,714	2,920	224,400	14,025	19.18	
51	8.002	879,407	109,898	51,571	6,445	110,933	13,863	16.62	
52				7,600					
55	19.392	2,171,970	112,003	29,608	1,527	255,974	13,200	17.27	
58				436,464					
64				1,500					
65	3.800	433,216	114,004	5,014	1,319	50,160	13,200	16.79	
73				9,750					
74	0.660	64,598	97,876	4,206	6,373	8,712	13,200	17.13	
79	0.700	675,932	965,617	16,600	23,714	101,640	145,200	17.48	
89	0.200	24,490	122,450	268	1,340	2,640	13,200	17.60	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	1.000	217,771	217,771	39,735	39,735	13,200	13,200	13.80	
K-12 Program 02 Instructional	8.112	877,741	108,203			112,253	13,838	16.80	
Program 21 Instructional	45.616	4,637,680	101,668	89,637	1,965	606,091	13,287	17.73	
Program 21 Administrative	2.000	327,902	163,951	6,000	3,000	26,400	13,200	17.86	
K-12 Program 21 Instructional	38.815	3,942,575	101,573			516,160	13,298	17.81	
Program 31 Instructional	18.100	1,711,695	94,569	97,154	5,368	246,840	13,638	17.11	
Program 31 Administrative	1.485	225,074	151,565	2,000	1,347	30,545	20,569	16.40	
Program 34 Instructional	4.400	401,835	91,326	11,282	2,564	63,360	14,400	17.33	
Program 34 Administrative	0.100	15,145	151,450			1,320	13,200	17.28	
K-3 BEA Instructional	85.486	8,138,744	95,206			1,152,571	13,483	17.41	
4-6 BEA Instructional	42.389	4,064,186	95,878			559,561	13,201	17.30	
7-8 BEA Instructional	26.693	2,605,622	97,614			357,654	13,399	17.55	
9-12 BEA Instructional	72.308	7,451,613	103,054	30,138	417	999,240	13,819	17.35	
K-12 BEA Instructional	226.876	22,260,165	98,116	30,138	133	3,069,026	13,527	17.39	
K-12 BEA Administrative	12.000	1,851,495	154,291			158,400	13,200	17.57	
BEA Instructional	249.593	25,912,817	103,820	803,063	3,217	3,391,106	13,587	17.32	
Instructional	331.273	33,672,350	101,645	1,446,838	4,368	4,540,800	13,707	17.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	24.044	4,067,817	169,182	64,636	2,688	343,200	14,274	16.88	
Other	1.000	122,450	122,450	9,368	9,368	13,200	13,200	17.80	
Active	356.317	37,862,617	106,261	1,520,842	4,268	4,897,200	13,744	17.34	
On Leave	0.273	20,120	73,700			13,200	48,352	19.72	
Certificated Total	356.590	37,882,737	106,236	1,520,842	4,265	4,910,400	13,770	17.34	
Instructional for Funding Purposes	331.273	33,672,350	101,645	1,446,838	4,368	4,540,800	13,707	17.39	
Instructional for Compliance Purposes	331.273	33,672,350	101,645	1,446,838	4,368	4,540,800	13,707	17.39	
K-3 Program 01 Teacher	75.319	7,144,098	94,851			1,005,536	13,350	17.43	
K-3 Program 21 Teacher	6.618	636,206	96,133			87,358	13,200	18.67	

**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	52.886	3,946,788	74,628	210,232	3,975	706,094	13,351	18.51	
02	0.622	58,658	94,305	1,972	3,170	13,200	21,222	7.20	
09	2.906	202,071	69,536	3,030	1,043	39,600	13,627	22.06	
21	6.479	459,322	70,894	23,754	3,666	92,400	14,261	15.84	
31	3.160	249,366	78,913	2,955	935	41,712	13,200	15.53	
51	1.755	126,406	72,026	5,950	3,390	23,166	13,200	19.52	
52	0.794	55,476	69,869			13,200	16,625	18.48	
53	0.325	22,551	69,388	6,199	19,074	4,290	13,200	18.08	
55	2.995	207,857	69,401	7,107	2,373	39,534	13,200	18.79	
58				15,750					
64	0.020	1,251	62,550	2,104	105,200	264	13,200	18.75	
65	2.151	174,236	81,002	6,094	2,833	28,393	13,200	16.96	
74	0.102	9,240	90,588	308	3,020	1,346	13,200	17.75	
97	1.000	156,090	156,090	7,524	7,524	13,200	13,200	15.72	
K-12 Program 02 Instructional	0.622	58,658	94,305			13,200	21,222	7.20	
Program 21 Instructional	6.479	459,322	70,894	13,754	2,123	92,400	14,261	15.84	
Program 21 Administrative				10,000					
K-12 Program 21 Instructional	6.479	459,322	70,894	6,905	1,066	92,400	14,261	15.84	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	3.160	249,366	78,913	2,955	935	41,712	13,200	15.53	
K-3 BEA Instructional	18.660	1,201,523	64,390	55,265	2,962	254,311	13,629	17.98	
4-6 BEA Instructional	10.302	757,449	73,524	25,681	2,493	135,986	13,200	20.62	
7-8 BEA Instructional	8.173	697,072	85,290	29,482	3,607	107,884	13,200	17.73	
9-12 BEA Instructional	15.533	1,146,212	73,792	15,279	984	210,025	13,521	16.42	
K-12 BEA Instructional	52.668	3,802,256	72,193	125,707	2,387	708,206	13,447	17.92	
K-12 BEA Administrative	2.750	309,257	112,457			36,300	13,200	19.90	
BEA Instructional	57.668	4,410,902	76,488	222,683	3,861	774,206	13,425	18.04	
BEA Administrative	69.195	4,998,107	72,232	216,324	3,126	937,200	13,544	17.92	
BEA Other	5.750	638,798	111,095	30,042	5,225	75,900	13,200	18.84	
BEA Active	0.250	32,407	129,628			3,300	13,200	18.18	
BEA On Leave	75.195	5,669,312	75,395	246,366	3,276	1,016,400	13,517	18.02	
BEA Total			46,613						
Certificated Total	75.195	5,669,312	75,395	292,979	3,896	1,016,400	13,517	18.02	
Instructional for Funding Purposes	69.195	4,998,107	72,232	216,324	3,126	937,200	13,544	17.92	
Instructional for Compliance Purposes	69.195	4,998,107	72,232	216,324	3,126	937,200	13,544	17.92	
K-3 Program 01 Teacher	17.660	1,126,269	63,775	41,904	2,373	241,111	13,653	17.93	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.666	38,808	58,270			8,791	13,200	18.10	

**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	41.949	3,211,243	76,551	191,163	4,557	553,727	13,200	17.57	
09	1.910	117,682	61,614	526	275	25,212	13,200	18.17	
13	2.000	158,546	79,273	51,045	25,523	26,400	13,200	18.04	
14				5,000					
21	3.000	208,772	69,591	18,700	6,233	39,600	13,200	17.93	
24	0.090	4,588	50,978			1,188	13,200	18.20	
31	1.250	112,264	89,811	9,050	7,240	16,500	13,200	18.84	
34	0.857	45,436	53,018	5,736	6,693	11,312	13,200	18.35	
51	1.851	136,789	73,900	43,385	23,439	21,028	11,360	16.48	
52				3,371					
53				4,500					
55	2.736	237,370	86,758			42,913	15,685	16.96	
58				43,118					
64				5,500					
65	2.100	194,304	92,526	1,500	714	27,720	13,200	17.45	
74				9,122					
97	1.000	148,402	148,402	8,476	8,476	13,200	13,200	16.21	
98				7,000					

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.000	208,772	69,591	18,700	6,233	39,600	13,200	17.93	
K-12 Program 21 Instructional	2.000	158,467	79,234	17,100	8,550	26,400	13,200	17.85	
Program 31 Instructional	1.000	81,451	81,451	9,050	9,050	13,200	13,200	19.07	
Program 31 Administrative	0.250	30,813	123,252			3,300	13,200	18.06	
Program 34 Instructional	0.857	45,436	53,018	5,736	6,693	11,312	13,200	18.35	
K-3 BEA Instructional	13.070	899,380	68,813	2,203	169	172,524	13,200	17.60	
4-6 BEA Instructional	6.930	516,304	74,503			91,476	13,200	17.91	
7-8 BEA Instructional	6.300	436,058	69,216	15,225	2,417	83,160	13,200	18.36	
9-12 BEA Instructional	14.506	1,131,731	78,018	87,897	6,059	191,479	13,200	17.32	
K-12 BEA Instructional	40.806	2,983,473	73,114	106,045	2,599	538,639	13,200	17.65	
K-12 BEA Administrative	2.000	236,438	118,219			26,400	13,200	17.20	
BEA	45.056	3,517,345	78,066	214,425	4,759	594,739	13,200	17.56	
Instructional	53.743	3,949,086	73,481	248,461	4,623	712,800	13,263	17.59	
Administrative	5.000	626,310	125,262	66,326	13,265	66,000	13,200	17.23	
Other				92,405					
Active	58.743	4,575,396	77,888	407,192	6,932	778,800	13,258	17.54	
Certificated Total	58.743	4,575,396	77,888	407,192	6,932	778,800	13,258	17.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	53.743	3,949,086	73,481	248,461	4,623	712,800	13,263	17.59	
Instructional for Compliance Purposes	53.743	3,949,086	73,481	248,461	4,623	712,800	13,263	17.59	
K-3 Program 01 Teacher	12.670	863,065	68,119	2,203	174	167,244	13,200	17.57	
K-3 Program 21 Teacher				3,021					
Grade T Program 09 Teacher	1.910	117,682	61,614	526	275	25,212	13,200	18.17	



**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	3.449	217,884	63,173	1,752	508	58,872	17,069	16.47	
09	0.556	49,378	88,809			7,339	13,200	14.04	
13	0.984	61,651	62,653			12,989	13,200	18.16	
21	0.608	47,209	77,646	535	880	8,026	13,200	15.60	
51	0.197	13,119	66,594			2,600	13,200	15.19	
58				11,919					
97	1.195	139,940	117,105	4,811	4,026	15,774	13,200	16.49	
Program 21 Instructional	0.508	33,845	66,624			6,706	13,200	15.19	
Program 21 Administrative	0.100	13,364	133,640	535	5,350	1,320	13,200	16.72	
K-12 Program 21 Instructional	0.508	33,845	66,624			6,706	13,200	15.19	
K-3 BEA Instructional	2.092	132,533	63,352			27,614	13,200	16.50	
4-6 BEA Instructional	0.927	58,251	62,838			19,853	21,416	16.62	
7-8 BEA Instructional	0.430	27,100	63,023			11,405	26,523	16.02	
K-12 BEA Instructional	3.449	217,884	63,173	750	217	58,872	17,069	16.47	
K-12 BEA Administrative	0.295	19,662	66,651			3,894	13,200	15.19	
BEA	4.644	357,824	77,051	6,563	1,413	74,646	16,074	16.48	
Instructional	5.694	375,877	66,013	11,896	2,089	88,506	15,544	16.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.295	153,304	118,381	7,121	5,499	17,094	13,200	16.51	
Active	6.989	529,181	75,716	19,017	2,721	105,600	15,109	16.33	
Certificated Total	6.989	529,181	75,716	19,017	2,721	105,600	15,109	16.33	
Instructional for Funding Purposes	5.694	375,877	66,013	11,896	2,089	88,506	15,544	16.25	
Instructional for Compliance Purposes	5.694	375,877	66,013	11,896	2,089	88,506	15,544	16.25	
K-3 Program 01 Teacher	2.092	132,533	63,352			27,614	13,200	16.50	
K-3 Program 21 Teacher	0.292	19,334	66,212			3,841	13,155	15.19	
Grade T Program 09 Teacher	0.556	49,378	88,809			7,339	13,200	14.04	

**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	173.263	18,645,081	107,611	1,358,427	7,840	2,576,225	14,869	17.36	
09	0.530	43,098	81,317			14,238	26,864	17.57	
13	0.986	142,939	144,969	6,511	6,603	13,441	13,632	16.18	
21	37.316	3,895,133	104,382	226,283	6,064	531,444	14,242	17.20	
24	5.000	549,294	109,859	12,273	2,455	71,190	14,238	17.08	
31	17.643	1,738,329	98,528	181,985	10,315	278,372	15,778	17.62	
34	3.021	306,626	101,498	15,242	5,045	47,410	15,694	17.24	
51	4.196	470,379	112,102	22,660	5,400	65,193	15,537	16.66	
52	0.940	113,153	120,376	16,330	17,372	13,384	14,238	17.19	
53	0.300	25,526	85,087	3,208	10,693	4,271	14,238	17.65	
55	10.521	1,213,386	115,330	68,860	6,545	155,595	14,789	16.43	
58	0.110	12,750	115,909	359,993	3,272,664	1,566	14,238	15.17	
64	0.700	59,560	85,086	7,485	10,693	9,967	14,238	17.65	
65	7.100	739,007	104,085	20,276	2,856	101,090	14,238	17.30	
74	0.700	78,970	112,814	8,005	11,436	7,323	10,461	13.62	
97	1.000	230,000	230,000	6,000	6,000	13,218	13,218	14.57	
Program 21 Instructional	36.416	3,758,999	103,224	222,253	6,103	522,285	14,342	17.24	
Program 21 Administrative	0.620	115,583	186,424	4,030	6,500	8,195	13,218	15.69	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	32.130	3,294,293	102,530	59,813	1,862	461,261	14,356	17.26	
Program 31 Instructional	17.043	1,635,793	95,980	179,765	10,548	270,441	15,868	17.64	
Program 31 Administrative	0.600	102,536	170,893	2,220	3,700	7,931	13,218	17.29	
Program 34 Instructional	2.800	292,105	104,323	15,242	5,444	46,985	16,781	17.20	
K-3 BEA Instructional	57.140	5,841,149	102,225	195,271	3,417	856,997	14,998	17.35	
4-6 BEA Instructional	37.534	3,724,024	99,217	106,485	2,837	544,561	14,508	17.63	
7-8 BEA Instructional	29.911	3,012,260	100,707	104,785	3,503	445,979	14,910	17.35	
9-12 BEA Instructional	55.187	5,776,811	104,677	204,004	3,697	850,633	15,414	17.46	
K-12 BEA Instructional	179.772	18,354,244	102,097	610,545	3,396	2,698,170	15,009	17.44	
BEA	194.927	20,920,036	107,322	1,561,654	8,011	2,915,225	14,955	17.35	
Instructional	246.505	25,432,960	103,174	2,222,896	9,018	3,667,587	14,878	17.32	
Administrative	14.000	2,537,346	181,239	59,505	4,250	185,052	13,218	16.44	
Other	1.000	120,376	120,376	31,137	31,137	14,238	14,238	17.61	
Active	261.505	28,090,682	107,419	2,313,538	8,847	3,866,877	14,787	17.25	
On Leave	1.821	172,549	94,755			37,049	20,345	17.63	
Certificated Total	263.326	28,263,231	107,332	2,313,538	8,786	3,903,926	14,825	17.25	
Instructional for Funding Purposes	246.505	25,432,960	103,174	2,222,896	9,018	3,667,587	14,878	17.32	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	246.505	25,432,960	103,174	2,222,896	9,018	3,667,587	14,878	17.32	
K-3 Program 01 Teacher	50.467	5,139,537	101,840	154,507	3,062	759,344	15,046	17.33	
K-3 Program 21 Teacher	5.711	562,926	98,569	18,213	3,189	81,271	14,231	17.41	
Grade T Program 09 Teacher	0.530	43,098	81,317			14,238	26,864	17.57	

**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	358.380	37,230,070	103,884	5,414,011	15,107	4,757,924	13,276	18.48	
13	2.000	213,840	106,920			26,400	13,200	18.48	
21	62.690	6,015,442	95,955	613,731	9,790	860,422	13,725	18.50	
24	8.000	712,349	89,044	66,404	8,301	105,600	13,200	18.70	
31	26.522	2,580,638	97,302	242,746	9,153	341,880	12,890	18.68	
34	2.443	243,096	99,507	30,238	12,377	32,564	13,330	18.41	
51	1.650	129,827	78,683	7,046	4,270	21,884	13,263	18.79	
55	4.068	423,993	104,226	20,043	4,927	61,436	15,102	18.15	
58				421,583					
65	0.500	53,460	106,920	6,303	12,606	6,600	13,200	19.04	
74	1.320	137,633	104,267	20,637	15,634	19,800	15,000	18.88	
97	1.000	222,200	222,200	42,933	42,933	13,200	13,200	19.19	
Program 21 Instructional	60.490	5,611,314	92,764	601,183	9,939	831,382	13,744	18.60	
Program 21 Administrative	2.200	404,128	183,695	12,548	5,704	29,040	13,200	16.93	
K-12 Program 21 Instructional	57.990	5,366,768	92,546	7,881	136	798,382	13,768	18.60	
Program 31 Instructional	24.722	2,247,580	90,914	242,746	9,819	318,120	12,868	18.89	
Program 31 Administrative	1.800	333,058	185,032			23,760	13,200	17.05	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.243	203,063	90,532	19,191	8,556	29,924	13,341	18.75	
Program 34 Administrative	0.200	40,033	200,165	11,047	55,235	2,640	13,200	16.52	
K-3 BEA Instructional	116.132	11,230,327	96,703	324,070	2,791	1,548,585	13,335	18.80	
4-6 BEA Instructional	66.741	6,490,442	97,248	129,291	1,937	891,538	13,358	18.65	
7-8 BEA Instructional	59.491	5,948,599	99,992	33,368	561	786,601	13,222	18.58	
9-12 BEA Instructional	115.468	11,309,974	97,949	228,556	1,979	1,514,484	13,116	18.57	
K-12 BEA Instructional	357.832	34,979,342	97,754	715,285	1,999	4,741,208	13,250	18.66	
K-12 BEA Administrative	21.272	3,637,262	170,988	24,686	1,160	280,790	13,200	17.44	
BEA	388.345	40,276,004	103,712	5,729,928	14,755	5,145,568	13,250	18.50	
Instructional	435.560	42,210,490	96,911	6,579,397	15,106	5,810,350	13,340	18.65	
Administrative	31.963	5,591,926	174,950	267,706	8,375	423,500	13,250	17.33	
Other	0.750	128,056	170,741			9,900	13,200	17.26	
Active	468.273	47,930,472	102,356	6,847,103	14,622	6,243,750	13,334	18.50	
On Leave	0.300	32,076	106,920	38,572	128,573	3,960	13,200	18.59	
Certificated Total	468.573	47,962,548	102,359	6,885,675	14,695	6,247,710	13,333	18.50	
Instructional for Funding Purposes	435.560	42,210,490	96,911	6,579,397	15,106	5,810,350	13,340	18.65	
Instructional for Compliance Purposes	435.560	42,210,490	96,911	6,579,397	15,106	5,810,350	13,340	18.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	100.417	9,725,811	96,854	317,998	3,167	1,330,798	13,253	18.81	
K-3 Program 21 Teacher	10.993	968,289	88,082	4,662	424	153,279	13,943	18.73	



**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	38.909	3,457,454	88,860	149,384	3,839	536,292	13,783	16.98	
21	5.431	506,201	93,206	12,234	2,253	77,774	14,320	18.15	
29	0.269	121,944	453,323			4,171	15,506	24.80	
31	1.000	110,795	110,795	1,231	1,231	14,136	14,136	17.71	
55	1.362	129,990	95,441	1,497	1,099	19,253	14,136	17.60	
58				31,883					
68	1.000	57,190	57,190			14,136	14,136	16.24	
97	1.000	146,257	146,257						
Program 21 Instructional	5.431	506,201	93,206	12,234	2,253	77,774	14,320	18.15	
K-12 Program 21 Instructional	5.431	506,201	93,206	7,426	1,367	77,774	14,320	18.15	
Program 31 Instructional	1.000	110,795	110,795	1,231	1,231	14,136	14,136	17.71	
K-3 BEA Instructional	11.898	927,821	77,981	12,018	1,010	168,190	14,136	17.63	
4-6 BEA Instructional	5.314	428,342	80,606	6,708	1,262	75,119	14,136	17.46	
7-8 BEA Instructional	4.996	410,957	82,257	6,160	1,233	70,623	14,136	17.85	
9-12 BEA Instructional	13.730	1,267,048	92,283	35,748	2,604	194,087	14,136	17.01	
K-12 BEA Instructional	35.938	3,034,168	84,428	60,634	1,687	508,020	14,136	17.37	
BEA	40.909	3,714,506	90,799	150,615	3,682	550,428	13,455	16.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	44.000	3,849,493	87,488	196,229	4,460	623,354	14,167	17.52	
Administrative	4.971	680,338	136,861			42,408	8,531	11.73	
Active	48.971	4,529,831	92,500	196,229	4,007	665,762	13,595	16.67	
Certificated Total	48.971	4,529,831	92,500	196,229	4,007	665,762	13,595	16.67	
Instructional for Funding Purposes	44.000	3,849,493	87,488	196,229	4,460	623,354	14,167	17.52	
Instructional for Compliance Purposes	44.000	3,849,493	87,488	196,229	4,460	623,354	14,167	17.52	
K-3 Program 01 Teacher	10.500	776,586	73,961	5,457	520	148,428	14,136	17.59	
K-3 Program 21 Teacher	1.532	162,743	106,229			21,656	14,136	16.97	

**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	11.128	1,024,420	92,058			150,657	13,539	17.53	
21	0.850	67,754	79,711			11,086	13,042	17.49	
51	0.400	39,477	98,693			5,059	12,648	17.41	
55	0.150	11,955	79,700			1,956	13,042	17.49	
97	1.000	135,200	135,200			13,042	13,042	17.66	
Program 21 Instructional	0.850	67,754	79,711			11,086	13,042	17.49	
K-12 Program 21 Instructional	0.850	67,754	79,711			11,086	13,042	17.49	
K-3 BEA Instructional	4.514	402,431	89,152			61,717	13,672	17.53	
4-6 BEA Instructional	3.600	328,598	91,277			48,967	13,602	17.57	
7-8 BEA Instructional	3.014	288,060	95,574			39,973	13,262	17.50	
K-12 BEA Instructional	11.128	1,019,089	91,579			150,657	13,539	17.53	
BEA	12.128	1,159,620	95,615			163,699	13,498	17.55	
Instructional	12.528	1,138,275	90,858			168,758	13,470	17.53	
Administrative	1.000	135,200	135,200			13,042	13,042	17.66	
Other		5,331							
Active	13.528	1,278,806	94,530			181,800	13,439	17.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	13.528	1,278,806	94,530			181,800	13,439	17.54	
Instructional for Funding Purposes	12.528	1,138,275	90,858			168,758	13,470	17.53	
Instructional for Compliance Purposes	12.528	1,138,275	90,858			168,758	13,470	17.53	
K-3 Program 01 Teacher	4.514	402,431	89,152			61,717	13,672	17.53	
K-3 Program 21 Teacher	0.300	23,913	79,710			3,913	13,042	17.49	

**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	67.433	6,060,565	89,875	505,371	7,494	908,596	13,474	18.68	
02	2.800	198,479	70,885	5,309	1,896	36,960	13,200	22.46	
09	1.000	66,935	66,935	2,716	2,716	13,200	13,200	18.93	
21	11.800	979,320	82,993	34,017	2,883	158,400	13,424	18.00	
24	0.500	53,670	107,340			6,600	13,200	17.72	
31	7.037	570,414	81,059	153,248	21,777	97,244	13,819	18.68	
34	1.500	131,533	87,689	6,365	4,243	26,400	17,600	18.69	
51	2.500	208,998	83,599	4,369	1,748	33,000	13,200	17.59	
52	1.000	98,150	98,150	5,171	5,171	13,200	13,200	18.67	
53	0.333	28,988	87,051	20,000	60,060	4,396	13,200	18.83	
55	1.200	95,453	79,544	7,460	6,217	15,840	13,200	18.72	
58				137,770					
65	2.467	203,120	82,335	2,564	1,039	32,564	13,200	18.75	
74	0.250	24,538	98,152	24,538	98,152	13,200	52,800	18.60	
97	1.000	173,000	173,000	31,908	31,908	15,408	15,408	15.72	
K-12 Program 02 Instructional	2.800	198,479	70,885	4,973	1,776	36,960	13,200	22.46	
Program 21 Instructional	11.300	925,650	81,916	28,292	2,504	151,800	13,434	18.01	
Program 21 Administrative	0.500	53,670	107,340	1,200	2,400	6,600	13,200	17.72	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.500	847,130	80,679	20,658	1,967	138,600	13,200	17.96	
Program 31 Instructional	7.037	570,414	81,059	152,873	21,724	97,244	13,819	18.68	
Program 34 Instructional	1.500	131,533	87,689	6,365	4,243	26,400	17,600	18.69	
K-3 BEA Instructional	22.000	1,818,107	82,641	174,241	7,920	290,400	13,200	18.74	
4-6 BEA Instructional	9.000	795,138	88,349	24,213	2,690	118,800	13,200	19.52	
7-8 BEA Instructional	17.100	1,477,879	86,426	166,076	9,712	244,200	14,281	19.41	
9-12 BEA Instructional	23.670	1,970,463	83,247	229,774	9,707	323,400	13,663	18.41	
K-12 BEA Instructional	71.770	6,061,587	84,459	594,304	8,281	976,800	13,610	18.89	
K-12 BEA Administrative	5.000	628,486	125,697	7,353	1,471	66,000	13,200	18.23	
BEA	79.770	7,133,991	89,432	702,201	8,803	1,084,608	13,597	18.70	
Instructional	91.820	7,713,419	84,006	860,394	9,370	1,254,000	13,657	18.74	
Administrative	9.000	1,179,744	131,083	37,811	4,201	121,008	13,445	17.60	
Active	100.820	8,893,163	88,208	898,205	8,909	1,375,008	13,638	18.60	
On Leave				42,601					
Certificated Total	100.820	8,893,163	88,208	940,806	9,332	1,375,008	13,638	18.60	
Instructional for Funding Purposes	91.820	7,713,419	84,006	860,394	9,370	1,254,000	13,657	18.74	
Instructional for Compliance Purposes	91.820	7,713,419	84,006	860,394	9,370	1,254,000	13,657	18.74	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	19.000	1,562,851	82,255	63,646	3,350	250,800	13,200	18.76	
K-3 Program 21 Teacher	4.500	321,722	71,494	2,050	456	59,400	13,200	18.63	
Grade T Program 09 Teacher	1.000	66,935	66,935	2,604	2,604	13,200	13,200	18.93	

**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	85.506	7,395,963	86,496	324,150	3,791	1,151,423	13,466	17.01	
13	2.600	159,449	61,327	2,657	1,022	39,600	15,231	16.11	
21	13.519	1,072,289	79,317	52,349	3,872	185,856	13,748	17.25	
24	1.260	94,971	75,374	4,219	3,348	16,632	13,200	17.69	
31	6.167	530,848	86,079	98,218	15,926	79,200	12,843	17.07	
34	2.750	253,087	92,032	23,843	8,670	36,300	13,200	16.74	
51	1.628	143,615	88,216	2,609	1,603	21,490	13,200	16.77	
52				6,825					
53	0.700	54,444	77,777	295	421	9,240	13,200	17.39	
55	3.270	292,587	89,476	5,168	1,580	45,144	13,806	16.81	
65	1.348	121,348	90,021	2,911	2,159	24,394	18,096	16.06	
74	0.300	26,102	87,007	435	1,450	3,960	13,200	16.27	
79	0.325	31,171	95,911	1,159	3,566	4,290	13,200	17.40	
88	0.460	42,245	91,837	2,112	4,591	6,072	13,200	17.52	
97	1.000	183,693	183,693	8,513	8,513	13,200	13,200	14.92	
Program 21 Instructional	12.619	976,968	77,420	52,349	4,148	173,976	13,787	17.23	
Program 21 Administrative	0.900	95,321	105,912			11,880	13,200	17.47	
K-12 Program 21 Instructional	11.989	923,865	77,059			165,660	13,818	17.22	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	5.917	506,870	85,663	88,986	15,039	75,900	12,827	17.20	
Program 31 Administrative	0.250	23,978	95,912	9,232	36,928	3,300	13,200	14.82	
Program 34 Instructional	2.750	253,087	92,032	21,343	7,761	36,300	13,200	16.74	
Program 34 Administrative				2,500					
K-3 BEA Instructional	29.215	2,326,712	79,641			401,122	13,730	17.06	
4-6 BEA Instructional	17.639	1,544,918	87,585			239,435	13,574	16.88	
7-8 BEA Instructional	14.527	1,176,081	80,958			191,756	13,200	17.26	
9-12 BEA Instructional	25.892	2,244,920	86,703			340,230	13,140	16.91	
K-12 BEA Instructional	87.273	7,292,631	83,561			1,172,543	13,435	17.01	
K-12 BEA Administrative	0.250	23,978	95,912			3,300	13,200	14.82	
BEA	95.423	8,363,591	87,648	454,724	4,765	1,280,123	13,415	16.96	
Instructional	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	17.00	
Administrative	8.450	1,112,294	131,632	115,486	13,667	111,540	13,200	16.65	
Other	1.000	95,912	95,912	1,598	1,598	13,200	13,200	17.27	
Active	120.833	10,401,812	86,084	535,463	4,431	1,636,800	13,546	16.97	
Certificated Total	120.833	10,401,812	86,084	535,463	4,431	1,636,800	13,546	16.97	
Instructional for Funding Purposes	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	17.00	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	17.00	
K-3 Program 01 Teacher	27.577	2,186,723	79,295			381,322	13,828	17.18	
K-3 Program 21 Teacher	1.550	95,323	61,499			20,460	13,200	18.07	

**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	80.345	6,653,096	82,807	476,530	5,931	912,133	11,353	18.47	
02	0.250	14,661	58,644	640	2,560	3,300	13,200	19.08	
12				7,187					
21	11.000	1,044,538	94,958	116,068	10,552	145,200	13,200	18.48	
24	3.000	254,534	84,845	1,675	558	39,600	13,200	18.75	
31	5.835	451,092	77,308	79,141	13,563	77,022	13,200	20.47	
34	0.501	35,891	71,639	11,630	23,214	4,409	8,800	18.14	
51	0.880	65,340	74,250	173	197	11,616	13,200	18.90	
52				4,375					
55	4.305	379,974	88,263	4,921	1,143	60,720	14,105	18.76	
58				36,978					
65				5,934					
97	1.000	185,900	185,900	71,875	71,875	13,200	13,200	15.64	
K-12 Program 02 Instructional	0.250	14,661	58,644	640	2,560	3,300	13,200	19.08	
Program 21 Instructional	10.000	921,034	92,103	116,068	11,607	132,000	13,200	18.51	
Program 21 Administrative	1.000	123,504	123,504			13,200	13,200	18.17	
K-12 Program 21 Instructional	9.730	893,443	91,824	57,066	5,865	128,436	13,200	18.53	
Program 31 Instructional	5.835	451,092	77,308	79,141	13,563	77,022	13,200	20.47	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.501	35,891	71,639	11,630	23,214	4,409	8,800	18.14	
K-3 BEA Instructional	26.721	2,232,880	83,563	142,694	5,340	307,930	11,524	18.45	
4-6 BEA Instructional	14.776	1,263,397	85,503	50,431	3,413	197,234	13,348	18.71	
7-8 BEA Instructional	9.999	862,717	86,280	71,145	7,115	95,700	9,571	18.59	
9-12 BEA Instructional	23.168	1,874,424	80,906	200,929	8,673	305,818	13,200	19.33	
K-12 BEA Instructional	74.664	6,233,418	83,486	465,199	6,231	906,682	12,143	18.79	
K-12 BEA Administrative	4.501	604,457	134,294	19,000	4,221	62,700	13,930	18.02	
BEA	87.931	7,340,640	83,482	639,816	7,276	1,010,064	11,487	18.52	
Instructional	92.349	7,793,060	84,387	661,438	7,162	1,144,018	12,388	18.76	
Administrative	8.751	1,200,005	137,128	142,683	16,305	118,800	13,576	17.64	
Other	6.016	91,961	15,286	13,006	2,162	4,382	728	12.14	
Active	107.116	9,085,026	84,815	817,127	7,628	1,267,200	11,830	18.53	
Certificated Total	107.116	9,085,026	84,815	817,127	7,628	1,267,200	11,830	18.53	
Instructional for Funding Purposes	92.349	7,793,060	84,387	661,438	7,162	1,144,018	12,388	18.76	
Instructional for Compliance Purposes	92.349	7,793,060	84,387	661,438	7,162	1,144,018	12,388	18.76	
K-3 Program 01 Teacher	27.005	2,164,313	80,145	133,914	4,959	294,730	10,914	18.35	
K-3 Program 21 Teacher	1.340	127,568	95,200	8,742	6,524	17,688	13,200	18.70	

**Catalyst Public Schools (18901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	30.771	2,013,742	65,443			413,332	13,433	18.80	
21	3.451	260,500	75,485			56,958	16,505	17.37	
51	1.420	102,176	71,955			18,744	13,200	17.87	
74	0.084	11,295	134,464			1,109	13,200	17.00	
79	0.866	53,364	61,621			13,226	15,273	17.91	
97	0.866	151,367	174,789			11,431	13,200	16.43	
99	0.942	56,538	60,019			13,200	14,013	12.43	
Program 21 Instructional	2.651	173,308	65,375			46,398	17,502	17.36	
Program 21 Administrative	0.800	87,192	108,990			10,560	13,200	17.39	
K-12 Program 21 Instructional	2.651	173,308	65,375			46,398	17,502	17.36	
K-3 BEA Instructional	14.860	872,362	58,705			200,389	13,485	19.00	
4-6 BEA Instructional	7.652	498,540	65,152			101,006	13,200	17.97	
7-8 BEA Instructional	6.509	393,378	60,436			88,836	13,648	20.67	
K-12 BEA Instructional	29.021	1,764,280	60,793			390,232	13,447	19.03	
BEA	31.637	2,165,109	68,436			424,763	13,426	18.62	
Instructional	33.958	2,093,128	61,639			468,600	13,799	18.80	
Administrative	4.442	555,854	125,136			59,400	13,372	16.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	38.400	2,648,982	68,984			528,000	13,750	18.30	
Certificated Total	38.400	2,648,982	68,984			528,000	13,750	18.30	
Instructional for Funding Purposes	33.958	2,093,128	61,639			468,600	13,799	18.80	
Instructional for Compliance Purposes	33.958	2,093,128	61,639			468,600	13,799	18.80	
K-3 Program 01 Teacher	13.417	787,879	58,722			177,104	13,200	19.10	
K-3 Program 21 Teacher	0.015	849	56,600			198	13,200	16.49	

**Centerville School District (20215)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.000	516,181	86,030	17,145	2,858	79,200	13,200	16.55	
52				2,786					
97	0.169	38,646	228,675	1,000	5,917			8.18	
K-3 BEA Instructional	2.500	211,107	84,443	500	200	33,000	13,200	16.63	
4-6 BEA Instructional	1.500	102,587	68,391			19,800	13,200	17.62	
7-8 BEA Instructional	1.000	95,542	95,542	500	500	13,200	13,200	14.64	
K-12 BEA Instructional	5.000	409,236	81,847	1,000	200	66,000	13,200	16.30	
K-12 BEA Administrative	0.169	38,646	228,675	1,000	5,917			8.18	
BEA	6.169	554,827	89,938	18,145	2,941	79,200	12,838	16.02	
Instructional	5.000	409,236	81,847	17,351	3,470	66,000	13,200	16.30	
Administrative	1.169	145,591	124,543	3,580	3,062	13,200	11,292	15.14	
Active	6.169	554,827	89,938	20,931	3,393	79,200	12,838	16.02	
Certificated Total	6.169	554,827	89,938	20,931	3,393	79,200	12,838	16.02	
Instructional for Funding Purposes	5.000	409,236	81,847	17,351	3,470	66,000	13,200	16.30	
Instructional for Compliance Purposes	5.000	409,236	81,847	17,351	3,470	66,000	13,200	16.30	
K-3 Program 01 Teacher	2.500	211,107	84,443	500	200	33,000	13,200	16.63	

**Central Kitsap School District (18401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	545.789	58,218,630	106,669	640,387	1,173	7,320,360	13,412	17.31	
02	14.800	1,770,723	119,643	85,597	5,784	198,000	13,378	18.00	
09	0.600	50,349	83,915	11,646	19,410	7,920	13,200	17.37	
13	8.047	1,107,422	137,619	100,165	12,447	109,322	13,585	16.44	
21	155.156	15,394,578	99,220	414,548	2,672	2,064,520	13,306	22.77	
29	4.000	372,006	93,002	11,078	2,770	52,800	13,200	19.30	
31	30.909	3,271,062	105,829	42,493	1,375	414,559	13,412	17.01	
34	5.170	633,547	122,543			69,340	13,412	16.99	
51	7.620	940,482	123,423	2,775	364	100,584	13,200	17.33	
52	1.248	156,312	125,250	8,221	6,587	16,474	13,200	14.90	
55	11.207	1,416,321	126,378	7,357	656	147,932	13,200	17.39	
58				468,120					
65	1.500	142,536	95,024	9,165	6,110	19,800	13,200	27.54	
69	1.000	161,319	161,319			13,200	13,200	16.21	
74	1.001	117,032	116,915	73,636	73,562	13,213	13,200	17.14	
79	2.000	250,099	125,050	11,834	5,917	26,400	13,200	17.07	
86				4,175					
89	1.000	125,050	125,050			13,200	13,200	17.87	
97	2.000	463,745	231,873	5,000	2,500	83,343	41,672	14.31	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	13.800	1,592,975	115,433			184,800	13,391	18.23	
Program 21 Instructional	111.855	11,008,330	98,416	414,548	3,706	1,490,320	13,324	17.68	
Program 21 Administrative	5.500	867,160	157,665			72,600	13,200	16.73	
K-12 Program 21 Instructional	103.844	10,169,353	97,929			1,383,941	13,327	17.70	
Program 31 Instructional	29.219	2,982,327	102,068	42,493	1,454	390,707	13,372	16.98	
Program 31 Administrative	1.690	288,735	170,849			23,852	14,114	17.29	
Program 34 Instructional	4.400	501,363	113,946			58,080	13,200	16.84	
Program 34 Administrative	0.770	132,184	171,668			11,260	14,623	17.62	
K-3 BEA Instructional	215.217	21,630,339	100,505			2,873,772	13,353	17.54	
4-6 BEA Instructional	113.031	11,659,887	103,157			1,502,094	13,289	17.35	
7-8 BEA Instructional	77.238	8,135,049	105,324			1,039,922	13,464	17.35	
9-12 BEA Instructional	155.244	16,522,540	106,429			2,085,323	13,433	17.26	
K-12 BEA Instructional	560.730	57,947,815	103,344			7,501,111	13,377	17.39	
K-12 BEA Administrative	3.330	546,005	163,965			43,956	13,200	16.31	
BEA	598.668	64,357,707	107,501	773,477	1,292	8,085,602	13,506	17.28	
Instructional	705.181	72,669,913	103,051	1,891,197	2,682	9,424,800	13,365	17.46	
Administrative	48.065	8,152,112	169,606	5,000	104	718,167	14,942	16.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	753.246	80,822,025	107,298	1,896,197	2,517	10,142,967	13,466	17.33	
K-12 Program 21 Contracted	35.259	3,281,621	93,072			467,861	13,269		
On Leave	2.000	250,100	125,050			26,400	13,200	17.90	
Certificated Total	793.047	84,591,213	106,666	1,896,197	2,391	10,670,967	13,456	18.08	
Instructional for Funding Purposes	742.982	76,189,001	102,545	1,891,197	2,545	9,926,400	13,360	18.29	
Instructional for Compliance Purposes	705.181	72,669,913	103,051	1,891,197	2,682	9,424,800	13,365	17.46	
K-3 Program 01 Teacher	184.419	18,347,355	99,487			2,464,598	13,364	17.57	
K-3 Program 21 Teacher	22.593	2,133,051	94,412			298,228	13,200	18.54	

**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	718.754	71,621,371	99,647	4,549,665	6,330	10,428,028	14,508	17.75	
02	11.019	1,065,935	96,736	347,042	31,495	182,016	16,518	17.49	
21	168.594	14,728,848	87,363	759,305	4,504	2,471,040	14,657	18.06	
24	19.344	1,993,118	103,035	88,804	4,591	279,360	14,442	17.84	
31	35.930	3,381,922	94,125	234,992	6,540	517,392	14,400	17.81	
34	19.900	1,859,046	93,419	82,070	4,124	292,320	14,689	18.00	
45	3.640	334,106	91,787	15,203	4,177	52,416	14,400	17.92	
51	20.689	2,009,473	97,128	96,653	4,672	298,080	14,408	18.24	
52	2.800	302,786	108,138	35,911	12,825	43,200	15,429	17.99	
55	23.890	2,484,207	103,985	145,326	6,083	344,016	14,400	17.84	
58	0.210	16,379	77,995	675,997	3,219,033	3,024	14,400	18.09	
65	4.000	399,900	99,975	18,242	4,561	57,600	14,400	17.85	
74	2.170	233,577	107,639	9,968	4,594	31,248	14,400	17.82	
88	2.600	236,592	90,997	27,077	10,414	43,200	16,615	17.83	
89	1.000	129,628	129,628			14,400	14,400	17.56	
97	4.000	775,265	193,816	45,101	11,275	57,600	14,400	15.67	
K-12 Program 02 Instructional	9.189	757,860	82,475			155,664	16,940	17.51	
Program 21 Instructional	166.594	14,423,868	86,581	731,993	4,394	2,442,240	14,660	18.06	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	304,980	152,490	27,312	13,656	28,800	14,400	17.83	
K-12 Program 21 Instructional	158.844	13,720,341	86,376			2,330,640	14,673	18.07	
Program 31 Instructional	35.100	3,259,081	92,851	228,783	6,518	505,440	14,400	17.80	
Program 31 Administrative	0.830	122,841	148,001	6,209	7,481	11,952	14,400	18.00	
Program 34 Instructional	19.400	1,790,738	92,306	78,417	4,042	285,120	14,697	17.98	
Program 34 Administrative	0.500	68,308	136,616	3,653	7,306	7,200	14,400	18.35	
K-3 BEA Instructional	257.785	24,248,375	94,064			3,739,356	14,506	17.79	
4-6 BEA Instructional	154.948	14,496,706	93,559			2,266,752	14,629	17.79	
7-8 BEA Instructional	110.728	10,287,556	92,908			1,627,128	14,695	17.87	
9-12 BEA Instructional	206.752	19,927,365	96,383			2,988,904	14,456	17.78	
K-12 BEA Instructional	730.213	68,960,002	94,438			10,622,140	14,547	17.80	
BEA	793.243	79,037,645	99,639	5,274,073	6,649	11,529,772	14,535	17.73	
Instructional	970.540	90,822,303	93,579	6,534,833	6,733	14,135,740	14,565	17.85	
Administrative	67.000	10,620,222	158,511	596,523	8,903	964,800	14,400	17.29	
Active	1,037.540	101,442,525	97,772	7,131,356	6,873	15,100,540	14,554	17.80	
On Leave	1.000	129,628	129,628			14,400	14,400	17.56	
Certificated Total	1,038.540	101,572,153	97,803	7,131,356	6,867	15,114,940	14,554	17.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	970.540	90,822,303	93,579	6,534,833	6,733	14,135,740	14,565	17.85	
Instructional for Compliance Purposes	970.540	90,822,303	93,579	6,534,833	6,733	14,135,740	14,565	17.85	
K-3 Program 01 Teacher	233.793	22,003,029	94,113			3,392,316	14,510	17.78	
K-3 Program 21 Teacher	21.478	1,722,687	80,207			311,242	14,491	17.92	

**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	152.691	14,071,157	92,154	1,087,755	7,124	2,009,634	13,161	17.63	
13	15.803	1,058,332	66,970	20,576	1,302	167,640	10,608	15.78	
21	28.782	2,472,320	85,898	233,042	8,097	374,616	13,016	17.78	
31	11.150	1,148,671	103,020	117,785	10,564	149,820	13,437	17.82	
34	3.150	277,951	88,238	17,405	5,525	41,580	13,200	20.62	
51	10.599	933,574	88,081	23,805	2,246	137,755	12,997	17.76	
52	0.555	58,402	105,229	6,043	10,888	7,326	13,200	17.58	
53	0.160	12,904	80,650	1,954	12,213	2,112	13,200	16.93	
55	12.851	1,053,179	81,953	49,806	3,876	167,284	13,017	17.96	
58	0.267	27,111	101,539	131,834	493,760	3,524	13,200	17.67	
64	0.180	14,517	80,650	2,197	12,206	2,376	13,200	16.93	
65	3.904	320,599	82,121	30,393	7,785	51,533	13,200	16.87	
74	1.000	59,615	59,615	2,733	2,733	13,200	13,200	17.96	
97	1.000	210,000	210,000			13,200	13,200	15.39	
Program 21 Instructional	27.782	2,316,783	83,392	225,265	8,108	361,416	13,009	17.77	
Program 21 Administrative	1.000	155,537	155,537	7,777	7,777	13,200	13,200	17.90	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	26.782	2,254,587	84,183	186,502	6,964	348,216	13,002	17.77	
Program 31 Instructional	10.400	1,054,030	101,349	116,079	11,161	139,920	13,454	17.81	
Program 31 Administrative	0.750	94,641	126,188	1,706	2,275	9,900	13,200	18.02	
Program 34 Instructional	2.900	246,404	84,967	16,836	5,806	38,280	13,200	20.99	
Program 34 Administrative	0.250	31,547	126,188	569	2,276	3,300	13,200	18.02	
K-3 BEA Instructional	65.418	5,899,396	90,180	407,606	6,231	863,518	13,200	17.70	
4-6 BEA Instructional	26.561	2,180,272	82,085	124,621	4,692	343,702	12,940	18.05	
7-8 BEA Instructional	19.827	1,712,749	86,385	164,570	8,300	261,716	13,200	17.90	
9-12 BEA Instructional	42.814	3,887,952	90,810	421,893	9,854	567,785	13,262	17.69	
K-12 BEA Instructional	154.620	13,680,369	88,477	1,118,690	7,235	2,036,720	13,172	17.78	
K-12 BEA Administrative	11.423	1,669,992	146,196	79,464	6,956	151,800	13,289	17.11	
BEA	167.991	15,707,779	93,504	1,222,945	7,280	2,214,234	13,181	17.66	
Instructional	218.666	19,000,098	86,891	1,624,012	7,427	2,877,600	13,160	17.78	
Administrative	14.923	2,265,561	151,817	98,742	6,617	198,000	13,268	16.93	
Other	8.503	452,673	53,237	2,574	303	66,000	7,762	12.19	
Active	242.092	21,718,332	89,711	1,725,328	7,127	3,141,600	12,977	17.60	
Certificated Total	242.092	21,718,332	89,711	1,725,328	7,127	3,141,600	12,977	17.60	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	218.666	19,000,098	86,891	1,624,012	7,427	2,877,600	13,160	17.78	
Instructional for Compliance Purposes	218.666	19,000,098	86,891	1,624,012	7,427	2,877,600	13,160	17.78	
K-3 Program 01 Teacher	59.918	5,370,119	89,624	225,255	3,759	790,918	13,200	17.74	
K-3 Program 21 Teacher	7.218	553,242	76,648			93,641	12,973	18.06	



**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	141.948	14,221,780	100,190	625,026	4,403	2,210,386	15,572	17.89	
02	1.319	109,022	82,655	12,215	9,261	20,181	15,300	18.23	
21	29.100	2,914,415	100,152	89,209	3,066	399,600	13,732	17.94	
31	10.300	977,277	94,881	62,616	6,079	161,820	15,711	18.22	
51	1.857	176,445	95,016	23,068	12,422	26,760	14,410	17.67	
55	1.738	154,694	89,007			32,620	18,768	18.13	
56	16.021	1,579,439	98,586	340,895	21,278	254,070	15,859	17.54	
57	1.913	168,156	87,902	17,559	9,179	30,549	15,969	18.02	
58				49,898					
65	0.501	50,351	100,501	3,544	7,074	7,665	15,300	18.26	
69	0.360	39,980	111,056			5,508	15,300	18.26	
74	0.560	54,047	96,513			8,568	15,300	18.13	
97	2.000	411,313	205,657	1,000	500	39,646	19,823	9.42	
K-12 Program 02 Instructional	1.319	109,022	82,655			20,181	15,300	18.23	
Program 21 Instructional	25.000	2,364,760	94,590	89,209	3,568	380,400	15,216	18.03	
Program 21 Administrative	1.000	168,955	168,955			19,200	19,200	16.68	
K-12 Program 21 Instructional	22.610	2,155,593	95,338			343,833	15,207	17.64	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15.021	1,416,551	94,305	333,060	22,173	234,870	15,636	17.89	
Program 26, 56, and 59 Administrative	1.000	162,888	162,888	7,835	7,835	19,200	19,200	14.72	
Program 31 Instructional	10.000	930,811	93,081	62,616	6,262	156,060	15,606	18.23	
Program 31 Administrative	0.300	46,466	154,887			5,760	19,200	17.94	
K-3 BEA Instructional	47.490	4,528,133	95,349			730,525	15,383	18.17	
4-6 BEA Instructional	30.561	2,772,050	90,705			458,558	15,005	18.22	
7-8 BEA Instructional	18.314	1,837,463	100,331			280,444	15,313	17.75	
9-12 BEA Instructional	46.019	4,457,725	96,867	5,536	120	708,608	15,398	17.74	
K-12 BEA Instructional	142.384	13,595,371	95,484	5,536	39	2,178,135	15,298	17.97	
K-12 BEA Administrative	0.300	46,295	154,317			5,760	19,200	17.09	
BEA	155.567	15,719,392	101,046	700,857	4,505	2,432,033	15,633	17.56	
Instructional	189.334	18,020,355	95,178	1,207,355	6,377	2,905,075	15,344	17.97	
Administrative	14.300	2,321,017	162,309	14,335	1,002	275,806	19,287	14.95	
Other	0.883	134,847	152,715	3,340	3,783	16,492	18,677	20.66	
Active	204.517	20,476,219	100,120	1,225,030	5,990	3,197,373	15,634	17.62	
K-12 Program 21 Contracted	3.100	380,700	122,806						

Program	FTE	Base Salary Total	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	207.617	20,856,919	100,459	1,225,030	5,900	3,197,373	15,400	17.62	
Instructional for Funding Purposes	177.413	16,984,504	95,734	874,295	4,928	2,670,205	15,051	17.98	
Instructional for Compliance Purposes	174.313	16,603,804	95,253	874,295	5,016	2,670,205	15,318	17.98	
K-3 Program 01 Teacher	45.730	4,388,960	95,976			703,597	15,386	18.17	
K-3 Program 21 Teacher	4.846	442,207	91,252			74,144	15,300	17.67	

**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	272.252	22,190,578	81,507	1,348,546	4,953	3,600,076	13,223	18.05	
02	10.433	881,015	84,445	24,087	2,309	141,240	13,538	17.94	
13	7.300	593,110	81,248	23,989	3,286	96,360	13,200	18.50	
14	2.882	235,858	81,838	14,015	4,863	45,078	15,641	17.69	
21	62.046	5,003,876	80,648	176,595	2,846	831,600	13,403	17.78	
24	10.200	722,661	70,849	30,206	2,961	134,640	13,200	17.90	
31	16.416	1,383,451	84,275	115,380	7,029	216,691	13,200	17.86	
34	6.444	523,217	81,194	34,345	5,330	85,061	13,200	17.89	
51	7.600	650,064	85,535	24,591	3,236	100,320	13,200	17.55	
55	11.550	1,041,642	90,185	40,941	3,545	152,460	13,200	18.02	
58				177,668					
64				12,000					
65	3.000	224,792	74,931	14,429	4,810	39,600	13,200	17.92	
74	0.834	86,507	103,725	4,664	5,592	11,114	13,327	18.16	
79	2.000	190,386	95,193	6,288	3,144	26,400	13,200	17.76	
88	1.800	142,167	78,982	5,873	3,263	23,760	13,200	17.73	
97	2.000	423,540	211,770	12,900	6,450	26,400	13,200	15.33	
K-12 Program 02 Instructional	8.733	661,948	75,798			118,800	13,604	18.06	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	59.096	4,543,788	76,888	165,090	2,794	792,660	13,413	17.80	
Program 21 Administrative	2.950	460,088	155,962	11,505	3,900	38,940	13,200	17.59	
K-12 Program 21 Instructional	54.046	4,158,543	76,945	3,823	71	726,000	13,433	17.81	
Program 31 Instructional	16.416	1,383,451	84,275	115,380	7,029	216,691	13,200	17.86	
Program 34 Instructional	6.444	523,217	81,194	34,345	5,330	85,061	13,200	17.89	
K-3 BEA Instructional	102.515	7,990,009	77,940	3,011	29	1,354,399	13,212	18.16	
4-6 BEA Instructional	39.424	2,857,243	72,475	1,800	46	521,413	13,226	18.15	
7-8 BEA Instructional	62.824	4,845,380	77,126	2,915	46	830,122	13,213	17.82	
9-12 BEA Instructional	76.970	5,986,154	77,773			1,016,466	13,206	18.21	
K-12 BEA Instructional	281.733	21,678,786	76,948	7,726	27	3,722,400	13,213	18.09	
K-12 BEA Administrative	2.000	284,706	142,353			26,400	13,200	17.40	
BEA	307.545	25,401,801	82,595	1,535,258	4,992	4,069,468	13,232	17.99	
Instructional	386.513	29,867,195	77,273	2,002,294	5,180	5,124,794	13,259	18.03	
Administrative	28.566	4,259,353	149,106	63,623	2,227	379,606	13,289	17.39	
Other	1.678	166,316	99,116	600	358	26,400	15,733	17.33	
Active	416.757	34,292,864	82,285	2,066,517	4,959	5,530,800	13,271	17.96	
Certificated Total	416.757	34,292,864	82,285	2,066,517	4,959	5,530,800	13,271	17.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	386.513	29,867,195	77,273	2,002,294	5,180	5,124,794	13,259	18.03	
Instructional for Compliance Purposes	386.513	29,867,195	77,273	2,002,294	5,180	5,124,794	13,259	18.03	
K-3 Program 01 Teacher	93.570	7,301,697	78,035			1,238,186	13,233	18.10	
K-3 Program 21 Teacher	8.273	572,115	69,154			109,824	13,275	18.02	

**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	33.809	2,583,426	76,412	250,773	7,417	446,860	13,217	18.56	
02	5.150	451,559	87,681	47,655	9,253	73,260	14,225	18.00	
03	0.950	77,050	81,105	5,989	6,304	12,540	13,200	18.44	
09	1.089	73,824	67,791	2,208	2,028	14,375	13,200	18.84	
13	1.392	175,765	126,268			23,760	17,069	18.56	
21	6.179	534,925	86,571	50,767	8,216	81,563	13,200	19.77	
24	1.895	150,553	79,447			25,014	13,200	18.24	
31	2.943	237,380	80,659	42,733	14,520	38,848	13,200	18.49	
34	0.717	68,236	95,169	4,172	5,819	9,464	13,200	18.41	
51	2.780	222,358	79,985			36,696	13,200	18.19	
55	3.536	252,337	71,362			46,675	13,200	17.86	
58	0.500	39,343	78,686	34,824	69,648	6,600	13,200	18.44	
74	0.208	13,366	64,260			2,746	13,200	18.97	
97	1.000	160,671	160,671			13,200	13,200	17.09	
K-12 Program 02 Instructional	4.950	425,057	85,870	6,334	1,280	70,620	14,267	17.97	
Program 21 Instructional	5.179	418,743	80,854	50,767	9,802	68,363	13,200	20.05	
Program 21 Administrative	1.000	116,182	116,182			13,200	13,200	18.73	
K-12 Program 21 Instructional	5.179	418,743	80,854	1,200	232	68,363	13,200	20.05	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	230,754	79,763	42,733	14,771	38,188	13,200	18.49	
Program 31 Administrative	0.050	6,626	132,520			660	13,200	18.56	
Program 34 Instructional	0.667	61,610	92,369	4,172	6,255	8,804	13,200	18.40	
Program 34 Administrative	0.050	6,626	132,520			660	13,200	18.56	
K-3 BEA Instructional	12.662	881,032	69,581	3,600	284	167,719	13,246	18.87	
4-6 BEA Instructional	6.800	499,236	73,417			89,760	13,200	18.64	
7-8 BEA Instructional	5.499	428,840	77,985	2,400	436	74,936	13,627	18.09	
9-12 BEA Instructional	15.608	1,225,425	78,513	18,523	1,187	208,956	13,388	18.23	
K-12 BEA Instructional	40.569	3,034,533	74,799	24,523	604	541,372	13,344	18.45	
K-12 BEA Administrative	1.250	162,285	129,828			16,500	13,200	18.66	
BEA	44.569	3,578,322	80,287	351,322	7,883	594,172	13,331	18.41	
Instructional	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.55	
Administrative	6.192	815,767	131,745	1,633	264	87,120	14,070	18.29	
Other	0.400	46,473	116,183			5,280	13,200	18.73	
Active	62.148	5,040,793	81,109	439,121	7,066	831,600	13,381	18.51	
Certificated Total	62.148	5,040,793	81,109	439,121	7,066	831,600	13,381	18.51	
Instructional for Funding Purposes	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.55	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.55	
K-3 Program 01 Teacher	10.793	722,087	66,903	1,200	111	143,048	13,254	18.93	
K-3 Program 21 Teacher	0.905	72,499	80,109			11,946	13,200	21.16	
Grade T Program 09 Teacher	1.089	73,824	67,791			14,375	13,200	18.84	

**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	51.053	4,217,217	82,605	19,480	382	607,496	11,899	18.13	
21	6.200	590,950	95,315	2,476	399	81,220	13,100	17.13	
24	2.853	203,155	71,208	15,149	5,310	35,015	12,273	18.21	
31	1.000	155,560	155,560			12,518	12,518	17.97	
34	1.000	91,159	91,159			12,520	12,520	17.03	
38	1.040	84,722	81,463			13,019	12,518	16.02	
51	4.734	450,872	95,241	23,194	4,899	66,340	14,013	16.02	
52				13,072					
55	1.800	200,592	111,440	9,906	5,503	22,532	12,518	16.98	
58				19,218					
68	18.898	1,757,140	92,980	160,511	8,494	232,847	12,321	17.76	
69	0.484	25,682	53,062	4,992	10,314	6,059	12,518	20.05	
76	0.600	95,654	159,423			7,511	12,518	19.53	
88	3.953	370,856	93,816	22,400	5,667	49,389	12,494	17.66	
97	2.000	369,021	184,511			26,905	13,453	16.76	
98									
Program 21 Instructional	5.200	442,837	85,161	2,476	476	67,513	12,983	17.71	
Program 21 Administrative	1.000	148,113	148,113			13,707	13,707	15.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.600	392,074	85,233	2,476	538	59,882	13,018	17.71	
Program 31 Administrative	1.000	155,560	155,560			12,518	12,518	17.97	
Program 34 Instructional	1.000	91,159	91,159			12,520	12,520	17.03	
K-3 BEA Instructional	14.766	1,036,985	70,228			187,194	12,677	18.21	
4-6 BEA Instructional	6.844	559,056	81,686			87,892	12,842	19.59	
7-8 BEA Instructional	11.000	986,783	89,708			138,896	12,627	17.96	
9-12 BEA Instructional	17.093	1,382,028	80,853			176,613	10,332	16.52	
K-12 BEA Instructional	49.703	3,964,852	79,771			590,595	11,882	17.73	
BEA	55.053	4,832,957	87,787	19,480	354	659,439	11,978	18.00	
Instructional	84.839	7,016,763	82,707	284,094	3,349	1,034,960	12,199	17.56	
Administrative	10.776	1,595,817	148,090	6,304	585	138,410	12,844	18.63	
Active	95.615	8,612,580	90,076	290,398	3,037	1,173,370	12,272	17.76	
Certificated Total	95.615	8,612,580	90,076	290,398	3,037	1,173,370	12,272	17.76	
Instructional for Funding Purposes	84.839	7,016,763	82,707	284,094	3,349	1,034,960	12,199	17.56	
Instructional for Compliance Purposes	84.839	7,016,763	82,707	284,094	3,349	1,034,960	12,199	17.56	
K-3 Program 01 Teacher	11.672	776,211	66,502			137,116	11,747	18.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.660	73,550	111,439			9,463	14,338	17.06	

**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	37.070	3,194,448	86,173	281,623	7,597	486,684	13,129	17.84	
02	1.899	144,657	76,175	12,050	6,345	28,802	15,167	17.64	
09	2.000	118,998	59,499	3,966	1,983	26,400	13,200	18.12	
13	4.580	345,493	75,435	15,972	3,487	60,958	13,310	21.10	
14				21,347					
21	7.050	589,807	83,661	31,634	4,487	105,376	14,947	18.87	
24	1.850	171,003	92,434	5,700	3,081	24,420	13,200	18.11	
31	1.632	117,349	71,905	10,105	6,192	30,756	18,846	20.84	
51	2.500	239,631	95,852	11,598	4,639	39,600	15,840	17.89	
52				2,940					
55	1.000	78,834	78,834	5,855	5,855	13,200	13,200	17.87	
58	0.100	6,300	63,000	34,796	347,960	2,204	22,044	18.59	
65				2,940					
97	1.000	181,734	181,734	5,000	5,000	13,200	13,200	17.23	
K-12 Program 02 Instructional	1.799	131,391	73,036			27,482	15,276	17.80	
Program 21 Instructional	6.550	529,607	80,856	31,634	4,830	98,776	15,080	19.24	
Program 21 Administrative	0.500	60,200	120,400			6,600	13,200	15.90	
K-12 Program 21 Instructional	5.980	493,920	82,595	2,500	418	86,460	14,458	19.28	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.632	117,349	71,905	10,105	6,192	30,756	18,846	20.84	
K-3 BEA Instructional	15.417	1,224,937	79,454	31,508	2,044	200,957	13,035	17.40	
4-6 BEA Instructional	6.996	626,158	89,502	7,994	1,143	92,347	13,200	18.07	
7-8 BEA Instructional	4.003	311,146	77,728			52,840	13,200	19.73	
9-12 BEA Instructional	11.549	969,990	83,989	72,514	6,279	166,940	14,455	18.43	
K-12 BEA Instructional	38.151	3,145,832	82,457	112,016	2,936	513,902	13,470	18.05	
K-12 BEA Administrative	1.950	250,422	128,422			25,740	13,200	17.61	
BEA	41.601	3,638,188	87,454	308,778	7,422	559,442	13,448	17.95	
Instructional	56.731	4,635,698	81,714	405,699	7,151	779,460	13,740	18.40	
Administrative	3.950	552,556	139,888	20,609	5,217	52,140	13,200	17.08	
Active	60.681	5,188,254	85,500	426,308	7,025	831,600	13,704	18.26	
On Leave				19,218					
Certificated Total	60.681	5,188,254	85,500	445,526	7,342	831,600	13,704	18.26	
Instructional for Funding Purposes	56.731	4,635,698	81,714	405,699	7,151	779,460	13,740	18.40	
Instructional for Compliance Purposes	56.731	4,635,698	81,714	405,699	7,151	779,460	13,740	18.40	
K-3 Program 01 Teacher	11.818	928,952	78,605	25,103	2,124	149,714	12,668	17.20	
K-3 Program 21 Teacher	1.850	108,780	58,800			24,420	13,200	23.74	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.000	118,998	59,499	2,160	1,080	26,400	13,200	18.12	

**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	120.630	10,964,289	90,892	458,221	3,799	1,683,497	13,956	16.85	
02	5.400	512,480	94,904	21,458	3,974	75,024	13,893	16.42	
03	1.200	115,777	96,481	965	804	16,776	13,980	16.17	
09	3.000	218,427	72,809	4,820	1,607	41,940	13,980	18.20	
13	6.000	461,957	76,993	12,179	2,030	83,100	13,850	17.08	
21	21.650	1,970,891	91,034	115,344	5,328	302,121	13,955	17.25	
24	1.050	75,285	71,700	2,217	2,111	14,679	13,980	17.69	
31	8.670	837,555	96,604	92,479	10,667	120,817	13,935	17.05	
51	1.450	145,278	100,192	2,112	1,457	20,271	13,980	14.55	
52				25,107					
55	4.750	396,981	83,575	20,403	4,295	66,171	13,931	17.16	
58				8,000					
65	0.300	30,058	100,193	446	1,487	4,194	13,980	15.02	
74	1.100	104,530	95,027	3,652	3,320	15,378	13,980	16.92	
79	0.400	24,052	60,130			5,592	13,980	18.00	
97	1.000	217,742	217,742			23,400	23,400	14.24	
K-12 Program 02 Instructional	4.800	434,835	90,591	3,624	755	67,104	13,980	16.23	
Program 21 Instructional	20.950	1,871,981	89,355	106,228	5,071	292,881	13,980	17.24	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.700	98,910	141,300	9,116	13,023	9,240	13,200	17.29	
K-12 Program 21 Instructional	18.900	1,703,850	90,151	93,078	4,925	264,222	13,980	17.14	
Program 31 Instructional	8.170	774,040	94,742	86,245	10,556	114,217	13,980	17.01	
Program 31 Administrative	0.500	63,515	127,030	6,234	12,468	6,600	13,200	17.66	
K-3 BEA Instructional	42.794	3,749,178	87,610	108,862	2,544	603,072	14,092	16.83	
4-6 BEA Instructional	24.423	2,010,249	82,310	18,279	748	341,434	13,980	16.80	
7-8 BEA Instructional	18.000	1,611,478	89,527	43,442	2,413	251,640	13,980	17.05	
9-12 BEA Instructional	39.683	3,638,363	91,686	177,543	4,474	554,768	13,980	16.49	
K-12 BEA Instructional	124.900	11,009,268	88,145	348,126	2,787	1,750,914	14,019	16.74	
K-12 BEA Administrative	10.000	1,279,533	127,953	87,303	8,730	132,000	13,200	17.73	
BEA	136.900	12,647,843	92,387	573,123	4,186	1,919,514	14,021	16.79	
Instructional	163.600	14,295,427	87,380	643,868	3,936	2,291,160	14,005	16.83	
Administrative	13.000	1,779,875	136,913	123,535	9,503	181,800	13,985	17.17	
Active	176.600	16,075,302	91,027	767,403	4,345	2,472,960	14,003	16.86	
Certificated Total	176.600	16,075,302	91,027	767,403	4,345	2,472,960	14,003	16.86	
Instructional for Funding Purposes	163.600	14,295,427	87,380	643,868	3,936	2,291,160	14,005	16.83	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	163.600	14,295,427	87,380	643,868	3,936	2,291,160	14,005	16.83	
K-3 Program 01 Teacher	39.277	3,459,089	88,069	26,531	675	549,092	13,980	16.87	
K-3 Program 21 Teacher	2.966	281,960	95,064	2,350	792	41,465	13,980	16.73	

**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	52.110	4,366,155	83,787	172,054	3,302	699,442	13,422	17.69	
02	1.000	56,235	56,235			13,200	13,200	17.95	
09	2.000	212,596	106,298	4,724	2,362	26,400	13,200	17.88	
21	7.358	534,245	72,607	2,000	272	113,414	15,414	17.99	
24	0.400	27,159	67,898			5,280	13,200	16.40	
31	4.200	305,914	72,837	13,164	3,134	61,393	14,617	18.09	
34	0.670	68,525	102,276			9,887	14,756	17.07	
51	1.203	79,260	65,885	2,000	1,663	19,800	16,459	15.24	
55	0.950	83,832	88,244			12,540	13,200	17.45	
58	1.000	60,338	60,338	6,500	6,500	13,200	13,200	17.19	
65	0.170	18,071	106,300			2,244	13,200	17.83	
97	1.000	180,516	180,516			13,200	13,200	16.05	
K-12 Program 02 Instructional	1.000	56,235	56,235			13,200	13,200	17.95	
Program 21 Instructional	5.837	405,936	69,545	2,000	343	92,400	15,830	18.36	
Program 21 Administrative	0.600	89,644	149,407			7,920	13,200	17.04	
K-12 Program 21 Instructional	5.337	372,714	69,836			85,800	16,076	18.38	
Program 31 Instructional	3.800	259,302	68,237	13,164	3,464	50,160	13,200	18.28	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	46,612	116,530			11,233	28,083	17.56	
Program 34 Instructional	0.600	60,368	100,613			7,920	13,200	16.94	
Program 34 Administrative	0.070	8,157	116,529			1,967	28,097	17.56	
K-3 BEA Instructional	18.589	1,495,513	80,452	47,643	2,563	257,215	13,837	17.76	
4-6 BEA Instructional	6.664	638,201	95,768	12,008	1,802	87,965	13,200	17.31	
7-8 BEA Instructional	9.758	785,550	80,503	22,640	2,320	124,476	12,756	17.19	
9-12 BEA Instructional	17.000	1,214,820	71,460	63,820	3,754	224,400	13,200	17.64	
K-12 BEA Instructional	52.011	4,134,084	79,485	146,111	2,809	694,056	13,344	17.55	
K-12 BEA Administrative	4.470	545,844	122,113			66,000	14,765	19.03	
BEA	58.980	4,977,345	84,390	185,218	3,140	797,122	13,515	17.66	
Instructional	63.471	5,006,335	78,876	193,614	3,050	864,600	13,622	17.57	
Administrative	6.740	902,008	133,829	2,000	297	99,000	14,688	18.07	
Other				4,828					
Active	70.211	5,908,343	84,151	200,442	2,855	963,600	13,724	17.65	
On Leave	1.850	84,503	45,677			26,400	14,270	17.32	
Certificated Total	72.061	5,992,846	83,164	200,442	2,782	990,000	13,738	17.64	
Instructional for Funding Purposes	63.471	5,006,335	78,876	193,614	3,050	864,600	13,622	17.57	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	63.471	5,006,335	78,876	193,614	3,050	864,600	13,622	17.57	
K-3 Program 01 Teacher	5.669	476,248	84,009	12,786	2,255	83,635	14,753	17.59	
K-3 Program 21 Teacher	0.203	14,918	73,488			6,600	32,512	9.01	
Grade T Program 09 Teacher	1.000	106,298	106,298	4,724	4,724	13,200	13,200	17.93	

**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	608.643	58,758,381	96,540	8,141,204	13,376	7,998,211	13,141	17.84	
02	1.000	112,249	112,249	11,313	11,313	13,200	13,200	17.87	
03	7.300	726,068	99,461	108,025	14,798	100,320	13,742	17.73	
12	5.000	492,809	98,562	104,559	20,912	66,000	13,200	17.59	
13	25.000	2,619,328	104,773	140,706	5,628	330,000	13,200	17.73	
14				1,728					
21	156.632	13,405,042	85,583	1,648,643	10,526	1,663,816	10,622	18.05	
24	17.570	2,028,313	115,442	223,598	12,726	231,924	13,200	17.98	
26	11.051	1,051,365	95,138	144,521	13,078	144,540	13,079	17.73	
29				31,517					
31	33.500	3,208,303	95,770	444,136	13,258	438,900	13,101	17.76	
34	19.121	1,744,621	91,241	106,563	5,573	251,847	13,171	17.82	
51	22.810	2,348,339	102,952	275,088	12,060	301,092	13,200	18.05	
52	0.600	64,443	107,405	308,152	513,587	7,920	13,200	17.54	
55	43.230	4,156,160	96,141	457,600	10,585	575,916	13,322	18.06	
56	0.800	73,974	92,468	26,627	33,284	3,960	4,950	7.98	
57	0.200	16,151	80,755			1,980	9,900	17.83	
58	1.700	179,486	105,580	1,085,803	638,708	22,440	13,200	17.66	
61	0.820	111,286	135,715	1,416	1,727	10,824	13,200	23.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
64	0.500	42,848	85,696	12,359	24,718	6,600	13,200	16.85	
65	25.200	2,420,921	96,068	259,030	10,279	331,540	13,156	17.98	
74	4.000	375,372	93,843	46,161	11,540	52,800	13,200	17.75	
79	7.550	571,143	75,648	101,547	13,450	99,660	13,200	18.01	
88	0.980	127,432	130,033			12,936	13,200	25.77	
89				2,482					
97	2.000	542,266	271,133	56,704	28,352	26,400	13,200	14.47	
99				2,296					
K-12 Program 02 Instructional	1.000	112,249	112,249			13,200	13,200	17.87	
Program 21 Instructional	124.632	11,010,825	88,347	1,623,713	13,028	1,650,616	13,244	18.07	
Program 21 Administrative	1.000	229,026	229,026	24,930	24,930	13,200	13,200	16.87	
K-12 Program 21 Instructional	115.703	10,279,216	88,841			1,532,753	13,247	18.08	
Program 26, 56, and 59 Instructional	10.751	910,995	84,736	167,781	15,606	133,980	12,462	17.38	
Program 26, 56, and 59 Administrative	1.100	214,344	194,858	3,367	3,061	14,520	13,200	16.15	
Program 31 Instructional	32.500	3,029,032	93,201	440,937	13,567	425,700	13,098	17.79	
Program 31 Administrative	1.000	179,271	179,271	3,199	3,199	13,200	13,200	17.16	
Program 34 Instructional	18.121	1,565,350	86,383	106,563	5,881	238,647	13,170	17.88	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.000	179,271	179,271			13,200	13,200	17.16	
K-3 BEA Instructional	274.134	24,607,958	89,766			3,620,584	13,207	17.98	
4-6 BEA Instructional	119.762	10,614,667	88,631			1,576,793	13,166	18.09	
7-8 BEA Instructional	82.008	7,308,842	89,124			1,080,103	13,171	18.07	
9-12 BEA Instructional	138.560	12,784,108	92,264			1,816,452	13,109	17.66	
K-12 BEA Instructional	614.464	55,315,575	90,022			8,093,932	13,172	17.94	
BEA	671.564	65,091,888	96,926	8,867,945	13,205	8,828,878	13,147	17.80	
Instructional	885.707	80,108,442	90,446	13,075,739	14,763	11,675,400	13,182	17.97	
Administrative	75.500	12,635,831	167,362	619,387	8,204	996,526	13,199	17.18	
Other	2.000	207,282	103,641	46,652	23,326	13,200	6,600	12.87	
Active	963.207	92,951,555	96,502	13,741,778	14,267	12,685,126	13,170	17.86	
K-12 Program 21 Contracted	30.000	2,085,932	69,531						
K-12 BEA Contracted	1.000	59,554	59,554			7,700	7,700	18.52	
Certificated Total	995.207	95,176,300	95,635	13,741,778	13,808	12,692,826	12,754	17.86	
Instructional for Funding Purposes	906.956	81,422,192	89,775	12,907,958	14,232	11,549,120	12,734	17.98	
Instructional for Compliance Purposes	874.956	79,197,447	90,516	12,907,958	14,753	11,541,420	13,191	17.98	
K-3 Program 01 Teacher	233.407	20,640,731	88,432			3,082,988	13,209	18.02	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	27.995	2,400,504	85,748			369,508	13,199	17.96	

**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	29.282	2,355,264	80,434	79,385	2,711	395,314	13,500	17.20	
09	1.000	85,748	85,748			13,200	13,200	17.47	
13	1.334	92,015	68,977			17,609	13,200	17.52	
21	4.083	318,932	78,112	8,837	2,164	53,896	13,200	17.38	
31	3.084	227,977	73,923	35,140	11,394	40,709	13,200	17.43	
34	0.551	46,047	83,570	417	757	7,273	13,200	16.91	
51	0.667	61,653	92,433			13,200	19,790	17.34	
55	0.500	36,372	72,744			13,200	26,400	17.40	
97	1.000	174,307	174,307	6,972	6,972	13,200	13,200	16.10	
Program 21 Instructional	3.833	291,347	76,010	6,818	1,779	50,596	13,200	17.36	
Program 21 Administrative	0.250	27,585	110,340	2,019	8,076	3,300	13,200	17.65	
K-12 Program 21 Instructional	3.833	291,347	76,010			50,596	13,200	17.36	
Program 31 Instructional	2.934	210,900	71,881	33,890	11,551	38,729	13,200	17.42	
Program 31 Administrative	0.150	17,077	113,847	1,250	8,333	1,980	13,200	17.55	
Program 34 Instructional	0.501	40,355	80,549			6,613	13,200	16.83	
Program 34 Administrative	0.050	5,692	113,840	417	8,340	660	13,200	17.55	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.760	718,346	82,003			115,632	13,200	17.07	
4-6 BEA Instructional	6.904	544,587	78,880			91,133	13,200	17.40	
7-8 BEA Instructional	5.003	369,939	73,943			70,435	14,079	17.21	
9-12 BEA Instructional	10.166	775,757	76,309			138,587	13,632	17.13	
K-12 BEA Instructional	30.833	2,408,629	78,119			415,787	13,485	17.18	
BEA	33.917	2,803,595	82,660	121,914	3,594	456,496	13,459	17.15	
Instructional	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.22	
Administrative	3.000	397,617	132,539	23,314	7,771	39,600	13,200	16.95	
Other	0.334	24,934	74,653	19,470	58,293	4,409	13,200	17.56	
Active	41.501	3,398,315	81,885	130,751	3,151	567,600	13,677	17.20	
Certificated Total	41.501	3,398,315	81,885	130,751	3,151	567,600	13,677	17.20	
Instructional for Funding Purposes	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.22	
Instructional for Compliance Purposes	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.22	
K-3 Program 01 Teacher	8.760	718,346	82,003			115,632	13,200	17.07	
K-3 Program 21 Teacher	0.572	36,256	63,385			7,550	13,200	17.44	
Grade T Program 09 Teacher	1.000	85,748	85,748			13,200	13,200	17.47	

**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	82.490	7,393,127	89,625	33,598	407	1,088,868	13,200	17.58	
09	1.000	81,429	81,429			13,200	13,200	17.55	
21	15.400	1,178,416	76,521	26,524	1,722	203,280	13,200	17.03	
31	7.050	583,137	82,714	17,703	2,511	93,060	13,200	17.12	
34	0.800	64,940	81,175	1,042	1,303	10,560	13,200	18.22	
51	1.198	114,431	95,518	10,000	8,347	15,814	13,200	16.81	
52	0.050	6,665	133,300	9,307	186,140	660	13,200	16.77	
55	3.242	299,948	92,519	9,131	2,816	42,794	13,200	16.72	
58	0.050	4,112	82,240			660	13,200	16.77	
65	1.950	176,840	90,687			25,740	13,200	16.92	
71	0.329	27,540	83,708					5.50	
74	0.320	31,522	98,506			4,224	13,200	17.59	
97	1.450	243,378	167,847	18,797	12,963	19,140	13,200	15.08	
Program 21 Instructional	15.400	1,178,416	76,521	26,524	1,722	203,280	13,200	17.03	
K-12 Program 21 Instructional	14.400	1,089,291	75,645	26,524	1,842	190,080	13,200	17.01	
Program 31 Instructional	6.700	529,647	79,052	17,703	2,642	88,440	13,200	17.12	
Program 31 Administrative	0.350	53,490	152,829			4,620	13,200	17.18	
Program 34 Instructional	0.800	64,940	81,175	1,042	1,303	10,560	13,200	18.22	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	30.720	2,602,745	84,725			405,504	13,200	18.44	
4-6 BEA Instructional	16.040	1,527,693	95,243			211,728	13,200	17.28	
7-8 BEA Instructional	13.750	1,248,284	90,784	580	42	181,500	13,200	17.08	
9-12 BEA Instructional	24.680	1,984,293	80,401	38,760	1,571	325,776	13,200	17.11	
K-12 BEA Instructional	85.190	7,363,015	86,431	39,340	462	1,124,508	13,200	17.59	
K-12 BEA Administrative	4.850	638,200	131,588	9,300	1,918	64,020	13,200	17.24	
BEA	91.790	8,284,582	90,256	71,140	775	1,211,628	13,200	17.47	
Instructional	108.329	9,227,054	85,176	73,766	681	1,425,600	13,160	17.41	
Administrative	7.000	978,431	139,776	52,336	7,477	92,400	13,200	16.62	
Active	115.329	10,205,485	88,490	126,102	1,093	1,518,000	13,162	17.33	
Certificated Total	115.329	10,205,485	88,490	126,102	1,093	1,518,000	13,162	17.33	
Instructional for Funding Purposes	108.329	9,227,054	85,176	73,766	681	1,425,600	13,160	17.41	
Instructional for Compliance Purposes	108.329	9,227,054	85,176	73,766	681	1,425,600	13,160	17.41	
K-3 Program 01 Teacher	27.920	2,362,784	84,627			368,544	13,200	18.54	
K-3 Program 21 Teacher	3.600	275,891	76,636			47,520	13,200	17.10	
Grade T Program 09 Teacher	1.000	81,429	81,429			13,200	13,200	17.55	

**Colton School District (38306)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.467	964,226	71,599	55,603	4,129	175,560	13,036	17.73	
09	1.083	60,234	55,618			14,296	13,200	17.84	
13	0.500	30,628	61,256			6,600	13,200	17.85	
21	0.817	71,656	87,706	3,393	4,153	10,784	13,200	17.59	
31	0.900	44,098	48,998	13,684	15,204	11,880	13,200	17.80	
34	0.100	4,900	49,000			1,320	13,200	17.80	
51	0.100	8,772	87,720			1,320	13,200	17.59	
52	0.100	6,126	61,260			1,320	13,200	17.85	
55	0.100	6,881	68,810			1,320	13,200	17.68	
58				18,618					
97	0.340	42,500	125,000			11,220	33,000	8.16	
99	0.060	7,500	125,000			1,980	33,000	8.16	
Program 21 Instructional	0.817	71,656	87,706			10,784	13,200	17.59	
Program 21 Administrative				3,393					
K-12 Program 21 Instructional	0.817	71,656	87,706			10,784	13,200	17.59	
Program 31 Instructional	0.900	44,098	48,998	12,184	13,538	11,880	13,200	17.80	
Program 31 Administrative				1,500					

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.100	4,900	49,000			1,320	13,200	17.80	
K-3 BEA Instructional	4.278	287,223	67,140	4,811	1,125	56,470	13,200	18.70	
4-6 BEA Instructional	2.888	165,303	57,238	2,742	949	38,122	13,200	17.82	
7-8 BEA Instructional	1.564	116,191	74,291	7,768	4,967	20,645	13,200	17.61	
9-12 BEA Instructional	4.787	339,660	70,955	49,730	10,389	60,984	12,740	17.02	
K-12 BEA Instructional	13.517	908,377	67,203	65,051	4,813	176,220	13,037	17.73	
K-12 BEA Administrative	0.950	104,847	110,365	1,500	1,579	12,540	13,200	17.78	
BEA	14.807	1,055,724	71,299	69,287	4,679	199,980	13,506	17.38	
Instructional	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.73	
Administrative	1.400	160,365	114,546	4,893	3,495	26,400	18,857	14.79	
Active	17.567	1,247,521	71,015	91,298	5,197	237,600	13,525	17.38	
Certificated Total	17.567	1,247,521	71,015	91,298	5,197	237,600	13,525	17.38	
Instructional for Funding Purposes	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.73	
Instructional for Compliance Purposes	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.73	
K-3 Program 01 Teacher	4.166	280,369	67,299	3,463	831	54,991	13,200	18.72	
K-3 Program 21 Teacher	0.067	5,868	87,582			884	13,200	17.59	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.033	54,716	52,968			13,636	13,200	17.84	



**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	11.961	814,434	68,091	6,787	567	160,776	13,442	17.48	
09	0.500	26,238	52,476			6,600	13,200	17.21	
21	1.000	80,440	80,440			13,200	13,200	17.54	
31	1.180	70,974	60,147			15,576	13,200	19.73	
34	0.140	6,892	49,229			1,848	13,200	19.43	
58									
68									
97	0.400	51,500	128,750					17.14	
Program 21 Instructional	1.000	80,440	80,440			13,200	13,200	17.54	
K-12 Program 21 Instructional	1.000	80,440	80,440			13,200	13,200	17.54	
Program 31 Instructional	1.180	70,974	60,147			15,576	13,200	19.73	
Program 34 Instructional	0.140	6,892	49,229			1,848	13,200	19.43	
K-3 BEA Instructional	3.432	240,991	70,219			46,860	13,654	17.16	
4-6 BEA Instructional	1.500	90,118	60,079			19,800	13,200	16.96	
7-8 BEA Instructional	2.607	160,285	61,483			34,848	13,367	18.21	
9-12 BEA Instructional	4.742	289,406	61,030			63,492	13,389	17.98	
K-12 BEA Instructional	12.281	780,800	63,578			165,000	13,435	17.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	13.681	943,800	68,986	6,787	496	178,200	13,025	17.66	
Instructional	13.781	887,478	64,399	1,660	120	184,800	13,410	17.64	
Administrative	1.400	163,000	116,429			13,200	9,429	17.63	
Other				5,127					
Active	15.181	1,050,478	69,197	6,787	447	198,000	13,043	17.64	
Certificated Total	15.181	1,050,478	69,197	6,787	447	198,000	13,043	17.64	
Instructional for Funding Purposes	13.781	887,478	64,399	1,660	120	184,800	13,410	17.64	
Instructional for Compliance Purposes	13.781	887,478	64,399	1,660	120	184,800	13,410	17.64	
K-3 Program 01 Teacher	2.000	155,940	77,970			26,400	13,200	17.05	
K-3 Program 21 Teacher	0.400	32,176	80,440			5,280	13,200	17.54	
Grade T Program 09 Teacher	0.500	26,238	52,476			6,600	13,200	17.21	

**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	42.134	3,893,844	92,416	262,270	6,225	604,006	14,335	18.37	
09	1.297	99,526	76,736			18,496	14,261	18.23	
13	3.800	258,267	67,965			53,911	14,187	18.33	
14	1.870	104,233	55,740			25,826	13,811	25.38	
21	6.250	569,275	91,084	29,785	4,766	87,907	14,065	17.43	
31	3.000	302,390	100,797	58,378	19,459	43,660	14,553	17.86	
51	1.130	106,560	94,301	4,169	3,689	16,285	14,411	18.86	
55	1.940	171,740	88,526	4,232	2,181	30,685	15,817	17.37	
58				11,000					
65	0.250	31,295	125,180			3,126	12,502	15.49	
74	0.129	11,154	86,465	1,000	7,752	1,857	14,399	17.64	
97	1.000	177,461	177,461	26,273	26,273	15,093	15,093	15.70	
Program 21 Instructional	5.500	475,390	86,435	29,785	5,415	78,530	14,278	17.85	
Program 21 Administrative	0.750	93,885	125,180			9,377	12,502	15.49	
K-12 Program 21 Instructional	5.500	475,390	86,435	14,214	2,584	78,530	14,278	17.85	
Program 31 Instructional	3.000	302,390	100,797	58,378	19,459	43,660	14,553	17.86	
K-3 BEA Instructional	14.498	1,272,257	87,754	15,480	1,068	208,713	14,396	18.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	7.066	583,397	82,564	3,914	554	100,781	14,263	17.83	
7-8 BEA Instructional	7.315	603,269	82,470	4,766	652	104,841	14,332	19.77	
9-12 BEA Instructional	12.295	1,196,062	97,280	88,446	7,194	178,782	14,541	17.83	
K-12 BEA Instructional	41.174	3,654,985	88,769	112,606	2,735	593,117	14,405	18.44	
K-12 BEA Administrative	0.700	87,626	125,180	13,810	19,729	9,566	13,665	17.57	
BEA	46.134	4,373,695	94,804	346,921	7,520	662,759	14,366	18.21	
Instructional	56.800	4,876,353	85,851	309,254	5,445	818,157	14,404	18.48	
Administrative	5.700	811,838	142,428	83,563	14,660	78,595	13,789	16.81	
Other	0.300	37,554	125,180	4,290	14,300	4,100	13,665	17.57	
Active	62.800	5,725,745	91,174	397,107	6,323	900,851	14,345	18.22	
Certificated Total	62.800	5,725,745	91,174	397,107	6,323	900,851	14,345	18.22	
Instructional for Funding Purposes	56.800	4,876,353	85,851	309,254	5,445	818,157	14,404	18.48	
Instructional for Compliance Purposes	56.800	4,876,353	85,851	309,254	5,445	818,157	14,404	18.48	
K-3 Program 01 Teacher	14.248	1,248,585	87,632	13,172	924	205,382	14,415	18.77	
K-3 Program 21 Teacher	1.420	115,470	81,317			20,324	14,313	18.01	
Grade T Program 09 Teacher	1.257	94,024	74,800			17,946	14,277	18.28	

**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	78.360	6,422,652	81,963	185,790	2,371	1,034,352	13,200	17.78	
02	2.600	237,560	91,369	5,276	2,029	34,320	13,200	18.54	
09	4.500	285,515	63,448	6,448	1,433	66,000	14,667	18.75	
13	10.700	771,754	72,127	22,095	2,065	141,240	13,200	17.89	
21	12.813	998,169	77,903	69,413	5,417	175,692	13,712	17.52	
24	4.290	317,874	74,097	17,809	4,151	56,628	13,200	17.86	
31	6.900	587,489	85,143	22,342	3,238	91,080	13,200	17.80	
34	1.300	115,913	89,164	2,576	1,982	17,160	13,200	17.77	
45	0.800	59,498	74,373	2,975	3,719	10,560	13,200	18.09	
51	3.700	322,122	87,060	7,156	1,934	48,840	13,200	17.73	
52	0.900	76,863	85,403	1,708	1,898	11,880	13,200	17.56	
55	3.140	241,666	76,964	5,370	1,710	41,448	13,200	17.63	
58				85,854					
65	0.127	12,086	95,165	535	4,213	3,274	25,776	18.03	
74	0.376	36,421	96,864	1,621	4,311	9,926	26,400	18.03	
97	1.000	180,147	180,147			13,200	13,200	16.73	
K-12 Program 02 Instructional	2.600	237,560	91,369	5,276	2,029	34,320	13,200	18.54	
Program 21 Instructional	12.813	998,169	77,903	69,413	5,417	175,692	13,712	17.52	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	12.628	982,193	77,779	67,632	5,356	172,880	13,690	17.54	
Program 31 Instructional	6.200	501,941	80,958	22,342	3,604	81,840	13,200	17.86	
Program 31 Administrative	0.700	85,548	122,211			9,240	13,200	17.42	
Program 34 Instructional	1.300	115,913	89,164	2,576	1,982	17,160	13,200	17.77	
K-3 BEA Instructional	32.446	2,342,218	72,188	57,246	1,764	428,287	13,200	18.27	
4-6 BEA Instructional	9.851	817,843	83,021	18,272	1,855	130,033	13,200	17.74	
7-8 BEA Instructional	14.023	1,196,329	85,312	30,667	2,187	185,104	13,200	17.72	
9-12 BEA Instructional	26.640	2,201,755	82,648	112,774	4,233	351,648	13,200	17.62	
K-12 BEA Instructional	82.960	6,558,145	79,052	218,959	2,639	1,095,072	13,200	17.88	
K-12 BEA Administrative	6.000	766,407	127,735			79,200	13,200	17.20	
BEA	90.960	7,603,259	83,589	218,959	2,407	1,200,672	13,200	17.79	
Instructional	123.434	9,618,535	77,925	436,968	3,540	1,649,050	13,360	17.85	
Administrative	7.000	946,554	135,222			92,400	13,200	17.11	
Other	1.072	100,640	93,881			14,150	13,200	17.92	
Active	131.506	10,665,729	81,105	436,968	3,323	1,755,600	13,350	17.79	
Certificated Total	131.506	10,665,729	81,105	436,968	3,323	1,755,600	13,350	17.79	
Instructional for Funding Purposes	123.434	9,618,535	77,925	436,968	3,540	1,649,050	13,360	17.85	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	123.434	9,618,535	77,925	436,968	3,540	1,649,050	13,360	17.85	
K-3 Program 01 Teacher	26.047	1,827,806	70,173	40,617	1,559	343,820	13,200	18.07	
K-3 Program 21 Teacher	4.876	369,399	75,759	22,698	4,655	65,842	13,503	17.50	
Grade T Program 09 Teacher	4.500	285,515	63,448	6,448	1,433	66,000	14,667	18.75	

**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	22.021	2,016,799	91,585	148,821	6,758	309,144	14,039	17.11	
09	2.104	168,547	80,108			27,852	13,238	17.82	
13	4.000	453,666	113,417			52,800	13,200	18.40	
21	5.800	511,320	88,159	8,213	1,416	76,560	13,200	17.48	
31	2.180	202,774	93,016	12,002	5,506	28,776	13,200	17.12	
34	0.200	25,049	125,245	787	3,935	2,640	13,200	16.46	
51	1.140	117,516	103,084			15,048	13,200	16.92	
52				30,566					
55	0.791	107,743	136,211			10,692	13,517	17.25	
58				28,618					
74	0.140	11,293	80,664			1,848	13,200	17.18	
97	0.200	35,000	175,000			2,640	13,200	16.29	
Program 21 Instructional	5.000	394,160	78,832	8,213	1,643	66,000	13,200	17.04	
Program 21 Administrative	0.800	117,160	146,450			10,560	13,200	19.26	
K-12 Program 21 Instructional	4.880	386,069	79,113			64,416	13,200	17.03	
Program 31 Instructional	2.060	181,774	88,240	12,002	5,826	27,192	13,200	17.21	
Program 31 Administrative	0.120	21,000	175,000			1,584	13,200	16.29	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.120	11,049	92,075	787	6,558	1,584	13,200	16.65	
Program 34 Administrative	0.080	14,000	175,000			1,056	13,200	16.29	
K-3 BEA Instructional	10.125	870,978	86,023			135,168	13,350	17.68	
4-6 BEA Instructional	3.670	321,082	87,488			48,444	13,200	17.89	
7-8 BEA Instructional	2.885	249,910	86,624			45,804	15,877	15.89	
9-12 BEA Instructional	6.521	615,817	94,436	2,492	382	95,304	14,615	16.40	
K-12 BEA Instructional	23.201	2,057,787	88,694	2,492	107	324,720	13,996	17.08	
K-12 BEA Administrative	0.880	133,615	151,835			11,616	13,200	17.71	
BEA	24.601	2,279,622	92,664	161,610	6,569	343,200	13,951	17.09	
Instructional	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.30	
Administrative	3.000	473,286	157,762			39,600	13,200	17.60	
Active	38.576	3,649,707	94,611	229,007	5,937	528,000	13,687	17.34	
Certificated Total	38.576	3,649,707	94,611	229,007	5,937	528,000	13,687	17.34	
Instructional for Funding Purposes	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.30	
Instructional for Compliance Purposes	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.30	
K-3 Program 01 Teacher	9.463	818,104	86,453			125,796	13,293	17.66	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.020	70,839	69,450			13,464	13,200	17.44	
Grade T Program 09 Teacher	2.104	168,547	80,108			27,852	13,238	17.82	

**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	25.716	2,713,103	105,503	172,665	6,714	341,375	13,275	18.07	
02	0.045	5,390	119,778			1,096	24,350	18.14	
21	0.984	119,305	121,245	19,563	19,881	12,115	12,312	17.97	
51	0.100	9,911	99,110	767	7,670	1,231	12,312	18.51	
52	0.100	9,911	99,110	4,367	43,670	1,231	12,312	18.51	
58				19,218					
69				1,000					
74				4,254					
97	1.000	181,370	181,370			12,312	12,312	17.03	
K-12 Program 02 Instructional	0.045	5,390	119,778			1,096	24,350	18.14	
Program 21 Instructional	0.984	119,305	121,245	19,563	19,881	12,115	12,312	17.97	
K-12 Program 21 Instructional	0.984	119,305	121,245	19,563	19,881	12,115	12,312	17.97	
K-3 BEA Instructional	13.101	1,281,402	97,809			178,253	13,606	18.01	
4-6 BEA Instructional	6.033	621,805	103,067			74,414	12,334	17.87	
7-8 BEA Instructional	5.283	627,960	118,864			65,180	12,338	18.34	
K-12 BEA Instructional	24.417	2,531,167	103,664			317,847	13,017	18.06	
BEA	26.761	2,899,863	108,362	172,665	6,452	354,783	13,257	18.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	25.601	2,670,294	104,304	213,380	8,335	332,424	12,985	18.06	
Administrative	2.000	335,728	167,864	8,454	4,227	24,624	12,312	17.52	
Active	27.601	3,006,022	108,910	221,834	8,037	357,048	12,936	18.01	
On Leave	0.344	32,968	95,837			12,312	35,791	18.14	
Certificated Total	27.945	3,038,990	108,749	221,834	7,938	369,360	13,217	18.01	
Instructional for Funding Purposes	25.601	2,670,294	104,304	213,380	8,335	332,424	12,985	18.06	
Instructional for Compliance Purposes	25.601	2,670,294	104,304	213,380	8,335	332,424	12,985	18.06	
K-3 Program 01 Teacher	11.178	1,098,990	98,317			143,225	12,813	18.02	
K-3 Program 21 Teacher	0.487	59,047	121,246			5,996	12,312	17.97	

**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	13.154	1,040,354	79,090	23,576	1,792	176,220	13,397	17.57	
09	1.000	99,492	99,492			13,200	13,200	17.22	
13	0.870	84,858	97,538			11,484	13,200	16.73	
21	1.228	102,689	83,623			13,200	10,749	17.34	
51	0.050	4,877	97,540			660	13,200	16.73	
52	0.150	10,795	71,967			1,980	13,200	17.90	
55	0.080	7,803	97,538			1,056	13,200	16.73	
97	0.500	65,590	131,180			6,600	13,200	17.71	
Program 21 Instructional	1.000	86,655	86,655			13,200	13,200	17.34	
K-12 Program 21 Instructional	1.000	86,655	86,655			13,200	13,200	17.34	
K-3 BEA Instructional	9.310	712,228	76,501	2,171	233	124,370	13,359	17.84	
4-6 BEA Instructional	3.344	262,536	78,510	3,235	967	45,250	13,532	16.85	
K-12 BEA Instructional	12.654	974,764	77,032	5,406	427	169,620	13,404	17.56	
BEA	13.654	1,105,944	80,998	23,576	1,727	182,820	13,389	17.58	
Instructional	15.804	1,269,244	80,312	23,576	1,492	211,200	13,364	17.46	
Administrative	1.000	131,180	131,180			13,200	13,200	17.71	
Active	16.804	1,400,424	83,339	23,576	1,403	224,400	13,354	17.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	0.228	16,034	70,325						
Certificated Total	17.032	1,416,458	83,165	23,576	1,384	224,400	13,175	17.48	
Instructional for Funding Purposes	16.032	1,285,278	80,170	23,576	1,471	211,200	13,174	17.46	
Instructional for Compliance Purposes	15.804	1,269,244	80,312	23,576	1,492	211,200	13,364	17.46	
K-3 Program 01 Teacher	8.460	651,059	76,957	1,400	165	113,150	13,375	17.83	
K-3 Program 21 Teacher	0.572	49,506	86,549			7,550	13,200	17.34	
Grade T Program 09 Teacher	1.000	99,492	99,492			13,200	13,200	17.22	

**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	13.640	988,900	72,500	24,925	1,827	189,948	13,926	17.45	
13	1.055	74,026	70,167			14,784	14,013	17.42	
14	0.454	37,816	83,295			5,993	13,200	16.59	
21	0.100	12,456	124,560			1,320	13,200	17.60	
24	0.840	57,822	68,836			11,088	13,200	17.77	
31	2.000	103,778	51,889	8,466	4,233	27,720	13,860	17.94	
51	0.300	25,630	85,433			3,960	13,200	17.32	
52	0.375	22,796	60,789			9,900	26,400	15.79	
55	0.180	15,373	85,406			2,376	13,200	17.32	
74	0.016	1,524	95,250			211	13,200	16.59	
88	0.125	7,599	60,792			3,300	26,400	15.79	
97	0.500	62,282	124,564			6,600	13,200	17.60	
Program 21 Administrative	0.100	12,456	124,560			1,320	13,200	17.60	
Program 31 Instructional	2.000	103,778	51,889	2,826	1,413	27,720	13,860	17.94	
Program 31 Administrative				5,640					
K-3 BEA Instructional	4.073	269,911	66,268	3,597	883	54,754	13,443	17.69	
4-6 BEA Instructional	2.402	196,189	81,677	7,097	2,955	32,366	13,475	17.43	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.235	527,463	64,051	16,044	1,948	118,272	14,362	17.51	
K-12 BEA Instructional	14.710	993,563	67,543	26,738	1,818	205,392	13,963	17.54	
K-12 BEA Administrative	0.930	99,115	106,575	5,640	6,065	12,276	13,200	17.08	
BEA	16.140	1,154,960	71,559	33,391	2,069	224,268	13,895	17.50	
Instructional	17.729	1,208,143	68,145	27,751	1,565	252,701	14,254	17.46	
Administrative	1.856	201,859	108,760	5,640	3,039	24,499	13,200	17.29	
Active	19.585	1,410,002	71,994	33,391	1,705	277,200	14,154	17.44	
Certificated Total	19.585	1,410,002	71,994	33,391	1,705	277,200	14,154	17.44	
Instructional for Funding Purposes	17.729	1,208,143	68,145	27,751	1,565	252,701	14,254	17.46	
Instructional for Compliance Purposes	17.729	1,208,143	68,145	27,751	1,565	252,701	14,254	17.46	
K-3 Program 01 Teacher	4.073	269,911	66,268	3,167	778	54,754	13,443	17.69	



**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	53.178	5,698,184	107,153	337,181	6,341	728,664	13,702	17.94	
03	0.220	27,661	125,732			3,062	13,920	14.09	
21	9.772	1,040,478	106,475	19,929	2,039	140,568	14,385	17.32	
24	0.750	63,955	85,273			16,008	21,344	17.70	
31	1.350	140,218	103,865	1,865	1,381	18,792	13,920	17.60	
51	1.200	100,441	83,701			16,704	13,920	17.64	
53	0.210	24,137	114,938			4,872	23,200	16.98	
55	0.500	55,864	111,728			6,960	13,920	17.76	
56	0.780	98,072	125,733	27,941	35,822	10,858	13,920	14.09	
58				24,076					
65	0.390	44,827	114,941			9,048	23,200	16.98	
74	0.200	25,147	125,735			2,784	13,920	17.32	
97	1.000	198,523	198,523	1,200	1,200	13,200	13,200	14.51	
Program 21 Instructional	8.772	890,328	101,497	18,729	2,135	127,368	14,520	17.31	
Program 21 Administrative	1.000	150,150	150,150	1,200	1,200	13,200	13,200	17.43	
K-12 Program 21 Instructional	7.922	817,664	103,214	13,297	1,678	115,536	14,584	17.27	
Program 26, 56, and 59 Instructional	0.780	98,072	125,733	27,941	35,822	10,858	13,920	14.09	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.350	140,218	103,865	1,865	1,381	18,792	13,920	17.60	
K-3 BEA Instructional	17.980	1,733,698	96,424	95,224	5,296	250,282	13,920	17.54	
4-6 BEA Instructional	11.900	1,266,892	106,462	23,860	2,005	165,648	13,920	17.65	
7-8 BEA Instructional	6.648	758,126	114,038	52,024	7,826	96,326	14,490	17.63	
9-12 BEA Instructional	15.050	1,594,542	105,950	131,332	8,726	209,496	13,920	17.92	
K-12 BEA Instructional	51.578	5,353,258	103,790	302,440	5,864	721,752	13,993	17.69	
K-12 BEA Administrative	3.000	492,640	164,213			26,400	8,800	20.86	
BEA	55.748	6,064,586	108,786	340,246	6,103	763,718	13,699	17.79	
Instructional	64.380	6,656,029	103,387	396,192	6,154	916,354	14,234	17.55	
Administrative	5.000	841,313	168,263	6,000	1,200	52,800	10,560	18.38	
Other	0.170	20,165	118,618	10,000	58,824	2,366	13,920	17.74	
Active	69.550	7,517,507	108,088	412,192	5,927	971,520	13,969	17.64	
On Leave									
Certificated Total	69.550	7,517,507	108,088	412,192	5,927	971,520	13,969	17.64	
Instructional for Funding Purposes	63.600	6,557,957	103,113	368,251	5,790	905,496	14,237	17.63	
Instructional for Compliance Purposes	63.600	6,557,957	103,113	368,251	5,790	905,496	14,237	17.63	
K-3 Program 01 Teacher	16.150	1,571,532	97,308	88,053	5,452	224,808	13,920	17.56	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.790	177,419	99,117	2,938	1,641	24,917	13,920	17.48	

**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	18.850	1,588,330	84,262	37,488	1,989	250,140	13,270	17.51	
02	3.569	342,038	95,836	29,423	8,244	54,780	15,349	16.01	
13	0.356	38,856	109,146			11,748	33,000	12.98	
14				2,489					
21	1.200	107,158	89,298			15,840	13,200	17.30	
31	0.400	23,668	59,170			6,600	16,500	16.09	
51	0.044	4,802	109,136			1,452	33,000	12.98	
55	1.067	63,777	59,772			5,280	4,948	12.82	
58				22,412					
74				19,071					
97	0.800	110,916	138,645			10,560	13,200	18.72	
K-12 Program 02 Instructional	2.419	212,095	87,679			39,600	16,370	15.37	
Program 21 Instructional	1.000	83,856	83,856			13,200	13,200	16.94	
Program 21 Administrative	0.200	23,302	116,510			2,640	13,200	18.68	
K-12 Program 21 Instructional	1.000	83,856	83,856			13,200	13,200	16.94	
Program 31 Instructional	0.400	23,668	59,170			6,600	16,500	16.09	
K-3 BEA Instructional	6.414	509,962	79,508			84,665	13,200	17.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	4.099	350,202	85,436			54,107	13,200	17.14	
7-8 BEA Instructional	2.619	268,288	102,439			35,231	13,452	18.02	
9-12 BEA Instructional	7.687	595,501	77,469			111,118	14,455	16.79	
K-12 BEA Instructional	20.819	1,723,953	82,807			285,120	13,695	17.12	
BEA	23.619	2,064,952	87,428	66,911	2,833	322,080	13,636	17.27	
Instructional	23.286	1,915,244	82,249	87,523	3,759	316,800	13,605	16.82	
Administrative	3.000	364,301	121,434	23,360	7,787	39,600	13,200	18.09	
Other									
Active	26.286	2,279,545	86,721	110,883	4,218	356,400	13,559	17.01	
Certificated Total	26.286	2,279,545	86,721	110,883	4,218	356,400	13,559	17.01	
Instructional for Funding Purposes	23.286	1,915,244	82,249	87,523	3,759	316,800	13,605	16.82	
Instructional for Compliance Purposes	23.286	1,915,244	82,249	87,523	3,759	316,800	13,605	16.82	
K-3 Program 01 Teacher	4.268	347,025	81,309			56,338	13,200	17.41	

**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	10.750	793,224	73,788	5,234	487	142,848	13,288	16.44	
21	1.000	81,974	81,974	4,322	4,322	13,200	13,200	17.00	
52	0.250	13,195	52,780			3,300	13,200	17.49	
97	1.000	141,909	141,909	5,000	5,000	13,200	13,200	17.16	
Program 21 Instructional	1.000	81,974	81,974	4,322	4,322	13,200	13,200	17.00	
K-12 Program 21 Instructional	1.000	81,974	81,974	4,322	4,322	13,200	13,200	17.00	
K-3 BEA Instructional	3.321	236,377	71,176			43,837	13,200	16.25	
4-6 BEA Instructional	2.304	173,787	75,428			30,413	13,200	16.09	
7-8 BEA Instructional	4.125	272,482	66,056	2,441	592	54,450	13,200	16.56	
9-12 BEA Instructional				2,543					
K-12 BEA Instructional	9.750	682,646	70,015	4,984	511	128,700	13,200	16.34	
K-12 BEA Administrative	1.000	110,578	110,578			14,148	14,148	17.08	
BEA	11.750	935,133	79,586	10,234	871	156,048	13,281	16.55	
Instructional	11.000	777,815	70,710	9,556	869	145,200	13,200	16.43	
Administrative	2.000	252,487	126,244	5,000	2,500	27,348	13,674	17.13	
Active	13.000	1,030,302	79,254	14,556	1,120	172,548	13,273	16.60	
Certificated Total	13.000	1,030,302	79,254	14,556	1,120	172,548	13,273	16.60	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	11.000	777,815	70,710	9,556	869	145,200	13,200	16.43	
Instructional for Compliance Purposes	11.000	777,815	70,710	9,556	869	145,200	13,200	16.43	
K-3 Program 01 Teacher	3.321	236,377	71,176			43,837	13,200	16.25	
K-3 Program 21 Teacher	0.285	23,428	82,204			3,762	13,200	17.00	

**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	14.973	1,076,969	71,927	37,875	2,530	199,531	13,326	17.38	
03	0.500	47,753	95,506			6,600	13,200	16.82	
21	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.17	
31	1.000	47,273	47,273			13,200	13,200	17.51	
51	1.000	61,047	61,047			13,200	13,200	17.56	
55	2.000	115,030	57,515			26,400	13,200	16.89	
97	0.384	33,750	87,891			5,069	13,200	17.32	
Program 21 Instructional	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.17	
K-12 Program 21 Instructional	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.17	
Program 31 Instructional	1.000	47,273	47,273			13,200	13,200	17.51	
K-3 BEA Instructional	5.470	347,525	63,533	6,000	1,097	72,204	13,200	17.34	
4-6 BEA Instructional	3.000	199,775	66,592			39,600	13,200	17.50	
7-8 BEA Instructional	1.357	129,610	95,512	6,656	4,905	19,800	14,591	17.20	
9-12 BEA Instructional	5.500	395,887	71,979	8,019	1,458	72,600	13,200	17.38	
K-12 BEA Instructional	15.327	1,072,797	69,994	20,675	1,349	204,204	13,323	17.37	
K-12 BEA Administrative	1.530	132,948	86,894			20,196	13,200	17.35	
BEA	16.857	1,205,745	71,528	37,875	2,247	224,400	13,312	17.36	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	19.327	1,317,922	68,191	34,991	1,810	257,004	13,298	17.32	
Administrative	1.530	132,948	86,894			20,196	13,200	17.35	
Other				10,000					
Active	20.857	1,450,870	69,563	44,991	2,157	277,200	13,291	17.33	
Certificated Total	20.857	1,450,870	69,563	44,991	2,157	277,200	13,291	17.33	
Instructional for Funding Purposes	19.327	1,317,922	68,191	34,991	1,810	257,004	13,298	17.32	
Instructional for Compliance Purposes	19.327	1,317,922	68,191	34,991	1,810	257,004	13,298	17.32	
K-3 Program 01 Teacher	4.000	271,450	67,863			52,800	13,200	17.19	

**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	17.279	1,408,129	81,494	41,327	2,392	236,280	13,674	17.17	
02	3.000	163,656	54,552			39,600	13,200	17.58	
09	0.500	48,200	96,400			6,600	13,200	17.46	
13	2.000	159,627	79,814			26,400	13,200	17.59	
14	0.667	41,081	61,591			8,804	13,200	16.88	
21	2.066	194,468	94,128			36,300	17,570	13.52	
24	1.000	92,303	92,303			13,200	13,200	16.66	
31	1.666	114,884	68,958	3,026	1,816	21,991	13,200	17.16	
51	1.902	168,963	88,834			25,106	13,200	17.03	
55	0.282	28,060	99,504			3,722	13,200	16.66	
58				11,019					
74	0.333	31,861	95,679			4,396	13,200	17.44	
97	1.000	155,955	155,955	1,000	1,000	13,200	13,200	15.15	
K-12 Program 02 Instructional	3.000	163,656	54,552			39,600	13,200	17.58	
Program 21 Instructional	1.816	165,912	91,361			33,000	18,172	13.10	
Program 21 Administrative	0.250	28,556	114,224			3,300	13,200	15.70	
K-12 Program 21 Instructional	1.696	154,344	91,005			31,416	18,524	12.77	
Program 31 Instructional	1.666	114,884	68,958	3,026	1,816	21,991	13,200	17.16	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	5.380	426,402	79,257			74,831	13,909	17.43	
4-6 BEA Instructional	4.591	330,965	72,090			61,327	13,358	17.00	
7-8 BEA Instructional	2.640	200,767	76,048			36,313	13,755	17.47	
9-12 BEA Instructional	7.988	567,165	71,002	18,432	2,307	107,633	13,474	17.37	
K-12 BEA Instructional	20.599	1,525,299	74,047	18,432	895	280,104	13,598	17.32	
BEA	22.945	1,842,624	80,306	45,353	1,977	311,071	13,557	17.02	
Instructional	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	16.95	
Administrative	3.000	397,109	132,370	20,950	6,983	39,600	13,200	15.82	
Other	1.000	92,303	92,303			13,200	13,200	17.78	
Active	31.695	2,607,187	82,259	56,372	1,779	435,600	13,743	16.79	
Certificated Total	31.695	2,607,187	82,259	56,372	1,779	435,600	13,743	16.79	
Instructional for Funding Purposes	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	16.95	
Instructional for Compliance Purposes	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	16.95	
K-3 Program 01 Teacher	5.380	426,402	79,257			74,831	13,909	17.43	
K-3 Program 21 Teacher	0.260	25,064	96,400			3,432	13,200	17.46	
Grade T Program 09 Teacher	0.500	48,200	96,400			6,600	13,200	17.46	

**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	2.555	189,883	74,318	5,000	1,957	39,600	15,499	17.10	
21	0.042	4,200	100,000					7.64	
97	0.610	116,400	190,820			16,788	27,521	17.40	
Program 21 Instructional	0.042	4,200	100,000					7.64	
K-12 Program 21 Instructional	0.042	4,200	100,000					7.64	
K-3 BEA Instructional	1.929	130,869	67,843	5,000	2,592	32,063	16,621	17.35	
4-6 BEA Instructional	0.571	53,974	94,525			7,537	13,200	17.35	
K-12 BEA Instructional	2.500	184,843	73,937	5,000	2,000	39,600	15,840	17.35	
BEA	3.165	306,283	96,772	5,000	1,580	56,388	17,816	17.18	
Instructional	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90	
Administrative	0.610	116,400	190,820			16,788	27,521	17.40	
Active	3.207	310,483	96,814	5,000	1,559	56,388	17,583	17.03	
Certificated Total	3.207	310,483	96,814	5,000	1,559	56,388	17,583	17.03	
Instructional for Funding Purposes	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90	
Instructional for Compliance Purposes	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90	
K-3 Program 01 Teacher	1.429	104,703	73,270			18,863	13,200	17.35	

**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	26.430	2,370,740	89,699	92,355	3,494	348,876	13,200	17.64	
09	1.000	63,936	63,936			13,200	13,200	17.51	
13	0.020	3,392	169,600			264	13,200	17.27	
21	1.500	143,874	95,916	15,866	10,577	19,800	13,200	21.00	
24	0.700	65,882	94,117	2,196	3,137	9,240	13,200	17.17	
31	1.500	155,085	103,390	15,754	10,503	19,800	13,200	17.88	
55	1.320	103,508	78,415	3,239	2,454	17,424	13,200	21.97	
74	0.050	7,024	140,480			660	13,200	17.68	
97	0.480	81,396	169,575			6,336	13,200	17.27	
Program 21 Instructional	1.000	73,637	73,637	15,866	15,866	13,200	13,200	23.97	
Program 21 Administrative	0.500	70,237	140,474			6,600	13,200	17.68	
K-12 Program 21 Instructional	1.000	73,637	73,637			13,200	13,200	23.97	
Program 31 Instructional	1.400	141,038	100,741	15,754	11,253	18,480	13,200	17.90	
Program 31 Administrative	0.100	14,047	140,470			1,320	13,200	17.68	
K-3 BEA Instructional	8.440	689,206	81,659			111,408	13,200	17.54	
4-6 BEA Instructional	5.230	470,659	89,992			69,036	13,200	17.15	
7-8 BEA Instructional	4.550	408,550	89,791			60,060	13,200	17.63	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.760	809,409	92,398			115,632	13,200	18.10	
K-12 BEA Instructional	26.980	2,377,824	88,133			356,136	13,200	17.67	
K-12 BEA Administrative	0.850	133,954	157,593			11,220	13,200	17.42	
BEA	28.410	2,607,221	91,771	108,109	3,805	375,012	13,200	17.64	
Instructional	31.000	2,684,787	86,606	113,959	3,676	409,200	13,200	17.99	
Administrative	2.000	310,050	155,025			26,400	13,200	17.46	
Other				15,451					
Active	33.000	2,994,837	90,753	129,410	3,922	435,600	13,200	17.94	
Certificated Total	33.000	2,994,837	90,753	129,410	3,922	435,600	13,200	17.94	
Instructional for Funding Purposes	31.000	2,684,787	86,606	113,959	3,676	409,200	13,200	17.99	
Instructional for Compliance Purposes	31.000	2,684,787	86,606	113,959	3,676	409,200	13,200	17.99	
K-3 Program 01 Teacher	8.440	689,206	81,659			111,408	13,200	17.54	
K-3 Program 21 Teacher	0.320	22,792	71,225			4,224	13,200	18.84	
Grade T Program 09 Teacher	1.000	63,936	63,936			13,200	13,200	17.51	

**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	35.133	2,928,312	83,349	53,873	1,533	466,844	13,288	17.16	
02	1.000	93,783	93,783			13,200	13,200	14.12	
09	0.980	84,443	86,166			12,936	13,200	17.03	
21	2.980	196,072	65,796	16,805	5,639	39,600	13,289	17.69	
24	1.430	115,268	80,607			26,400	18,462	18.09	
31	3.983	309,764	77,772	37,035	9,298	52,576	13,200	17.31	
34	1.370	127,774	93,266			18,084	13,200	17.18	
52	0.295	24,759	83,929	678	2,298	3,960	13,424	17.06	
79				4,042					
97	1.000	156,248	156,248			13,200	13,200	16.90	
K-12 Program 02 Instructional	1.000	93,783	93,783			13,200	13,200	14.12	
Program 21 Instructional	2.980	196,072	65,796	9,595	3,220	39,600	13,289	17.69	
Program 21 Administrative				7,210					
K-12 Program 21 Instructional	2.980	196,072	65,796	9,595	3,220	39,600	13,289	17.69	
Program 31 Instructional	3.983	309,764	77,772	37,035	9,298	52,576	13,200	17.31	
Program 34 Instructional	1.370	127,774	93,266			18,084	13,200	17.18	
K-3 BEA Instructional	14.530	1,093,202	75,238			189,974	13,075	17.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	4.705	386,624	82,173			62,608	13,307	17.33	
7-8 BEA Instructional	6.618	594,642	89,852	500	76	91,423	13,814	17.17	
9-12 BEA Instructional	13.633	1,144,142	83,924	56,718	4,160	180,299	13,225	16.43	
K-12 BEA Instructional	39.486	3,218,610	81,513	57,218	1,449	524,304	13,278	16.94	
K-12 BEA Administrative	2.000	241,023	120,512	5,900	2,950	26,400	13,200	19.08	
BEA	42.486	3,615,881	85,108	90,908	2,140	563,904	13,273	17.07	
Instructional	45.171	3,639,152	80,564	79,073	1,751	607,200	13,442	17.02	
Administrative	3.000	397,271	132,424	14,010	4,670	39,600	13,200	18.19	
Other				19,350					
Active	48.171	4,036,423	83,794	112,433	2,334	646,800	13,427	17.13	
Certificated Total	48.171	4,036,423	83,794	112,433	2,334	646,800	13,427	17.13	
Instructional for Funding Purposes	45.171	3,639,152	80,564	79,073	1,751	607,200	13,442	17.02	
Instructional for Compliance Purposes	45.171	3,639,152	80,564	79,073	1,751	607,200	13,442	17.02	
K-3 Program 01 Teacher	13.761	1,040,656	75,624			189,974	13,805	17.29	
K-3 Program 21 Teacher	0.668	32,312	48,371			8,818	13,200	17.77	



**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	25.694	2,081,303	81,003	76,614	2,982	335,491	13,057	18.11	
31	2.666	186,993	70,140	9,037	3,390	39,547	14,834	18.11	
34	0.837	58,200	69,534			11,048	13,200	17.91	
51	0.622	50,443	81,098			8,210	13,200	18.05	
55	1.255	100,770	80,295			16,566	13,200	18.08	
58				18,618					
65	0.040	3,197	79,925			528	13,200	18.31	
74	0.334	23,207	69,482			4,409	13,200	18.38	
79				4,100					
97	0.415	80,000	192,771					10.49	
Program 31 Instructional	2.666	186,993	70,140	9,037	3,390	39,547	14,834	18.11	
Program 34 Instructional	0.837	58,200	69,534			11,048	13,200	17.91	
K-3 BEA Instructional	7.809	627,981	80,418	21,939	2,809	99,409	12,730	17.63	
4-6 BEA Instructional	3.666	283,864	77,432	2,899	791	48,391	13,200	18.25	
7-8 BEA Instructional	3.977	308,621	77,601	10,624	2,671	52,496	13,200	18.07	
9-12 BEA Instructional	11.745	868,557	73,951	50,189	4,273	159,390	13,571	18.02	
K-12 BEA Instructional	27.197	2,089,023	76,811	85,651	3,149	359,687	13,225	17.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	2.000	237,473	118,737			26,400	13,200	19.82	
BEA	29.612	2,406,496	81,268	85,651	2,892	386,087	13,038	17.91	
Instructional	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	17.95	
Administrative	2.415	317,473	131,459			26,400	10,932	17.64	
Active	31.863	2,584,113	81,101	108,369	3,401	415,800	13,050	17.92	
Certificated Total	31.863	2,584,113	81,101	108,369	3,401	415,800	13,050	17.92	
Instructional for Funding Purposes	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	17.95	
Instructional for Compliance Purposes	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	17.95	
K-3 Program 01 Teacher	7.479	603,132	80,643	11,943	1,597	95,053	12,709	17.60	

**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	119.938	10,155,494	84,673	502,375	4,189	1,700,847	14,181	16.94	
02	13.400	1,158,538	86,458	46,639	3,481	196,404	14,657	16.84	
12	4.400	431,692	98,112	2,377	540	61,248	13,920	17.71	
13	2.300	171,231	74,448	20,447	8,890	32,016	13,920	16.52	
21	25.500	2,123,918	83,291	82,156	3,222	354,600	13,906	17.07	
24	1.000	53,732	53,732	2,150	2,150	13,920	13,920	17.07	
31	5.650	517,033	91,510	63,357	11,214	78,468	13,888	16.76	
51	2.601	264,439	101,668	2,861	1,100	42,720	16,424	17.88	
55	4.168	394,024	94,536	22,933	5,502	64,533	15,483	17.32	
58				99,304					
65	0.600	43,317	72,195	1,883	3,138	13,560	22,600	18.38	
74				6,400					
88	0.100	11,468	114,680			1,320	13,200	17.43	
97	1.500	287,053	191,369	8,579	5,719	19,800	13,200	16.06	
K-12 Program 02 Instructional	12.400	1,041,233	83,970	7,448	601	183,204	14,775	16.89	
Program 21 Instructional	25.000	2,041,865	81,675	81,196	3,248	348,000	13,920	17.06	
Program 21 Administrative	0.500	82,053	164,106	960	1,920	6,600	13,200	17.31	
K-12 Program 21 Instructional	22.740	1,860,720	81,826	10,162	447	316,541	13,920	16.99	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	5.400	484,002	89,630	63,357	11,733	75,168	13,920	16.74	
Program 31 Administrative	0.250	33,031	132,124			3,300	13,200	17.26	
K-3 BEA Instructional	45.374	3,605,304	79,457	35,388	780	638,655	14,075	17.23	
4-6 BEA Instructional	26.613	2,131,740	80,101	1,126	42	396,447	14,897	17.05	
7-8 BEA Instructional	22.568	1,723,908	76,387	19,259	853	325,737	14,434	16.94	
9-12 BEA Instructional	34.560	3,059,237	88,520	53,249	1,541	484,168	14,009	16.44	
K-12 BEA Instructional	129.115	10,520,189	81,479	109,022	844	1,845,007	14,290	16.91	
K-12 BEA Administrative	8.000	1,084,923	135,615	2,400	300	105,600	13,200	16.97	
BEA	140.488	12,118,118	86,257	620,950	4,420	1,995,519	14,204	16.91	
Instructional	168.984	13,890,709	82,201	816,517	4,832	2,418,363	14,311	16.98	
Administrative	12.000	1,717,605	143,134	23,539	1,962	158,400	13,200	16.92	
Other	0.173	3,625	20,954	21,405	123,728	2,673	15,449	16.84	
Active	181.157	15,611,939	86,179	861,461	4,755	2,579,436	14,239	16.98	
Certificated Total	181.157	15,611,939	86,179	861,461	4,755	2,579,436	14,239	16.98	
Instructional for Funding Purposes	168.984	13,890,709	82,201	816,517	4,832	2,418,363	14,311	16.98	
Instructional for Compliance Purposes	168.984	13,890,709	82,201	816,517	4,832	2,418,363	14,311	16.98	
K-3 Program 01 Teacher	37.030	2,860,981	77,261	9,434	255	519,277	14,023	17.30	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	4.834	369,672	76,473			67,289	13,920	17.31	

**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	80.637	7,906,183	98,047	1,589,997	19,718	1,063,102	13,184	17.36	
21	14.029	1,252,218	89,259	78,727	5,612	190,300	13,565	17.28	
24	3.000	322,920	107,640						
34	3.798	398,130	104,826	79,631	20,967	50,134	13,200	16.91	
51	0.810	55,328	68,306	7,074	8,733	13,332	16,459	16.60	
52	0.200	12,640	63,200			2,640	13,200	18.16	
55	1.322	131,106	99,172			15,761	11,922	17.32	
58	0.080	7,678	95,975	10,250	128,125	1,056	13,200	17.88	
64	0.032	3,437	107,406					15.51	
65	0.560	60,154	107,418			7,392	13,200	16.79	
74	0.120	7,649	63,742	1,500	12,500	1,584	13,200	23.43	
88	1.000	97,406	97,406	1,125	1,125	13,200	13,200	17.56	
97	1.000	198,409	198,409	31,534	31,534	13,200	13,200	16.63	
99				300					
Program 21 Instructional	13.218	1,200,054	90,789	71,376	5,400	178,640	13,515	17.11	
Program 21 Administrative	0.800	50,996	63,745			10,560	13,200	23.43	
K-12 Program 21 Instructional	12.218	1,102,648	90,248			165,440	13,541	17.07	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.698	380,529	102,901	78,789	21,306	48,814	13,200	16.98	
Program 34 Administrative	0.100	17,601	176,010			1,320	13,200	15.14	
K-3 BEA Instructional	43.904	4,120,540	93,853	80,197	1,827	586,872	13,367	17.83	
4-6 BEA Instructional	20.968	1,997,843	95,281	16,509	787	270,917	12,920	17.15	
7-8 BEA Instructional	15.282	1,476,673	96,628	41,376	2,707	201,722	13,200	17.33	
K-12 BEA Instructional	80.154	7,595,056	94,756	138,082	1,723	1,059,511	13,218	17.55	
K-12 BEA Administrative	2.000	334,421	167,211			26,400	13,200	15.58	
BEA	85.435	8,502,722	99,523	1,701,162	19,912	1,126,435	13,185	17.32	
Instructional	97.366	9,162,222	94,101	1,551,696	15,937	1,291,400	13,263	17.47	
Administrative	6.000	941,556	156,926	52,965	8,828	79,200	13,200	16.19	
Active	103.366	10,103,778	97,748	1,604,661	15,524	1,370,600	13,260	17.36	
K-12 BEA Contracted	0.200	24,605	123,025						
On Leave	0.022	1,955	88,864	195,477	8,885,318	1,100	50,000	1.15	
Certificated Total	106.588	10,453,258	98,072	1,800,138	16,889	1,371,700	12,869	17.32	
Instructional for Funding Purposes	100.566	9,509,747	94,562	1,551,696	15,430	1,291,400	12,841	17.47	
Instructional for Compliance Purposes	97.366	9,162,222	94,101	1,551,696	15,937	1,291,400	13,263	17.47	
K-3 Program 01 Teacher	37.611	3,458,471	91,954	5,110	136	503,804	13,395	17.92	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	4.000	369,691	92,423			52,800	13,200	17.51	



**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	1.866	131,528	70,487			23,760	12,733	18.08	
51	0.200	16,137	80,685			2,640	13,200	17.66	
97	0.134	23,819	177,754					17.66	
K-3 BEA Instructional	1.250	75,419	60,335			16,500	13,200	18.41	
4-6 BEA Instructional	0.550	44,377	80,685			7,260	13,200	17.66	
K-12 BEA Instructional	1.800	119,796	66,553			23,760	13,200	18.13	
BEA	2.000	155,347	77,674			23,760	11,880	18.02	
Instructional	2.000	135,933	67,967			26,400	13,200	18.07	
Administrative	0.200	35,551	177,755					17.66	
Active	2.200	171,484	77,947			26,400	12,000	17.98	
Certificated Total	2.200	171,484	77,947			26,400	12,000	17.98	
Instructional for Funding Purposes	2.000	135,933	67,967			26,400	13,200	18.07	
Instructional for Compliance Purposes	2.000	135,933	67,967			26,400	13,200	18.07	
K-3 Program 01 Teacher	1.250	75,419	60,335			16,500	13,200	18.41	

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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	168.670	16,295,091	96,609	244,654	1,450	2,398,152	14,218	17.23	
02	8.745	856,462	97,937	10,328	1,181	126,552	14,471	17.09	
13	9.800	902,256	92,067			140,232	14,309	16.75	
14	3.000	264,434	88,145			42,120	14,040	17.40	
21	52.000	4,777,408	91,873	121,814	2,343	730,440	14,047	16.96	
31	12.689	1,143,687	90,132	12,356	974	175,920	13,864	17.00	
34	1.500	172,346	114,897	1,800	1,200	21,168	14,112	16.34	
51	7.600	834,534	109,807			107,424	14,135	16.95	
52	1.000	82,825	82,825	6,752	6,752	14,040	14,040	16.35	
55	7.400	721,898	97,554	8,844	1,195	104,616	14,137	16.52	
58				364,139					
65	2.000	173,870	86,935			28,080	14,040	18.39	
74	2.000	216,978	108,489			28,080	14,040	17.73	
88	0.500	65,400	130,800			7,200	14,400	17.88	
97	2.000	400,339	200,170	20,400	10,200	27,600	13,800	15.29	
K-12 Program 02 Instructional	7.745	709,131	91,560	9,128	1,179	112,152	14,481	17.14	
Program 21 Instructional	51.000	4,612,305	90,437	115,814	2,271	716,040	14,040	16.99	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	165,103	165,103	6,000	6,000	14,400	14,400	16.13	
K-12 Program 21 Instructional	49.000	4,411,564	90,032	115,814	2,364	687,960	14,040	16.94	
Program 31 Instructional	11.989	1,028,115	85,755	8,156	680	165,840	13,833	16.88	
Program 31 Administrative	0.700	115,572	165,103	4,200	6,000	10,080	14,400	18.33	
Program 34 Instructional	1.200	122,815	102,346			16,848	14,040	15.67	
Program 34 Administrative	0.300	49,531	165,103	1,800	6,000	4,320	14,400	18.33	
K-3 BEA Instructional	64.455	5,925,475	91,932	55,545	862	915,276	14,200	17.52	
4-6 BEA Instructional	36.658	3,285,693	89,631			515,390	14,059	17.88	
7-8 BEA Instructional	28.427	2,558,387	89,998	24,042	846	402,273	14,151	16.91	
9-12 BEA Instructional	46.564	4,354,724	93,521	157,113	3,374	666,013	14,303	16.57	
K-12 BEA Instructional	176.104	16,124,279	91,561	236,700	1,344	2,498,952	14,190	17.22	
K-12 BEA Administrative	11.000	1,714,792	155,890	6,000	545	158,400	14,400	16.79	
BEA	193.604	18,867,925	97,456	289,538	1,496	2,749,392	14,201	17.16	
Instructional	259.904	23,933,379	92,085	737,087	2,836	3,679,584	14,157	17.14	
Administrative	18.000	2,865,659	159,203	54,000	3,000	258,000	14,333	16.81	
Active	277.904	26,799,038	96,433	791,087	2,847	3,937,584	14,169	17.10	
On Leave	1.000	108,490	108,490			14,040	14,040	16.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	278.904	26,907,528	96,476	791,087	2,836	3,951,624	14,168	17.10	
Instructional for Funding Purposes	259.904	23,933,379	92,085	737,087	2,836	3,679,584	14,157	17.14	
Instructional for Compliance Purposes	259.904	23,933,379	92,085	737,087	2,836	3,679,584	14,157	17.14	
K-3 Program 01 Teacher	58.412	5,408,602	92,594			820,104	14,040	17.61	
K-3 Program 21 Teacher	9.270	822,072	88,681			130,151	14,040	17.48	

**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	169.638	14,565,847	85,864	2,422,944	14,283	2,494,736	14,706	17.84	
09	3.410	253,022	74,200	40,441	11,860	49,906	14,635	17.86	
13	4.000	309,245	77,311	88,242	22,061	59,200	14,800	18.41	
21	28.017	2,466,553	88,038	325,714	11,626	351,326	12,540	18.12	
24	0.201	28,339	140,990	1,327	6,602	2,751	13,686	16.62	
31	8.585	766,096	89,237	144,334	16,812	125,909	14,666	17.54	
34	0.933	82,098	87,994	11,151	11,952	13,648	14,629	18.03	
51	2.400	227,937	94,974	37,990	15,829	35,520	14,800	17.48	
55	8.357	652,068	78,027	125,958	15,072	123,772	14,811	17.90	
64				15,666					
65	1.100	111,569	101,426	11,061	10,055	15,800	14,364	17.80	
74	0.167	16,100	96,407	5,365	32,126	2,472	14,800	14.36	
76	1.700	137,913	81,125	22,985	13,521	32,560	19,153	18.00	
79				7,500					
97	1.000	254,565	254,565	3,480	3,480	13,200	13,200	14.54	
Program 21 Instructional	23.195	1,833,480	79,046	323,650	13,953	339,974	14,657	16.54	
Program 21 Administrative	0.860	141,980	165,093	2,064	2,400	11,352	13,200	17.16	
K-12 Program 21 Instructional	20.862	1,648,583	79,023			305,446	14,641	16.54	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.867	647,633	82,323	142,610	18,128	116,432	14,800	17.58	
Program 31 Administrative	0.718	118,463	164,990	1,724	2,401	9,478	13,200	17.28	
Program 34 Instructional	0.833	65,473	78,599	10,912	13,100	12,328	14,800	18.17	
Program 34 Administrative	0.100	16,625	166,250	239	2,390	1,320	13,200	17.39	
K-3 BEA Instructional	55.764	4,445,653	79,723			829,570	14,876	17.92	
4-6 BEA Instructional	39.403	3,008,657	76,356			584,763	14,841	17.81	
7-8 BEA Instructional	25.340	2,083,793	82,233			375,210	14,807	17.73	
9-12 BEA Instructional	43.949	3,481,747	79,222			650,712	14,806	17.83	
K-12 BEA Instructional	164.456	13,019,850	79,169			2,440,254	14,838	17.84	
BEA	180.156	15,668,606	86,972	2,581,909	14,332	2,647,494	14,696	17.77	
Instructional	207.008	16,393,271	79,191	3,203,603	15,476	3,066,800	14,815	17.69	
Administrative	18.500	2,982,628	161,223	60,555	3,273	254,000	13,730	17.41	
Active	225.508	19,375,899	85,921	3,264,158	14,475	3,320,800	14,726	17.65	
K-12 Program 21 Contracted	3.962	491,093	123,951						
Certificated Total	229.508	19,871,352	86,582	3,264,158	14,222	3,320,800	14,469	17.82	
Instructional for Funding Purposes	211.008	16,888,724	80,038	3,203,603	15,182	3,066,800	14,534	17.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	207.008	16,393,271	79,191	3,203,603	15,476	3,066,800	14,815	17.69	
K-3 Program 01 Teacher	52.782	4,199,237	79,558			785,170	14,876	17.91	
K-3 Program 21 Teacher	3.186	251,775	79,025			47,153	14,800	16.60	
Grade T Program 09 Teacher	3.372	248,662	73,743			49,906	14,800	17.75	

**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	279.384	25,189,978	90,163	3,749,846	13,422	3,720,130	13,315	18.42	
02	6.449	572,041	88,702	13,164	2,041	85,127	13,200	18.04	
09	4.000	327,310	81,828	6,384	1,596	62,225	15,556	18.65	
13	9.000	1,311,373	145,708	55,442	6,160	118,800	13,200	17.53	
14	2.700	278,283	103,068	4,986	1,847	38,280	14,178	19.27	
21	54.011	4,594,639	85,069	251,917	4,664	731,610	13,546	18.44	
31	20.846	1,865,873	89,507	217,228	10,421	270,560	12,979	18.34	
34	7.855	603,555	76,837	68,556	8,728	101,680	12,945	18.13	
51	8.529	871,482	102,179	31,182	3,656	115,553	13,548	17.92	
52				4,300					
53	3.779	312,753	82,761	15,478	4,096	55,163	14,597	17.14	
55	24.155	2,117,795	87,675	121,456	5,028	333,076	13,789	18.36	
56	0.850	87,608	103,068	1,461	1,719	11,220	13,200	15.64	
57	0.150	15,460	103,067	258	1,720	1,980	13,200	15.64	
58				463,148					
64	0.715	60,895	85,168	4,172	5,835	12,738	17,815	15.77	
65	10.178	931,875	91,558	18,674	1,835	139,300	13,686	17.88	
74	1.100	80,731	73,392	5,520	5,018	14,520	13,200	18.01	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.700	150,235	88,374	5,318	3,128	22,440	13,200	18.27	
89				1,108					
97	1.000	223,020	223,020	67,947	67,947	13,200	13,200	15.20	
K-12 Program 02 Instructional	6.099	506,857	83,105			80,507	13,200	18.20	
Program 21 Instructional	52.011	4,281,273	82,315	214,487	4,124	705,210	13,559	18.48	
Program 21 Administrative	2.000	313,366	156,683	19,368	9,684	26,400	13,200	17.75	
K-12 Program 21 Instructional	45.298	3,704,367	81,778	8,340	184	616,598	13,612	18.41	
Program 26, 56, and 59 Instructional	0.850	87,608	103,068	1,461	1,719	11,220	13,200	15.64	
Program 31 Instructional	19.390	1,663,973	85,816	190,910	9,846	253,348	13,066	18.46	
Program 31 Administrative	1.456	201,900	138,668	12,840	8,819	17,213	11,822	17.35	
Program 34 Instructional	7.400	573,540	77,505	65,366	8,833	97,680	13,200	18.11	
Program 34 Administrative	0.455	30,015	65,967	256	563	4,000	8,790	18.65	
K-3 BEA Instructional	94.089	7,874,364	83,691	500,654	5,321	1,268,203	13,479	18.78	
4-6 BEA Instructional	64.146	5,530,023	86,210			856,759	13,356	18.84	
7-8 BEA Instructional	47.449	4,097,248	86,351			624,598	13,164	18.47	
9-12 BEA Instructional	87.280	7,738,673	88,665			1,151,225	13,190	18.20	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	292.964	25,240,308	86,155	500,654	1,709	3,900,785	13,315	18.55	
BEA	315.534	28,454,467	90,179	4,116,741	13,047	4,190,696	13,281	18.38	
Instructional	402.081	34,572,162	85,983	4,247,889	10,565	5,402,588	13,437	18.48	
Administrative	29.820	4,725,683	158,474	382,877	12,840	385,612	12,931	17.14	
Other	3.900	240,480	61,662			51,480	13,200	18.77	
Active	435.801	39,538,325	90,726	4,630,766	10,626	5,839,680	13,400	18.32	
On Leave	0.600	56,581	94,302	476,779	794,632	7,920	13,200	17.28	
Certificated Total	436.401	39,594,906	90,731	5,107,545	11,704	5,847,600	13,400	18.32	
Instructional for Funding Purposes	401.231	34,484,554	85,947	4,246,428	10,583	5,391,368	13,437	18.49	
Instructional for Compliance Purposes	401.231	34,484,554	85,947	4,246,428	10,583	5,391,368	13,437	18.49	
K-3 Program 01 Teacher	91.646	7,650,802	83,482	281,254	3,069	1,235,243	13,478	18.80	
K-3 Program 21 Teacher	7.586	553,870	73,012			100,135	13,200	19.81	
Grade T Program 09 Teacher	4.000	327,310	81,828			62,225	15,556	18.65	

**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	9.746	744,477	76,388	30,079	3,086	132,977	13,644	18.55	
21	1.000	52,836	52,836			13,200	13,200	17.92	
51	0.050	3,238	64,760			660	13,200	26.56	
55	0.377	22,996	60,997			4,976	13,200	20.84	
58				12,206					
97	0.499	77,938	156,188	1,750	3,507	6,587	13,200	17.09	
Program 21 Instructional	1.000	52,836	52,836			13,200	13,200	17.92	
K-12 Program 21 Instructional	1.000	52,836	52,836			13,200	13,200	17.92	
K-3 BEA Instructional	2.450	189,253	77,246	1,000	408	32,340	13,200	19.09	
4-6 BEA Instructional	2.500	211,859	84,744			33,000	13,200	17.58	
7-8 BEA Instructional	0.672	38,840	57,798	500	744	13,200	19,643	23.92	
9-12 BEA Instructional	3.623	226,588	62,542	500	138	47,824	13,200	18.75	
K-12 BEA Instructional	9.245	666,540	72,097	2,000	216	126,364	13,668	18.71	
K-12 BEA Administrative	0.501	77,937	155,563			6,613	13,200	17.09	
BEA	10.245	822,415	80,275	31,829	3,107	139,564	13,623	18.42	
Instructional	10.672	745,610	69,866	35,707	3,346	145,200	13,606	18.75	
Administrative	1.000	155,875	155,875	1,750	1,750	13,200	13,200	17.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				6,578					
Active	11.672	901,485	77,235	44,035	3,773	158,400	13,571	18.48	
Certificated Total	11.672	901,485	77,235	44,035	3,773	158,400	13,571	18.48	
Instructional for Funding Purposes	10.672	745,610	69,866	35,707	3,346	145,200	13,606	18.75	
Instructional for Compliance Purposes	10.672	745,610	69,866	35,707	3,346	145,200	13,606	18.75	
K-3 Program 01 Teacher	2.000	160,112	80,056			26,400	13,200	17.67	
K-3 Program 21 Teacher	0.160	8,454	52,838			2,112	13,200	17.92	

**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	100.304	9,077,797	90,503	854,113	8,515	1,331,433	13,274	17.40	
02	0.600	53,030	88,383			7,933	13,222	17.68	
09	1.000	109,178	109,178	6,005	6,005	13,222	13,222	17.42	
13	1.400	135,985	97,132	2,964	2,117	18,511	13,222	18.02	
21	20.914	1,755,588	83,943	105,080	5,024	242,910	11,615	18.23	
31	7.139	655,028	91,753	59,097	8,278	95,860	13,428	17.78	
34	3.950	373,256	94,495	9,687	2,452	60,160	15,230	16.96	
51	0.100	17,327	173,270	6,890	68,900	1,322	13,222	17.75	
52				14,000					
55	2.500	210,648	84,259	19,792	7,917	33,055	13,222	17.60	
58				47,518					
65	0.030	5,198	173,267			397	13,222	17.75	
68				10,000					
74	0.412	27,287	66,231			22	53	8.48	
88	1.500	97,303	64,869			19,833	13,222	18.03	
97	1.000	184,500	184,500	16,844	16,844	13,222	13,222	15.31	
K-12 Program 02 Instructional	0.600	53,030	88,383			7,933	13,222	17.68	
Program 21 Instructional	18.774	1,412,424	75,233	81,153	4,323	235,374	12,537	18.26	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.570	98,764	173,270	5,340	9,368	7,537	13,222	17.75	
K-12 Program 21 Instructional	16.654	1,262,405	75,802	49,938	2,999	208,665	12,529	18.29	
Program 31 Instructional	6.789	599,561	88,314	36,429	5,366	91,232	13,438	17.89	
Program 31 Administrative	0.350	55,467	158,477	21,000	60,000	4,628	13,222	16.55	
Program 34 Instructional	3.700	337,598	91,243	9,687	2,618	56,855	15,366	16.92	
Program 34 Administrative	0.250	35,658	142,632			3,306	13,222	17.45	
K-3 BEA Instructional	39.378	3,206,743	81,435	43,915	1,115	534,135	13,564	17.45	
4-6 BEA Instructional	22.313	2,013,968	90,260	8,097	363	293,403	13,149	17.52	
7-8 BEA Instructional	15.913	1,403,610	88,205	114,098	7,170	216,957	13,634	17.29	
9-12 BEA Instructional	25.089	2,247,052	89,563	157,069	6,260	327,928	13,071	17.36	
K-12 BEA Instructional	102.693	8,871,373	86,387	323,179	3,147	1,372,422	13,364	17.42	
K-12 BEA Administrative	3.750	499,739	133,264	12,440	3,317	49,583	13,222	17.33	
BEA	112.993	10,343,611	91,542	939,741	8,317	1,508,608	13,351	17.37	
Instructional	128.179	10,846,871	84,623	942,875	7,356	1,691,116	13,193	17.49	
Administrative	10.500	1,545,347	147,176	116,150	11,062	138,831	13,222	17.12	
Other	0.600	65,507	109,178			7,933	13,222	17.38	
Active	139.279	12,457,725	89,444	1,059,025	7,604	1,837,880	13,196	17.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	1.570	244,400	155,669						
On Leave				92,965					
Certificated Total	140.849	12,702,125	90,183	1,151,990	8,179	1,837,880	13,049	17.45	
Instructional for Funding Purposes	129.749	11,091,271	85,483	942,875	7,267	1,691,116	13,034	17.49	
Instructional for Compliance Purposes	128.179	10,846,871	84,623	942,875	7,356	1,691,116	13,193	17.49	
K-3 Program 01 Teacher	34.502	2,824,929	81,877	35,257	1,022	453,481	13,144	17.21	
K-3 Program 21 Teacher	4.754	334,654	70,394			62,857	13,222	18.07	
Grade T Program 09 Teacher	1.000	109,178	109,178			13,222	13,222	17.42	

**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	973.759	116,195,215	119,326	920,511	945	13,695,557	14,065	18.62	
02	31.930	3,903,002	122,236	37,657	1,179	467,610	14,645	17.60	
11	0.600	57,447	95,745			13,200	22,000	19.09	
13	12.931	1,514,360	117,111			179,296	13,866	18.29	
14									
21	216.323	24,672,672	114,055	217,018	1,003	3,087,995	14,275	17.86	
22				6,062					
24	24.943	2,841,800	113,932	58,556	2,348	326,766	13,101	17.96	
31	42.268	4,876,732	115,376	31,670	749	629,785	14,900	18.63	
34	5.132	632,092	123,167			67,848	13,221	18.43	
51	17.077	1,992,440	116,674			262,772	15,388	18.13	
52	1.594	207,907	130,431			26,400	16,562	14.98	
55	36.263	4,284,313	118,146			560,762	15,464	18.60	
58	1.083	136,230	125,789			14,441	13,334	18.92	
61	0.698	55,983	80,205			9,900	14,183	21.49	
64	2.000	208,537	104,269			26,400	13,200	18.14	
65	35.333	4,182,436	118,372	4,448	126	485,760	13,748	19.17	
71				7,935					
74	2.200	299,422	136,101	869	395	29,040	13,200	18.46	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.311	592,125	137,352	4,246,092	984,944	67,980	15,769	20.72	
88	0.850	156,399	183,999	10,494	12,346	11,220	13,200	17.50	
97	2.000	503,999	252,000	56,093	28,047	26,400	13,200	15.77	
CP	0.750	131,093	174,791	11,802	15,736	9,900	13,200	17.87	
K-12 Program 02 Instructional	29.930	3,551,900	118,674			441,210	14,741	17.59	
Program 21 Instructional	208.679	23,330,831	111,802	144,507	692	2,987,094	14,314	17.93	
Program 21 Administrative	7.644	1,341,841	175,542	72,511	9,486	100,901	13,200	16.74	
K-12 Program 21 Instructional	198.698	22,267,926	112,069	28,933	146	2,828,694	14,236	18.00	
Program 31 Instructional	42.268	4,876,732	115,376	31,670	749	629,785	14,900	18.63	
Program 34 Instructional	5.132	632,092	123,167			67,848	13,221	18.43	
K-3 BEA Instructional	387.484	43,993,365	113,536	22,471	58	5,415,870	13,977	18.88	
4-6 BEA Instructional	201.702	23,439,802	116,210			2,835,307	14,057	18.63	
7-8 BEA Instructional	124.213	14,481,264	116,584	5,660	46	1,774,397	14,285	18.72	
9-12 BEA Instructional	280.320	33,184,112	118,379	8,144	29	4,047,767	14,440	18.54	
K-12 BEA Instructional	993.719	115,098,543	115,826	36,275	37	14,073,341	14,162	18.71	
K-12 BEA Administrative	3.000	522,065	174,022	230	77	39,600	13,200	17.91	
BEA	1,055.089	126,111,040	119,526	1,045,931	991	14,887,200	14,110	18.57	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	18.57	
Administrative	69.988	12,731,293	181,907	696,918	9,958	936,461	13,380	17.09	
Other	2.520	296,648	117,717			35,640	14,143	17.98	
Active	1,410.045	167,181,582	118,565	5,609,207	3,978	19,972,632	14,165	18.46	
On Leave	2.000	262,622	131,311			26,400	13,200	18.58	
Certificated Total	1,412.045	167,444,204	118,583	5,609,207	3,972	19,999,032	14,163	18.46	
Instructional for Funding Purposes	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	18.57	
Instructional for Compliance Purposes	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	18.57	
K-3 Program 01 Teacher	332.088	37,794,183	113,808			4,598,948	13,849	18.96	
K-3 Program 21 Teacher	48.378	5,432,272	112,288			661,320	13,670	17.72	

**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	166.749	15,732,597	94,349	1,041,617	6,247	2,246,700	13,474	17.83	
02	4.885	448,447	91,801	17,643	3,612	67,800	13,879	19.71	
09	1.800	95,681	53,156	4,625	2,569	26,400	14,667	17.95	
13	6.600	649,925	98,473	10,411	1,577	99,600	15,091	17.71	
21	28.530	2,630,626	92,206	185,491	6,502	304,920	10,688	18.09	
24	3.600	274,539	76,261	19,010	5,281	52,800	14,667	17.70	
31	10.339	929,896	89,941	296,899	28,716	137,827	13,331	19.05	
34	1.661	145,420	87,550	17,481	10,524	22,013	13,253	19.40	
51	5.032	467,111	92,828	14,634	2,908	66,480	13,211	17.80	
52				13,000					
55	1.000	78,235	78,235	3,782	3,782	13,200	13,200	18.10	
58				109,520					
65	3.000	278,537	92,846	10,388	3,463	39,600	13,200	17.94	
74	0.797	54,654	68,575	2,636	3,307	13,200	16,562	17.90	
88	0.978	63,278	64,701	6,389	6,533	13,200	13,497	17.68	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.500	256,730	171,153	2,076	1,384	20,700	13,800	16.11	
K-12 Program 02 Instructional	4.000	327,447	81,862	8,473	2,118	52,800	13,200	21.59	
Program 21 Instructional	21.378	1,684,953	78,817	183,111	8,565	290,400	13,584	18.15	
Program 21 Administrative	0.968	153,673	158,753	2,380	2,459	14,520	15,000	17.37	
K-12 Program 21 Instructional	18.195	1,448,745	79,623	75,041	4,124	245,454	13,490	17.89	
Program 31 Instructional	9.532	827,238	86,785	295,359	30,986	126,012	13,220	19.34	
Program 31 Administrative	0.807	102,658	127,209	1,540	1,908	11,814	14,640	16.59	
Program 34 Instructional	1.600	137,693	86,058	17,365	10,853	21,120	13,200	19.58	
Program 34 Administrative	0.061	7,727	126,672	116	1,902	893	14,640	16.59	
K-3 BEA Instructional	62.062	5,496,906	88,571	85,466	1,377	827,112	13,327	18.09	
4-6 BEA Instructional	34.597	2,985,588	86,296	136,209	3,937	458,581	13,255	17.82	
7-8 BEA Instructional	23.691	2,027,896	85,598	28,703	1,212	314,332	13,268	17.96	
9-12 BEA Instructional	49.081	4,680,348	95,360	80,945	1,649	659,108	13,429	18.27	
K-12 BEA Instructional	169.431	15,190,738	89,657	331,323	1,956	2,259,132	13,334	18.08	
BEA	185.134	17,513,090	94,597	1,375,716	7,431	2,495,040	13,477	17.93	
Instructional	209.584	18,334,808	87,482	1,708,656	8,153	2,813,532	13,424	18.07	
Administrative	19.903	2,864,101	143,903	44,424	2,232	298,908	15,018	17.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	0.800	114,767	143,459	2,522	3,153	12,000	15,000	16.68	
Active	230.287	21,313,676	92,553	1,755,602	7,624	3,124,440	13,568	17.93	
K-12 Program 21 Contracted	6.184	792,000	128,072						
Certificated Total	236.471	22,105,676	93,482	1,755,602	7,424	3,124,440	13,213	17.93	
Instructional for Funding Purposes	215.768	19,126,808	88,645	1,708,656	7,919	2,813,532	13,040	18.07	
Instructional for Compliance Purposes	209.584	18,334,808	87,482	1,708,656	8,153	2,813,532	13,424	18.07	
K-3 Program 01 Teacher	58.062	5,166,132	88,976	65,118	1,122	774,312	13,336	18.10	
K-3 Program 21 Teacher	4.096	321,805	78,566	6,148	1,501	54,067	13,200	17.88	
Grade T Program 09 Teacher				1,606					

**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	65.059	6,309,374	96,979	330,652	5,082	858,779	13,200	17.79	
02	1.704	162,722	95,494	321	188	22,493	13,200	17.29	
03	0.860	91,503	106,399	802	933	11,352	13,200	18.45	
09	0.878	53,470	60,900			13,200	15,034	20.88	
13	0.823	135,054	164,100			10,864	13,200	17.31	
21	12.804	1,314,471	102,661	15,298	1,195	169,013	13,200	16.74	
24	0.160	12,240	76,500			2,112	13,200	16.86	
31	14.474	1,287,964	88,985	102,777	7,101	191,057	13,200	17.26	
34	4.512	424,569	94,098	35,132	7,786	59,558	13,200	18.06	
51	1.255	141,327	112,611			16,566	13,200	17.92	
55	4.074	426,750	104,750	4,913	1,206	57,196	14,039	17.06	
58				4,000					
65	0.498	38,374	77,056	1,254	2,518	6,574	13,200	17.61	
88	0.750	57,375	76,500			9,900	13,200	16.86	
97	1.768	272,898	154,354	29,800	16,855	23,338	13,200	15.51	
K-12 Program 02 Instructional	1.600	147,849	92,406	321	201	21,120	13,200	16.97	
Program 21 Instructional	11.890	1,190,036	100,087	15,298	1,287	156,948	13,200	16.61	
Program 21 Administrative	0.914	124,435	136,143			12,065	13,200	18.16	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	11.127	1,116,122	100,308	14,049	1,263	146,876	13,200	16.58	
Program 31 Instructional	12.900	1,059,861	82,160	100,299	7,775	170,280	13,200	17.02	
Program 31 Administrative	1.574	228,103	144,919	2,478	1,574	20,777	13,200	18.63	
Program 34 Instructional	3.930	341,737	86,956	34,610	8,807	51,876	13,200	17.81	
Program 34 Administrative	0.582	82,832	142,323	522	897	7,682	13,200	19.32	
K-3 BEA Instructional	28.844	2,534,991	87,886	99,717	3,457	380,741	13,200	18.07	
4-6 BEA Instructional	10.356	976,181	94,262	19,139	1,848	136,699	13,200	17.02	
7-8 BEA Instructional	15.200	1,436,208	94,487	78,560	5,168	200,640	13,200	17.79	
9-12 BEA Instructional	24.800	2,269,908	91,529	222,906	8,988	327,360	13,200	17.19	
K-12 BEA Instructional	79.200	7,217,288	91,127	420,322	5,307	1,045,440	13,200	17.58	
K-12 BEA Administrative	6.054	876,389	144,762	41,562	6,865	79,913	13,200	18.92	
BEA	88.377	8,549,030	96,734	499,484	5,652	1,166,576	13,200	17.63	
Instructional	98.619	9,125,226	92,530	445,787	4,520	1,306,800	13,251	17.44	
Administrative	10.000	1,474,399	147,440	76,162	7,616	132,000	13,200	17.92	
Other	1.000	128,466	128,466	3,000	3,000	13,200	13,200	17.70	
Active	109.619	10,728,091	97,867	524,949	4,789	1,452,000	13,246	17.51	
Certificated Total	109.619	10,728,091	97,867	524,949	4,789	1,452,000	13,246	17.51	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	98.619	9,125,226	92,530	445,787	4,520	1,306,800	13,251	17.44	
Instructional for Compliance Purposes	98.619	9,125,226	92,530	445,787	4,520	1,306,800	13,251	17.44	
K-3 Program 01 Teacher	27.844	2,454,787	88,162	30,519	1,096	367,541	13,200	18.00	
K-3 Program 21 Teacher	1.667	156,815	94,070	1,645	987	22,004	13,200	16.78	



**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	11.584	860,770	74,307	18,926	1,634	156,763	13,533	17.13	
21	1.000	85,494	85,494	2,374	2,374	13,200	13,200	16.90	
55	0.130	8,438	64,908			1,716	13,200	17.02	
88	0.496	27,299	55,038			6,547	13,200	17.36	
97	0.498	65,000	130,522			6,574	13,200	17.49	
Program 21 Instructional	1.000	85,494	85,494	2,374	2,374	13,200	13,200	16.90	
K-12 Program 21 Instructional	1.000	85,494	85,494	2,374	2,374	13,200	13,200	16.90	
K-3 BEA Instructional	2.947	207,278	70,335	1,216	413	42,755	14,508	17.04	
4-6 BEA Instructional	1.000	62,468	62,468			13,200	13,200	17.29	
7-8 BEA Instructional	4.735	356,412	75,272	3,421	722	62,502	13,200	17.02	
9-12 BEA Instructional	2.400	169,612	70,672	1,125	469	31,680	13,200	17.30	
K-12 BEA Instructional	11.082	795,770	71,807	5,762	520	150,137	13,548	17.11	
K-12 BEA Administrative	0.502	65,000	129,482			6,626	13,200	17.49	
BEA	12.082	925,770	76,624	18,926	1,566	163,337	13,519	17.16	
Instructional	12.708	917,001	72,159	8,136	640	171,600	13,503	17.09	
Administrative	1.000	130,000	130,000			13,200	13,200	17.49	
Other				13,164					

Program	FTE	Base Salary Total	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	13.708	1,047,001	76,379	21,300	1,554	184,800	13,481	17.14	
Certificated Total	13.708	1,047,001	76,379	21,300	1,554	184,800	13,481	17.14	
Instructional for Funding Purposes	12.708	917,001	72,159	8,136	640	171,600	13,503	17.09	
Instructional for Compliance Purposes	12.708	917,001	72,159	8,136	640	171,600	13,503	17.09	
K-3 Program 01 Teacher	2.212	155,934	70,495			33,053	14,942	17.05	
K-3 Program 21 Teacher	0.340	29,068	85,494			4,488	13,200	16.90	

**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	24.928	2,134,102	85,611	113,985	4,573	329,116	13,203	18.31	
13	1.000	99,122	99,122	7,810	7,810	13,200	13,200	18.75	
21	1.400	141,456	101,040	10,786	7,704	13,200	9,429	33.94	
51	0.140	13,287	94,907	9,259	66,136	1,848	13,200	18.72	
55	1.308	109,021	83,349	11,537	8,820	17,266	13,200	18.88	
58				11,206					
65	1.724	106,544	61,800	7,857	4,557	22,757	13,200	13.98	
74				2,000					
97	0.850	106,832	125,685			11,814	13,899	18.22	
Program 21 Instructional	1.000	73,456	73,456	3,440	3,440	13,200	13,200	18.18	
Program 21 Administrative				7,346					
K-12 Program 21 Instructional	0.929	68,211	73,424			12,263	13,200	18.18	
K-3 BEA Instructional	8.870	660,435	74,457			117,084	13,200	18.48	
4-6 BEA Instructional	5.372	496,463	92,417			70,910	13,200	18.42	
7-8 BEA Instructional	2.931	266,591	90,956			38,689	13,200	18.18	
9-12 BEA Instructional	5.655	479,467	84,786			74,646	13,200	18.08	
K-12 BEA Instructional	22.828	1,902,956	83,361			301,330	13,200	18.32	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	25.778	2,240,934	86,932	113,985	4,422	340,930	13,226	18.30	
Instructional	28.000	2,304,386	82,300	93,937	3,355	369,600	13,200	18.16	
Administrative	2.850	325,410	114,179	38,022	13,341	38,214	13,408	18.24	
Other	0.100	12,568	125,680			1,386	13,860	18.22	
Active	30.950	2,642,364	85,375	131,959	4,264	409,200	13,221	18.17	
K-12 Program 21 Contracted	0.400	68,000	170,000						
On Leave				42,481					
Certificated Total	31.350	2,710,364	86,455	174,440	5,564	409,200	13,053	18.65	
Instructional for Funding Purposes	28.400	2,372,386	83,535	93,937	3,308	369,600	13,014	18.71	
Instructional for Compliance Purposes	28.000	2,304,386	82,300	93,937	3,355	369,600	13,200	18.16	
K-3 Program 01 Teacher	8.870	660,435	74,457			117,084	13,200	18.48	
K-3 Program 21 Teacher	0.286	20,994	73,406			3,775	13,200	18.18	

**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	203.902	20,630,697	101,179	1,607,564	7,884	2,687,678	13,181	17.17	
09	2.200	216,145	98,248	8,827	4,012	29,040	13,200	17.76	
13	0.173	16,746	96,798	12,400	71,676	2,284	13,200	17.31	
21	50.050	5,068,303	101,265	187,397	3,744	520,740	10,404	17.20	
24	8.000	743,353	92,919	51,562	6,445	105,600	13,200	17.00	
31	21.511	2,120,138	98,561	217,398	10,106	289,080	13,439	16.08	
34	3.801	426,855	112,301	44,233	11,637	55,453	14,589	16.36	
51	1.400	141,767	101,262	9,944	7,103	18,480	13,200	17.44	
55	4.200	459,230	109,340	20,223	4,815	55,440	13,200	17.38	
58				222,589					
64	0.136	13,501	99,272	1,200	8,824	1,795	13,200	16.49	
65	2.328	217,688	93,509	10,257	4,406	30,730	13,200	21.99	
69	1.000	63,533	63,533	8,074	8,074	13,200	13,200	18.29	
74	1.000	110,616	110,616	4,917	4,917	13,200	13,200	17.98	
88	0.400	67,474	168,685	3,094	7,735	5,280	13,200	16.79	
97	4.000	752,113	188,028	87,712	21,928	52,800	13,200	14.24	
Program 21 Instructional	47.750	4,698,799	98,404	172,029	3,603	490,380	10,270	17.29	
Program 21 Administrative	2.300	369,504	160,654	15,368	6,682	30,360	13,200	16.38	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	39.750	3,937,281	99,051			397,980	10,012	17.37	
Program 31 Instructional	20.311	1,928,101	94,929	200,113	9,852	273,240	13,453	16.11	
Program 31 Administrative	1.200	192,037	160,031	17,285	14,404	15,840	13,200	15.79	
Program 34 Instructional	3.301	345,728	104,734	37,515	11,365	48,853	14,800	16.51	
Program 34 Administrative	0.500	81,127	162,254	6,718	13,436	6,600	13,200	15.68	
K-3 BEA Instructional	80.642	7,725,585	95,801			1,060,118	13,146	17.78	
4-6 BEA Instructional	41.038	3,882,986	94,619			539,801	13,154	17.28	
7-8 BEA Instructional	31.169	3,101,601	99,509			417,160	13,384	16.71	
9-12 BEA Instructional	60.465	5,971,940	98,767			805,253	13,318	16.45	
K-12 BEA Instructional	213.314	20,682,112	96,956			2,822,332	13,231	17.12	
K-12 BEA Administrative	1.000	123,762	123,762			13,200	13,200	17.65	
BEA	233.214	23,929,803	102,609	1,956,907	8,391	3,085,012	13,228	16.95	
Instructional	281.101	27,296,129	97,104	2,242,978	7,979	3,577,200	12,726	17.19	
Administrative	23.000	3,752,030	163,132	254,413	11,061	303,600	13,200	15.93	
Active	304.101	31,048,159	102,098	2,497,391	8,212	3,880,800	12,762	17.03	
Certificated Total	304.101	31,048,159	102,098	2,497,391	8,212	3,880,800	12,762	17.03	
Instructional for Funding Purposes	281.101	27,296,129	97,104	2,242,978	7,979	3,577,200	12,726	17.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	281.101	27,296,129	97,104	2,242,978	7,979	3,577,200	12,726	17.19	
K-3 Program 01 Teacher	74.227	7,058,969	95,100			975,440	13,141	17.84	
K-3 Program 21 Teacher	8.784	850,466	96,820			115,381	13,135	17.15	
Grade T Program 09 Teacher	2.000	182,408	91,204			26,400	13,200	17.93	

**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	130.408	11,724,987	89,910	654,482	5,019	1,735,404	13,307	17.39	
02				16,684					
13	1.055	160,521	152,153			13,926	13,200	17.28	
14	0.103	6,897	66,961	41	398	1,465	14,225	17.92	
21	18.217	1,490,064	81,795	81,943	4,498	243,368	13,359	18.37	
24	0.168	12,267	73,018	477	2,839	2,218	13,200	17.69	
31	13.045	1,133,827	86,917	173,327	13,287	178,794	13,706	17.79	
34	2.395	222,316	92,825	22,616	9,443	31,614	13,200	17.80	
51	2.594	242,816	93,607	12,252	4,723	34,241	13,200	17.64	
52				3,862					
55	9.125	825,644	90,482	82,388	9,029	122,905	13,469	17.22	
58				35,095					
64	0.205	20,564	100,312	1,799	8,776	3,366	16,420	17.49	
65	2.074	191,010	92,097	10,340	4,986	29,357	14,155	17.47	
74	0.515	45,923	89,171	3,503	6,802	6,798	13,200	17.71	
88	1.379	126,444	91,693	4,809	3,487	18,744	13,592	17.24	
97	2.500	468,965	187,586			33,000	13,200	15.05	
Program 21 Instructional	17.267	1,354,429	78,440	81,943	4,746	230,828	13,368	18.45	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.950	135,635	142,774			12,540	13,200	17.47	
K-12 Program 21 Instructional	16.435	1,293,545	78,707	52,451	3,191	219,846	13,377	18.49	
Program 31 Instructional	12.620	1,070,957	84,862	156,643	12,412	173,184	13,723	17.81	
Program 31 Administrative	0.425	62,870	147,929	16,684	39,256	5,610	13,200	17.44	
Program 34 Instructional	2.320	211,221	91,044	22,616	9,748	30,624	13,200	17.81	
Program 34 Administrative	0.075	11,095	147,933			990	13,200	17.44	
K-3 BEA Instructional	47.528	3,984,202	83,829	95,830	2,016	627,488	13,202	17.38	
4-6 BEA Instructional	27.488	2,234,215	81,280	32,247	1,173	373,586	13,591	17.68	
7-8 BEA Instructional	20.088	1,798,277	89,520	58,589	2,917	265,201	13,202	17.41	
9-12 BEA Instructional	42.054	3,739,132	88,913	129,274	3,074	564,828	13,431	17.43	
K-12 BEA Instructional	137.158	11,755,826	85,710	315,940	2,303	1,831,104	13,350	17.46	
K-12 BEA Administrative	5.000	777,129	155,426			66,000	13,200	17.36	
BEA	148.348	13,550,095	91,340	867,109	5,845	1,978,812	13,339	17.35	
Instructional	169.783	14,462,883	85,185	1,086,934	6,402	2,270,400	13,372	17.54	
Administrative	13.500	2,132,708	157,978	16,684	1,236	178,200	13,200	16.69	
Other	0.500	76,654	153,308			6,600	13,200	17.45	
Active	183.783	16,672,245	90,717	1,103,618	6,005	2,455,200	13,359	17.44	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	183.783	16,672,245	90,717	1,103,618	6,005	2,455,200	13,359	17.44	
Instructional for Funding Purposes	169.783	14,462,883	85,185	1,086,934	6,402	2,270,400	13,372	17.54	
Instructional for Compliance Purposes	169.783	14,462,883	85,185	1,086,934	6,402	2,270,400	13,372	17.54	
K-3 Program 01 Teacher	43.429	3,648,554	84,012	80,159	1,846	573,263	13,200	17.33	
K-3 Program 21 Teacher	3.179	236,596	74,425	9,870	3,105	41,963	13,200	16.81	

**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	2.631	176,847	67,217	14,288	5,431	41,725	15,859	17.64	
09	0.295	18,763	63,603			3,894	13,200	17.65	
13	0.689	43,782	63,544			9,095	13,200	17.65	
21	0.491	28,188	57,409	478	974	6,481	13,200	17.69	
51	0.364	20,722	56,929	2,549	7,003	4,805	13,200	17.69	
52				2,500					
55				1,044					
74				1,090					
Program 21 Instructional	0.491	28,188	57,409	478	974	6,481	13,200	17.69	
K-12 Program 21 Instructional	0.491	28,188	57,409	478	974	6,481	13,200	17.69	
K-3 BEA Instructional	1.615	117,310	72,638	10,355	6,412	28,314	17,532	17.61	
4-6 BEA Instructional	1.016	59,537	58,599	925	910	13,411	13,200	17.68	
K-12 BEA Instructional	2.631	176,847	67,217	11,280	4,287	41,725	15,859	17.64	
K-12 BEA Administrative				945					
BEA	2.631	176,847	67,217	14,288	5,431	41,725	15,859	17.64	
Instructional	4.470	288,302	64,497	15,389	3,443	66,000	14,765	17.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative				6,560					
Active	4.470	288,302	64,497	21,949	4,910	66,000	14,765	17.65	
Certificated Total	4.470	288,302	64,497	21,949	4,910	66,000	14,765	17.65	
Instructional for Funding Purposes	4.470	288,302	64,497	15,389	3,443	66,000	14,765	17.65	
Instructional for Compliance Purposes	4.470	288,302	64,497	15,389	3,443	66,000	14,765	17.65	
K-3 Program 01 Teacher	1.486	109,863	73,932			26,611	17,908	17.60	
K-3 Program 21 Teacher	0.281	16,122	57,374			3,709	13,200	17.69	
Grade T Program 09 Teacher	0.295	18,763	63,603			3,894	13,200	17.65	

**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	937.620	98,085,781	104,611	26,069,904	27,804	12,685,816	13,530	17.63	
02	19.633	2,167,370	110,394	597,707	30,444	255,196	12,998	17.02	
03	0.200	46,106	230,530	2,961	14,805	2,640	13,200	11.01	
09	0.486	59,089	121,582	17,715	36,451	13,200	27,160	1.45	
13	4.200	365,885	87,115	117,259	27,919	55,440	13,200	17.41	
14	3.000	302,499	100,833	87,237	29,079	39,600	13,200	17.63	
21	191.736	18,628,332	97,156	5,224,990	27,251	2,676,775	13,961	17.50	
23	0.092	15,459	168,033			1,320	14,348	17.02	
24	23.708	2,460,841	103,798	760,440	32,075	327,360	13,808	17.52	
31	62.603	6,530,299	104,313	1,894,043	30,255	853,090	13,627	17.12	
34	24.232	2,597,000	107,172	718,574	29,654	323,321	13,343	17.47	
51	8.411	885,019	105,222	241,084	28,663	127,354	15,141	17.37	
52	3.100	345,201	111,355	117,484	37,898	40,920	13,200	16.07	
55	26.052	2,821,160	108,290	814,461	31,263	350,513	13,454	17.55	
58	0.900	102,854	114,282	37,220	41,356	11,880	13,200	17.30	
64	1.917	219,078	114,282	78,031	40,705	25,304	13,200	16.53	
65	19.957	1,897,038	95,056	544,308	27,274	268,712	13,465	17.84	
69	1.000	102,860	102,860	41,649	41,649	13,200	13,200	17.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
74	0.402	89,677	223,077	370	920	6,376	15,860	17.20	
79	1.400	159,478	113,913	49,986	35,704	18,480	13,200	17.64	
88	0.354	55,433	156,590	7,830	22,119	5,082	14,356	17.68	
97	3.000	712,661	237,554	52,710	17,570	39,600	13,200	13.78	
CP	1.034	200,490	193,897	1,637	1,583	14,322	13,851	15.43	
K-12 Program 02 Instructional	18.633	1,986,243	106,598			241,996	12,987	16.78	
Program 21 Instructional	187.905	17,898,151	95,251	5,210,038	27,727	2,625,295	13,971	17.59	
Program 21 Administrative	3.831	730,181	190,598	14,952	3,903	51,480	13,438	14.81	
K-12 Program 21 Instructional	180.405	17,277,682	95,772			2,517,055	13,952	17.59	
Program 31 Instructional	60.143	5,998,310	99,734	1,884,130	31,328	815,734	13,563	17.27	
Program 31 Administrative	2.460	531,989	216,256	9,913	4,030	37,356	15,185	14.85	
Program 34 Instructional	23.134	2,363,002	102,144	716,218	30,960	306,491	13,249	17.75	
Program 34 Administrative	1.098	233,998	213,113	2,356	2,146	16,830	15,328	13.82	
K-3 BEA Instructional	389.306	37,577,463	96,524			5,209,068	13,380	17.90	
4-6 BEA Instructional	193.162	19,249,638	99,655			2,629,920	13,615	17.86	
7-8 BEA Instructional	150.436	14,969,786	99,509			2,032,166	13,509	17.81	
9-12 BEA Instructional	246.319	24,913,189	101,142			3,329,555	13,517	17.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	979.223	96,710,076	98,762			13,200,708	13,481	17.80	
BEA	1,047.288	110,139,217	105,166	29,335,899	28,011	14,159,662	13,520	17.55	
Instructional	1,259.045	123,946,095	98,445	37,040,906	29,420	17,087,620	13,572	17.74	
Administrative	72.692	14,558,725	200,280	330,779	4,550	1,029,600	14,164	15.32	
Other	1.799	173,367	96,369	55,000	30,573	18,467	10,265	14.89	
Active	1,333.536	138,678,187	103,993	37,426,685	28,066	18,135,687	13,600	17.53	
On Leave	1.501	171,423	114,206	50,915	33,921	19,813	13,200	17.19	
Certificated Total	1,335.037	138,849,610	104,004	37,477,600	28,072	18,155,500	13,599	17.53	
Instructional for Funding Purposes	1,259.045	123,946,095	98,445	37,040,906	29,420	17,087,620	13,572	17.74	
Instructional for Compliance Purposes	1,259.045	123,946,095	98,445	37,040,906	29,420	17,087,620	13,572	17.74	
K-3 Program 01 Teacher	357.085	34,339,541	96,166			4,755,885	13,319	17.99	
K-3 Program 21 Teacher	34.999	3,147,362	89,927			479,741	13,707	17.87	
Grade T Program 09 Teacher	0.486	59,089	121,582			13,200	27,160	1.45	

**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	1,005.686	102,061,562	101,485	9,156,961	9,105	13,404,547	13,329	18.11	
02	19.230	1,956,683	101,752	213,527	11,104	261,320	13,589	18.16	
03	1.000	90,304	90,304	7,947	7,947	13,200	13,200	18.16	
09	6.000	576,991	96,165	50,776	8,463	79,200	13,200	18.07	
13	48.176	5,522,917	114,640	267,858	5,560	633,600	13,152	17.69	
14	6.000	741,486	123,581	9,184	1,531	79,200	13,200	17.80	
21	261.895	24,314,929	92,842	2,247,072	8,580	3,547,962	13,547	17.75	
31	109.516	10,440,072	95,329	1,109,263	10,129	1,487,042	13,578	18.07	
34	10.235	967,090	94,489	85,104	8,315	136,422	13,329	18.04	
45	34.580	3,307,883	95,659	279,238	8,075	475,200	13,742	16.95	
51	24.794	2,381,341	96,045	215,080	8,675	345,246	13,925	18.78	
52	3.615	375,008	103,737	50,881	14,075	47,718	13,200	17.99	
55	57.486	5,949,421	103,493	532,857	9,269	781,796	13,600	18.05	
58				1,788,951					
64	1.000	102,012	102,012	18,806	18,806	13,200	13,200	17.95	
65	19.522	1,972,439	101,037	120,593	6,177	265,571	13,604	18.66	
74	46.500	4,672,553	100,485	416,706	8,961	620,176	13,337	17.93	
79				16,670					
97	3.000	647,823	215,941	44,455	14,818	39,600	13,200	14.86	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	17.380	1,634,836	94,064			236,900	13,631	18.36	
Program 21 Instructional	252.405	22,924,982	90,826	2,247,072	8,903	3,429,439	13,587	17.76	
Program 21 Administrative	9.490	1,389,947	146,464			118,523	12,489	17.68	
K-12 Program 21 Instructional	233.949	21,191,033	90,580			3,172,475	13,561	17.77	
Program 31 Instructional	102.516	9,312,407	90,839	1,109,263	10,820	1,394,642	13,604	18.15	
Program 31 Administrative	7.000	1,127,665	161,095			92,400	13,200	17.26	
Program 34 Instructional	10.235	967,090	94,489	85,104	8,315	136,422	13,329	18.04	
K-3 BEA Instructional	395.602	38,202,807	96,569			5,273,946	13,331	18.28	
4-6 BEA Instructional	204.167	19,583,073	95,917	3,621	18	2,710,541	13,276	18.15	
7-8 BEA Instructional	141.073	13,519,080	95,830	12,878	91	1,904,179	13,498	18.12	
9-12 BEA Instructional	359.308	33,522,103	93,296	23,505	65	4,832,353	13,449	18.11	
K-12 BEA Instructional	1,100.150	104,827,063	95,284	40,004	36	14,721,018	13,381	18.18	
K-12 BEA Administrative	16.000	2,725,092	170,318			211,200	13,200	16.93	
BEA	1,183.247	119,471,417	100,969	10,896,495	9,209	15,817,331	13,368	18.06	
Instructional	1,545.472	146,891,614	95,046	16,564,595	10,718	20,752,164	13,428	18.11	
Administrative	111.763	19,017,758	170,161	67,334	602	1,465,636	13,114	17.18	
Other	1.000	171,142	171,142			13,200	13,200	17.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,658.235	166,080,514	100,155	16,631,929	10,030	22,231,000	13,406	18.01	
Certificated Total	1,658.235	166,080,514	100,155	16,631,929	10,030	22,231,000	13,406	18.01	
Instructional for Funding Purposes	1,545.472	146,891,614	95,046	16,564,595	10,718	20,752,164	13,428	18.11	
Instructional for Compliance Purposes	1,545.472	146,891,614	95,046	16,564,595	10,718	20,752,164	13,428	18.11	
K-3 Program 01 Teacher	344.135	33,263,762	96,659			4,568,150	13,274	18.32	
K-3 Program 21 Teacher	43.638	3,754,313	86,033			590,858	13,540	17.62	
Grade T Program 09 Teacher	6.000	576,991	96,165			79,200	13,200	18.07	

**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	2.648	185,198	69,939			43,164	16,301	14.99	
21	0.113	13,953	123,478			3,036	26,867	14.94	
51	0.230	12,977	56,422			3,036	13,200	18.06	
97	0.108	16,200	150,000			3,564	33,000	17.97	
Program 21 Instructional	0.049	4,353	88,837			924	18,857	8.26	
Program 21 Administrative	0.064	9,600	150,000			2,112	33,000	17.97	
K-12 Program 21 Instructional	0.049	4,353	88,837			924	18,857	8.26	
K-3 BEA Instructional	1.466	96,630	65,914			23,496	16,027	13.66	
4-6 BEA Instructional	1.074	72,368	67,382			16,104	14,994	16.10	
K-12 BEA Instructional	2.540	168,998	66,535			39,600	15,591	14.71	
BEA	2.756	201,398	73,076			46,728	16,955	15.23	
Instructional	2.819	186,328	66,097			43,560	15,452	14.79	
Administrative	0.280	42,000	150,000			9,240	33,000	17.97	
Active	3.099	228,328	73,678			52,800	17,038	15.37	
Certificated Total	3.099	228,328	73,678			52,800	17,038	15.37	
Instructional for Funding Purposes	2.819	186,328	66,097			43,560	15,452	14.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	2.819	186,328	66,097			43,560	15,452	14.79	
K-3 Program 01 Teacher	1.398	86,334	61,755			21,226	15,183	13.14	
K-3 Program 21 Teacher	0.037	3,265	88,243			700	18,908	8.26	

**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	1,023.549	92,655,509	90,524	13,352,409	13,045	13,618,820	13,305	18.11	
02	16.320	1,647,258	100,935	251,103	15,386	209,725	12,851	18.07	
03	4.320	400,509	92,710	41,711	9,655	56,640	13,111	18.31	
09	6.000	457,219	76,203	65,653	10,942	79,182	13,197	17.70	
13	37.989	3,993,358	105,119	586,714	15,444	501,486	13,201	17.86	
14	1.000	192,367	192,367			13,197	13,197	15.19	
21	195.972	16,929,621	86,388	3,088,268	15,759	2,557,571	13,051	17.76	
24	38.945	3,297,029	84,659	499,664	12,830	505,882	12,990	18.68	
31	64.582	5,989,571	92,744	880,571	13,635	852,218	13,196	18.29	
34	6.875	589,352	85,724	80,441	11,701	90,729	13,197	16.95	
51	46.315	4,275,884	92,322	661,616	14,285	611,057	13,194	18.14	
52	7.000	896,639	128,091	35,176	5,025	83,578	11,940	16.80	
55	61.537	5,742,785	93,322	814,680	13,239	816,194	13,263	17.89	
58	3.000	288,078	96,026	49,965	16,655	39,591	13,197	17.78	
64	2.000	284,552	142,276	250	125	26,394	13,197	18.26	
65	65.432	5,929,231	90,617	894,714	13,674	910,523	13,916	17.91	
74	0.600	98,681	164,468			7,918	13,197	18.09	
79	2.500	261,147	104,459	65,526	26,210	32,993	13,197	20.03	
97	8.335	1,812,444	217,450	35,195	4,223	107,772	12,930	12.96	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15.660	1,537,232	98,163			201,015	12,836	18.06	
Program 21 Instructional	192.972	16,626,241	86,159	3,088,268	16,004	2,544,374	13,185	17.86	
Program 21 Administrative	1.000	186,764	186,764			13,197	13,197	18.18	
K-12 Program 21 Instructional	176.472	15,307,198	86,740			2,326,623	13,184	17.87	
Program 31 Instructional	59.907	5,223,509	87,194	878,546	14,665	790,522	13,196	18.35	
Program 31 Administrative	4.675	766,062	163,864	2,025	433	61,696	13,197	17.77	
Program 34 Instructional	6.800	575,345	84,610	80,216	11,796	89,740	13,197	16.98	
Program 34 Administrative	0.075	14,007	186,760	225	3,000	990	13,197	15.91	
K-3 BEA Instructional	408.185	34,475,197	84,460			5,436,322	13,318	17.85	
4-6 BEA Instructional	167.433	13,684,937	81,734	6,331	38	2,237,048	13,361	18.33	
7-8 BEA Instructional	161.106	14,003,335	86,920	12,856	80	2,145,980	13,320	18.49	
9-12 BEA Instructional	292.091	25,207,011	86,298	2,610	9	3,862,842	13,225	18.29	
K-12 BEA Instructional	1,028.815	87,370,480	84,923	21,797	21	13,682,192	13,299	18.16	
BEA	1,123.981	103,094,643	91,723	14,641,430	13,026	14,935,904	13,288	18.03	
Instructional	1,486.605	128,596,425	86,503	21,218,488	14,273	19,755,584	13,289	18.09	
Administrative	97.166	16,369,293	168,467	54,445	560	1,280,106	13,174	17.24	
Other	4.000	397,753	99,438	107,697	26,924	52,788	13,197	18.16	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,587.771	145,363,471	91,552	21,380,630	13,466	21,088,478	13,282	18.00	
K-12 Program 21 Contracted	2.000	116,616	58,308						
On Leave	2.500	261,147	104,459	23,026	9,210	32,993	13,197	20.03	
Certificated Total	1,592.271	145,741,234	91,530	21,403,656	13,442	21,121,470	13,265	17.99	
Instructional for Funding Purposes	1,488.605	128,713,041	86,466	21,218,488	14,254	19,755,584	13,271	18.07	
Instructional for Compliance Purposes	1,486.605	128,596,425	86,503	21,218,488	14,273	19,755,584	13,289	18.09	
K-3 Program 01 Teacher	352.554	29,489,109	83,644			4,629,369	13,131	17.80	
K-3 Program 21 Teacher	33.511	2,803,766	83,667			428,948	12,800	16.80	
Grade T Program 09 Teacher	6.000	457,219	76,203			79,182	13,197	17.70	

**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	237.207	23,365,589	98,503	2,044,489	8,619	3,202,663	13,502	18.07	
02	2.000	223,271	111,636	18,611	9,306	26,400	13,200	17.73	
09	6.799	600,798	88,366	50,080	7,366	90,380	13,293	18.16	
14	8.000	836,776	104,597	69,749	8,719	105,600	13,200	17.35	
21	59.375	5,499,358	92,621	456,221	7,684	817,740	13,772	18.64	
24	0.500	53,245	106,490	4,438	8,876	6,600	13,200	15.63	
31	14.610	1,469,321	100,570	222,026	15,197	206,052	14,103	18.46	
34	0.760	73,001	96,054	6,085	8,007	13,200	17,368	17.49	
51	5.617	544,047	96,857	40,745	7,254	77,444	13,788	17.78	
52	0.600	92,977	154,962	10,309	17,182	7,920	13,200	15.16	
55	15.036	1,371,727	91,230	114,338	7,604	237,600	15,802	17.81	
58				222,470					
65	5.000	426,011	85,202	35,510	7,102	66,000	13,200	18.35	
74	0.904	91,002	100,666	7,585	8,390	13,200	14,602	14.46	
97	1.000	239,200	239,200	18,823	18,823	13,200	13,200	14.17	
K-12 Program 02 Instructional	2.000	223,271	111,636			26,400	13,200	17.73	
Program 21 Instructional	58.625	5,356,446	91,368	449,635	7,670	807,840	13,780	18.75	
Program 21 Administrative	0.750	142,912	190,549	6,586	8,781	9,900	13,200	14.94	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	53.686	4,902,904	91,326	280,406	5,223	731,042	13,617	18.73	
Program 31 Instructional	14.110	1,389,680	98,489	218,356	15,475	199,452	14,136	18.53	
Program 31 Administrative	0.500	79,641	159,282	3,670	7,340	6,600	13,200	17.01	
Program 34 Instructional	0.760	73,001	96,054	6,085	8,007	13,200	17,368	17.49	
K-3 BEA Instructional	86.417	7,832,316	90,634	596,568	6,903	1,178,773	13,641	18.23	
4-6 BEA Instructional	45.250	4,288,200	94,767	188,995	4,177	598,871	13,235	18.13	
7-8 BEA Instructional	43.377	4,007,277	92,383	428,499	9,878	587,836	13,552	17.98	
9-12 BEA Instructional	61.433	6,022,228	98,029	641,905	10,449	843,916	13,737	18.43	
K-12 BEA Instructional	236.477	22,150,021	93,667	1,855,967	7,848	3,209,395	13,572	18.22	
K-12 BEA Administrative	14.500	2,357,721	162,601			191,400	13,200	17.25	
BEA	255.577	25,370,382	99,267	2,310,034	9,039	3,461,515	13,544	18.05	
Instructional	336.908	31,399,193	93,198	3,157,058	9,371	4,613,400	13,693	18.25	
Administrative	20.500	3,487,130	170,104	164,421	8,021	270,600	13,200	16.65	
Active	357.408	34,886,323	97,609	3,321,479	9,293	4,884,000	13,665	18.09	
Certificated Total	357.408	34,886,323	97,609	3,321,479	9,293	4,884,000	13,665	18.09	
Instructional for Funding Purposes	336.908	31,399,193	93,198	3,157,058	9,371	4,613,400	13,693	18.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	336.908	31,399,193	93,198	3,157,058	9,371	4,613,400	13,693	18.25	
K-3 Program 01 Teacher	80.349	7,379,271	91,840	396,810	4,939	1,090,756	13,575	18.22	
K-3 Program 21 Teacher	10.541	907,725	86,114	28,727	2,725	139,141	13,200	18.40	
Grade T Program 09 Teacher	3.799	346,521	91,214			50,780	13,367	18.45	

**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	193.392	20,843,553	107,779	1,697,771	8,779	2,609,966	13,496	22.66	
21	38.583	4,072,791	105,559	264,795	6,863	522,720	13,548	22.52	
24	2.900	279,277	96,302			38,280	13,200	22.83	
31	17.241	1,887,996	109,506	100,454	5,826	235,673	13,669	22.72	
34	2.958	334,787	113,180	18,585	6,283	38,993	13,182	22.76	
51	2.900	320,672	110,577	950	328	38,280	13,200	22.78	
52				3,328					
55	7.100	816,380	114,983	33,603	4,733	93,720	13,200	22.76	
58				5,000					
65	4.000	483,975	120,994	29,391	7,348	52,800	13,200	22.73	
79	0.500	80,002	160,004	3,000	6,000	6,600	13,200	21.96	
97	1.400	267,298	190,927	72,587	51,848	18,480	13,200	19.92	
Program 21 Instructional	36.883	3,799,011	103,002	254,145	6,891	500,280	13,564	22.57	
Program 21 Administrative	1.700	273,780	161,047	10,650	6,265	22,440	13,200	21.91	
K-12 Program 21 Instructional	33.883	3,502,963	103,384	20,087	593	460,680	13,596	22.55	
Program 31 Instructional	16.141	1,711,993	106,065	93,854	5,815	221,153	13,701	22.80	
Program 31 Administrative	1.100	176,003	160,003	6,600	6,000	14,520	13,200	21.96	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.958	334,787	113,180	18,585	6,283	38,993	13,182	22.76	
K-3 BEA Instructional	70.849	7,162,851	101,100	3,253	46	961,752	13,575	22.81	
4-6 BEA Instructional	37.502	3,883,845	103,564			498,564	13,294	22.80	
7-8 BEA Instructional	31.743	3,183,256	100,282	96,158	3,029	420,763	13,255	22.82	
9-12 BEA Instructional	53.235	5,579,270	104,805			726,317	13,644	22.80	
K-12 BEA Instructional	193.329	19,809,222	102,464	99,411	514	2,607,396	13,487	22.80	
BEA	214.991	23,333,634	108,533	1,889,397	8,788	2,903,112	13,503	22.63	
Instructional	247.112	25,508,537	103,227	1,975,792	7,996	3,330,756	13,479	22.77	
Administrative	23.192	3,797,128	163,726	225,829	9,737	315,912	13,622	21.67	
Other	0.670	81,066	120,994	27,843	41,557	8,844	13,200	22.57	
Active	270.974	29,386,731	108,449	2,229,464	8,228	3,655,512	13,490	22.63	
Certificated Total	270.974	29,386,731	108,449	2,229,464	8,228	3,655,512	13,490	22.63	
Instructional for Funding Purposes	247.112	25,508,537	103,227	1,975,792	7,996	3,330,756	13,479	22.77	
Instructional for Compliance Purposes	247.112	25,508,537	103,227	1,975,792	7,996	3,330,756	13,479	22.77	
K-3 Program 01 Teacher	61.849	6,191,765	100,111			836,352	13,522	22.81	
K-3 Program 21 Teacher	4.920	505,617	102,768			64,944	13,200	22.80	

**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	43.950	3,859,710	87,820	74,139	1,687	582,780	13,260	17.31	
12				363					
13	1.000	65,961	65,961	674	674	13,200	13,200	17.32	
21	8.150	736,065	90,315	19,862	2,437	112,860	13,848	16.94	
31	4.475	437,242	97,708	63,928	14,286	59,070	13,200	15.57	
34	0.225	25,513	113,391	93	413	2,970	13,200	13.84	
51	0.950	102,463	107,856	904	952	12,540	13,200	17.04	
55	1.550	162,643	104,931	1,463	944	20,460	13,200	17.00	
58				51,035					
65	1.100	107,047	97,315	4,551	4,137	14,520	13,200	25.69	
74				6,000					
97	0.875	135,625	155,000			11,550	13,200	16.65	
99	0.125	19,375	155,000			1,650	13,200	16.65	
Program 21 Instructional	7.600	659,292	86,749	19,862	2,613	105,600	13,895	16.93	
Program 21 Administrative	0.550	76,773	139,587			7,260	13,200	17.05	
K-12 Program 21 Instructional	7.000	618,856	88,408	19,188	2,741	92,400	13,200	16.85	
Program 31 Instructional	4.100	385,857	94,111	63,928	15,592	54,120	13,200	15.39	
Program 31 Administrative	0.375	51,385	137,027			4,950	13,200	17.16	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.100	8,385	83,850	93	930	1,320	13,200	8.18	
Program 34 Administrative	0.125	17,128	137,024			1,650	13,200	17.16	
K-3 BEA Instructional	14.430	1,187,234	82,275	26,416	1,831	191,796	13,291	17.69	
4-6 BEA Instructional	8.970	721,641	80,451	5,607	625	118,404	13,200	17.28	
7-8 BEA Instructional	7.000	550,297	78,614	13,702	1,957	93,720	13,389	16.49	
9-12 BEA Instructional	14.200	1,281,169	90,223	81,229	5,720	187,440	13,200	16.61	
K-12 BEA Instructional	44.600	3,740,341	83,864	126,954	2,847	591,360	13,259	17.04	
K-12 BEA Administrative	2.000	289,569	144,785			26,400	13,200	17.49	
BEA	49.525	4,458,090	90,017	138,160	2,790	656,370	13,253	17.08	
Instructional	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	17.21	
Administrative	5.500	801,218	145,676			72,600	13,200	17.22	
Other	0.500	68,514	137,028			6,600	13,200	17.16	
Active	62.400	5,651,644	90,571	223,012	3,574	831,600	13,327	17.21	
Certificated Total	62.400	5,651,644	90,571	223,012	3,574	831,600	13,327	17.21	
Instructional for Funding Purposes	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	17.21	
Instructional for Compliance Purposes	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	17.21	
K-3 Program 01 Teacher	14.030	1,146,675	81,730	14,834	1,057	185,196	13,200	17.69	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.680	120,805	71,908	3,574	2,127	22,176	13,200	17.44	

**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	385.962	36,060,001	93,429	3,033,867	7,861	5,100,354	13,215	17.82	
12				1,500					
13	10.337	938,074	90,749	17,455	1,689	136,448	13,200	17.48	
14	7.879	843,809	107,096			104,123	13,215	17.59	
21	99.035	9,018,345	91,062	893,724	9,024	1,321,320	13,342	17.90	
31	39.119	3,428,203	87,635	202,898	5,187	522,456	13,356	18.33	
34	4.810	385,346	80,114	17,608	3,661	63,492	13,200	17.77	
51	12.267	1,146,373	93,452	89,675	7,310	166,980	13,612	18.07	
52	3.249	360,232	110,875	26,931	8,289	42,887	13,200	16.74	
55	27.069	2,607,071	96,312	200,418	7,404	370,920	13,703	18.18	
58	0.850	88,477	104,091	796,492	937,049	8,580	10,094	17.74	
64	0.750	78,852	105,136	6,227	8,303	9,900	13,200	16.65	
65	18.000	1,687,298	93,739	145,170	8,065	237,600	13,200	18.12	
74	2.000	212,702	106,351	11,090	5,545	26,400	13,200	17.80	
79	0.600	46,698	77,830	13,603	22,672	7,920	13,200	18.11	
97	1.000	215,467	215,467	66,278	66,278	13,200	13,200	14.44	
Program 21 Instructional	96.735	8,650,611	89,426	839,869	8,682	1,290,960	13,345	18.02	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.300	367,734	159,884	35,560	15,461	30,360	13,200	15.38	
K-12 Program 21 Instructional	86.617	7,748,676	89,459	4,000	46	1,156,188	13,348	17.98	
Program 31 Instructional	38.119	3,286,631	86,220	184,710	4,846	509,256	13,360	18.37	
Program 31 Administrative	1.000	141,572	141,572	11,844	11,844	13,200	13,200	17.58	
Program 34 Instructional	4.810	385,346	80,114	17,608	3,661	63,492	13,200	17.77	
K-3 BEA Instructional	141.784	12,066,699	85,106	8,000	56	1,880,604	13,264	17.97	
4-6 BEA Instructional	80.444	6,899,828	85,772	20,000	249	1,051,301	13,069	18.32	
7-8 BEA Instructional	53.346	4,762,586	89,277	4,000	75	704,167	13,200	18.09	
9-12 BEA Instructional	118.510	10,715,054	90,415	1,589	13	1,575,030	13,290	17.99	
K-12 BEA Instructional	394.084	34,444,167	87,403	33,589	85	5,211,102	13,223	18.06	
K-12 BEA Administrative	0.915	131,807	144,051			13,200	14,426	16.98	
BEA	430.891	40,089,017	93,037	3,320,651	7,706	5,699,502	13,227	17.84	
Instructional	571.120	50,687,252	88,751	4,502,600	7,884	7,578,180	13,269	18.04	
Administrative	41.807	6,429,696	153,795	694,501	16,612	554,400	13,261	16.53	
Active	612.927	57,116,948	93,187	5,197,101	8,479	8,132,580	13,268	17.86	
On Leave				325,835					
Certificated Total	612.927	57,116,948	93,187	5,522,936	9,011	8,132,580	13,268	17.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	571.120	50,687,252	88,751	4,502,600	7,884	7,578,180	13,269	18.04	
Instructional for Compliance Purposes	571.120	50,687,252	88,751	4,502,600	7,884	7,578,180	13,269	18.04	
K-3 Program 01 Teacher	118.500	9,724,039	82,059			1,572,199	13,268	18.05	
K-3 Program 21 Teacher	11.267	896,797	79,595			148,724	13,200	18.25	

**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	46.919	4,017,414	85,624	41,406	882	632,610	13,483	17.35	
02	0.200	17,300	86,500			2,640	13,200	13.50	
09	1.750	118,031	67,446			21,450	12,257	21.41	
21	7.170	585,338	81,637			92,004	12,832	18.90	
24	1.530	108,234	70,741			20,196	13,200	17.79	
31	6.640	565,085	85,103	40,920	6,163	95,040	14,313	15.41	
34	1.034	85,228	82,426	108	104	20,460	19,787	11.40	
51	0.300	17,161	57,203			6,600	22,000	18.32	
52	1.000	15,000	15,000	3,971	3,971	6,600	6,600	17.60	
55	0.800	65,463	81,829			13,200	16,500	17.75	
97	1.000	169,725	169,725	53,521	53,521	13,200	13,200	15.80	
K-12 Program 02 Instructional	0.200	17,300	86,500			2,640	13,200	13.50	
Program 21 Instructional	6.570	521,831	79,426			92,004	14,004	16.87	
K-12 Program 21 Instructional	6.570	521,831	79,426			92,004	14,004	16.87	
Program 31 Instructional	6.340	523,864	82,628	28,420	4,483	91,080	14,366	15.25	
Program 31 Administrative	0.300	41,221	137,403	12,500	41,667	3,960	13,200	17.57	
Program 34 Instructional	0.884	65,006	73,536	108	122	18,480	20,905	10.16	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	20,222	134,813			1,980	13,200	17.80	
K-3 BEA Instructional	15.102	1,200,601	79,499	10,627	704	203,953	13,505	17.67	
4-6 BEA Instructional	9.934	858,902	86,461			131,129	13,200	17.39	
7-8 BEA Instructional	7.742	646,383	83,490	4,108	531	118,008	15,243	16.27	
9-12 BEA Instructional	18.265	1,492,785	81,729	55,199	3,022	253,110	13,858	16.19	
K-12 BEA Instructional	51.043	4,198,671	82,258	69,934	1,370	706,200	13,835	16.84	
K-12 BEA Administrative	3.250	429,839	132,258	12,500	3,846	37,950	11,677	17.69	
BEA	55.793	4,854,752	87,014	135,955	2,437	763,950	13,693	16.87	
Instructional	61.243	4,940,589	80,672	69,934	1,142	851,400	13,902	16.94	
Administrative	6.000	703,366	117,228	69,992	11,665	66,000	11,000	17.16	
Other	0.500	56,517	113,034			6,600	13,200	17.86	
Active	67.743	5,700,472	84,149	139,926	2,066	924,000	13,640	16.97	
K-12 Program 21 Contracted	0.600	63,507	105,845						
Certificated Total	68.343	5,763,979	84,339	139,926	2,047	924,000	13,520	17.16	
Instructional for Funding Purposes	61.843	5,004,096	80,916	69,934	1,131	851,400	13,767	17.15	
Instructional for Compliance Purposes	61.243	4,940,589	80,672	69,934	1,142	851,400	13,902	16.94	
K-3 Program 01 Teacher	13.966	1,123,144	80,420			184,351	13,200	17.69	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.838	155,325	84,508			24,262	13,200	16.34	
Grade T Program 09 Teacher	1.500	84,328	56,219			19,800	13,200	22.49	

**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	9.250	673,823	72,846	23,373	2,527	110,616	11,958	17.73	
13	1.125	100,835	89,631			14,652	13,024	17.55	
14	0.375	25,647	68,392			4,356	11,616	17.41	
21	1.000	59,074	59,074	9,500	9,500	11,616	11,616	17.73	
31	1.000	50,902	50,902	2,687	2,687	13,200	13,200	17.75	
51	0.750	48,222	64,296			8,712	11,616	17.08	
97	0.500	70,000	140,000			5,808	11,616	16.34	
Program 21 Instructional	1.000	59,074	59,074	9,500	9,500	11,616	11,616	17.73	
K-12 Program 21 Instructional	1.000	59,074	59,074			11,616	11,616	17.73	
Program 31 Instructional	1.000	50,902	50,902	2,687	2,687	13,200	13,200	17.75	
K-3 BEA Instructional	2.862	194,718	68,036			34,829	12,169	18.92	
4-6 BEA Instructional	1.305	82,708	63,378			15,159	11,616	17.21	
7-8 BEA Instructional	4.083	291,750	71,455			49,012	12,004	17.54	
9-12 BEA Instructional	1.500	85,549	57,033	11,894	7,929	19,008	12,672	17.63	
K-12 BEA Instructional	9.750	654,725	67,151	11,894	1,220	118,008	12,103	17.88	
BEA	10.750	794,725	73,928	26,060	2,424	129,624	12,058	17.61	
Instructional	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.150	149,644	130,125			13,358	11,616	16.39	
Other				1,662					
Active	14.000	1,028,503	73,465	35,560	2,540	168,960	12,069	17.58	
Certificated Total	14.000	1,028,503	73,465	35,560	2,540	168,960	12,069	17.58	
Instructional for Funding Purposes	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.79	
Instructional for Compliance Purposes	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.79	
K-3 Program 01 Teacher	2.612	177,620	68,002			31,925	12,222	19.08	
K-3 Program 21 Teacher	0.444	26,258	59,140			5,158	11,616	17.73	

Salary and Benefits by Program for 2023-2024

**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	11.500	942,601	81,965	56,086	4,877	154,220	13,410	17.89	
73				16,280					
97	0.500	60,492	120,984			9,020	18,039	20.25	
K-3 BEA Instructional	3.609	246,164	68,208			47,639	13,200	16.57	
4-6 BEA Instructional	1.907	159,615	83,700			25,172	13,200	17.97	
7-8 BEA Instructional	2.700	223,511	82,782			35,640	13,200	18.80	
9-12 BEA Instructional	2.784	252,819	90,811	8,947	3,214	36,749	13,200	17.89	
K-12 BEA Instructional	11.000	882,109	80,192	8,947	813	145,200	13,200	17.75	
BEA	12.000	1,003,093	83,591	56,086	4,674	163,239	13,603	18.03	
Instructional	11.000	882,109	80,192	46,557	4,232	145,200	13,200	17.75	
Administrative	1.000	120,984	120,984			18,039	18,039	20.25	
Active	12.000	1,003,093	83,591	46,557	3,880	163,239	13,603	18.03	
On Leave				25,809					
Certificated Total	12.000	1,003,093	83,591	72,366	6,031	163,239	13,603	18.03	
Instructional for Funding Purposes	11.000	882,109	80,192	46,557	4,232	145,200	13,200	17.75	
Instructional for Compliance Purposes	11.000	882,109	80,192	46,557	4,232	145,200	13,200	17.75	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	3.140	204,132	65,010			41,448	13,200	16.30	

**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	42.841	3,639,264	84,948	116,899	2,729	585,948	13,677	18.21	
02	75.500	4,274,733	56,619						
31	3.920	324,949	82,895	49,762	12,694	57,024	14,547	18.25	
34	0.880	64,997	73,860	10,857	12,338	11,616	13,200	18.38	
51	1.730	140,138	81,005	1,081	625	22,836	13,200	18.37	
53	0.050	4,599	91,980	3,500	70,000	660	13,200	18.19	
55	6.950	569,537	81,948	12,489	1,797	93,456	13,447	16.45	
58				32,674					
65				11,059					
74	0.350	29,601	84,574	3,155	9,014	4,620	13,200	17.87	
79	0.200	15,570	77,850	866	4,330	2,640	13,200	18.67	
97	1.000	175,376	175,376			13,200	13,200	16.49	
K-12 Program 02 Instructional	75.500	4,274,733	56,619						
Program 31 Instructional	3.720	302,035	81,192	49,762	13,377	54,384	14,619	18.05	
Program 31 Administrative	0.200	22,914	114,570			2,640	13,200	22.17	
Program 34 Instructional	0.880	64,997	73,860	10,857	12,338	11,616	13,200	18.38	
K-3 BEA Instructional	14.360	1,172,431	81,646	3,500	244	193,512	13,476	18.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	5.271	390,075	74,004			81,444	15,451	18.44	
7-8 BEA Instructional	7.790	611,382	78,483	21,294	2,734	107,448	13,793	18.06	
9-12 BEA Instructional	16.370	1,361,058	83,143	73,527	4,492	221,364	13,523	18.11	
K-12 BEA Instructional	43.791	3,534,946	80,723	98,321	2,245	603,768	13,787	18.17	
K-12 BEA Administrative	1.600	214,801	134,251			21,120	13,200	18.42	
BEA	124.141	8,479,319	68,304	177,518	1,430	667,788	5,379	18.14	
Instructional	52.921	4,274,972	80,780	223,552	4,224	726,000	13,719	17.95	
Administrative	4.600	643,231	139,833			60,720	13,200	17.78	
Other	0.400	45,828	114,570	18,790	46,975	5,280	13,200	22.17	
Active	57.921	4,964,031	85,703	242,342	4,184	792,000	13,674	17.96	
K-12 BEA Contracted	75.500	4,274,733	56,619						
Certificated Total	133.421	9,238,764	69,245	242,342	1,816	792,000	5,936	17.96	
Instructional for Funding Purposes	128.421	8,549,705	66,576	223,552	1,741	726,000	5,653	17.95	
Instructional for Compliance Purposes	52.921	4,274,972	80,780	223,552	4,224	726,000	13,719	17.95	
K-3 Program 01 Teacher	13.660	1,108,044	81,116			184,272	13,490	18.20	

**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	40.130	3,060,354	76,261	109,728	2,734	514,166	12,813	18.06	
02	0.850	90,981	107,036			11,220	13,200	20.91	
21	3.002	200,263	66,710	11,680	3,891	39,626	13,200	17.70	
24	1.798	117,589	65,400			23,734	13,200	18.10	
29	0.200	13,924	69,620			2,640	13,200	18.31	
31	3.048	200,517	65,786	14,498	4,757	42,887	14,070	18.05	
34	0.994	67,014	67,419			11,180	11,248	15.54	
51	0.426	35,877	84,218			5,623	13,200	17.53	
53	0.150	13,891	92,607			1,980	13,200	16.90	
55	1.493	122,361	81,956	2,776	1,859	19,708	13,200	17.76	
58	0.293	14,419	49,212	43,824	149,570			9.13	
74	0.033	3,056	92,606	4,000	121,212	436	13,200	16.90	
97	1.000	142,000	142,000			13,200	13,200	17.16	
K-12 Program 02 Instructional	0.850	90,981	107,036			11,220	13,200	20.91	
Program 21 Instructional	3.002	200,263	66,710	1,680	560	39,626	13,200	17.70	
Program 21 Administrative				10,000					
K-12 Program 21 Instructional	2.874	192,219	66,882			37,937	13,200	17.73	
Program 31 Instructional	2.948	189,813	64,387	14,498	4,918	41,567	14,100	17.92	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.100	10,704	107,040			1,320	13,200	20.91	
Program 34 Instructional	0.944	61,662	65,320			10,520	11,144	15.20	
Program 34 Administrative	0.050	5,352	107,040			660	13,200	20.91	
K-3 BEA Instructional	11.441	868,105	75,877	2,410	211	143,246	12,520	17.81	
4-6 BEA Instructional	7.073	464,726	65,704			85,589	12,101	18.55	
7-8 BEA Instructional	6.296	476,186	75,633	8,160	1,296	83,107	13,200	18.04	
9-12 BEA Instructional	15.832	1,157,513	73,112	8,152	515	209,695	13,245	17.98	
K-12 BEA Instructional	40.642	2,966,530	72,992	18,722	461	521,638	12,835	18.03	
BEA	46.022	3,560,866	77,373	124,226	2,699	592,654	12,878	18.03	
Instructional	47.593	3,446,794	72,422	166,506	3,499	609,523	12,807	17.97	
Administrative	5.824	635,452	109,109	20,000	3,434	76,877	13,200	17.93	
Active	53.417	4,082,246	76,422	186,506	3,492	686,400	12,850	17.97	
Certificated Total	53.417	4,082,246	76,422	186,506	3,492	686,400	12,850	17.97	
Instructional for Funding Purposes	47.593	3,446,794	72,422	166,506	3,499	609,523	12,807	17.97	
Instructional for Compliance Purposes	47.593	3,446,794	72,422	166,506	3,499	609,523	12,807	17.97	
K-3 Program 01 Teacher	11.441	868,105	75,877	2,410	211	143,246	12,520	17.81	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.312	19,608	62,846			4,118	13,200	16.88	

**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	172.698	15,202,462	88,029	683,862	3,960	2,278,294	13,192	17.62	
02	1.350	143,178	106,058	27,988	20,732	17,820	13,200	18.23	
09	6.000	515,153	85,859	24,601	4,100	79,200	13,200	17.88	
13	8.000	643,458	80,432	386,414	48,302	105,600	13,200	17.19	
21	30.904	2,407,784	77,912	221,898	7,180	408,540	13,220	21.15	
31	14.766	1,331,196	90,153	148,115	10,031	194,911	13,200	17.69	
34	2.870	237,227	82,657	10,722	3,736	37,884	13,200	20.11	
51	2.101	192,981	91,852	122,722	58,411	27,733	13,200	16.78	
52				18,000					
53	0.150	23,407	156,047	2,516	16,773	1,980	13,200	16.05	
55	10.400	903,105	86,837	270,730	26,032	137,280	13,200	17.62	
58				145,678					
64				63,084					
65	7.250	689,410	95,091	16,853	2,325	95,700	13,200	17.51	
74	0.563	45,325	80,506	509	904	7,458	13,247	17.77	
97	1.081	241,453	223,361	54,170	50,111	13,200	12,211	14.87	
K-12 Program 02 Instructional	1.350	143,178	106,058	27,988	20,732	17,820	13,200	18.23	
Program 21 Instructional	24.000	1,823,831	75,993	208,837	8,702	316,800	13,200	17.46	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.904	133,700	147,898	9,669	10,696	12,540	13,872	19.23	
K-12 Program 21 Instructional	23.000	1,717,773	74,686	202,005	8,783	303,600	13,200	17.66	
Program 31 Instructional	13.416	1,129,675	84,204	139,007	10,361	177,091	13,200	17.43	
Program 31 Administrative	1.350	201,521	149,275	9,108	6,747	17,820	13,200	19.55	
Program 34 Instructional	2.720	214,997	79,043	9,700	3,566	35,904	13,200	20.03	
Program 34 Administrative	0.150	22,230	148,200	1,022	6,813	1,980	13,200	21.07	
K-3 BEA Instructional	65.370	5,491,560	84,007	220,739	3,377	875,424	13,392	17.71	
4-6 BEA Instructional	30.588	2,563,591	83,810	62,086	2,030	404,342	13,219	18.24	
7-8 BEA Instructional	32.033	2,540,982	79,324	125,099	3,905	422,836	13,200	17.65	
9-12 BEA Instructional	46.499	3,862,600	83,068	329,576	7,088	613,787	13,200	17.71	
K-12 BEA Instructional	174.490	14,458,733	82,863	737,500	4,227	2,316,389	13,275	17.79	
K-12 BEA Administrative	13.363	1,955,055	146,304	103,020	7,709	176,880	13,237	17.79	
BEA	192.765	17,155,516	88,997	924,857	4,798	2,542,109	13,188	17.63	
Instructional	232.006	19,147,926	82,532	1,934,988	8,340	3,075,600	13,257	17.72	
Administrative	18.246	2,811,108	154,067	222,847	12,213	242,880	13,311	17.18	
Other	1.800	154,199	85,666	4,161	2,312	7,920	4,400	10.92	
Active	252.052	22,113,233	87,733	2,161,996	8,578	3,326,400	13,197	17.60	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	5.909	445,369	75,371			77,999	13,200		
On Leave	0.081	12,653	156,210	35,866	442,790			22.76	
Certificated Total	258.133	22,576,139	87,459	2,197,862	8,514	3,405,600	13,193	17.92	
Instructional for Funding Purposes	238.006	19,598,179	82,343	1,934,988	8,130	3,154,800	13,255	18.09	
Instructional for Compliance Purposes	232.006	19,147,926	82,532	1,934,988	8,340	3,075,600	13,257	17.72	
K-3 Program 01 Teacher	60.425	5,000,179	82,750	120,961	2,002	797,610	13,200	17.58	
K-3 Program 21 Teacher	4.845	329,449	67,998	10,861	2,242	63,954	13,200	17.19	
Grade T Program 09 Teacher	6.000	515,153	85,859	24,601	4,100	79,200	13,200	17.88	

**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	75.336	6,720,567	89,208	67,157	891	992,684	13,177	17.05	
21	12.489	1,038,736	83,172	6,000	480	165,660	13,264	17.57	
31	9.810	848,192	86,462	28,913	2,947	129,492	13,200	16.91	
34	2.130	224,929	105,600			28,116	13,200	16.45	
51	3.250	226,199	69,600			42,900	13,200	16.89	
53	0.250	37,129	148,516			3,300	13,200	17.08	
55	1.310	153,533	117,201			17,292	13,200	15.88	
58				67,236					
64	0.340	35,504	104,424			4,488	13,200	13.64	
65	1.790	176,258	98,468			23,628	13,200	17.16	
88	1.000	97,919	97,919	5,440	5,440	13,200	13,200	16.62	
97	1.200	225,244	187,703	7,800	6,500	15,840	13,200	14.38	
Program 21 Instructional	10.939	817,064	74,693	6,000	548	145,200	13,274	18.00	
Program 21 Administrative	1.550	221,672	143,014			20,460	13,200	16.11	
K-12 Program 21 Instructional	9.939	760,542	76,521			132,000	13,281	18.00	
Program 31 Instructional	9.450	802,379	84,908	28,913	3,060	124,740	13,200	16.92	
Program 31 Administrative	0.360	45,813	127,258			4,752	13,200	16.64	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	2.130	224,929	105,600			28,116	13,200	16.45	
K-3 BEA Instructional	31.000	2,492,885	80,416			409,200	13,200	17.19	
4-6 BEA Instructional	12.600	1,065,539	84,567			166,320	13,200	17.52	
7-8 BEA Instructional	13.150	1,228,503	93,422			173,580	13,200	16.87	
9-12 BEA Instructional	24.820	2,221,809	89,517	5,615	226	327,624	13,200	16.71	
K-12 BEA Instructional	81.570	7,008,736	85,923	5,615	69	1,076,724	13,200	17.03	
K-12 BEA Administrative	2.640	378,164	143,244	1,500	568	33,748	12,783	17.54	
BEA	88.476	8,018,932	90,634	103,870	1,174	1,166,132	13,180	16.93	
Instructional	98.299	8,260,570	84,035	113,877	1,158	1,298,352	13,208	17.10	
Administrative	10.606	1,523,640	143,658	27,625	2,605	138,248	13,035	16.24	
Other				41,044					
Active	108.905	9,784,210	89,842	182,546	1,676	1,436,600	13,191	16.97	
Certificated Total	108.905	9,784,210	89,842	182,546	1,676	1,436,600	13,191	16.97	
Instructional for Funding Purposes	98.299	8,260,570	84,035	113,877	1,158	1,298,352	13,208	17.10	
Instructional for Compliance Purposes	98.299	8,260,570	84,035	113,877	1,158	1,298,352	13,208	17.10	
K-3 Program 01 Teacher	28.000	2,234,018	79,786			369,600	13,200	17.28	
K-3 Program 21 Teacher	2.400	183,576	76,490			31,680	13,200	18.60	

Salary and Benefits by Program for 2023-2024

**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	99.550	9,613,598	96,571	770,746	7,742	1,343,496	13,496	17.97	
02	13.480	1,289,210	95,639	121,194	8,991	182,820	13,562	18.22	
03	1.300	152,090	116,992	9,774	7,518	17,160	13,200	16.55	
21	20.350	1,880,241	92,395	185,210	9,101	268,620	13,200	17.15	
24	4.000	433,110	108,278	64,975	16,244	52,800	13,200	16.81	
31	5.350	547,453	102,328	78,332	14,641	70,620	13,200	18.37	
34	2.950	252,265	85,514	31,067	10,531	38,940	13,200	17.98	
51	0.790	87,240	110,430	12,347	15,629	10,428	13,200	20.95	
55	1.290	177,000	137,209	14,972	11,606	17,028	13,200	17.65	
58	0.290	33,998	117,234	25,612	88,317	3,828	13,200	29.80	
79	0.050	8,896	177,920	1,500	30,000	660	13,200	17.69	
97	1.000	223,365	223,365			13,200	13,200	15.95	
K-12 Program 02 Instructional	12.230	1,091,993	89,288	6,136	502	166,320	13,599	18.68	
Program 21 Instructional	19.400	1,711,226	88,208	183,710	9,470	256,080	13,200	17.10	
Program 21 Administrative	0.950	169,015	177,911	1,500	1,579	12,540	13,200	17.69	
K-12 Program 21 Instructional	16.400	1,458,061	88,906			216,480	13,200	17.06	
Program 31 Instructional	5.100	502,975	98,623	67,582	13,251	67,320	13,200	18.55	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	44,478	177,912	10,750	43,000	3,300	13,200	16.21	
Program 34 Instructional	2.950	252,265	85,514	31,067	10,531	38,940	13,200	17.98	
K-3 BEA Instructional	38.562	3,355,839	87,025	62,673	1,625	520,265	13,492	17.76	
4-6 BEA Instructional	15.388	1,358,844	88,305	16,743	1,088	202,963	13,190	18.34	
7-8 BEA Instructional	16.059	1,548,143	96,403	21,364	1,330	222,948	13,883	18.46	
9-12 BEA Instructional	38.430	3,610,002	93,937	6,136	160	509,520	13,258	18.90	
K-12 BEA Instructional	108.439	9,872,828	91,045	106,916	986	1,455,696	13,424	18.37	
K-12 BEA Administrative	3.000	535,352	178,451	10,000	3,333	39,600	13,200	16.28	
BEA	123.630	12,077,981	97,695	1,011,113	8,179	1,666,236	13,478	17.97	
Instructional	133.759	12,231,504	91,444	1,266,343	9,467	1,789,920	13,382	18.18	
Administrative	12.865	2,216,122	172,260	45,596	3,544	171,600	13,339	16.44	
Other	2.776	133,604	48,128	3,790	1,365	44,880	16,167	13.84	
Active	149.400	14,581,230	97,599	1,315,729	8,807	2,006,400	13,430	17.88	
On Leave	1.000	117,236	117,236			13,200	13,200	14.76	
Certificated Total	150.400	14,698,466	97,729	1,315,729	8,748	2,019,600	13,428	17.85	
Instructional for Funding Purposes	133.759	12,231,504	91,444	1,266,343	9,467	1,789,920	13,382	18.18	
Instructional for Compliance Purposes	133.759	12,231,504	91,444	1,266,343	9,467	1,789,920	13,382	18.18	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	35.482	3,117,749	87,868	47,105	1,328	479,609	13,517	17.56	
K-3 Program 21 Teacher	6.001	553,702	92,268			79,213	13,200	17.17	

**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	14.219	1,089,666	76,635	1,261	89	165,264	11,623	14.82	
09	1.000	54,475	54,475			13,200	13,200	17.81	
14	0.300	16,833	56,110			3,960	13,200	17.83	
21	1.000	109,150	109,150			13,200	13,200	17.29	
51	0.750	58,467	77,956			9,900	13,200	16.02	
52	0.130	7,294	56,108			1,716	13,200	17.83	
55	0.200	11,222	56,110			2,640	13,200	17.83	
58				14,840					
79	0.100	8,000	80,000	781	7,810	1,320	13,200	15.54	
97	0.730	130,500	178,767	1,234	1,690	13,200	18,082	18.22	
Program 21 Instructional	1.000	109,150	109,150			13,200	13,200	17.29	
K-12 Program 21 Instructional	1.000	109,150	109,150			13,200	13,200	17.29	
K-3 BEA Instructional	6.241	479,556	76,840			74,765	11,980	15.76	
4-6 BEA Instructional	2.374	174,784	73,624			31,337	13,200	17.55	
7-8 BEA Instructional	3.604	264,937	73,512			45,962	12,753	17.06	
K-12 BEA Instructional	12.219	919,277	75,233			152,064	12,445	16.46	
BEA	14.949	1,220,166	81,622	2,495	167	178,464	11,938	15.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	15.699	1,184,718	75,465	15,621	995	198,000	12,612	16.60	
Administrative	1.730	248,000	143,353			13,200	7,630	9.22	
Other	1.000	52,889	52,889			13,200	13,200	18.27	
Active	18.429	1,485,607	80,612	15,621	848	224,400	12,176	15.51	
On Leave				2,495					
Certificated Total	18.429	1,485,607	80,612	18,116	983	224,400	12,176	15.51	
Instructional for Funding Purposes	15.699	1,184,718	75,465	15,621	995	198,000	12,612	16.60	
Instructional for Compliance Purposes	15.699	1,184,718	75,465	15,621	995	198,000	12,612	16.60	
K-3 Program 01 Teacher	6.241	479,556	76,840			74,765	11,980	15.76	
K-3 Program 21 Teacher	0.480	52,392	109,150			6,336	13,200	17.29	
Grade T Program 09 Teacher	1.000	54,475	54,475			13,200	13,200	17.81	



**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	3.409	212,024	62,195			39,600	11,616	15.45	
21	0.216	19,935	92,292	2,000	9,259			15.25	
51	0.215	19,937	92,730					15.25	
55	0.070	6,491	92,729					15.25	
97	1.000	37,400	37,400					7.90	
Program 21 Instructional	0.216	19,935	92,292	2,000	9,259			15.25	
K-12 Program 21 Instructional	0.216	19,935	92,292					15.25	
K-3 BEA Instructional	2.234	138,432	61,966			26,400	11,817	15.66	
4-6 BEA Instructional	1.175	73,592	62,631			13,200	11,234	15.06	
K-12 BEA Instructional	3.409	212,024	62,195			39,600	11,616	15.45	
BEA	4.409	249,424	56,572			39,600	8,982	14.36	
Instructional	3.910	258,387	66,084	2,000	512	39,600	10,128	15.41	
Administrative	1.000	37,400	37,400					7.90	
Active	4.910	295,787	60,242	2,000	407	39,600	8,065	14.52	
Certificated Total	4.910	295,787	60,242	2,000	407	39,600	8,065	14.52	
Instructional for Funding Purposes	3.910	258,387	66,084	2,000	512	39,600	10,128	15.41	
Instructional for Compliance Purposes	3.910	258,387	66,084	2,000	512	39,600	10,128	15.41	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	2.234	138,432	61,966			26,400	11,817	15.66	
K-3 Program 21 Teacher	0.123	11,363	92,382					15.25	

**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	11.083	816,589	73,679	25,502	2,301	146,296	13,200	17.80	
51	0.233	21,933	94,133			3,076	13,200	17.79	
52	0.293	23,905	81,587			3,868	13,200	17.88	
55	0.367	32,183	87,692			4,844	13,200	17.76	
74	0.024	3,185	132,708			317	13,200	17.88	
97	0.560	89,584	159,971			12,104	21,615	17.88	
99	0.051	8,140	159,608			1,096	21,482	17.88	
K-3 BEA Instructional	5.132	394,788	76,927	12,286	2,394	67,742	13,200	17.86	
4-6 BEA Instructional	3.232	193,235	59,788	8,774	2,715	42,662	13,200	17.70	
7-8 BEA Instructional	2.100	146,550	69,786	4,442	2,115	27,720	13,200	17.75	
K-12 BEA Instructional	10.464	734,573	70,200	25,502	2,437	138,125	13,200	17.79	
BEA	11.643	906,173	77,830	25,502	2,190	158,400	13,605	17.81	
Instructional	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.79	
Administrative	1.312	190,623	145,292			22,453	17,114	17.88	
Active	12.611	995,519	78,941	25,502	2,022	171,600	13,607	17.81	
Certificated Total	12.611	995,519	78,941	25,502	2,022	171,600	13,607	17.81	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.79	
Instructional for Compliance Purposes	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.79	
K-3 Program 01 Teacher	4.933	368,245	74,649	12,286	2,491	65,116	13,200	17.86	

**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	35.643	3,502,640	98,270	98,184	2,755	463,954	13,017	17.27	
09	0.963	110,941	115,204			12,712	13,200	17.51	
21	2.889	228,703	79,163			38,135	13,200	17.33	
58				6,206					
74				6,000					
97	1.000	154,600	154,600	2,866	2,866	13,200	13,200	16.65	
Program 21 Instructional	2.889	228,703	79,163			38,135	13,200	17.33	
K-12 Program 21 Instructional	2.408	196,333	81,534			31,786	13,200	16.91	
K-3 BEA Instructional	14.608	1,376,016	94,196			188,720	12,919	17.39	
4-6 BEA Instructional	11.163	1,107,874	99,245			142,507	12,766	16.77	
7-8 BEA Instructional	7.872	743,444	94,442			106,326	13,507	17.53	
K-12 BEA Instructional	33.643	3,227,334	95,929			437,554	13,006	17.21	
BEA	36.643	3,657,240	99,807	101,050	2,758	477,154	13,022	17.24	
Instructional	37.495	3,566,978	95,132	110,390	2,944	488,400	13,026	17.22	
Administrative	3.000	429,906	143,302			39,600	13,200	17.52	
Active	40.495	3,996,884	98,701	110,390	2,726	528,000	13,039	17.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave				2,866					
Certificated Total	40.495	3,996,884	98,701	113,256	2,797	528,000	13,039	17.26	
Instructional for Funding Purposes	37.495	3,566,978	95,132	110,390	2,944	488,400	13,026	17.22	
Instructional for Compliance Purposes	37.495	3,566,978	95,132	110,390	2,944	488,400	13,026	17.22	
K-3 Program 01 Teacher	13.645	1,280,523	93,846			176,009	12,899	17.37	
K-3 Program 21 Teacher	0.907	66,129	72,910			11,972	13,200	17.37	
Grade T Program 09 Teacher	0.963	110,941	115,204			12,712	13,200	17.51	

Salary and Benefits by Program for 2023-2024

**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	13.421	1,100,229	81,978	32,947	2,455	187,378	13,962	17.44	
21	2.000	76,793	38,397	3,600	1,800	26,400	13,200	17.44	
31	1.663	112,712	67,776			21,952	13,200	17.10	
34	0.169	15,956	94,414			2,231	13,200	17.14	
97	1.000	75,000	75,000			13,200	13,200	8.11	
Program 21 Instructional	2.000	76,793	38,397	3,600	1,800	26,400	13,200	17.44	
K-12 Program 21 Instructional	2.000	76,793	38,397			26,400	13,200	17.44	
Program 31 Instructional	1.663	112,712	67,776			21,952	13,200	17.10	
Program 34 Instructional	0.169	15,956	94,414			2,231	13,200	17.14	
K-3 BEA Instructional	5.502	385,935	70,144	2,068	376	77,326	14,054	18.52	
4-6 BEA Instructional	1.875	154,654	82,482			28,274	15,080	16.88	
7-8 BEA Instructional	1.731	151,758	87,671			23,668	13,673	16.88	
9-12 BEA Instructional	5.145	425,920	82,783	3,968	771	68,732	13,359	16.94	
K-12 BEA Instructional	14.253	1,118,267	78,458	6,036	423	198,000	13,892	17.43	
BEA	16.253	1,303,897	80,225	32,947	2,027	224,760	13,829	16.88	
Instructional	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.43	
Administrative	2.000	185,630	92,815	6,300	3,150	26,760	13,380	13.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	18.253	1,380,690	75,642	36,547	2,002	251,160	13,760	16.92	
Certificated Total	18.253	1,380,690	75,642	36,547	2,002	251,160	13,760	16.92	
Instructional for Funding Purposes	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.43	
Instructional for Compliance Purposes	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.43	
K-3 Program 01 Teacher	5.002	353,549	70,682			70,726	14,139	18.64	
K-3 Program 21 Teacher	0.292	15,176	51,973			3,854	13,200	17.41	



**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	51.530	4,715,741	91,514			681,000	13,216	16.77	
09	2.000	117,286	58,643			26,400	13,200	17.05	
13	2.580	187,922	72,838			34,056	13,200	15.61	
14	1.420	86,307	60,780			18,744	13,200	16.41	
21	6.256	530,001	84,719	5,358	856	82,579	13,200	15.46	
24	0.154	16,225	105,357			2,033	13,200	17.15	
31	3.020	294,542	97,530			39,864	13,200	15.42	
51	1.490	132,264	88,768			19,668	13,200	18.34	
52	0.160	12,710	79,438			2,640	16,500	17.35	
53	0.150	21,347	142,313			1,980	13,200	17.74	
55	3.190	341,505	107,055			44,220	13,862	17.24	
65	1.650	191,919	116,315			21,780	13,200	16.26	
74	0.200	18,907	94,535			2,640	13,200	15.49	
97	1.000	193,528	193,528			13,200	13,200	13.56	
Program 21 Instructional	5.606	440,631	78,600	5,358	956	73,999	13,200	15.00	
Program 21 Administrative	0.650	89,370	137,492			8,580	13,200	17.93	
K-12 Program 21 Instructional	5.000	376,992	75,398	1,454	291	66,000	13,200	14.66	
Program 31 Instructional	3.000	291,636	97,212			39,600	13,200	15.40	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.020	2,906	145,300			264	13,200	17.80	
K-3 BEA Instructional	17.500	1,499,135	85,665			231,804	13,246	16.68	
4-6 BEA Instructional	7.100	644,443	90,767			93,720	13,200	16.84	
7-8 BEA Instructional	8.000	609,057	76,132			105,600	13,200	17.16	
9-12 BEA Instructional	17.000	1,572,509	92,501			224,400	13,200	15.83	
K-12 BEA Instructional	49.600	4,325,144	87,200			655,524	13,216	16.45	
K-12 BEA Administrative	1.370	185,214	135,193			18,084	13,200	18.61	
BEA	55.550	5,203,811	93,678			734,064	13,214	16.55	
Instructional	65.800	5,552,702	84,388	5,358	81	872,004	13,252	16.33	
Administrative	8.450	1,234,246	146,065			111,540	13,200	17.11	
Other	0.550	73,256	133,193			7,260	13,200	21.10	
Active	74.800	6,860,204	91,714	5,358	72	990,804	13,246	16.51	
Certificated Total	74.800	6,860,204	91,714	5,358	72	990,804	13,246	16.51	
Instructional for Funding Purposes	65.800	5,552,702	84,388	5,358	81	872,004	13,252	16.33	
Instructional for Compliance Purposes	65.800	5,552,702	84,388	5,358	81	872,004	13,252	16.33	
K-3 Program 01 Teacher	16.500	1,432,955	86,846			218,604	13,249	16.57	
K-3 Program 21 Teacher	1.000	105,084	105,084			13,200	13,200	17.34	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.000	117,286	58,643			26,400	13,200	17.05	

**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	972.900	95,219,825	97,872	8,824,081	9,070	10,954,274	11,259	18.26	
02	0.497	48,550	97,686	7,788	15,670	27,026	54,378	16.32	
03	0.500	57,670	115,340	6,775	13,550	4,131	8,262	18.39	
09	2.872	213,321	74,276	15,696	5,465	39,600	13,788	9.87	
13	17.891	1,857,921	103,847	153,701	8,591	193,014	10,788	17.95	
14	4.009	282,766	70,533			57,299	14,293	20.61	
21	225.001	20,881,393	92,806	2,451,579	10,896	2,706,077	12,027	19.51	
24	16.195	1,486,317	91,776	102,389	6,322	198,520	12,258	20.18	
31	42.338	3,951,141	93,324	435,425	10,284	507,662	11,991	19.28	
34	6.990	624,370	89,323	63,721	9,116	102,637	14,683	18.69	
45	28.490	2,596,618	91,141	270,115	9,481	319,300	11,207	17.99	
51	34.174	3,440,407	100,673	375,191	10,979	369,901	10,824	18.02	
52	4.150	473,361	114,063	52,256	12,592	38,554	9,290	18.46	
55	60.488	5,921,848	97,901	605,178	10,005	702,233	11,609	18.47	
58	1.895	197,850	104,406	19,289	10,179	29,910	15,784	19.05	
64	3.874	419,065	108,174	51,761	13,361	45,849	11,835	17.48	
65	33.983	3,449,899	101,518	343,152	10,098	369,041	10,860	17.61	
69	0.300	52,271	174,237			1,432	4,774	17.60	
74	1.700	221,996	130,586	22,883	13,461	14,821	8,718	17.30	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.050	358,436	117,520	47,371	15,531	23,427	7,681	18.05	
88	0.500	51,894	103,788	4,972	9,944	9,100	18,200	16.72	
97	11.950	2,467,836	206,513	66,608	5,574	144,578	12,099	14.35	
CP	0.050	10,604	212,080	9,000	180,000	660	13,200	12.25	
K-12 Program 02 Instructional	0.497	48,550	97,686			27,026	54,378	16.32	
Program 21 Instructional	221.466	20,300,615	91,665	2,447,379	11,051	2,673,281	12,071	19.57	
Program 21 Administrative	3.200	543,767	169,927	4,200	1,313	17,814	5,567	17.33	
K-12 Program 21 Instructional	209.802	19,195,611	91,494			2,520,295	12,013	19.64	
Program 31 Instructional	41.438	3,764,070	90,836	433,025	10,450	495,782	11,964	19.35	
Program 31 Administrative	0.900	187,071	207,857	2,400	2,667	11,880	13,200	17.55	
Program 34 Instructional	6.990	624,370	89,323	63,721	9,116	102,637	14,683	18.69	
K-3 BEA Instructional	349.945	31,622,323	90,364			3,903,198	11,154	18.26	
4-6 BEA Instructional	177.919	16,313,862	91,693			2,042,033	11,477	18.29	
7-8 BEA Instructional	126.456	11,515,950	91,067			1,470,485	11,628	18.65	
9-12 BEA Instructional	310.477	28,548,716	91,951			3,636,086	11,711	18.51	
K-12 BEA Instructional	964.797	88,000,851	91,212			11,051,803	11,455	18.40	
BEA	1,063.665	104,966,010	98,683	9,674,513	9,095	12,059,609	11,338	18.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,358.376	124,840,203	91,904	13,715,530	10,097	15,686,654	11,548	18.58	
Administrative	99.199	18,181,847	183,287	134,335	1,354	916,582	9,240	16.94	
Other	14.887	1,110,959	74,626	47,273	3,175	233,376	15,677	18.88	
Active	1,472.462	144,133,009	97,886	13,897,138	9,438	16,836,612	11,434	18.40	
On Leave	1.335	152,350	114,120	31,793	23,815	22,435	16,805	18.01	
Certificated Total	1,473.797	144,285,359	97,900	13,928,931	9,451	16,859,047	11,439	18.40	
Instructional for Funding Purposes	1,358.376	124,840,203	91,904	13,715,530	10,097	15,686,654	11,548	18.58	
Instructional for Compliance Purposes	1,358.376	124,840,203	91,904	13,715,530	10,097	15,686,654	11,548	18.58	
K-3 Program 01 Teacher	306.847	27,446,398	89,447			3,400,128	11,081	18.19	
K-3 Program 21 Teacher	21.746	1,833,971	84,336			260,936	11,999	20.18	
Grade T Program 09 Teacher	2.872	213,321	74,276	15,696	5,465	39,600	13,788	9.87	

**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	98.812	9,651,363	97,674	514,198	5,204	1,228,726	12,435	18.53	
09	4.000	339,966	84,992	6,571	1,643	49,248	12,312	18.54	
12	1.000	112,742	112,742			12,100	12,100	18.30	
14				3,190					
21	14.572	1,298,205	89,089	119,149	8,177	167,443	11,491	19.68	
24	1.000	110,406	110,406			12,312	12,312	16.78	
31	3.600	280,110	77,808	31,086	8,635	44,323	12,312	18.29	
34	0.800	88,324	110,405	5,004	6,255	9,850	12,312	18.49	
51	1.100	126,557	115,052	1,840	1,673	13,543	12,312	18.38	
52				9,275					
55	1.250	139,791	111,833	1,840	1,472	15,337	12,270	18.64	
58				87,602					
64	0.069	7,607	110,246	85	1,232	850	12,312	18.43	
65	0.769	85,010	110,546	2,682	3,488	9,468	12,312	18.43	
74	0.400	32,472	81,180	2,886	7,215			18.52	
97	1.000	195,262	195,262	23,363	23,363	12,312	12,312	15.02	
Program 21 Instructional	13.572	1,137,162	83,787	117,621	8,666	155,131	11,430	19.95	
Program 21 Administrative	1.000	161,043	161,043			12,312	12,312	17.70	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	12.770	1,068,248	83,653	115,607	9,053	145,257	11,375	20.06	
Program 31 Instructional	3.600	280,110	77,808	25,253	7,015	44,323	12,312	18.29	
Program 31 Administrative				5,833					
Program 34 Instructional	0.800	88,324	110,405	4,696	5,870	9,850	12,312	18.49	
K-3 BEA Instructional	32.750	3,003,858	91,721	172,290	5,261	403,218	12,312	18.56	
4-6 BEA Instructional	19.866	1,800,819	90,648	44,399	2,235	244,590	12,312	18.68	
7-8 BEA Instructional	14.700	1,423,366	96,828	110,178	7,495	180,986	12,312	18.34	
9-12 BEA Instructional	29.246	2,806,509	95,962	174,648	5,972	372,389	12,733	18.80	
K-12 BEA Instructional	96.562	9,034,552	93,562	501,515	5,194	1,201,183	12,440	18.63	
K-12 BEA Administrative	3.000	431,422	143,807	22,625	7,542	36,936	12,312	17.69	
BEA	104.212	10,215,059	98,022	573,651	5,505	1,295,211	12,429	18.46	
Instructional	118.372	10,967,985	92,657	733,425	6,196	1,452,816	12,273	18.74	
Administrative	10.000	1,499,830	149,983	33,661	3,366	122,696	12,270	17.30	
Other				2,797					
Active	128.372	12,467,815	97,123	769,883	5,997	1,575,512	12,273	18.57	
On Leave				38,888					
Certificated Total	128.372	12,467,815	97,123	808,771	6,300	1,575,512	12,273	18.57	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	118.372	10,967,985	92,657	733,425	6,196	1,452,816	12,273	18.74	
Instructional for Compliance Purposes	118.372	10,967,985	92,657	733,425	6,196	1,452,816	12,273	18.74	
K-3 Program 01 Teacher	31.050	2,841,022	91,498	47,433	1,528	382,288	12,312	18.56	
K-3 Program 21 Teacher	2.331	200,726	86,112	6,651	2,853	28,699	12,312	21.67	
Grade T Program 09 Teacher	4.000	339,966	84,992	6,271	1,568	49,248	12,312	18.54	

**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	21.605	1,816,462	84,076	146,045	6,760	304,011	14,071	18.13	
09	0.689	37,968	55,106	1,069	1,552	14,460	20,987	18.59	
14				4,228					
21	3.300	223,707	67,790	13,533	4,101	43,380	13,145	14.68	
51	1.050	95,859	91,294			16,629	15,837	18.60	
52				21,265					
55	1.000	100,576	100,576	12,012	12,012	14,460	14,460	18.21	
74				4,228					
79				9,136					
97	1.000	165,000	165,000	10,000	10,000	13,200	13,200	16.43	
Program 21 Instructional	3.000	223,407	74,469	13,533	4,511	43,380	14,460	14.68	
K-12 Program 21 Instructional	2.000	143,652	71,826			28,920	14,460	12.70	
K-3 BEA Instructional	9.911	781,786	78,881	15,217	1,535	135,984	13,720	18.24	
4-6 BEA Instructional	5.666	479,945	84,706	11,983	2,115	81,930	14,460	18.28	
7-8 BEA Instructional	4.845	407,730	84,155	9,562	1,974	70,377	14,526	18.16	
K-12 BEA Instructional	20.422	1,669,461	81,748	36,762	1,800	288,291	14,117	18.23	
BEA	22.605	1,981,462	87,656	156,045	6,903	317,211	14,033	17.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	26.161	2,127,271	81,315	170,928	6,534	377,220	14,419	17.86	
Administrative	2.000	300,000	150,000	10,000	5,000	27,660	13,830	16.48	
Other	0.183	12,001	65,579			1,260	6,885	21.75	
Active	28.344	2,439,272	86,060	180,928	6,383	406,140	14,329	17.71	
K-12 Program 21 Contracted	0.300	300	1,000						
On Leave				40,588					
Certificated Total	28.644	2,439,572	85,169	221,516	7,733	406,140	14,179	17.71	
Instructional for Funding Purposes	26.461	2,127,571	80,404	170,928	6,460	377,220	14,256	17.86	
Instructional for Compliance Purposes	26.161	2,127,271	81,315	170,928	6,534	377,220	14,419	17.86	
K-3 Program 01 Teacher	8.743	689,774	78,894	15,217	1,740	116,580	13,334	18.22	
K-3 Program 21 Teacher	0.800	66,036	82,545			11,568	14,460	8.90	
Grade T Program 09 Teacher	0.689	37,968	55,106	1,069	1,552	14,460	20,987	18.59	

**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	75.200	6,935,622	92,229	214,298	2,850	975,040	12,966	18.18	
02	2.700	303,616	112,450	7,663	2,838	35,640	13,200	17.30	
09	1.000	94,546	94,546	1,838	1,838	13,200	13,200	17.92	
13	4.000	403,774	100,944	43,500	10,875	52,800	13,200	20.38	
14	2.400	204,596	85,248			31,680	13,200	17.61	
21	16.067	1,528,616	95,140	84,131	5,236	152,684	9,503	17.72	
24	4.000	382,732	95,683			52,800	13,200	17.43	
31	6.900	658,376	95,417	42,695	6,188	91,080	13,200	18.12	
34	1.600	149,779	93,612	10,946	6,841	21,120	13,200	18.31	
51	3.461	383,974	110,943	3,520	1,017	45,685	13,200	17.20	
52				25,957					
55	4.839	494,210	102,131	1,366	282	63,875	13,200	17.28	
58				70,102					
74				6,198					
88	1.333	101,580	76,204	2,687	2,016	17,596	13,200	18.00	
97	1.000	202,276	202,276	9,336	9,336	13,200	13,200	15.63	
K-12 Program 02 Instructional	2.200	234,220	106,464	4,234	1,925	29,040	13,200	17.13	
Program 21 Instructional	10.667	982,104	92,069	75,713	7,098	140,804	13,200	17.82	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.900	138,812	154,236			11,880	13,200	17.22	
K-12 Program 21 Instructional	10.000	930,978	93,098	26,833	2,683	132,000	13,200	17.81	
Program 31 Instructional	6.400	577,298	90,203	42,471	6,636	84,480	13,200	18.17	
Program 31 Administrative	0.500	81,078	162,156			6,600	13,200	17.74	
Program 34 Instructional	1.600	149,779	93,612	10,946	6,841	21,120	13,200	18.31	
K-3 BEA Instructional	28.148	2,248,055	79,866	23,559	837	367,154	13,044	18.18	
4-6 BEA Instructional	12.312	1,038,924	84,383	19,141	1,555	162,518	13,200	17.63	
7-8 BEA Instructional	13.440	1,260,063	93,755	9,214	686	177,408	13,200	18.68	
9-12 BEA Instructional	24.400	2,383,545	97,686	12,199	500	322,080	13,200	17.78	
K-12 BEA Instructional	78.300	6,930,587	88,513	64,113	819	1,029,160	13,144	18.05	
K-12 BEA Administrative	4.250	622,647	146,505			56,100	13,200	18.59	
BEA	87.400	8,249,669	94,390	284,938	3,260	1,136,080	12,999	18.08	
Instructional	109.000	9,823,868	90,127	449,475	4,124	1,434,400	13,160	18.01	
Administrative	10.000	1,554,791	155,479	1,200	120	132,000	13,200	17.77	
Other	1.000	57,338	57,338					39.23	
Active	120.000	11,435,997	95,300	450,675	3,756	1,566,400	13,053	18.03	
K-12 Program 21 Contracted	4.500	407,700	90,600						

Program	FTE	Base Salary Total	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				73,562					
Certificated Total	124.500	11,843,697	95,130	524,237	4,211	1,566,400	12,582	18.03	
Instructional for Funding Purposes	113.500	10,231,568	90,146	449,475	3,960	1,434,400	12,638	18.01	
Instructional for Compliance Purposes	109.000	9,823,868	90,127	449,475	4,124	1,434,400	13,160	18.01	
K-3 Program 01 Teacher	27.148	2,155,811	79,410	21,567	794	340,754	12,552	18.49	
K-3 Program 21 Teacher	2.000	210,243	105,122	297	149	26,400	13,200	17.79	

**Impact | Black River Elementary (17919)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.630	620,182	64,401			127,116	13,200	18.95	
21	1.700	241,661	142,154			11,880	6,988	5.44	
51	0.190	15,598	82,095			2,508	13,200	19.08	
55	0.100	13,244	132,440			1,320	13,200	18.55	
58	0.080	3,379	42,238			1,056	13,200	18.96	
79	1.100	83,401	75,819			14,520	13,200	20.04	
Program 21 Instructional	0.250	15,251	61,004			3,300	13,200	17.99	
Program 21 Administrative	0.650	66,666	102,563			8,580	13,200	19.78	
K-12 Program 21 Instructional	0.250	15,251	61,004			3,300	13,200	17.99	
K-3 BEA Instructional	8.880	520,853	58,655			117,216	13,200	19.01	
K-12 BEA Instructional	8.880	520,853	58,655			117,216	13,200	19.01	
BEA	9.630	620,182	64,401			127,116	13,200	18.95	
Instructional	10.000	591,682	59,168			132,000	13,200	19.00	
Administrative	2.000	226,039	113,020			26,400	13,200	19.30	
Active	12.000	817,721	68,143			158,400	13,200	19.08	
K-12 Program 21 Contracted	0.800	159,744	199,680						
Certificated Total	12.800	977,465	76,364			158,400	12,375	15.71	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.800	751,426	69,576			132,000	12,222	14.73	
Instructional for Compliance Purposes	10.000	591,682	59,168			132,000	13,200	19.00	
K-3 Program 01 Teacher	8.730	511,703	58,614			115,236	13,200	19.01	



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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.780	1,186,651	59,992			261,096	13,200	17.24	
21	3.600	471,121	130,867			33,000	9,167	4.49	
51	1.300	77,678	59,752			17,160	13,200	18.82	
55	1.850	126,254	68,245			24,420	13,200	18.54	
58	0.180	7,563	42,017			2,376	13,200	18.99	
65	0.480	36,656	76,367			6,336	13,200	18.74	
74	0.080	10,595	132,438			1,056	13,200	18.62	
79	0.830	66,279	79,854			10,956	13,200	18.75	
Program 21 Instructional	1.550	82,471	53,207			29,700	19,161	19.56	
Program 21 Administrative	0.250	29,226	116,904			3,300	13,200	18.70	
K-12 Program 21 Instructional	1.550	82,471	53,207			29,700	19,161	19.56	
K-3 BEA Instructional	18.890	1,077,325	57,031			249,348	13,200	17.08	
K-12 BEA Instructional	18.890	1,077,325	57,031			249,348	13,200	17.08	
BEA	19.780	1,186,651	59,992			261,096	13,200	17.24	
Instructional	24.300	1,397,334	57,503			330,000	13,580	17.52	
Administrative	2.000	226,039	113,020			26,400	13,200	18.73	
Active	26.300	1,623,373	61,725			356,400	13,551	17.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	1.800	359,424	199,680						
Certificated Total	28.100	1,982,797	70,562			356,400	12,683	14.02	
Instructional for Funding Purposes	26.100	1,756,758	67,309			330,000	12,644	13.39	
Instructional for Compliance Purposes	24.300	1,397,334	57,503			330,000	13,580	17.52	
K-3 Program 01 Teacher	18.890	1,077,325	57,031			249,348	13,200	17.08	
K-3 Program 21 Teacher	1.550	82,471	53,207			29,700	19,161	19.56	

**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	30.400	1,950,175	64,150			404,580	13,309	18.98	
13	0.750	52,674	70,232			9,900	13,200	18.93	
19	0.250	53,779	215,116			6,600	26,400	20.00	
21	5.400	422,437	78,229			39,600	7,333	7.09	
51	2.530	167,141	66,064			33,396	13,200	19.14	
55	1.910	156,879	82,136			25,212	13,200	18.88	
58	0.180	7,590	42,167			2,376	13,200	19.31	
65	0.380	29,119	76,629			5,016	13,200	18.95	
73	0.500	22,040	44,080			13,200	26,400	19.60	
74	0.100	12,984	129,840			1,320	13,200	18.76	
Program 21 Instructional	3.000	190,809	63,603			39,600	13,200	19.04	
K-12 Program 21 Instructional	3.000	190,809	63,603			39,600	13,200	19.04	
K-3 BEA Instructional	22.230	1,294,321	58,224			296,736	13,348	19.01	
4-6 BEA Instructional	5.910	419,217	70,934			78,012	13,200	18.96	
K-12 BEA Instructional	28.140	1,713,538	60,893			374,748	13,317	19.00	
BEA	30.400	1,950,175	64,150			404,580	13,309	18.98	
Instructional	37.000	2,320,494	62,716			501,600	13,557	19.03	
Administrative	3.000	322,696	107,565			39,600	13,200	18.83	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	40.000	2,643,190	66,080			541,200	13,530	19.00	
K-12 Program 21 Contracted	2.400	231,628	96,512						
Certificated Total	42.400	2,874,818	67,802			541,200	12,764	16.84	
Instructional for Funding Purposes	39.400	2,552,122	64,775			501,600	12,731	16.59	
Instructional for Compliance Purposes	37.000	2,320,494	62,716			501,600	13,557	19.03	
K-3 Program 01 Teacher	21.980	1,240,542	56,440			290,136	13,200	18.99	
K-3 Program 21 Teacher	2.000	110,325	55,163			26,400	13,200	19.18	

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	21.650	1,812,906	83,737			287,760	13,291	18.45	
19	0.350	37,645	107,557			9,240	26,400	20.00	
21	2.800	418,217	149,363			14,520	5,186	3.84	
51	1.250	76,432	61,146			16,500	13,200	18.86	
55	1.070	89,490	83,636			14,124	13,200	18.82	
58	0.140	5,858	41,843			1,848	13,200	17.34	
65	0.760	51,556	67,837			10,032	13,200	18.89	
74	0.080	10,184	127,300			1,056	13,200	18.29	
79	0.100	9,933	99,330			1,320	13,200	19.05	
Program 21 Instructional	1.000	66,031	66,031			13,200	13,200	18.92	
Program 21 Administrative	0.100	12,730	127,300			1,320	13,200	18.29	
K-12 Program 21 Instructional	1.000	66,031	66,031			13,200	13,200	18.92	
K-3 BEA Instructional	18.580	1,051,036	56,568			247,236	13,307	18.36	
4-6 BEA Instructional	0.850	528,889	622,222			11,220	13,200	18.06	
K-12 BEA Instructional	19.430	1,579,925	81,314			258,456	13,302	18.35	
BEA	21.650	1,812,906	83,737			287,760	13,291	18.45	
Instructional	23.500	1,852,539	78,831			316,800	13,481	18.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	3.000	320,226	106,742			39,600	13,200	18.85	
Active	26.500	2,172,765	81,991			356,400	13,449	18.56	
K-12 Program 21 Contracted	1.700	339,456	199,680						
Certificated Total	28.200	2,512,221	89,086			356,400	12,638	15.10	
Instructional for Funding Purposes	25.200	2,191,995	86,984			316,800	12,571	14.42	
Instructional for Compliance Purposes	23.500	1,852,539	78,831			316,800	13,481	18.49	
K-3 Program 01 Teacher	18.430	1,034,903	56,153			243,276	13,200	18.33	
K-3 Program 21 Teacher	1.000	66,031	66,031			13,200	13,200	18.92	

**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	15.949	1,378,246	86,416	14,342	899	213,708	13,399	16.41	
13	1.459	122,279	83,810	2,258	1,548	19,536	13,390	16.97	
14	0.497	44,208	88,950			6,864	13,811	17.38	
21	1.670	113,149	67,754	9,720	5,820	22,044	13,200	16.23	
51	1.300	123,144	94,726			17,160	13,200	16.29	
55	0.840	81,459	96,975			11,088	13,200	15.44	
58				11,019					
68	1.000	54,842	54,842			13,200	13,200	17.73	
97	1.000	145,000	145,000			13,200	13,200	17.50	
Program 21 Instructional	1.670	113,149	67,754	9,720	5,820	22,044	13,200	16.23	
K-12 Program 21 Instructional	1.670	113,149	67,754	9,720	5,820	22,044	13,200	16.23	
K-3 BEA Instructional	4.197	326,638	77,827	1,400	334	58,582	13,958	15.66	
4-6 BEA Instructional	2.964	254,894	85,997			39,125	13,200	15.19	
7-8 BEA Instructional	2.500	194,384	77,754	800	320	33,000	13,200	17.89	
9-12 BEA Instructional	4.458	394,640	88,524	12,142	2,724	58,846	13,200	16.65	
K-12 BEA Instructional	14.119	1,170,556	82,906	14,342	1,016	189,552	13,425	16.21	
K-12 BEA Administrative	1.000	126,000	126,000			13,200	13,200	17.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	16.949	1,523,246	89,872	14,342	846	226,908	13,388	16.51	
Instructional	20.715	1,692,905	81,724	37,339	1,803	277,200	13,382	16.30	
Administrative	2.000	271,000	135,500			26,400	13,200	17.72	
Active	22.715	1,963,905	86,459	37,339	1,644	303,600	13,366	16.47	
On Leave	1.000	98,422	98,422			13,200	13,200	17.35	
Certificated Total	23.715	2,062,327	86,963	37,339	1,574	316,800	13,359	16.51	
Instructional for Funding Purposes	20.715	1,692,905	81,724	37,339	1,803	277,200	13,382	16.30	
Instructional for Compliance Purposes	20.715	1,692,905	81,724	37,339	1,803	277,200	13,382	16.30	
K-3 Program 01 Teacher	4.027	314,280	78,043			56,338	13,990	15.59	
K-3 Program 21 Teacher	0.198	13,143	66,379			2,614	13,200	15.56	



**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	2.776	232,655	83,809	1,530	551	41,026	14,779	15.97	
21	0.302	15,926	52,735	262	868			4.79	
55	0.040	3,895	97,375			465	11,616	17.43	
79	0.180	17,528	97,378			2,091	11,616	17.43	
97	0.496	36,104	72,790			7,150	14,415	8.42	
Program 21 Instructional	0.302	15,926	52,735	262	868			4.79	
K-12 Program 21 Instructional	0.302	15,926	52,735	262	868			4.79	
K-3 BEA Instructional	1.015	88,974	87,659			15,264	15,039	17.24	
4-6 BEA Instructional	0.842	71,638	85,081			12,368	14,689	17.23	
7-8 BEA Instructional	0.423	35,939	84,962	1,530	3,617	6,244	14,762	17.23	
K-12 BEA Instructional	2.280	196,551	86,207	1,530	671	33,876	14,858	17.23	
BEA	3.272	268,759	82,139	1,530	468	48,176	14,724	15.02	
Instructional	2.802	233,900	83,476	1,792	640	36,432	13,002	15.93	
Administrative	0.992	72,208	72,790			14,300	14,415	8.42	
Active	3.794	306,108	80,682	1,792	472	50,732	13,372	14.33	
Certificated Total	3.794	306,108	80,682	1,792	472	50,732	13,372	14.33	
Instructional for Funding Purposes	2.802	233,900	83,476	1,792	640	36,432	13,002	15.93	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.802	233,900	83,476	1,792	640	36,432	13,002	15.93	
K-3 Program 01 Teacher	1.015	88,974	87,659			15,264	15,039	17.24	
K-3 Program 21 Teacher	0.138	7,240	52,464	262	1,899			4.79	

**Innovation Spokane 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	21.500	1,614,553	75,095			269,665	12,543	19.12	
13	1.823	249,414	136,815			16,260	8,919	20.11	
14	1.350	102,103	75,632			17,820	13,200	19.42	
21	3.000	237,671	79,224			39,600	13,200	20.37	
24	1.000	61,437	61,437			13,200	13,200	18.76	
31	0.700	56,059	80,084			9,240	13,200	18.91	
51	1.917	186,839	97,464			23,670	12,347	19.28	
55	3.250	216,444	66,598			43,670	13,437	20.02	
74	0.100	5,436	54,360			935	9,350	18.68	
Program 21 Instructional	2.800	214,943	76,765			36,960	13,200	20.57	
Program 21 Administrative	0.200	22,728	113,640			2,640	13,200	18.41	
K-12 Program 21 Instructional	2.000	156,876	78,438			26,400	13,200	21.34	
Program 31 Instructional	0.700	56,059	80,084			9,240	13,200	18.91	
4-6 BEA Instructional	0.950	50,822	53,497			11,495	12,100	19.25	
7-8 BEA Instructional	6.250	417,915	66,866			71,885	11,502	18.84	
9-12 BEA Instructional	12.650	965,428	76,318			167,640	13,252	19.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	19.850	1,434,165	72,250			251,020	12,646	19.21	
BEA	22.200	1,670,612	75,253			278,905	12,563	19.11	
Instructional	32.640	2,342,678	71,773			407,660	12,490	19.46	
Administrative	2.000	387,278	193,639			26,400	13,200	18.41	
Active	34.640	2,729,956	78,809			434,060	12,531	19.36	
Certificated Total	34.640	2,729,956	78,809			434,060	12,531	19.36	
Instructional for Funding Purposes	32.640	2,342,678	71,773			407,660	12,490	19.46	
Instructional for Compliance Purposes	32.640	2,342,678	71,773			407,660	12,490	19.46	

**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	992.098	103,428,065	104,252	15,769,797	15,895	13,308,451	13,414	17.18	
09	3.000	278,994	92,998	22,010	7,337	39,600	13,200	17.04	
21	138.580	13,003,355	93,833	1,865,801	13,464	1,829,520	13,202	17.65	
24	39.756	3,741,155	94,103	776,985	19,544	541,200	13,613	15.90	
31	49.847	4,930,456	98,912	749,008	15,026	679,404	13,630	16.54	
34	4.230	449,318	106,222	41,630	9,842	62,885	14,866	18.07	
38	1.500	154,364	102,909	25,304	16,869	26,400	17,600	19.17	
51	5.000	579,916	115,983	45,750	9,150	69,960	13,992	16.49	
52	3.000	354,372	118,124	64,707	21,569	39,600	13,200	15.00	
55	13.500	1,433,384	106,177	106,434	7,884	213,840	15,840	17.62	
56	12.000	1,233,009	102,751	136,425	11,369	158,400	13,200	15.68	
57	1.000	118,124	118,124	19,163	19,163	13,200	13,200	16.07	
58				960,026					
64	1.000	96,053	96,053	16,115	16,115	13,200	13,200	16.96	
65	27.660	2,693,212	97,368	217,640	7,868	394,020	14,245	17.28	
73				35,500					
74	10.780	1,132,366	105,043	103,542	9,605	153,120	14,204	16.13	
79	1.000	118,124	118,124	42,438	42,438	13,200	13,200	13.42	
97	5.000	1,177,654	235,531	75,218	15,044	66,000	13,200	15.34	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	132.580	11,986,698	90,411	1,793,763	13,530	1,750,320	13,202	17.65	
Program 21 Administrative	6.000	1,016,657	169,443	72,038	12,006	79,200	13,200	17.69	
K-12 Program 21 Instructional	127.624	11,624,764	91,086			1,684,320	13,198	17.63	
Program 26, 56, and 59 Instructional	11.000	1,057,526	96,139	105,920	9,629	145,200	13,200	15.51	
Program 26, 56, and 59 Administrative	1.000	175,483	175,483	30,505	30,505	13,200	13,200	16.95	
Program 31 Instructional	48.547	4,711,890	97,058	735,664	15,154	662,244	13,641	16.52	
Program 31 Administrative	1.300	218,566	168,128	13,344	10,265	17,160	13,200	16.94	
Program 34 Instructional	4.230	449,318	106,222	41,630	9,842	62,885	14,866	18.07	
K-3 BEA Instructional	352.202	34,829,380	98,890	11,715	33	4,693,418	13,326	17.50	
4-6 BEA Instructional	198.844	19,560,319	98,370			2,677,871	13,467	17.57	
7-8 BEA Instructional	147.110	15,105,057	102,679	7,874	54	1,982,231	13,474	16.93	
9-12 BEA Instructional	286.095	28,935,424	101,139	105,049	367	3,878,820	13,558	16.67	
K-12 BEA Instructional	984.251	98,430,180	100,005	124,638	127	13,232,340	13,444	17.17	
BEA	1,051.175	109,985,493	104,631	16,635,653	15,826	14,116,740	13,429	17.13	
Instructional	1,234.027	122,056,344	98,909	20,053,520	16,250	16,632,000	13,478	17.15	
Administrative	73.000	12,598,781	172,586	957,283	13,113	963,600	13,200	16.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	0.924	148,672	160,900	62,690	67,846	13,200	14,286	16.89	
Active	1,307.951	134,803,797	103,065	21,073,493	16,112	17,608,800	13,463	17.12	
On Leave	1.000	118,124	118,124			13,200	13,200	13.42	
Certificated Total	1,308.951	134,921,921	103,076	21,073,493	16,100	17,622,000	13,463	17.12	
Instructional for Funding Purposes	1,223.027	120,998,818	98,934	19,947,600	16,310	16,486,800	13,480	17.16	
Instructional for Compliance Purposes	1,223.027	120,998,818	98,934	19,947,600	16,310	16,486,800	13,480	17.16	
K-3 Program 01 Teacher	292.491	28,614,769	97,831			3,883,955	13,279	17.77	
K-3 Program 21 Teacher	25.380	2,201,155	86,728			315,731	12,440	17.90	
Grade T Program 09 Teacher	3.000	278,994	92,998			39,600	13,200	17.04	

**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	8.500	716,106	84,248	29,896	3,517	112,200	13,200	17.97	
21	0.500	39,666	79,332			6,600	13,200	17.71	
31	1.000	91,769	91,769	9,622	9,622	13,200	13,200	17.44	
97	1.000	130,000	130,000			13,200	13,200	17.71	
Program 21 Instructional	0.500	39,666	79,332			6,600	13,200	17.71	
K-12 Program 21 Instructional	0.500	39,666	79,332			6,600	13,200	17.71	
Program 31 Instructional	1.000	91,769	91,769	9,622	9,622	13,200	13,200	17.44	
K-3 BEA Instructional	1.750	146,193	83,539	3,015	1,723	23,100	13,200	19.92	
4-6 BEA Instructional	1.500	120,162	80,108	2,671	1,781	19,800	13,200	17.66	
7-8 BEA Instructional	0.854	83,332	97,578			11,273	13,200	17.11	
9-12 BEA Instructional	5.348	452,911	84,688	33,832	6,326	70,594	13,200	17.57	
K-12 BEA Instructional	9.452	802,598	84,913	39,518	4,181	124,766	13,200	17.91	
BEA	10.500	937,875	89,321	39,518	3,764	138,600	13,200	17.88	
Instructional	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.90	
Administrative	1.048	135,277	129,081			13,834	13,200	17.69	
Active	11.000	977,541	88,867	39,518	3,593	145,200	13,200	17.87	
Certificated Total	11.000	977,541	88,867	39,518	3,593	145,200	13,200	17.87	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.90	
Instructional for Compliance Purposes	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.90	
K-3 Program 01 Teacher	1.750	146,193	83,539	1,816	1,038	23,100	13,200	19.92	

Salary and Benefits by Program for 2023-2024

**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	62.957	5,512,099	87,553	137,786	2,189	1,057,264	16,793	18.56	
02	2.000	116,161	58,081	1,000	500	31,287	15,644	24.41	
09	1.000	98,097	98,097			17,328	17,328	18.35	
31	1.518	143,778	94,715	35,475	23,370	27,295	17,981	19.72	
34	1.101	102,744	93,319	3,000	2,725	19,624	17,824	19.41	
51	0.973	95,634	98,288			16,994	17,466	18.52	
97	1.000	158,322	158,322			20,795	20,795	18.79	
K-12 Program 02 Instructional	2.000	116,161	58,081			31,287	15,644	24.41	
Program 31 Instructional	1.518	143,778	94,715	35,475	23,370	27,295	17,981	19.72	
Program 34 Instructional	1.101	102,744	93,319	3,000	2,725	19,624	17,824	19.41	
K-3 BEA Instructional	25.055	1,981,067	79,069	27,471	1,096	412,170	16,451	18.67	
4-6 BEA Instructional	9.835	894,547	90,955	14,938	1,519	165,203	16,797	18.04	
7-8 BEA Instructional	10.877	1,016,822	93,484	8,747	804	185,559	17,060	17.89	
9-12 BEA Instructional	17.323	1,425,878	82,311	28,755	1,660	285,499	16,481	19.83	
K-12 BEA Instructional	63.090	5,318,314	84,297	79,911	1,267	1,048,432	16,618	18.72	
BEA	68.576	6,033,104	87,977	177,261	2,585	1,156,265	16,861	18.70	
Instructional	65.063	5,512,045	84,719	152,116	2,338	1,082,754	16,642	18.71	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	5.000	669,890	133,978	8,168	1,634	99,417	19,883	18.60	
Other	0.486	44,900	92,387	16,977	34,932	8,416	17,317	18.73	
Active	70.549	6,226,835	88,263	177,261	2,513	1,190,587	16,876	18.70	
Certificated Total	70.549	6,226,835	88,263	177,261	2,513	1,190,587	16,876	18.70	
Instructional for Funding Purposes	65.063	5,512,045	84,719	152,116	2,338	1,082,754	16,642	18.71	
Instructional for Compliance Purposes	65.063	5,512,045	84,719	152,116	2,338	1,082,754	16,642	18.71	
K-3 Program 01 Teacher	24.044	1,887,631	78,507	8,836	367	394,891	16,424	18.68	
Grade T Program 09 Teacher	1.000	98,097	98,097			17,328	17,328	18.35	

**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	1.897	149,889	79,014			28,004	14,762	18.29	
21	0.350	30,520	87,200	8,720	24,914	4,620	13,200	16.28	
51	0.753	44,463	59,048	5,000	6,640	18,976	25,200	33.98	
97	1.000	86,418	86,418			13,200	13,200	7.95	
Program 21 Instructional	0.350	30,520	87,200	8,720	24,914	4,620	13,200	16.28	
K-12 Program 21 Instructional	0.350	30,520	87,200			4,620	13,200	16.28	
K-3 BEA Instructional	1.650	135,066	81,858			21,780	13,200	16.70	
4-6 BEA Instructional	0.247	14,823	60,012			6,224	25,200	33.98	
K-12 BEA Instructional	1.897	149,889	79,014			28,004	14,762	18.29	
BEA	2.897	236,307	81,570			41,204	14,223	14.77	
Instructional	3.000	224,872	74,957	13,720	4,573	51,600	17,200	20.91	
Administrative	1.000	86,418	86,418			13,200	13,200	7.95	
Active	4.000	311,290	77,823	13,720	3,430	64,800	16,200	17.61	
Certificated Total	4.000	311,290	77,823	13,720	3,430	64,800	16,200	17.61	
Instructional for Funding Purposes	3.000	224,872	74,957	13,720	4,573	51,600	17,200	20.91	
Instructional for Compliance Purposes	3.000	224,872	74,957	13,720	4,573	51,600	17,200	20.91	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	1.650	135,066	81,858			21,780	13,200	16.70	
K-3 Program 21 Teacher	0.200	17,440	87,200			2,640	13,200	16.28	

**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	263.857	22,868,072	86,668	864,279	3,276	3,437,518	13,028	17.92	
02	9.105	753,020	82,704			132,000	14,498	17.34	
03	0.500	28,862	57,724			6,600	13,200	17.01	
09	7.902	677,812	85,777			104,306	13,200	18.69	
13	0.320	33,677	105,241						
21	48.186	3,902,286	80,984	134,689	2,795	629,420	13,062	20.93	
24	8.200	674,034	82,199			108,240	13,200	17.39	
31	17.380	1,490,649	85,768	155,122	8,925	229,416	13,200	17.25	
34	2.900	305,865	105,471			38,280	13,200	17.56	
51	5.005	482,771	96,458			75,900	15,165	16.41	
52	1.401	144,656	103,252			19,800	14,133	18.17	
55	16.152	1,553,432	96,176	21,516	1,332	201,355	12,466	17.39	
58	0.375	39,466	105,243	234,834	626,224				
64	0.400	41,724	104,310			5,280	13,200	16.73	
65	1.500	155,481	103,654			17,985	11,990	17.39	
74	1.202	101,776	84,672			19,800	16,473	18.12	
79				68,741					
97	3.000	576,313	192,104	5,100	1,700	27,500	9,167	15.42	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	9.105	753,020	82,704			132,000	14,498	17.34	
Program 21 Instructional	39.186	3,022,801	77,140	134,689	3,437	522,720	13,339	18.11	
Program 21 Administrative	2.000	316,055	158,028			14,300	7,150	16.48	
K-12 Program 21 Instructional	38.186	2,949,867	77,250			509,520	13,343	18.10	
Program 31 Instructional	16.580	1,379,838	83,223	155,122	9,356	218,856	13,200	17.18	
Program 31 Administrative	0.800	110,811	138,514			10,560	13,200	18.30	
Program 34 Instructional	2.700	278,162	103,023			35,640	13,200	17.50	
Program 34 Administrative	0.200	27,703	138,515			2,640	13,200	18.30	
K-3 BEA Instructional	103.123	8,323,527	80,715			1,396,058	13,538	18.40	
4-6 BEA Instructional	45.385	3,653,178	80,493			615,938	13,571	17.96	
7-8 BEA Instructional	50.274	4,247,552	84,488			663,617	13,200	17.57	
9-12 BEA Instructional	72.610	6,168,650	84,956			966,240	13,307	17.50	
K-12 BEA Instructional	271.392	22,392,907	82,511			3,641,854	13,419	17.91	
K-12 BEA Administrative	2.500	341,777	136,711			26,950	10,780	19.16	
BEA	296.742	26,022,781	87,695	1,024,501	3,452	3,871,314	13,046	17.80	
Instructional	352.385	29,225,447	82,936	1,348,181	3,826	4,713,500	13,376	17.83	
Administrative	26.500	4,009,261	151,293	136,100	5,136	240,900	9,091	17.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.500	31,758	21,172			6,600	4,400	18.13	
Active	380.385	33,266,466	87,455	1,484,281	3,902	4,961,000	13,042	17.74	
K-12 Program 21 Contracted	7.000	563,430	80,490			92,400	13,200		
Certificated Total	387.385	33,829,896	87,329	1,484,281	3,832	5,053,400	13,045	18.04	
Instructional for Funding Purposes	359.385	29,788,877	82,888	1,348,181	3,751	4,805,900	13,373	18.17	
Instructional for Compliance Purposes	352.385	29,225,447	82,936	1,348,181	3,826	4,713,500	13,376	17.83	
K-3 Program 01 Teacher	89.280	7,080,976	79,312			1,191,023	13,340	18.59	
K-3 Program 21 Teacher	5.985	427,273	71,391			79,213	13,235	18.07	



**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	870.815	82,544,034	94,789	3,721,733	4,274	11,490,420	13,195	18.61	
02	13.632	1,283,155	94,128	27,879	2,045	225,070	16,510	19.13	
09	1.740	107,349	61,695			17,600	10,115	9.41	
13	73.571	6,923,683	94,109	196,365	2,669	979,096	13,308	18.48	
14	3.000	261,729	87,243			31,977	10,659	19.09	
21	149.240	12,871,084	86,244	747,325	5,008	1,939,304	12,995	18.66	
24	13.670	1,163,697	85,128	96,088	7,029	179,571	13,136	17.43	
31	44.027	4,284,849	97,323	268,871	6,107	594,422	13,501	16.93	
34	6.742	614,088	91,084	20,171	2,992	89,628	13,294	17.85	
39				11,895					
45	23.000	2,137,997	92,956	15,077	656	277,200	12,052	17.27	
51	28.870	2,690,718	93,201	60,942	2,111	379,593	13,148	19.93	
52	0.880	93,297	106,019	2,712	3,082	11,616	13,200	14.55	
53	12.995	1,101,905	84,795	3,234	249	163,903	12,613	19.28	
55	42.589	4,030,274	94,632	227,811	5,349	556,733	13,072	18.77	
56	2.049	230,489	112,489	18,253	8,908	27,047	13,200	15.99	
59	0.100	16,169	161,690	100	1,000	1,320	13,200	17.52	
64	1.630	140,121	85,964	831	510	21,516	13,200	15.04	
65	16.070	1,523,823	94,824	47,093	2,930	206,074	12,824	20.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
74	3.000	281,380	93,793	14,762	4,921	39,600	13,200	20.11	
79	1.000	106,058	106,058			13,200	13,200	14.78	
97	1.875	338,327	180,441	139,078	74,175	24,750	13,200	15.47	
99	0.125	21,429	171,432	3,068	24,544	1,650	13,200	30.01	
K-12 Program 02 Instructional	12.417	1,097,116	88,356			209,032	16,834	19.56	
Program 21 Instructional	145.240	12,261,553	84,423	710,762	4,894	1,886,504	12,989	18.66	
Program 21 Administrative	4.000	609,531	152,383	36,563	9,141	52,800	13,200	18.53	
K-12 Program 21 Instructional	131.292	11,049,261	84,158			1,702,408	12,967	18.59	
Program 26, 56, and 59 Instructional	1.800	190,904	106,058	18,003	10,002	23,760	13,200	15.74	
Program 26, 56, and 59 Administrative	0.349	55,754	159,754	350	1,003	4,607	13,200	17.52	
Program 31 Instructional	40.000	3,729,945	93,249	268,871	6,722	535,946	13,399	17.06	
Program 31 Administrative	4.027	554,904	137,796			58,476	14,521	16.06	
Program 34 Instructional	6.680	605,164	90,593	20,171	3,020	88,704	13,279	17.86	
Program 34 Administrative	0.062	8,924	143,935			924	14,903	16.64	
K-3 BEA Instructional	335.381	29,316,882	87,414			4,433,996	13,221	19.64	
4-6 BEA Instructional	191.692	17,071,571	89,057			2,530,637	13,202	19.24	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	124.673	11,477,131	92,058			1,656,829	13,289	18.32	
9-12 BEA Instructional	231.857	22,077,776	95,222			3,087,044	13,314	17.21	
K-12 BEA Instructional	883.603	79,943,360	90,474			11,708,506	13,251	18.65	
BEA	960.091	91,202,450	94,994	4,192,809	4,367	12,701,489	13,229	18.48	
Instructional	1,226.358	110,310,278	89,949	5,507,974	4,491	16,175,689	13,190	18.67	
Administrative	81.262	12,180,592	149,893	115,314	1,419	1,082,400	13,320	17.55	
Active	1,307.620	122,490,870	93,675	5,623,288	4,300	17,258,089	13,198	18.56	
K-12 BEA Contracted	2.000	168,727	84,364						
On Leave	1.000	106,058	106,058			13,200	13,200	22.09	
Certificated Total	1,310.620	122,765,655	93,670	5,623,288	4,291	17,271,289	13,178	18.54	
Instructional for Funding Purposes	1,226.558	110,288,101	89,917	5,489,971	4,476	16,151,929	13,168	18.65	
Instructional for Compliance Purposes	1,224.558	110,119,374	89,926	5,489,971	4,483	16,151,929	13,190	18.67	
K-3 Program 01 Teacher	308.884	26,964,035	87,295			4,069,407	13,175	19.74	
K-3 Program 21 Teacher	29.950	2,329,957	77,795			387,374	12,934	20.53	
Grade T Program 09 Teacher	1.740	107,349	61,695			17,600	10,115	9.41	

**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	1,355.972	136,229,788	100,467	12,614,234	9,303	18,536,284	13,670	17.25	
02	9.054	1,019,649	112,619	78,844	8,708	120,120	13,267	16.41	
03	9.542	1,064,073	111,515	78,179	8,193	129,360	13,557	16.30	
11	58.326	5,988,673	102,676	461,677	7,915	799,900	13,714	17.39	
13				800					
21	340.408	31,484,923	92,492	4,378,732	12,863	4,658,305	13,684	17.61	
24	0.778	66,675	85,701	13,549	17,415	21,120	27,147	16.64	
31	76.575	7,358,109	96,090	609,910	7,965	1,040,741	13,591	16.52	
34	11.200	1,065,735	95,155	107,335	9,583	147,840	13,200	16.77	
51	31.519	3,004,256	95,316	243,460	7,724	441,646	14,012	17.60	
52	4.737	525,963	111,033	61,674	13,020	66,884	14,120	16.26	
55	55.698	5,417,406	97,264	418,833	7,520	763,884	13,715	17.29	
58	2.000	227,566	113,783	29,152	14,576	26,400	13,200	16.29	
64	1.000	122,618	122,618	15,554	15,554	13,200	13,200	17.34	
65	47.164	4,990,028	105,802	407,282	8,635	666,772	14,137	16.83	
74	2.000	271,997	135,999	15,109	7,555	26,400	13,200	15.63	
89				10,769					
97	1.000	355,000	355,000	3,750	3,750	14,136	14,136	13.76	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.054	832,504	103,365	32,525	4,038	106,920	13,275	16.27	
Program 21 Instructional	321.620	29,340,236	91,226	4,352,785	13,534	4,407,505	13,704	17.36	
Program 21 Administrative	6.788	1,083,491	159,619	25,947	3,822	92,400	13,612	17.18	
K-12 Program 21 Instructional	300.389	27,498,237	91,542	1,005,514	3,347	4,109,424	13,680	17.34	
Program 31 Instructional	74.575	7,028,925	94,253	605,710	8,122	1,014,341	13,602	16.57	
Program 31 Administrative	2.000	329,184	164,592	4,200	2,100	26,400	13,200	15.37	
Program 34 Instructional	11.200	1,065,735	95,155	107,335	9,583	147,840	13,200	16.77	
K-3 BEA Instructional	525.168	47,928,523	91,263	1,629,152	3,102	7,272,799	13,849	17.53	
4-6 BEA Instructional	285.393	26,865,473	94,135	352,470	1,235	3,895,927	13,651	17.51	
7-8 BEA Instructional	198.398	19,146,150	96,504	660,481	3,329	2,700,164	13,610	17.12	
9-12 BEA Instructional	341.748	33,969,144	99,398	1,518,069	4,442	4,628,731	13,544	16.84	
K-12 BEA Instructional	1,350.707	127,909,290	94,698	4,160,172	3,080	18,497,622	13,695	17.27	
K-12 BEA Administrative	31.807	5,339,671	167,877	618,257	19,438	422,400	13,280	16.90	
BEA	1,463.343	147,092,354	100,518	13,492,252	9,220	19,988,481	13,659	17.18	
Instructional	1,861.807	176,404,901	94,749	18,361,776	9,862	25,531,656	13,713	17.28	
Administrative	121.551	20,732,373	170,565	1,126,376	9,267	1,611,336	13,256	16.53	
Other	9.615	777,030	80,814	60,691	6,312	145,200	15,101	17.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,992.973	197,914,304	99,306	19,548,843	9,809	27,288,192	13,692	17.21	
K-12 Program 21 Contracted	11.000	972,763	88,433			145,200	13,200	7,615.63	
On Leave	2.000	216,959	108,480			26,400	13,200	17.49	
Certificated Total	2,006.973	199,192,459	99,250	19,548,843	9,740	27,472,992	13,689	17.25	
Instructional for Funding Purposes	1,873.807	177,466,097	94,709	18,361,776	9,799	25,690,056	13,710	17.33	
Instructional for Compliance Purposes	1,861.807	176,404,901	94,749	18,361,776	9,862	25,531,656	13,713	17.28	
K-3 Program 01 Teacher	458.275	41,419,445	90,381	1,072,862	2,341	6,288,955	13,723	17.53	
K-3 Program 21 Teacher	45.132	3,826,623	84,787	66,723	1,478	605,484	13,416	17.61	

**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	45.000	3,431,442	76,254	218,910	4,865	594,000	13,200	17.50	
02	10.200	900,918	88,325	228,220	22,375	125,400	12,294	14.63	
09	1.000	93,319	93,319	2,591	2,591	13,200	13,200	16.45	
21	6.950	596,061	85,764	24,484	3,523	97,020	13,960	17.13	
24	0.650	39,853	61,312			8,580	13,200	19.17	
31	2.000	186,638	93,319	26,283	13,142	26,400	13,200	17.50	
51	1.100	79,896	72,633	12,023	10,930	14,520	13,200	17.00	
52				21,643					
55	3.400	299,381	88,053	5,711	1,680	44,880	13,200	17.23	
58				42,200					
74				4,000					
97	1.000	180,948	180,948	25,530	25,530	13,200	13,200	14.32	
K-12 Program 02 Instructional	9.700	843,577	86,967			118,800	12,247	14.51	
Program 21 Instructional	6.650	558,399	83,970	22,656	3,407	90,420	13,597	17.06	
Program 21 Administrative	0.300	37,662	125,540			6,600	22,000	18.30	
K-12 Program 21 Instructional	6.650	558,399	83,970			90,420	13,597	17.06	
Program 31 Instructional	2.000	186,638	93,319	18,833	9,417	26,400	13,200	17.50	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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				7,450					
K-3 BEA Instructional	14.544	966,928	66,483			191,981	13,200	17.24	
4-6 BEA Instructional	8.733	690,071	79,019			115,276	13,200	17.68	
7-8 BEA Instructional	6.123	402,533	65,741			80,824	13,200	17.82	
9-12 BEA Instructional	23.300	1,948,814	83,640			298,320	12,803	16.24	
K-12 BEA Instructional	52.700	4,008,346	76,060			686,400	13,025	16.86	
BEA	58.200	4,699,946	80,755	498,943	8,573	759,000	13,041	16.76	
Instructional	65.000	5,021,853	77,259	467,331	7,190	851,400	13,098	16.91	
Administrative	5.300	693,284	130,808	62,450	11,783	72,600	13,698	16.43	
Active	70.300	5,715,137	81,296	529,781	7,536	924,000	13,144	16.85	
On Leave	1.000	93,319	93,319	81,814	81,814	13,200	13,200	15.81	
Certificated Total	71.300	5,808,456	81,465	611,595	8,578	937,200	13,144	16.84	
Instructional for Funding Purposes	65.000	5,021,853	77,259	467,331	7,190	851,400	13,098	16.91	
Instructional for Compliance Purposes	65.000	5,021,853	77,259	467,331	7,190	851,400	13,098	16.91	
K-3 Program 01 Teacher	13.600	885,910	65,140			179,520	13,200	17.30	
K-3 Program 21 Teacher	1.482	113,976	76,907			19,562	13,200	18.24	
Grade T Program 09 Teacher	1.000	93,319	93,319			13,200	13,200	16.45	



**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	71.558	6,315,028	88,250	248,181	3,468	949,254	13,266	17.50	
03	0.030	3,622	120,733			394	13,141	16.92	
09	1.000	82,464	82,464			13,200	13,200	17.59	
21	9.000	757,805	84,201	49,287	5,476	118,713	13,190	18.24	
31	4.840	473,805	97,894	51,662	10,674	63,888	13,200	17.61	
34	0.200	20,830	104,150	1,157	5,785	2,640	13,200	18.67	
51	1.290	139,166	107,881	6,916	5,361	17,011	13,187	17.00	
52				38,989					
53	1.300	120,188	92,452	10,910	8,392	17,142	13,186	17.26	
55	3.070	320,908	104,530	7,928	2,582	40,520	13,199	16.61	
58				88,152					
65	2.700	252,970	93,693	10,904	4,039	35,622	13,193	18.03	
79	0.050	6,036	120,720			657	13,141	16.92	
88	0.490	59,154	120,722			6,439	13,141	16.92	
97	1.000	148,324	148,324	44,916	44,916	13,200	13,200	15.50	
Program 21 Instructional	8.600	709,516	82,502	49,287	5,731	113,457	13,193	18.33	
Program 21 Administrative	0.400	48,289	120,723			5,256	13,141	16.87	
K-12 Program 21 Instructional	8.489	700,705	82,543			111,999	13,193	18.25	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.840	473,805	97,894	51,662	10,674	63,888	13,200	17.61	
Program 34 Instructional	0.200	20,830	104,150	1,157	5,785	2,640	13,200	18.67	
K-3 BEA Instructional	24.268	1,887,267	77,768			320,101	13,190	18.46	
4-6 BEA Instructional	15.260	1,353,125	88,671			201,412	13,199	17.70	
7-8 BEA Instructional	11.800	1,033,337	87,571			155,695	13,194	17.02	
9-12 BEA Instructional	20.200	1,860,747	92,116			271,864	13,459	17.17	
K-12 BEA Instructional	71.528	6,134,476	85,763			949,072	13,269	17.63	
BEA	77.628	6,961,609	89,679	345,916	4,456	1,029,376	13,260	17.47	
Instructional	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	17.66	
Administrative	7.570	999,483	132,032	21,016	2,776	99,607	13,158	16.32	
Other	0.400	53,402	133,505			5,271	13,177	17.54	
Active	96.528	8,700,300	90,132	513,102	5,316	1,278,681	13,247	17.50	
On Leave				45,900					
Certificated Total	96.528	8,700,300	90,132	559,002	5,791	1,278,681	13,247	17.50	
Instructional for Funding Purposes	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	17.66	
Instructional for Compliance Purposes	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	17.66	
K-3 Program 01 Teacher	23.268	1,783,116	76,634			306,901	13,190	18.01	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.663	126,399	76,007			21,895	13,166	21.81	

**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	29.618	2,322,534	78,416	54,162	1,829	391,763	13,227	17.64	
09	1.071	53,015	49,500	264	246	14,137	13,200	17.36	
21	4.244	290,991	68,565	3,538	834	56,100	13,219	17.83	
31	3.000	261,568	87,189	35,539	11,846	39,600	13,200	17.92	
34	1.000	79,593	79,593	7,178	7,178	13,200	13,200	18.11	
51				4,000					
55	1.000	83,475	83,475	4,448	4,448	13,200	13,200	16.36	
56	1.000	57,149	57,149	307	307	13,200	13,200	16.59	
97	0.769	115,376	150,034	720	936	13,200	17,165	18.66	
Program 21 Instructional	4.000	260,297	65,074	3,538	885	52,800	13,200	17.89	
Program 21 Administrative	0.244	30,694	125,795			3,300	13,525	17.38	
K-12 Program 21 Instructional	4.000	260,297	65,074	2,142	536	52,800	13,200	17.89	
Program 26, 56, and 59 Instructional	1.000	57,149	57,149	307	307	13,200	13,200	16.59	
Program 31 Instructional	3.000	261,568	87,189	35,539	11,846	39,600	13,200	17.92	
Program 34 Instructional	1.000	79,593	79,593	7,178	7,178	13,200	13,200	18.11	
K-3 BEA Instructional	9.309	736,880	79,158	3,515	378	122,879	13,200	18.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	6.223	423,845	68,109	594	95	82,724	13,293	17.71	
7-8 BEA Instructional	5.745	414,008	72,064	2,317	403	75,834	13,200	17.52	
9-12 BEA Instructional	9.608	762,614	79,373	2,566	267	126,826	13,200	17.27	
K-12 BEA Instructional	30.885	2,337,347	75,679	8,992	291	408,263	13,219	17.64	
K-12 BEA Administrative				1,080					
BEA	34.387	2,779,071	80,817	97,599	2,838	457,763	13,312	17.72	
Instructional	37.956	2,791,283	73,540	68,336	1,800	501,600	13,215	17.59	
Administrative	3.246	419,129	129,122	10,520	3,241	46,200	14,233	18.11	
Other	0.500	53,289	106,578	31,300	62,600	6,600	13,200	18.31	
Active	41.702	3,263,701	78,262	110,156	2,642	554,400	13,294	17.67	
Certificated Total	41.702	3,263,701	78,262	110,156	2,642	554,400	13,294	17.67	
Instructional for Funding Purposes	36.956	2,734,134	73,983	68,029	1,841	488,400	13,216	17.62	
Instructional for Compliance Purposes	36.956	2,734,134	73,983	68,029	1,841	488,400	13,216	17.62	
K-3 Program 01 Teacher	8.675	703,380	81,081	3,515	405	114,510	13,200	18.17	
K-3 Program 21 Teacher	0.450	23,331	51,847			5,940	13,200	17.34	
Grade T Program 09 Teacher	1.000	49,263	49,263	264	264	13,200	13,200	17.40	

**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	9.497	757,872	79,801			138,430	14,576	16.71	
55	0.499	49,354	98,906			7,642	15,314	17.18	
97	1.000	142,589	142,589			14,136	14,136	18.42	
K-3 BEA Instructional	2.546	212,957	83,644			36,633	14,389	18.05	
4-6 BEA Instructional	1.834	153,634	83,770			26,466	14,431	16.80	
7-8 BEA Instructional	1.387	96,486	69,565			20,611	14,860	15.13	
9-12 BEA Instructional	2.734	190,603	69,716			40,583	14,844	15.15	
K-12 BEA Instructional	8.501	653,680	76,894			124,294	14,621	16.44	
K-12 BEA Administrative	0.996	104,192	104,610			14,136	14,193	18.47	
BEA	10.497	900,461	85,783			152,566	14,534	16.98	
Instructional	9.000	703,034	78,115			131,936	14,660	16.50	
Administrative	1.996	246,781	123,638			28,272	14,164	18.44	
Active	10.996	949,815	86,378			160,208	14,570	16.99	
Certificated Total	10.996	949,815	86,378			160,208	14,570	16.99	
Instructional for Funding Purposes	9.000	703,034	78,115			131,936	14,660	16.50	
Instructional for Compliance Purposes	9.000	703,034	78,115			131,936	14,660	16.50	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	2.289	187,589	81,952			32,698	14,285	18.18	

**La Center School District (06101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	94.454	8,708,087	92,194	627,077	6,639	1,245,847	13,190	18.37	
02	1.600	170,265	106,416	15,794	9,871	21,120	13,200	18.41	
09	2.026	170,931	84,369	4,332	2,138	27,060	13,356	18.61	
21	16.319	1,427,697	87,487	101,622	6,227	206,580	12,659	17.93	
24	2.060	188,755	91,629	112	54	27,192	13,200	18.06	
31	2.486	203,385	81,812	16,517	6,644	30,360	12,212	18.87	
51	0.701	69,784	99,549	7,691	10,971	10,441	14,895	18.23	
52				27,852					
55				4,754					
58				71,055					
65				2,193					
97	2.500	411,177	164,471	21,744	8,698	33,000	13,200	17.05	
K-12 Program 02 Instructional	1.600	170,265	106,416	14,865	9,291	21,120	13,200	18.41	
Program 21 Instructional	14.650	1,261,637	86,119	93,309	6,369	193,380	13,200	18.44	
Program 21 Administrative	1.000	122,378	122,378	755	755	13,200	13,200	18.36	
K-12 Program 21 Instructional	14.000	1,207,231	86,231	88,493	6,321	184,800	13,200	18.44	
Program 31 Instructional	2.200	177,506	80,685	8,461	3,846	29,040	13,200	19.20	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.286	25,879	90,486	6,874	24,035	1,320	4,615	16.40	
K-3 BEA Instructional	31.148	2,825,647	90,717	133,818	4,296	415,787	13,349	18.32	
4-6 BEA Instructional	19.766	1,737,731	87,915	90,441	4,576	264,132	13,363	19.04	
7-8 BEA Instructional	14.666	1,285,684	87,664	98,269	6,700	188,606	12,860	18.23	
9-12 BEA Instructional	25.985	2,337,743	89,965	196,558	7,564	343,002	13,200	18.32	
K-12 BEA Instructional	91.565	8,186,805	89,410	521,971	5,701	1,211,527	13,231	18.45	
K-12 BEA Administrative	6.000	825,305	137,551	30,593	5,099	79,200	13,200	18.24	
BEA	101.040	9,492,914	93,952	681,132	6,741	1,330,327	13,166	18.32	
Instructional	111.002	9,877,912	88,989	721,902	6,504	1,469,600	13,239	18.44	
Administrative	10.186	1,415,050	138,921	54,685	5,369	132,000	12,959	17.87	
Other	0.289	13,437	46,495					3.94	
Active	121.477	11,306,399	93,074	776,587	6,393	1,601,600	13,184	18.34	
K-12 Program 21 Contracted	0.669	43,682	65,294						
On Leave				124,156					
Certificated Total	122.146	11,350,081	92,922	900,743	7,374	1,601,600	13,112	18.27	
Instructional for Funding Purposes	111.671	9,921,594	88,847	721,902	6,465	1,469,600	13,160	18.37	
Instructional for Compliance Purposes	111.002	9,877,912	88,989	721,902	6,504	1,469,600	13,239	18.44	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	28.818	2,647,594	91,873	108,915	3,779	385,031	13,361	18.30	
K-3 Program 21 Teacher	2.690	209,004	77,697	11,976	4,452	35,508	13,200	18.55	
Grade T Program 09 Teacher	2.026	170,931	84,369	3,645	1,799	27,060	13,356	18.61	

**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	31.911	3,388,800	106,195	182,199	5,710	477,840	14,974	17.15	
13	0.500	68,380	136,760			6,600	13,200	17.79	
21	5.006	473,486	94,584	14,153	2,827	69,300	13,843	15.91	
24	1.080	108,476	100,441	2,073	1,919	14,256	13,200	17.18	
31	0.982	107,419	109,388	1,904	1,939	17,160	17,475	16.20	
51	1.000	120,906	120,906	4,688	4,688	13,200	13,200	17.55	
55	0.600	72,544	120,907	2,607	4,345	7,920	13,200	17.34	
65	0.200	21,609	108,045	360	1,800	2,640	13,200	20.23	
68	0.200	20,914	104,570	353	1,765	2,640	13,200	17.16	
71				12,150					
74									
79				2,082					
97	0.670	127,233	189,900			8,844	13,200	13.22	
Program 21 Instructional	4.676	410,819	87,857	14,153	3,027	64,944	13,889	16.37	
Program 21 Administrative	0.330	62,667	189,900			4,356	13,200	13.22	
K-12 Program 21 Instructional	4.676	410,819	87,857	14,153	3,027	64,944	13,889	16.37	
Program 31 Instructional	0.982	107,419	109,388	1,904	1,939	17,160	17,475	16.20	
K-3 BEA Instructional	8.940	931,588	104,204	48,438	5,418	119,328	13,348	17.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	4.060	451,621	111,237	24,215	5,964	57,552	14,175	17.28	
7-8 BEA Instructional	8.329	785,815	94,347	42,360	5,086	125,400	15,056	16.44	
9-12 BEA Instructional	9.064	973,082	107,357	69,090	7,622	159,720	17,621	16.93	
K-12 BEA Instructional	30.393	3,142,106	103,383	184,103	6,057	462,000	15,201	17.04	
K-12 BEA Administrative	2.000	285,733	142,867			26,400	13,200	17.79	
BEA	33.563	3,623,452	107,960	184,103	5,485	503,844	15,012	16.96	
Instructional	38.149	3,897,374	102,162	222,569	5,834	567,600	14,879	17.01	
Administrative	4.000	612,393	153,098			52,800	13,200	16.13	
Active	42.149	4,509,767	106,996	222,569	5,281	620,400	14,719	16.90	
Certificated Total	42.149	4,509,767	106,996	222,569	5,281	620,400	14,719	16.90	
Instructional for Funding Purposes	38.149	3,897,374	102,162	222,569	5,834	567,600	14,879	17.01	
Instructional for Compliance Purposes	38.149	3,897,374	102,162	222,569	5,834	567,600	14,879	17.01	
K-3 Program 01 Teacher	7.640	794,715	104,020	35,845	4,692	100,848	13,200	17.58	
K-3 Program 21 Teacher	0.970	117,279	120,906	4,362	4,497	12,804	13,200	16.92	

**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	12.487	942,508	75,479	18,882	1,512	185,576	14,862	17.78	
09	1.000	31,082	31,082			13,200	13,200	17.68	
21	0.850	55,006	64,713			11,220	13,200	17.63	
31	0.750	47,521	63,361	6,160	8,213	9,900	13,200	7.90	
51	0.100	7,471	74,710			1,320	13,200	17.63	
55	0.050	3,236	64,720			660	13,200	17.63	
74				1,000					
97	1.333	93,996	70,515	10,000	7,502	18,532	13,902	10.72	
Program 21 Instructional	0.850	55,006	64,713			11,220	13,200	17.63	
K-12 Program 21 Instructional	0.709	45,856	64,677			9,359	13,200	17.63	
Program 31 Instructional	0.750	47,521	63,361	6,160	8,213	9,900	13,200	7.90	
K-3 BEA Instructional	3.529	276,643	78,391	970	275	50,648	14,352	21.72	
4-6 BEA Instructional	1.792	101,052	56,391			29,382	16,396	17.62	
7-8 BEA Instructional	3.017	189,234	62,723			40,760	13,510	15.07	
9-12 BEA Instructional	3.899	309,841	79,467	13,570	3,480	61,486	15,770	14.34	
K-12 BEA Instructional	12.237	876,770	71,649	14,540	1,188	182,276	14,896	17.19	
K-12 BEA Administrative	1.000	110,914	110,914			13,200	13,200	17.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	14.570	1,084,025	74,401	35,042	2,405	214,008	14,688	16.61	
Instructional	14.237	973,565	68,383	18,110	1,272	208,676	14,657	17.23	
Administrative	2.333	204,910	87,831	10,000	4,286	31,732	13,601	14.19	
Other		2,345		7,932					
Active	16.570	1,180,820	71,263	36,042	2,175	240,408	14,509	16.69	
Certificated Total	16.570	1,180,820	71,263	36,042	2,175	240,408	14,509	16.69	
Instructional for Funding Purposes	14.237	973,565	68,383	18,110	1,272	208,676	14,657	17.23	
Instructional for Compliance Purposes	14.237	973,565	68,383	18,110	1,272	208,676	14,657	17.23	
K-3 Program 01 Teacher	3.112	233,984	75,188	970	312	41,183	13,234	22.44	
K-3 Program 21 Teacher	0.212	13,745	64,835			2,798	13,200	17.63	
Grade T Program 09 Teacher	1.000	31,082	31,082			13,200	13,200	17.68	

**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	74.278	6,267,455	84,378	525,412	7,074	992,376	13,360	18.57	
21	10.619	900,466	84,798	131,352	12,370	144,936	13,649	19.51	
24	0.200	19,519	97,595			2,640	13,200	18.25	
31	7.150	562,973	78,737	93,163	13,030	94,380	13,200	18.11	
34	0.400	26,206	65,515			5,280	13,200	19.25	
51	1.951	186,989	95,843			25,793	13,220	17.42	
55	5.201	511,428	98,333	5,054	972	68,653	13,200	17.95	
58				219,932					
65	2.800	211,087	75,388			36,960	13,200	20.90	
74	0.135	11,743	86,985			1,782	13,200	18.11	
97	1.000	165,000	165,000	18,210	18,210	13,200	13,200	14.98	
Program 21 Instructional	9.869	805,636	81,633	126,852	12,854	135,036	13,683	19.71	
Program 21 Administrative	0.750	94,830	126,440	4,500	6,000	9,900	13,200	17.79	
K-12 Program 21 Instructional	9.389	759,529	80,896			128,700	13,708	19.81	
Program 31 Instructional	6.900	530,572	76,894	93,163	13,502	91,080	13,200	18.12	
Program 31 Administrative	0.250	32,401	129,604			3,300	13,200	17.96	
Program 34 Instructional	0.400	26,206	65,515			5,280	13,200	19.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	22.944	1,805,993	78,713	2,500	109	304,616	13,277	18.62	
4-6 BEA Instructional	13.343	1,012,490	75,882	3,031	227	179,652	13,464	19.77	
7-8 BEA Instructional	14.407	1,203,424	83,531	7,581	526	190,172	13,200	18.24	
9-12 BEA Instructional	25.690	2,110,153	82,139	25,859	1,007	345,708	13,457	18.27	
K-12 BEA Instructional	76.384	6,132,060	80,279	38,971	510	1,020,149	13,356	18.60	
K-12 BEA Administrative	2.444	326,313	133,516			32,287	13,211	17.87	
BEA	82.828	7,021,634	84,774	636,785	7,688	1,105,236	13,344	18.45	
Instructional	95.290	7,718,263	80,998	846,193	8,880	1,274,513	13,375	18.72	
Administrative	8.444	1,144,603	135,552	73,510	8,706	111,487	13,203	17.44	
Other				11,345					
Active	103.734	8,862,866	85,438	931,048	8,975	1,386,000	13,361	18.56	
On Leave				62,075					
Certificated Total	103.734	8,862,866	85,438	993,123	9,574	1,386,000	13,361	18.56	
Instructional for Funding Purposes	95.290	7,718,263	80,998	846,193	8,880	1,274,513	13,375	18.72	
Instructional for Compliance Purposes	95.290	7,718,263	80,998	846,193	8,880	1,274,513	13,375	18.72	
K-3 Program 01 Teacher	21.944	1,708,400	77,853			291,416	13,280	18.66	
K-3 Program 21 Teacher	1.332	100,946	75,785			17,582	13,200	21.49	



**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	14.790	1,182,423	79,947	83,710	5,660	196,759	13,304	18.06	
02				18,000					
31	0.700	47,287	67,553			5,280	7,543	16.33	
51	0.729	64,631	88,657			13,411	18,397	12.42	
55	0.687	62,021	90,278	21,024	30,603	10,336	15,045	16.12	
58				33,618					
65	0.666	51,257	76,962			10,930	16,411	13.80	
88	0.067	7,659	114,313			884	13,200	19.51	
97	1.000	133,096	133,096	9,214	9,214	13,200	13,200	16.62	
Program 31 Instructional	0.700	47,287	67,553			5,280	7,543	16.33	
K-3 BEA Instructional	3.896	301,581	77,408	15,539	3,988	51,427	13,200	18.43	
4-6 BEA Instructional	2.507	179,542	71,616	5,290	2,110	33,092	13,200	18.17	
7-8 BEA Instructional	1.801	156,103	86,676	12,144	6,743	23,773	13,200	18.46	
9-12 BEA Instructional	6.120	467,356	76,365	23,735	3,878	79,675	13,019	17.24	
K-12 BEA Instructional	14.324	1,104,582	77,114	56,708	3,959	187,968	13,123	17.89	
BEA	16.490	1,362,806	82,644	110,924	6,727	215,239	13,053	17.84	
Instructional	16.406	1,282,491	78,172	121,077	7,380	222,644	13,571	17.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	247,920	123,960	18,000	9,000	26,400	13,200	17.82	
Other	0.233	17,963	77,094			1,756	7,535	15.74	
Active	18.639	1,548,374	83,072	139,077	7,462	250,800	13,456	17.42	
On Leave				26,489					
Certificated Total	18.639	1,548,374	83,072	165,566	8,883	250,800	13,456	17.42	
Instructional for Funding Purposes	16.406	1,282,491	78,172	121,077	7,380	222,644	13,571	17.36	
Instructional for Compliance Purposes	16.406	1,282,491	78,172	121,077	7,380	222,644	13,571	17.36	
K-3 Program 01 Teacher	3.896	301,581	77,408	12,212	3,134	51,427	13,200	18.43	

**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	460.150	51,386,857	111,674	5,687,677	12,360	6,154,500	13,375	17.57	
02	2.189	204,292	93,327	24,273	11,089	38,280	17,487	17.68	
13	0.900	103,087	114,541	13,803	15,337	11,880	13,200	17.15	
14	1.600	159,037	99,398	98,675	61,672	21,120	13,200	17.38	
21	100.026	10,130,845	101,282	1,560,107	15,597	1,363,753	13,634	17.57	
31	19.621	2,147,422	109,445	315,817	16,096	262,073	13,357	16.77	
34	5.446	642,228	117,927	90,911	16,693	73,207	13,442	17.12	
51	3.000	333,906	111,302	36,216	12,072	39,600	13,200	21.06	
52				21,600					
55	7.800	852,275	109,266	95,886	12,293	105,600	13,538	17.61	
58				15,900					
64				2,200					
65	2.600	281,085	108,110	47,452	18,251	34,980	13,454	16.73	
74	1.406	143,911	102,355	18,850	13,407	23,760	16,899	17.09	
88				500					
97	2.500	620,868	248,347	16,807	6,723	33,000	13,200	13.29	
K-12 Program 02 Instructional	2.189	204,292	93,327			38,280	17,487	17.68	
Program 21 Instructional	98.026	9,743,034	99,392	1,551,332	15,826	1,337,353	13,643	17.61	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	387,811	193,906	8,775	4,388	26,400	13,200	16.19	
K-12 Program 21 Instructional	87.473	8,617,147	98,512	23,190	265	1,192,824	13,636	17.63	
Program 31 Instructional	18.867	2,013,913	106,743	312,797	16,579	252,120	13,363	16.79	
Program 31 Administrative	0.754	133,509	177,068	3,020	4,005	9,953	13,200	16.44	
Program 34 Instructional	5.200	598,670	115,129	89,925	17,293	69,960	13,454	17.16	
Program 34 Administrative	0.246	43,558	177,065	986	4,008	3,247	13,200	16.44	
K-3 BEA Instructional	178.913	18,692,988	104,481	7,319	41	2,386,296	13,338	17.82	
4-6 BEA Instructional	64.760	6,831,704	105,493			844,404	13,039	17.57	
7-8 BEA Instructional	88.100	9,492,572	107,748			1,192,607	13,537	17.75	
9-12 BEA Instructional	127.714	14,344,087	112,314			1,735,153	13,586	17.24	
K-12 BEA Instructional	459.487	49,361,351	107,427	7,319	16	6,158,460	13,403	17.60	
BEA	489.906	55,001,667	112,270	6,135,485	12,524	6,561,060	13,392	17.48	
Instructional	574.819	60,977,686	106,082	7,905,246	13,753	7,732,753	13,453	17.61	
Administrative	31.919	5,939,593	186,083	141,428	4,431	422,400	13,233	16.30	
Other	0.500	88,534	177,068			6,600	13,200	16.87	
Active	607.238	67,005,813	110,345	8,046,674	13,251	8,161,753	13,441	17.50	
Certificated Total	607.238	67,005,813	110,345	8,046,674	13,251	8,161,753	13,441	17.50	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	574.819	60,977,686	106,082	7,905,246	13,753	7,732,753	13,453	17.61	
Instructional for Compliance Purposes	574.819	60,977,686	106,082	7,905,246	13,753	7,732,753	13,453	17.61	
K-3 Program 01 Teacher	168.474	17,567,157	104,272			2,239,116	13,291	17.85	
K-3 Program 21 Teacher	21.806	1,997,421	91,600	15,652	718	302,179	13,858	18.53	

**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	1,746.907	166,328,643	95,213	32,473,885	18,589	22,459,800	12,857	20.25	
02	4.300	406,133	94,450	77,678	18,065	56,760	13,200	21.79	
11				16,500					
21	239.247	20,632,062	86,237	3,151,904	13,174	3,113,880	13,015	20.21	
24	34.800	2,890,545	83,062	522,717	15,021	459,360	13,200	20.02	
31	98.106	8,645,752	88,127	1,333,773	13,595	1,285,706	13,105	20.31	
34	16.616	1,530,306	92,098	225,732	13,585	226,090	13,607	18.71	
45	6.000	610,073	101,679	89,471	14,912	79,200	13,200	18.84	
51	4.134	385,366	93,219	93,204	22,546	46,174	11,169	16.58	
52	0.699	71,031	101,618	22,617	32,356	9,227	13,200	21.14	
55	15.332	1,554,586	101,395	274,485	17,903	198,396	12,940	21.50	
58	0.499	54,432	109,082	16,297	32,659	6,587	13,200	20.60	
64	2.190	257,043	117,371	43,301	19,772	38,161	17,425	16.22	
65	40.960	3,642,268	88,923	512,318	12,508	538,230	13,140	20.24	
73				22,000					
74	3.428	337,698	98,512	234,378	68,372	45,250	13,200	21.31	
79				190,716					
89	1.800	201,503	111,946	80,267	44,593	23,760	13,200	21.76	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.323	800,529	240,906	41,446	12,472	39,600	11,917	18.72	
CP	0.350	81,322	232,349	19,086	54,531	4,620	13,200	20.07	
K-12 Program 02 Instructional	4.100	369,464	90,113			54,120	13,200	21.85	
Program 21 Instructional	232.947	19,394,845	83,259	3,112,581	13,362	3,030,720	13,010	20.17	
Program 21 Administrative	6.300	1,237,217	196,384	39,323	6,242	83,160	13,200	20.86	
K-12 Program 21 Instructional	201.107	16,647,695	82,780			2,621,771	13,037	20.02	
Program 31 Instructional	97.656	8,547,536	87,527	1,331,691	13,637	1,279,766	13,105	20.31	
Program 31 Administrative	0.450	98,216	218,258	2,082	4,627	5,940	13,200	20.46	
Program 34 Instructional	16.166	1,432,090	88,587	223,650	13,835	220,150	13,618	18.61	
Program 34 Administrative	0.450	98,216	218,258	2,082	4,627	5,940	13,200	20.46	
K-3 BEA Instructional	616.097	54,898,755	89,107	29,593	48	7,711,981	12,517	20.00	
4-6 BEA Instructional	314.830	28,552,753	90,693			3,949,942	12,546	20.25	
7-8 BEA Instructional	300.503	26,692,082	88,825			3,957,466	13,169	20.03	
9-12 BEA Instructional	507.928	45,268,109	89,123			6,734,548	13,259	20.51	
K-12 BEA Instructional	1,739.358	155,411,699	89,350	29,593	17	22,353,936	12,852	20.20	
BEA	1,875.252	178,321,436	95,092	34,241,985	18,260	24,147,156	12,877	20.23	
Instructional	2,074.198	183,911,700	88,666	38,782,143	18,697	26,708,642	12,877	20.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	128.754	23,179,885	180,032	418,711	3,252	1,713,598	13,309	20.40	
Other	14.939	1,248,150	83,550	240,921	16,127	198,000	13,254	19.31	
Active	2,217.891	208,339,735	93,936	39,441,775	17,783	28,620,240	12,904	20.22	
On Leave	0.800	89,557	111,946			10,560	13,200	21.19	
Certificated Total	2,218.691	208,429,292	93,942	39,441,775	17,777	28,630,800	12,904	20.22	
Instructional for Funding Purposes	2,074.198	183,911,700	88,666	38,782,143	18,697	26,708,642	12,877	20.21	
Instructional for Compliance Purposes	2,074.198	183,911,700	88,666	38,782,143	18,697	26,708,642	12,877	20.21	
K-3 Program 01 Teacher	527.447	46,986,170	89,082	16,027	30	6,547,015	12,413	19.96	
K-3 Program 21 Teacher	48.102	3,826,381	79,547			627,713	13,050	19.38	



**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	138.823	13,974,379	100,663	1,143,940	8,240	1,872,948	13,492	17.31	
02	3.000	293,831	97,944	28,068	9,356	39,600	13,200	17.73	
09	0.501	33,485	66,836	2,344	4,679	13,200	26,347	16.46	
21	27.523	2,506,275	91,061	249,830	9,077	353,404	12,840	17.14	
24	2.829	254,918	90,109	37,245	13,165	39,956	14,124	17.86	
31	6.563	606,805	92,458	70,146	10,688	87,226	13,291	17.95	
34	1.149	139,173	121,125	16,817	14,636	15,365	13,372	16.93	
51	3.000	303,996	101,332	31,187	10,396	39,600	13,200	17.46	
55	2.213	235,423	106,382	18,764	8,479	29,700	13,421	17.19	
65	1.188	107,999	90,908	4,811	4,050	15,682	13,200	16.92	
74	0.489	46,860	95,828	3,280	6,708	6,600	13,497	16.62	
97	1.600	343,991	214,994	15,500	9,688	21,120	13,200	14.06	
K-12 Program 02 Instructional	3.000	293,831	97,944	8,278	2,759	39,600	13,200	17.73	
Program 21 Instructional	25.723	2,225,465	86,517	249,830	9,712	342,844	13,328	17.26	
Program 21 Administrative	0.800	156,970	196,213			10,560	13,200	15.25	
K-12 Program 21 Instructional	23.783	2,032,542	85,462	15,529	653	317,236	13,339	17.29	
Program 31 Instructional	6.258	553,562	88,457	70,146	11,209	82,606	13,200	18.31	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.305	53,243	174,567			4,620	15,148	14.27	
Program 34 Instructional	1.064	124,762	117,258	16,817	15,805	14,045	13,200	17.27	
Program 34 Administrative	0.085	14,411	169,541			1,320	15,529	14.14	
K-3 BEA Instructional	48.721	4,446,488	91,264	35,236	723	662,904	13,606	17.73	
4-6 BEA Instructional	29.987	2,661,867	88,767	15,826	528	402,244	13,414	17.83	
7-8 BEA Instructional	20.640	1,966,991	95,300	42,653	2,067	283,404	13,731	17.61	
9-12 BEA Instructional	34.149	3,261,870	95,519	109,773	3,215	453,407	13,277	17.38	
K-12 BEA Instructional	133.497	12,337,216	92,416	203,488	1,524	1,801,958	13,498	17.63	
BEA	151.135	15,358,179	101,619	1,274,471	8,433	2,036,258	13,473	17.27	
Instructional	169.027	15,469,291	91,520	1,543,263	9,130	2,283,600	13,510	17.58	
Administrative	16.851	2,947,404	174,910	20,500	1,217	224,400	13,317	15.76	
Other	1.000	200,218	200,218	45,722	45,722	13,200	13,200	13.02	
Active	186.878	18,616,913	99,621	1,609,485	8,612	2,521,200	13,491	17.26	
K-12 Program 21 Contracted	1.000	123,840	123,840						
On Leave	1.000	106,382	106,382	12,447	12,447	13,200	13,200	17.85	
Certificated Total	188.878	18,847,135	99,785	1,621,932	8,587	2,534,400	13,418	17.26	
Instructional for Funding Purposes	170.027	15,593,131	91,710	1,543,263	9,077	2,283,600	13,431	17.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	169.027	15,469,291	91,520	1,543,263	9,130	2,283,600	13,510	17.58	
K-3 Program 01 Teacher	44.232	4,028,768	91,083	35,236	797	603,649	13,647	17.74	
K-3 Program 21 Teacher	4.755	343,245	72,186			62,766	13,200	18.27	
Grade T Program 09 Teacher	0.501	33,485	66,836			13,200	26,347	16.46	

**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	3.939	336,048	85,313	4,300	1,092	52,868	13,422	18.91	
21	0.626	52,164	83,329			8,263	13,200	17.72	
52									
55	0.185	16,186	87,492			2,442	13,200	18.44	
97	0.100	11,717	117,170			1,436	14,364	20.16	
99	0.150	17,576	117,173			2,155	14,364	20.16	
Program 21 Instructional	0.626	52,164	83,329			8,263	13,200	17.72	
K-12 Program 21 Instructional	0.626	52,164	83,329			8,263	13,200	17.72	
4-6 BEA Instructional	1.751	137,117	78,308			23,113	13,200	18.39	
7-8 BEA Instructional	1.438	111,053	77,227	4,300	2,990	18,982	13,200	18.56	
K-12 BEA Instructional	3.189	248,170	77,821	4,300	1,348	42,095	13,200	18.47	
K-12 BEA Administrative	0.850	99,595	117,171			12,209	14,364	20.16	
BEA	4.039	347,765	86,102	4,300	1,065	54,304	13,445	18.95	
Instructional	4.000	316,520	79,130	4,300	1,075	52,800	13,200	18.34	
Administrative	1.000	117,171	117,171			14,364	14,364	20.16	
Active	5.000	433,691	86,738	4,300	860	67,164	13,433	18.83	
Certificated Total	5.000	433,691	86,738	4,300	860	67,164	13,433	18.83	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.000	316,520	79,130	4,300	1,075	52,800	13,200	18.34	
Instructional for Compliance Purposes	4.000	316,520	79,130	4,300	1,075	52,800	13,200	18.34	

**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	35.165	2,890,717	82,204	67,778	1,927	459,413	13,064	17.47	
13	1.000	59,584	59,584			13,200	13,200	15.62	
21	3.875	316,515	81,681			50,820	13,115	17.46	
31	2.100	181,737	86,541	23,135	11,017	27,720	13,200	18.27	
51	1.000	68,137	68,137			13,200	13,200	17.17	
55	1.000	70,097	70,097			13,200	13,200	15.86	
58				22,500					
74	0.166	13,102	78,928			2,191	13,200	17.33	
97	1.080	169,627	157,062	26,524	24,559	14,256	13,200	15.12	
Program 21 Instructional	3.025	235,603	77,885			39,600	13,091	17.30	
Program 21 Administrative	0.850	80,912	95,191			11,220	13,200	17.96	
K-12 Program 21 Instructional	3.025	235,603	77,885			39,600	13,091	17.30	
Program 31 Instructional	2.000	168,030	84,015	23,135	11,568	26,400	13,200	18.34	
Program 31 Administrative	0.100	13,707	137,070			1,320	13,200	17.20	
K-3 BEA Instructional	12.404	907,757	73,183			163,733	13,200	17.52	
4-6 BEA Instructional	7.121	542,462	76,178			89,232	12,531	17.71	
7-8 BEA Instructional	3.759	340,130	90,484			49,619	13,200	17.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	11.744	1,010,670	86,058	23,135	1,970	155,021	13,200	17.54	
K-12 BEA Instructional	35.028	2,801,019	79,965	23,135	660	457,604	13,064	17.54	
BEA	38.345	3,242,081	84,550	117,437	3,063	501,389	13,076	17.39	
Instructional	41.219	3,247,542	78,788	45,635	1,107	538,996	13,076	17.44	
Administrative	4.000	506,106	126,527	26,524	6,631	52,800	13,200	16.63	
Other	0.167	15,868	95,018	67,778	405,856	2,204	13,200	17.55	
Active	45.386	3,769,516	83,055	139,937	3,083	594,000	13,088	17.33	
Certificated Total	45.386	3,769,516	83,055	139,937	3,083	594,000	13,088	17.33	
Instructional for Funding Purposes	41.219	3,247,542	78,788	45,635	1,107	538,996	13,076	17.44	
Instructional for Compliance Purposes	41.219	3,247,542	78,788	45,635	1,107	538,996	13,076	17.44	
K-3 Program 01 Teacher	11.240	805,425	71,657			148,368	13,200	17.53	
K-3 Program 21 Teacher	0.571	41,637	72,919			7,537	13,200	15.85	

**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	14.532	1,180,934	81,264	13,316	916	191,915	13,206	18.31	
09	0.984	94,539	96,076			12,989	13,200	18.49	
13	1.000	71,218	71,218			13,200	13,200	18.53	
21	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.37	
31	0.984	92,686	94,193	25,940	26,362	12,989	13,200	17.99	
34	0.570	35,777	62,767			7,643	13,408	19.81	
51	1.490	114,152	76,612			19,668	13,200	18.64	
52				8,625					
53	0.018	2,262	125,667			238	13,200	17.90	
55	1.200	94,455	78,713			15,840	13,200	18.41	
58				21,184					
65	0.222	24,858	111,973			2,930	13,200	17.90	
Program 21 Instructional	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.37	
K-12 Program 21 Instructional	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.37	
Program 31 Instructional	0.984	92,686	94,193	20,199	20,527	12,989	13,200	17.99	
Program 34 Instructional	0.570	35,777	62,767			7,643	13,408	19.81	
K-3 BEA Instructional	4.880	368,750	75,564	708	145	64,416	13,200	18.53	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.946	148,971	76,552	177	91	25,687	13,200	19.07	
7-8 BEA Instructional	5.500	402,485	73,179	21,580	3,924	72,811	13,238	18.52	
9-12 BEA Instructional	2.000	190,328	95,164	5,860	2,930	26,400	13,200	17.54	
K-12 BEA Instructional	14.326	1,110,534	77,519	28,325	1,977	189,314	13,215	18.42	
K-12 BEA Administrative	1.760	198,863	112,990			23,232	13,200	17.72	
BEA	16.086	1,309,397	81,400	39,256	2,440	212,546	13,213	18.32	
Instructional	20.002	1,568,533	78,419	60,380	3,019	264,238	13,211	18.38	
Administrative	1.982	223,721	112,876			26,162	13,200	17.74	
Other				10,931					
Active	21.984	1,792,254	81,525	71,311	3,244	290,400	13,210	18.31	
Certificated Total	21.984	1,792,254	81,525	71,311	3,244	290,400	13,210	18.31	
Instructional for Funding Purposes	20.002	1,568,533	78,419	60,380	3,019	264,238	13,211	18.38	
Instructional for Compliance Purposes	20.002	1,568,533	78,419	60,380	3,019	264,238	13,211	18.38	
K-3 Program 01 Teacher	4.325	332,088	76,783	708	164	57,090	13,200	18.48	
K-3 Program 21 Teacher	0.328	27,116	82,671	748	2,280	4,330	13,200	17.37	
Grade T Program 09 Teacher	0.984	94,539	96,076			12,989	13,200	18.49	

**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	327.057	29,277,213	89,517	1,464,224	4,477	4,342,180	13,277	20.10	
02	2.500	216,394	86,558	90,291	36,116	33,000	13,200	25.28	
09	6.786	560,785	82,639	17,052	2,513	89,575	13,200	21.85	
13				3,382					
14	2.000	152,819	76,410	32,411	16,206	26,400	13,200	18.52	
21	56.856	4,772,441	83,939	471,439	8,292	755,700	13,291	20.39	
24	10.750	1,008,386	93,803	34,015	3,164	141,900	13,200	21.65	
31	17.816	1,519,265	85,275	103,379	5,803	235,004	13,191	19.76	
34	2.730	245,233	89,829	8,394	3,075	36,036	13,200	18.32	
51	15.000	1,377,635	91,842	52,068	3,471	198,000	13,200	21.35	
52	2.500	249,748	99,899	8,284	3,314	33,000	13,200	18.09	
55	11.649	1,175,546	100,914	37,272	3,200	154,334	13,249	19.56	
58				16,002					
65	0.657	47,348	72,067	1,471	2,239	8,910	13,562	19.39	
74	0.710	73,357	103,320	2,329	3,280	9,372	13,200	18.27	
97	2.000	350,458	175,229	10,910	5,455	26,400	13,200	17.33	
K-12 Program 02 Instructional	2.400	201,480	83,950			31,680	13,200	25.79	
Program 21 Instructional	54.356	4,377,043	80,525	469,939	8,646	722,700	13,296	20.58	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.500	395,398	158,159	1,500	600	33,000	13,200	18.11	
K-12 Program 21 Instructional	45.426	3,648,753	80,323	122,772	2,703	607,464	13,373	20.88	
Program 31 Instructional	16.296	1,287,230	78,991	102,389	6,283	214,940	13,190	20.02	
Program 31 Administrative	1.520	232,035	152,655	990	651	20,064	13,200	18.12	
Program 34 Instructional	2.500	209,735	83,894	8,334	3,334	33,000	13,200	18.35	
Program 34 Administrative	0.230	35,498	154,339	60	261	3,036	13,200	18.13	
K-3 BEA Instructional	119.813	9,998,526	83,451			1,593,728	13,302	20.63	
4-6 BEA Instructional	69.698	5,687,809	81,606	2,676	38	926,174	13,288	20.62	
7-8 BEA Instructional	45.496	3,941,151	86,626	1,288	28	602,804	13,250	19.39	
9-12 BEA Instructional	90.139	7,852,668	87,117	34,549	383	1,193,513	13,241	20.02	
K-12 BEA Instructional	325.146	27,480,154	84,516	38,513	118	4,316,220	13,275	20.27	
BEA	352.103	31,608,563	89,771	1,677,198	4,763	4,672,620	13,271	20.08	
Instructional	428.054	36,277,622	84,750	2,318,403	5,416	5,680,612	13,271	20.33	
Administrative	30.957	4,749,006	153,407	34,520	1,115	409,200	13,218	18.96	
Active	459.011	41,026,628	89,380	2,352,923	5,126	6,089,812	13,267	20.18	
Certificated Total	459.011	41,026,628	89,380	2,352,923	5,126	6,089,812	13,267	20.18	
Instructional for Funding Purposes	428.054	36,277,622	84,750	2,318,403	5,416	5,680,612	13,271	20.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	428.054	36,277,622	84,750	2,318,403	5,416	5,680,612	13,271	20.33	
K-3 Program 01 Teacher	103.686	8,617,608	83,113			1,377,592	13,286	20.95	
K-3 Program 21 Teacher	13.294	1,056,323	79,459			175,481	13,200	21.14	
Grade T Program 09 Teacher	6.286	486,216	77,349			82,975	13,200	22.39	

**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	8.126	673,644	82,900	2,000	246	113,942	14,022	17.30	
02	2.754	218,077	79,186			39,600	14,379	16.00	
21	0.550	30,965	56,300	9,750	17,727	7,260	13,200	17.67	
24	0.450	25,336	56,302			5,940	13,200	17.67	
51	0.890	65,458	73,548			12,434	13,971	17.31	
52	0.123	9,741	79,195			1,663	13,522	17.24	
55	0.640	41,448	64,763			10,560	16,500	17.69	
97	0.500	70,195	140,390			6,600	13,200	17.68	
K-12 Program 02 Instructional	2.754	218,077	79,186			39,600	14,379	16.00	
Program 21 Instructional	0.550	30,965	56,300	750	1,364	7,260	13,200	17.67	
Program 21 Administrative				9,000					
K-12 Program 21 Instructional	0.550	30,965	56,300			7,260	13,200	17.67	
K-3 BEA Instructional	5.905	441,550	74,776			83,965	14,219	16.66	
4-6 BEA Instructional	4.087	350,575	85,778			56,945	13,933	17.31	
7-8 BEA Instructional	0.388	29,401	75,776			6,032	15,547	15.95	
K-12 BEA Instructional	10.380	821,526	79,145			146,942	14,156	16.91	
BEA	11.380	961,916	84,527	2,000	176	160,142	14,072	17.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	13.033	994,474	76,304	2,750	211	184,800	14,179	17.02	
Administrative	1.000	140,390	140,390	9,000	9,000	13,200	13,200	17.68	
Active	14.033	1,134,864	80,871	11,750	837	198,000	14,110	17.10	
Certificated Total	14.033	1,134,864	80,871	11,750	837	198,000	14,110	17.10	
Instructional for Funding Purposes	13.033	994,474	76,304	2,750	211	184,800	14,179	17.02	
Instructional for Compliance Purposes	13.033	994,474	76,304	2,750	211	184,800	14,179	17.02	
K-3 Program 01 Teacher	4.314	313,362	72,638			61,340	14,219	16.93	
K-3 Program 21 Teacher	0.316	17,700	56,013			4,171	13,200	17.67	

Salary and Benefits by Program for 2023-2024

**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	14.188	1,257,255	88,614	47,475	3,346	174,918	12,329	16.41	
02	0.984	69,591	70,723			12,989	13,200	17.79	
13	2.968	265,011	89,289			39,178	13,200	17.57	
14	1.984	178,818	90,130			26,189	13,200	17.64	
21	4.696	411,746	87,680	780	166	64,495	13,734	18.51	
24	0.240	19,714	82,142			3,168	13,200	26.45	
31	0.662	24,875	37,576	95	144	13,781	20,817	17.46	
34	0.068	2,037	29,956					7.91	
51	0.063	7,547	119,794			1,452	23,048	18.06	
55	0.063	7,547	119,794			1,452	23,048	18.06	
65	0.150	14,882	99,213			1,162	7,744	8.10	
74	0.025	3,019	120,760			581	23,232	18.06	
97	0.300	39,226	130,753			3,485	11,616	20.10	
K-12 Program 02 Instructional	0.984	69,591	70,723			12,989	13,200	17.79	
Program 21 Instructional	4.446	381,557	85,820	780	175	58,687	13,200	18.55	
Program 21 Administrative	0.250	30,189	120,756			5,808	23,232	18.06	
K-12 Program 21 Instructional	4.446	381,557	85,820	780	175	58,687	13,200	18.55	
Program 31 Instructional	0.612	18,337	29,962			13,200	21,569	17.06	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6,538	130,760	95	1,900	581	11,616	20.10	
Program 34 Instructional	0.068	2,037	29,956					7.91	
K-3 BEA Instructional	6.083	513,839	84,471			79,288	13,034	17.68	
4-6 BEA Instructional	1.600	105,660	66,038			21,120	13,200	16.63	
7-8 BEA Instructional	2.515	236,288	93,951	723	287	31,328	12,456	15.83	
9-12 BEA Instructional	4.454	352,543	79,152	1,084	243	54,058	12,137	14.55	
K-12 BEA Instructional	14.652	1,208,330	82,469	40,419	2,759	185,794	12,680	16.19	
K-12 BEA Administrative	0.500	47,862	95,724			6,600	13,200	18.00	
BEA	16.202	1,392,984	85,976	47,570	2,936	205,172	12,663	16.59	
Instructional	24.390	2,062,274	84,554	41,849	1,716	313,016	12,834	16.84	
Administrative	2.001	238,994	119,437	3,801	1,900	29,832	14,909	19.14	
Other				2,700					
Active	26.391	2,301,268	87,199	48,350	1,832	342,848	12,991	17.07	
Certificated Total	26.391	2,301,268	87,199	48,350	1,832	342,848	12,991	17.07	
Instructional for Funding Purposes	24.390	2,062,274	84,554	41,849	1,716	313,016	12,834	16.84	
Instructional for Compliance Purposes	24.390	2,062,274	84,554	41,849	1,716	313,016	12,834	16.84	
K-3 Program 01 Teacher	5.632	464,884	82,543			74,342	13,200	17.91	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.968	139,827	71,050			25,978	13,200	17.80	

**Lumen Public School (32903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.929	499,404	84,231			78,263	13,200	17.93	
21	0.606	50,208	82,851			7,999	13,200	18.00	
24	0.093	16,462	177,011			1,228	13,200	18.00	
51	0.082	6,440	78,537			1,082	13,200	18.01	
55	0.290	25,030	86,310			3,828	13,200	17.89	
79	1.000	73,614	73,614			13,200	13,200	18.51	
Program 21 Instructional	0.606	50,208	82,851			7,999	13,200	18.00	
K-12 Program 21 Instructional	0.606	50,208	82,851			7,999	13,200	18.00	
9-12 BEA Instructional	4.929	378,684	76,828			65,063	13,200	17.97	
K-12 BEA Instructional	4.929	378,684	76,828			65,063	13,200	17.97	
K-12 BEA Administrative	1.000	120,720	120,720			13,200	13,200	17.77	
BEA	5.929	499,404	84,231			78,263	13,200	17.93	
Instructional	7.000	550,438	78,634			92,400	13,200	18.05	
Administrative	1.000	120,720	120,720			13,200	13,200	17.77	
Active	8.000	671,158	83,895			105,600	13,200	18.00	
Certificated Total	8.000	671,158	83,895			105,600	13,200	18.00	
Instructional for Funding Purposes	7.000	550,438	78,634			92,400	13,200	18.05	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.000	550,438	78,634			92,400	13,200	18.05	

**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	51.000	3,660,775	71,780			751,948	14,744	16.64	
21	13.000	961,237	73,941	66,000	5,077	156,580	12,045	12.24	
24	2.000	181,262	90,631	12,000	6,000	28,194	14,097	11.34	
58				22,038					
Program 21 Instructional	13.000	961,237	73,941	66,000	5,077	156,580	12,045	12.24	
K-12 Program 21 Instructional	13.000	961,237	73,941	66,000	5,077	156,580	12,045	12.24	
K-3 BEA Instructional	19.000	1,374,062	72,319			231,541	12,186	12.98	
4-6 BEA Instructional	7.000	454,126	64,875			85,553	12,222	12.92	
7-8 BEA Instructional	7.000	498,934	71,276			153,163	21,880	27.41	
9-12 BEA Instructional	15.000	1,072,842	71,523			256,858	17,124	19.99	
K-12 BEA Instructional	48.000	3,399,964	70,833			727,115	15,148	17.28	
K-12 BEA Administrative	1.000	107,640	107,640			11,829	11,829	10.55	
BEA	51.000	3,660,775	71,780			751,948	14,744	16.64	
Instructional	63.000	4,542,463	72,103	100,038	1,588	911,889	14,474	15.93	
Administrative	1.000	107,640	107,640			11,829	11,829	10.55	
Active	64.000	4,650,103	72,658	100,038	1,563	923,718	14,433	15.81	
K-12 BEA Contracted	2.000	153,171	76,586			13,004	6,502	6.70	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	66.000	4,803,274	72,777	100,038	1,516	936,722	14,193	15.52	
Instructional for Funding Purposes	65.000	4,695,634	72,241	100,038	1,539	924,893	14,229	15.63	
Instructional for Compliance Purposes	63.000	4,542,463	72,103	100,038	1,588	911,889	14,474	15.93	
K-3 Program 01 Teacher	8.000	506,689	63,336			96,925	12,116	13.99	

**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	16.711	1,336,194	79,959			241,896	14,475	8.06	
09	1.000	56,813	56,813			14,136	14,136	17.99	
14									
51	1.000	98,916	98,916			14,136	14,136	18.10	
58									
65									
97	1.000	67,219	67,219					8.29	
K-3 BEA Instructional	5.211	434,063	83,297			79,332	15,224	5.60	
4-6 BEA Instructional	2.000	160,436	80,218			28,272	14,136	3.09	
7-8 BEA Instructional	3.500	255,912	73,118			49,476	14,136	18.06	
9-12 BEA Instructional	5.000	356,582	71,316			70,680	14,136	18.03	
K-12 BEA Instructional	15.711	1,206,993	76,825			227,760	14,497	7.60	
K-12 BEA Administrative	2.000	196,420	98,210			14,136	7,068	14.61	
BEA	17.711	1,403,413	79,240			241,896	13,658	8.06	
Instructional	17.711	1,362,722	76,942			256,032	14,456	8.15	
Administrative	2.000	196,420	98,210			14,136	7,068	14.61	
Active	19.711	1,559,142	79,100			270,168	13,706	8.56	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	19.711	1,559,142	79,100			270,168	13,706	8.56	
Instructional for Funding Purposes	17.711	1,362,722	76,942			256,032	14,456	8.15	
Instructional for Compliance Purposes	17.711	1,362,722	76,942			256,032	14,456	8.15	
K-3 Program 01 Teacher	3.711	321,377	86,601			58,128	15,664	4.28	

**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	154.538	16,068,446	103,977	407,117	2,634	2,053,273	13,287	17.77	
02	11.000	1,107,844	100,713	22,182	2,017	158,400	14,400	17.43	
09	4.000	356,950	89,238	7,932	1,983	52,800	13,200	18.05	
13	1.300	170,064	130,818	3,062	2,355	17,160	13,200	17.79	
19	1.250	118,474	94,779	3,670	2,936	16,500	13,200	17.92	
21	36.215	3,426,532	94,616	87,166	2,407	528,000	14,580	17.92	
24	2.000	126,100	63,050	2,803	1,402	26,400	13,200	18.26	
31	8.500	919,169	108,138	134,739	15,852	112,200	13,200	17.71	
34	0.800	75,906	94,883	4,342	5,428	10,560	13,200	18.77	
51	2.696	299,746	111,182	6,646	2,465	37,396	13,871	17.68	
55	3.900	451,354	115,732	5,467	1,402	51,480	13,200	17.79	
58				124,120					
65	1.396	147,839	105,902	3,089	2,213	20,222	14,486	17.80	
74	0.600	43,505	72,508	886	1,477	4,409	7,348	11.40	
79	1.000	80,932	80,932	12,412	12,412	13,200	13,200	18.12	
97	2.000	378,797	189,399	22,308	11,154	26,400	13,200	16.58	
K-12 Program 02 Instructional	10.000	957,932	95,793	3,883	388	145,200	14,520	17.36	
Program 21 Instructional	34.759	3,242,208	93,277	86,566	2,490	501,600	14,431	17.94	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	170,931	170,931	600	600	13,200	13,200	17.50	
K-12 Program 21 Instructional	29.669	2,805,628	94,564	3,475	117	417,120	14,059	17.92	
Program 31 Instructional	8.000	859,777	107,472	126,945	15,868	105,600	13,200	17.76	
Program 31 Administrative	0.500	59,392	118,784	7,794	15,588	6,600	13,200	16.99	
Program 34 Instructional	0.800	75,906	94,883	4,342	5,428	10,560	13,200	18.77	
K-3 BEA Instructional	57.440	5,641,864	98,222	6,018	105	767,171	13,356	17.97	
4-6 BEA Instructional	37.603	3,796,229	100,955	6,585	175	507,804	13,504	17.89	
7-8 BEA Instructional	23.945	2,334,201	97,482	1,017	42	316,958	13,237	17.59	
9-12 BEA Instructional	43.900	4,605,748	104,915			584,760	13,320	17.49	
K-12 BEA Instructional	162.888	16,378,042	100,548	13,620	84	2,176,693	13,363	17.76	
K-12 BEA Administrative	3.500	507,025	144,864			46,200	13,200	17.77	
BEA	176.838	18,550,162	104,899	590,688	3,340	2,360,833	13,350	17.72	
Instructional	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78	
Administrative	14.500	2,318,278	159,881	37,302	2,573	191,400	13,200	17.51	
Other	1.000	118,785	118,785	7,395	7,395	13,200	13,200	16.77	
Active	230.739	23,758,265	102,966	847,941	3,675	3,115,200	13,501	17.75	
On Leave	0.456	13,393	29,371			13,200	28,947	18.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	231.195	23,771,658	102,821	847,941	3,668	3,128,400	13,531	17.75	
Instructional for Funding Purposes	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78	
Instructional for Compliance Purposes	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78	
K-3 Program 01 Teacher	50.701	4,929,317	97,223	6,018	119	672,936	13,273	17.97	
K-3 Program 21 Teacher	6.589	591,162	89,720			87,120	13,222	17.84	
Grade T Program 09 Teacher	4.000	356,950	89,238			52,800	13,200	18.05	

**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	39.246	3,472,642	88,484	195,927	4,992	486,803	12,404	16.85	
09	1.000	106,058	106,058			13,200	13,200	17.27	
21	4.750	452,362	95,234			49,500	10,421	17.04	
31	3.076	269,452	87,598	12,899	4,193	29,951	9,737	16.18	
34				7,089					
51	0.582	64,770	111,289	35,210	60,498	7,682	13,200	18.98	
53	1.100	83,661	76,055			14,520	13,200	16.37	
55	3.935	402,196	102,210	8,999	2,287	49,764	12,647	17.21	
58				46,442					
65	1.650	180,594	109,451	17,856	10,822	21,780	13,200	17.33	
97	1.000	196,376	196,376			13,200	13,200	13.16	
Program 21 Instructional	3.750	308,983	82,395			36,300	9,680	16.70	
Program 21 Administrative	1.000	143,379	143,379			13,200	13,200	17.90	
K-12 Program 21 Instructional	3.750	308,983	82,395			36,300	9,680	16.70	
Program 31 Instructional	2.976	255,114	85,724	12,899	4,334	28,631	9,621	15.96	
Program 31 Administrative	0.100	14,338	143,380			1,320	13,200	21.11	
Program 34 Instructional				7,089					

Program	FTE	Base Salary Total	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	14.941	1,321,206	88,428	34,525	2,311	195,875	13,110	16.69	
4-6 BEA Instructional	5.792	500,106	86,344	10,452	1,805	74,725	12,901	17.51	
7-8 BEA Instructional	4.265	283,107	66,379			39,600	9,285	14.36	
9-12 BEA Instructional	14.924	1,298,996	87,041	10,452	700	174,874	11,718	17.37	
K-12 BEA Instructional	39.922	3,403,415	85,252	55,429	1,388	485,074	12,151	16.82	
BEA	43.322	3,938,470	90,912	215,915	4,984	529,954	12,233	16.60	
Instructional	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	16.81	
Administrative	7.000	987,749	141,107	5,000	714	92,400	13,200	16.44	
Active	56.339	5,228,111	92,797	324,422	5,758	686,400	12,183	16.75	
Certificated Total	56.339	5,228,111	92,797	324,422	5,758	686,400	12,183	16.75	
Instructional for Funding Purposes	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	16.81	
Instructional for Compliance Purposes	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	16.81	
K-3 Program 01 Teacher	13.441	1,184,003	88,089	26,130	1,944	176,075	13,100	16.59	
K-3 Program 21 Teacher	0.572	42,596	74,469			7,550	13,200	13.86	

**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	12.189	1,023,217	83,946	1,750	144	163,284	13,396	17.41	
31	0.630	47,725	75,754	4,500	7,143	8,316	13,200	18.40	
97	0.641	82,960	129,423			13,200	20,593	17.64	
Program 31 Instructional	0.630	47,725	75,754	4,500	7,143	8,316	13,200	18.40	
K-3 BEA Instructional	3.650	283,018	77,539			48,180	13,200	17.34	
4-6 BEA Instructional	1.710	147,236	86,103			22,572	13,200	17.26	
7-8 BEA Instructional	2.298	189,045	82,265			30,360	13,211	17.63	
9-12 BEA Instructional	4.358	352,373	80,857			57,552	13,206	17.50	
K-12 BEA Instructional	12.016	971,672	80,865			158,664	13,204	17.44	
K-12 BEA Administrative	0.803	99,270	123,624			12,936	16,110	17.63	
BEA	13.460	1,153,902	85,728	6,250	464	184,800	13,730	17.47	
Instructional	12.016	971,672	80,865	6,250	520	158,664	13,204	17.44	
Administrative	1.444	182,230	126,198			26,136	18,100	17.63	
Active	13.460	1,153,902	85,728	6,250	464	184,800	13,730	17.47	
Certificated Total	13.460	1,153,902	85,728	6,250	464	184,800	13,730	17.47	
Instructional for Funding Purposes	12.016	971,672	80,865	6,250	520	158,664	13,204	17.44	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	12.016	971,672	80,865	6,250	520	158,664	13,204	17.44	
K-3 Program 01 Teacher	2.470	190,165	76,990			32,604	13,200	17.35	

**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	37.684	3,159,429	83,840	90,980	2,414	505,151	13,405	18.03	
21	3.896	288,167	73,965	23,992	6,158	59,136	15,179	17.82	
24	0.124	11,544	93,097	1,202	9,694	3,564	28,742	17.82	
31	2.832	219,946	77,665	41,144	14,528	55,968	19,763	18.70	
34	0.340	24,475	71,985	6,147	18,079	4,488	13,200	20.32	
51	0.696	75,051	107,832	9,991	14,355	12,461	17,903	17.69	
52				33,293					
55	3.346	274,350	81,993	8,222	2,457	44,497	13,299	17.89	
58	0.240	23,335	97,229	119,112	496,300	3,168	13,200	18.08	
64	0.284	20,798	73,232	1,939	6,827	3,749	13,200	18.05	
65	1.840	162,319	88,217	4,852	2,637	32,129	17,461	17.99	
74	0.252	23,277	92,369	1,551	6,155	6,587	26,138	16.67	
88				852					
97	0.629	110,250	175,278			8,303	13,200	19.26	
Program 21 Instructional	3.896	288,167	73,965	8,765	2,250	59,136	15,179	17.82	
Program 21 Administrative				15,227					
K-12 Program 21 Instructional	3.896	288,167	73,965	3,875	995	59,136	15,179	17.82	
Program 31 Instructional	2.582	195,639	75,770	41,144	15,935	52,668	20,398	18.88	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	24,307	97,228			3,300	13,200	17.14	
Program 34 Instructional	0.340	24,475	71,985	6,147	18,079	4,488	13,200	20.32	
K-3 BEA Instructional	11.904	901,849	75,760			157,133	13,200	18.49	
4-6 BEA Instructional	5.706	471,747	82,676			75,319	13,200	17.87	
7-8 BEA Instructional	7.766	560,609	72,188	496	64	108,781	14,007	17.61	
9-12 BEA Instructional	12.230	1,017,342	83,184	31,168	2,548	181,474	14,838	18.44	
K-12 BEA Instructional	37.606	2,951,547	78,486	31,664	842	522,707	13,900	18.20	
K-12 BEA Administrative	1.250	160,418	128,334			16,500	13,200	17.53	
BEA	41.485	3,514,100	84,708	138,271	3,333	573,910	13,834	18.13	
Instructional	47.913	3,765,637	78,593	325,946	6,803	683,100	14,257	18.10	
Administrative	4.250	627,304	147,601	17,331	4,078	56,100	13,200	17.85	
Active	52.163	4,392,941	84,216	343,277	6,581	739,200	14,171	18.07	
Certificated Total	52.163	4,392,941	84,216	343,277	6,581	739,200	14,171	18.07	
Instructional for Funding Purposes	47.913	3,765,637	78,593	325,946	6,803	683,100	14,257	18.10	
Instructional for Compliance Purposes	47.913	3,765,637	78,593	325,946	6,803	683,100	14,257	18.10	
K-3 Program 01 Teacher	10.904	830,222	76,139			143,933	13,200	18.58	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.884	61,999	70,135			19,378	21,920	18.19	

Salary and Benefits by Program for 2023-2024

**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	13.410	1,249,555	93,181	82,016	6,116	177,012	13,200	17.26	
02	33.000	1,987,103	60,215						
21	1.000	104,587	104,587	6,755	6,755	13,200	13,200	17.69	
31	2.100	160,104	76,240	7,522	3,582	27,720	13,200	17.10	
34	0.670	50,203	74,930	2,437	3,637	8,844	13,200	17.31	
51	0.680	64,319	94,587	785	1,154	8,976	13,200	16.94	
55	2.140	187,397	87,569	2,461	1,150	28,248	13,200	17.26	
97	1.000	157,866	157,866			13,200	13,200	15.96	
K-12 Program 02 Instructional	30.000	1,679,456	55,982						
Program 21 Instructional	1.000	104,587	104,587	6,755	6,755	13,200	13,200	17.69	
K-12 Program 21 Instructional	1.000	104,587	104,587	6,755	6,755	13,200	13,200	17.69	
Program 31 Instructional	2.100	160,104	76,240	3,558	1,694	27,720	13,200	17.10	
Program 31 Administrative				3,964					
Program 34 Instructional	0.670	50,203	74,930	1,116	1,666	8,844	13,200	17.31	
Program 34 Administrative				1,321					
K-3 BEA Instructional	4.990	416,765	83,520	17,536	3,514	59,268	11,877	17.13	
4-6 BEA Instructional	3.270	331,750	101,453	14,840	4,538	43,164	13,200	17.39	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	3.270	255,188	78,039	6,945	2,124	29,964	9,163	16.95	
9-12 BEA Instructional	4.450	374,652	84,191	18,014	4,048	58,740	13,200	17.12	
K-12 BEA Instructional	15.980	1,378,355	86,255	57,335	3,588	191,136	11,961	17.17	
K-12 BEA Administrative	1.000	91,413	91,413	5,285	5,285	13,200	13,200	17.70	
BEA	50.180	3,604,831	71,838	91,975	1,833	226,776	4,519	17.11	
Instructional	19.500	1,699,858	87,172	68,516	3,514	237,600	12,185	17.19	
Administrative	6.000	672,926	112,154	5,285	881	39,600	6,600	17.00	
Other				28,175					
Active	25.500	2,372,784	93,050	101,976	3,999	277,200	10,871	17.15	
K-12 BEA Contracted	28.500	1,588,350	55,732						
Certificated Total	54.000	3,961,134	73,354	101,976	1,888	277,200	5,133	17.15	
Instructional for Funding Purposes	48.000	3,288,208	68,504	68,516	1,427	237,600	4,950	17.19	
Instructional for Compliance Purposes	19.500	1,699,858	87,172	68,516	3,514	237,600	12,185	17.19	
K-3 Program 01 Teacher	4.490	388,369	86,496	16,316	3,634	59,268	13,200	17.13	
K-3 Program 21 Teacher	0.270	28,238	104,585	1,661	6,152	3,564	13,200	17.69	

**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	25.277	1,797,603	71,116	57,772	2,286	339,240	13,421	18.09	
02	1.250	118,027	94,422	85,068	68,054	16,500	13,200	18.13	
21	2.144	143,017	66,706	3,282	1,531	46,200	21,549	18.21	
24	0.500	32,397	64,794			6,600	13,200	18.25	
31	2.000	163,678	81,839	23,102	11,551	26,400	13,200	18.57	
51	1.500	117,415	78,277	2,921	1,947	19,800	13,200	15.84	
55	3.605	275,954	76,548	93,726	25,999	60,060	16,660	18.28	
97	1.000	136,754	136,754			13,200	13,200	18.00	
K-12 Program 02 Instructional	1.000	88,844	88,844			13,200	13,200	18.16	
Program 21 Instructional	2.144	143,017	66,706			46,200	21,549	18.21	
Program 21 Administrative				3,282					
K-12 Program 21 Instructional	2.144	143,017	66,706			46,200	21,549	18.21	
Program 31 Instructional	2.000	163,678	81,839	23,102	11,551	26,400	13,200	18.57	
K-3 BEA Instructional	9.682	619,388	63,973			130,033	13,430	18.30	
4-6 BEA Instructional	1.890	109,884	58,140			24,948	13,200	15.81	
7-8 BEA Instructional	5.832	463,020	79,393			78,659	13,487	18.18	
9-12 BEA Instructional	9.123	653,552	71,638	80,874	8,865	122,100	13,384	18.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	26.527	1,845,844	69,584	80,874	3,049	355,740	13,410	18.14	
K-12 BEA Administrative	0.750	87,549	116,732			9,900	13,200	18.05	
BEA	29.527	2,216,062	75,052	165,942	5,620	395,340	13,389	18.12	
Instructional	34.276	2,414,627	70,447	262,589	7,661	488,400	14,249	18.05	
Administrative	3.000	370,218	123,406	3,282	1,094	39,600	13,200	18.02	
Active	37.276	2,784,845	74,709	265,871	7,132	528,000	14,165	18.05	
Certificated Total	37.276	2,784,845	74,709	265,871	7,132	528,000	14,165	18.05	
Instructional for Funding Purposes	34.276	2,414,627	70,447	262,589	7,661	488,400	14,249	18.05	
Instructional for Compliance Purposes	34.276	2,414,627	70,447	262,589	7,661	488,400	14,249	18.05	
K-3 Program 01 Teacher	8.951	574,641	64,199			118,153	13,200	18.24	
K-3 Program 21 Teacher	0.400	35,536	88,840			10,560	26,400	19.09	

**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	462.672	52,435,899	113,333	4,371,463	9,448	6,194,364	13,388	17.47	
02	3.000	314,050	104,683	32,668	10,889	39,600	13,200	17.88	
21	106.480	11,307,045	106,189	1,344,010	12,622	1,465,306	13,761	17.03	
31	27.209	2,891,752	106,279	274,823	10,100	368,016	13,526	17.64	
34	11.550	1,256,333	108,773	98,062	8,490	152,460	13,200	18.09	
51	7.274	836,043	114,936	64,676	8,891	103,264	14,196	17.33	
52	0.600	114,065	190,108	5,720	9,533	7,920	13,200	16.38	
55	23.565	2,650,190	112,463	203,938	8,654	315,176	13,375	17.96	
58	4.500	561,128	124,695	313,454	69,656	66,000	14,667	17.18	
64	0.200	23,082	115,410	6,090	30,450	2,640	13,200	17.73	
65	10.250	1,125,881	109,842	80,043	7,809	135,300	13,200	17.84	
74	0.045	8,482	188,489	54	1,200	660	14,667	15.92	
79	9.532	1,180,871	123,885	109,803	11,519	125,822	13,200	17.33	
88	3.960	430,377	108,681	35,494	8,963	52,272	13,200	17.91	
97	2.000	480,898	240,449	89,106	44,553	26,400	13,200	15.28	
K-12 Program 02 Instructional	3.000	314,050	104,683			39,600	13,200	17.88	
Program 21 Instructional	102.539	10,598,050	103,356	1,330,400	12,975	1,407,648	13,728	17.03	
Program 21 Administrative	3.941	708,995	179,902	13,610	3,453	57,658	14,630	17.12	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	97.699	10,108,753	103,468			1,343,760	13,754	17.00	
Program 31 Instructional	26.459	2,749,171	103,903	273,923	10,353	358,116	13,535	17.70	
Program 31 Administrative	0.750	142,581	190,108	900	1,200	9,900	13,200	16.38	
Program 34 Instructional	11.300	1,208,806	106,974	97,762	8,652	149,160	13,200	18.15	
Program 34 Administrative	0.250	47,527	190,108	300	1,200	3,300	13,200	16.38	
K-3 BEA Instructional	180.915	19,800,080	109,444	3,375	19	2,404,142	13,289	17.51	
4-6 BEA Instructional	91.616	9,714,716	106,037			1,231,534	13,442	17.55	
7-8 BEA Instructional	64.532	7,115,930	110,270			839,784	13,013	17.78	
9-12 BEA Instructional	130.260	14,120,611	108,403	671	5	1,768,140	13,574	17.73	
K-12 BEA Instructional	467.323	50,751,337	108,600	4,046	9	6,243,600	13,360	17.62	
K-12 BEA Administrative	7.000	960,024	137,146	5,484	783	92,400	13,200	16.26	
BEA	506.431	57,378,932	113,301	4,866,122	9,609	6,780,840	13,389	17.48	
Instructional	625.964	67,578,863	107,960	6,821,334	10,897	8,408,400	13,433	17.53	
Administrative	45.873	7,847,125	171,062	206,870	4,510	633,600	13,812	16.44	
Other	1.000	190,108	190,108	1,200	1,200	13,200	13,200	17.18	
Active	672.837	75,616,096	112,384	7,029,404	10,447	9,055,200	13,458	17.42	
Certificated Total	672.837	75,616,096	112,384	7,029,404	10,447	9,055,200	13,458	17.42	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	625.964	67,578,863	107,960	6,821,334	10,897	8,408,400	13,433	17.53	
Instructional for Compliance Purposes	625.964	67,578,863	107,960	6,821,334	10,897	8,408,400	13,433	17.53	
K-3 Program 01 Teacher	157.715	17,248,011	109,362			2,097,902	13,302	17.51	
K-3 Program 21 Teacher	19.353	1,866,149	96,427			277,055	14,316	17.41	



**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	19.164	1,699,758	88,695	85,860	4,480	251,680	13,133	17.91	
13	1.022	70,404	68,888	20,799	20,351	7,920	7,750	18.60	
14	0.500	40,408	80,816			13,200	26,400	18.31	
21	2.000	156,545	78,273			26,400	13,200	22.46	
51	0.500	45,998	91,996			6,600	13,200	18.19	
55	0.500	45,998	91,996			6,600	13,200	18.19	
88	1.000	96,084	96,084			13,200	13,200	18.23	
97	1.000	158,000	158,000	1,200	1,200	13,200	13,200	18.06	
Program 21 Instructional	2.000	156,545	78,273			26,400	13,200	22.46	
K-12 Program 21 Instructional	2.000	156,545	78,273			26,400	13,200	22.46	
K-3 BEA Instructional	9.210	767,983	83,386	48,753	5,293	118,202	12,834	17.78	
4-6 BEA Instructional	5.298	486,103	91,752	9,122	1,722	69,934	13,200	18.10	
7-8 BEA Instructional	3.814	319,383	83,740	18,425	4,831	50,345	13,200	17.84	
K-12 BEA Instructional	18.322	1,573,469	85,879	76,300	4,164	238,480	13,016	17.89	
BEA	20.164	1,857,758	92,132	87,060	4,318	264,880	13,136	17.92	
Instructional	23.844	2,028,906	85,091	104,701	4,391	312,400	13,102	18.29	
Administrative	1.842	284,289	154,337	1,200	651	26,400	14,332	18.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	25.686	2,313,195	90,057	105,901	4,123	338,800	13,190	18.27	
On Leave				1,958					
Certificated Total	25.686	2,313,195	90,057	107,859	4,199	338,800	13,190	18.27	
Instructional for Funding Purposes	23.844	2,028,906	85,091	104,701	4,391	312,400	13,102	18.29	
Instructional for Compliance Purposes	23.844	2,028,906	85,091	104,701	4,391	312,400	13,102	18.29	
K-3 Program 01 Teacher	9.210	767,983	83,386	46,553	5,055	118,202	12,834	17.78	

**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	472.644	45,080,655	95,380	4,433,264	9,380	6,404,496	13,550	17.21	
02	22.118	2,129,891	96,297	205,129	9,274	317,759	14,367	16.39	
09	7.234	594,437	82,173	39,872	5,512	98,208	13,576	17.51	
21	113.034	9,923,021	87,788	1,294,372	11,451	1,568,981	13,881	16.80	
24	12.750	1,075,709	84,369	69,440	5,446	171,600	13,459	16.90	
31	22.187	1,996,842	90,001	285,667	12,875	293,499	13,228	16.18	
34	18.404	1,830,207	99,446	214,753	11,669	245,735	13,352	16.57	
51	8.200	830,966	101,337	58,558	7,141	108,432	13,223	17.09	
52	2.100	300,484	143,088	67,715	32,245	31,380	14,943	15.50	
55	9.670	971,900	100,507	81,744	8,453	133,974	13,855	17.39	
58				336,415					
64				7,076					
65	6.205	545,491	87,912	45,627	7,353	84,480	13,615	18.73	
73				49,381					
74	2.000	210,962	105,481	15,001	7,501	26,400	13,200	17.55	
89	1.000	129,808	129,808	1,758	1,758	13,200	13,200	16.69	
97	2.000	431,483	215,742	48,751	24,376	27,360	13,680	16.08	
K-12 Program 02 Instructional	21.118	1,973,976	93,474			303,599	14,376	16.31	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	112.034	9,778,892	87,285	1,211,964	10,818	1,554,821	13,878	16.80	
Program 21 Administrative	1.000	144,129	144,129	14,413	14,413	14,160	14,160	17.38	
K-12 Program 21 Instructional	112.034	9,778,892	87,285			1,554,821	13,878	16.80	
Program 31 Instructional	21.787	1,970,389	90,439	267,806	12,292	293,499	13,471	16.16	
Program 34 Instructional	17.404	1,678,664	96,453	169,172	9,720	231,339	13,292	16.57	
Program 34 Administrative	1.000	151,543	151,543	17,567	17,567	14,396	14,396	16.65	
K-3 BEA Instructional	170.032	15,371,337	90,403			2,282,246	13,422	17.59	
4-6 BEA Instructional	90.979	8,096,387	88,992	5,670	62	1,234,032	13,564	17.24	
7-8 BEA Instructional	90.632	8,491,558	93,693	4,030	44	1,230,942	13,582	16.93	
9-12 BEA Instructional	152.210	14,239,302	93,550	2,885	19	2,080,834	13,671	16.94	
K-12 BEA Instructional	503.853	46,198,584	91,691	12,585	25	6,828,053	13,552	17.20	
BEA	537.353	51,469,078	95,783	5,187,564	9,654	7,288,849	13,564	17.10	
Instructional	661.046	60,072,848	90,875	5,658,304	8,560	8,993,704	13,605	17.14	
Administrative	37.000	5,816,134	157,193	621,448	16,796	518,600	14,016	16.21	
Active	698.046	65,888,982	94,391	6,279,752	8,996	9,512,304	13,627	17.06	
On Leave	1.500	162,874	108,583	974,771	649,847	13,200	8,800	16.86	
Certificated Total	699.546	66,051,856	94,421	7,254,523	10,370	9,525,504	13,617	17.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	661.046	60,072,848	90,875	5,658,304	8,560	8,993,704	13,605	17.14	
Instructional for Compliance Purposes	661.046	60,072,848	90,875	5,658,304	8,560	8,993,704	13,605	17.14	
K-3 Program 01 Teacher	147.887	13,222,534	89,410			1,976,072	13,362	17.63	
K-3 Program 21 Teacher	12.892	1,109,899	86,092			173,699	13,473	16.80	
Grade T Program 09 Teacher	7.234	594,437	82,173			98,208	13,576	17.51	

**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	101.719	8,531,055	83,869	694,123	6,824	1,339,932	13,173	17.66	
02	4.400	390,143	88,669	11,625	2,642	58,080	13,200	17.18	
09	1.000	55,223	55,223			13,200	13,200	17.97	
13				11,093					
21	17.219	1,284,539	74,600	128,292	7,451	234,168	13,599	17.93	
24	1.250	90,547	72,438	22,032	17,626	16,500	13,200	17.04	
26	1.081	92,539	85,605			14,652	13,554	17.86	
31	8.200	609,519	74,332	80,069	9,765	108,240	13,200	19.05	
51	2.000	147,988	73,994	8,935	4,468	26,400	13,200	17.80	
52				1,833					
55	2.500	224,053	89,621	21,023	8,409	33,000	13,200	16.52	
58				34,071					
65	0.090	14,645	162,722	2,500	27,778	1,188	13,200	17.55	
74	0.200	16,342	81,710	13,100	65,500	2,640	13,200	16.55	
89	3.000	211,420	70,473	4,375	1,458	39,600	13,200	18.68	
K-12 Program 02 Instructional	3.500	274,331	78,380	5,666	1,619	46,200	13,200	16.94	
Program 21 Instructional	16.319	1,162,467	71,234	123,007	7,538	222,288	13,621	17.93	
Program 21 Administrative	0.900	122,072	135,636			11,880	13,200	17.90	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15.819	1,136,662	71,854	46,529	2,941	215,688	13,635	17.94	
Program 26, 56, and 59 Instructional	0.881	66,107	75,036			12,012	13,635	17.87	
Program 26, 56, and 59 Administrative	0.200	26,432	132,160			2,640	13,200	17.85	
Program 31 Instructional	7.700	540,273	70,165	72,819	9,457	101,640	13,200	19.19	
Program 31 Administrative	0.500	69,246	138,492	5,000	10,000	6,600	13,200	17.91	
K-3 BEA Instructional	39.380	2,941,867	74,705	82,012	2,083	503,395	12,783	17.79	
4-6 BEA Instructional	16.558	1,276,241	77,077	44,382	2,680	222,605	13,444	18.01	
7-8 BEA Instructional	18.500	1,476,558	79,814	68,828	3,720	250,800	13,557	17.31	
9-12 BEA Instructional	29.443	2,338,402	79,421	103,857	3,527	386,760	13,136	17.93	
K-12 BEA Instructional	103.881	8,033,068	77,330	299,079	2,879	1,363,560	13,126	17.77	
K-12 BEA Administrative	8.528	1,158,895	135,893	15,000	1,759	117,480	13,776	17.67	
BEA	114.319	9,530,717	83,369	785,817	6,874	1,506,252	13,176	17.73	
Instructional	131.031	10,007,215	76,373	820,488	6,262	1,729,200	13,197	17.77	
Administrative	11.628	1,660,798	142,827	20,000	1,720	158,400	13,622	17.50	
Other				89,129					
Active	142.659	11,668,013	81,790	929,617	6,516	1,887,600	13,232	17.74	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave				103,454					
Certificated Total	142.659	11,668,013	81,790	1,033,071	7,242	1,887,600	13,232	17.74	
Instructional for Funding Purposes	130.150	9,941,108	76,382	820,488	6,304	1,717,188	13,194	17.77	
Instructional for Compliance Purposes	130.150	9,941,108	76,382	820,488	6,304	1,717,188	13,194	17.77	
K-3 Program 01 Teacher	35.380	2,640,851	74,642	50,680	1,432	450,595	12,736	17.64	
K-3 Program 21 Teacher	5.100	362,354	71,050			67,320	13,200	18.15	



**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	214.283	22,154,863	103,391	3,015,540	14,073	2,964,694	13,835	17.97	
02	0.920	99,345	107,984	10,433	11,340	12,144	13,200	17.66	
21	45.410	4,114,179	90,601	463,007	10,196	623,172	13,723	17.89	
24	0.750	61,507	82,009	4,333	5,777	9,900	13,200	18.00	
31	16.050	1,512,708	94,250	194,862	12,141	234,868	14,633	17.07	
34	0.532	60,370	113,477	9,300	17,481	13,200	24,812	17.92	
51	0.760	78,717	103,575	2,330	3,066	10,560	13,895	17.63	
55	1.312	117,651	89,673	10,761	8,202	21,991	16,762	16.25	
58				195,892					
65	2.378	228,482	96,082	17,606	7,404	33,436	14,060	17.42	
74	0.330	60,983	184,797	990	3,000	4,356	13,200	16.82	
79	0.700	54,112	77,303	6,312	9,017	9,240	13,200	18.09	
89	0.400	38,623	96,558	3,814	9,535	9,240	23,100	16.50	
97	1.000	264,067	264,067	37,558	37,558	13,200	13,200	14.76	
K-12 Program 02 Instructional	0.920	99,345	107,984			12,144	13,200	17.66	
Program 21 Instructional	43.410	3,775,124	86,964	454,733	10,475	596,772	13,747	17.96	
Program 21 Administrative	2.000	339,055	169,528			26,400	13,200	17.02	
K-12 Program 21 Instructional	41.410	3,581,951	86,500			570,372	13,774	17.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15.950	1,494,228	93,682	194,562	12,198	233,548	14,642	17.07	
Program 31 Administrative	0.100	18,480	184,800	300	3,000	1,320	13,200	16.82	
Program 34 Instructional	0.532	60,370	113,477	9,300	17,481	13,200	24,812	17.92	
K-3 BEA Instructional	68.542	6,572,862	95,895			948,948	13,845	18.06	
4-6 BEA Instructional	34.875	3,518,158	100,879			473,062	13,564	18.15	
7-8 BEA Instructional	38.167	3,841,492	100,650			532,818	13,960	18.09	
9-12 BEA Instructional	77.520	7,730,002	99,716			1,102,688	14,225	17.80	
K-12 BEA Instructional	219.104	21,662,514	98,869			3,057,516	13,955	17.98	
K-12 BEA Administrative	2.000	343,398	171,699			26,400	13,200	16.65	
BEA	232.785	24,091,353	103,492	3,267,693	14,037	3,238,105	13,910	17.87	
Instructional	268.814	26,016,730	96,783	3,825,984	14,233	3,748,655	13,945	17.96	
Administrative	15.000	2,742,947	182,863	67,000	4,467	198,000	13,200	16.69	
Active	283.814	28,759,677	101,333	3,892,984	13,717	3,946,655	13,906	17.85	
On Leave	1.011	85,930	84,995	79,754	78,886	13,345	13,200	19.62	
Certificated Total	284.825	28,845,607	101,275	3,972,738	13,948	3,960,000	13,903	17.86	
Instructional for Funding Purposes	268.814	26,016,730	96,783	3,825,984	14,233	3,748,655	13,945	17.96	
Instructional for Compliance Purposes	268.814	26,016,730	96,783	3,825,984	14,233	3,748,655	13,945	17.96	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	55.485	5,230,962	94,277			754,802	13,604	18.18	
K-3 Program 21 Teacher	6.370	455,714	71,541			84,084	13,200	19.04	

**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	91.301	7,949,206	87,066	525,507	5,756	1,224,794	13,415	17.61	
02	8.396	851,470	101,414	54,582	6,501	111,096	13,232	17.96	
03				15,000					
09	1.984	150,653	75,934	9,752	4,915	26,432	13,323	17.71	
12	0.200	19,880	99,400	1,287	6,435	2,645	13,223	17.87	
21	14.845	1,339,505	90,233	118,841	8,005	194,086	13,074	17.39	
24	2.320	221,483	95,467	20,430	8,806	30,663	13,217	17.73	
31	3.977	385,299	96,882	79,760	20,055	52,569	13,218	18.18	
51	1.489	123,267	82,785	8,028	5,392	26,148	17,561	13.53	
52				18,000					
55	1.000	99,400	99,400	13,901	13,901	13,216	13,216	16.92	
58	0.488	29,279	59,998	3,238	6,635	6,449	13,216	17.91	
65	2.500	179,521	71,808	11,623	4,649	33,047	13,219	17.98	
74	0.600	61,589	102,648	3,987	6,645	7,939	13,231	17.74	
79	0.200	21,441	107,205	3,353	16,765	2,645	13,223	17.99	
97	5.000	702,994	140,599	50,176	10,035	66,086	13,217	16.12	
K-12 Program 02 Instructional	7.396	707,152	95,613	53,982	7,299	97,888	13,235	18.08	
Program 21 Instructional	13.845	1,183,792	85,503	118,241	8,540	180,878	13,065	17.36	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	155,713	155,713	600	600	13,208	13,208	17.70	
K-12 Program 21 Instructional	12.845	1,095,608	85,295	89,960	7,004	167,662	13,053	17.37	
Program 31 Instructional	3.677	334,027	90,842	79,580	21,643	48,607	13,219	17.98	
Program 31 Administrative	0.300	51,272	170,907	180	600	3,962	13,208	20.06	
K-3 BEA Instructional	36.221	2,956,657	81,628	214,088	5,911	473,837	13,082	17.59	
4-6 BEA Instructional	17.184	1,353,308	78,754	85,271	4,962	226,038	13,154	18.02	
7-8 BEA Instructional	17.002	1,395,385	82,072	105,057	6,179	240,949	14,172	17.70	
9-12 BEA Instructional	25.267	2,307,144	91,311	244,390	9,672	341,972	13,534	17.59	
K-12 BEA Instructional	95.674	8,012,494	83,748	656,306	6,860	1,282,796	13,408	17.68	
K-12 BEA Administrative	10.000	1,339,997	134,000	13,180	1,318	132,103	13,210	17.65	
BEA	108.674	9,888,969	90,997	725,025	6,672	1,454,546	13,384	17.56	
Instructional	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.58	
Administrative	14.000	2,032,188	145,156	52,576	3,755	184,958	13,211	17.06	
Active	134.300	12,134,987	90,357	937,465	6,980	1,797,816	13,387	17.49	
Certificated Total	134.300	12,134,987	90,357	937,465	6,980	1,797,816	13,387	17.49	
Instructional for Funding Purposes	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.58	
K-3 Program 01 Teacher	27.800	2,221,155	79,898	116,296	4,183	367,460	13,218	17.49	
K-3 Program 21 Teacher	2.020	155,477	76,969	5,056	2,503	26,701	13,218	17.21	

**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	42.616	3,614,760	84,822	104,361	2,449	597,168	14,013	17.77	
21	0.300	26,495	88,317			3,960	13,200	17.59	
31	3.071	221,534	72,137	9,014	2,935	45,329	14,760	17.41	
34	0.975	66,760	68,472			14,824	15,204	17.94	
51	1.762	145,348	82,490	5,074	2,880	23,100	13,110	17.79	
52	0.250	24,536	98,144			3,300	13,200	17.60	
55	1.500	134,265	89,510			26,400	17,600	16.48	
58	0.807	80,160	99,331	37,236	46,141	10,652	13,200	17.73	
65	0.300	24,955	83,183			4,950	16,500	17.65	
79	4.667	357,596	76,622	50,353	10,789	62,317	13,353	17.71	
97	1.000	169,047	169,047	21,498	21,498	13,200	13,200	15.93	
Program 21 Instructional	0.300	26,495	88,317			3,960	13,200	17.59	
K-12 Program 21 Instructional	0.300	26,495	88,317			3,960	13,200	17.59	
Program 31 Instructional	3.071	221,534	72,137	9,014	2,935	45,329	14,760	17.41	
Program 34 Instructional	0.975	66,760	68,472			14,824	15,204	17.94	
K-3 BEA Instructional	14.161	1,188,956	83,960	8,135	574	191,968	13,556	18.21	
4-6 BEA Instructional	6.137	523,057	85,230	4,270	696	75,768	12,346	16.73	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.987	128,310	64,575	1,242	625	28,182	14,183	18.16	
9-12 BEA Instructional	21.809	1,730,086	79,329	60,765	2,786	327,505	15,017	17.79	
K-12 BEA Instructional	44.094	3,570,409	80,973	74,412	1,688	623,423	14,138	17.78	
K-12 BEA Administrative	0.568	78,197	137,671			7,498	13,200	17.72	
BEA	47.662	4,072,101	85,437	134,873	2,830	670,520	14,068	17.67	
Instructional	53.099	4,303,520	81,047	206,038	3,880	750,433	14,133	17.73	
Administrative	4.149	561,936	135,439	21,498	5,181	54,767	13,200	16.97	
Active	57.248	4,865,456	84,989	227,536	3,975	805,200	14,065	17.64	
Certificated Total	57.248	4,865,456	84,989	227,536	3,975	805,200	14,065	17.64	
Instructional for Funding Purposes	53.099	4,303,520	81,047	206,038	3,880	750,433	14,133	17.73	
Instructional for Compliance Purposes	53.099	4,303,520	81,047	206,038	3,880	750,433	14,133	17.73	
K-3 Program 01 Teacher	13.261	1,129,661	85,187	8,135	613	180,088	13,580	18.19	



**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	9.720	770,857	79,306	23,864	2,455	130,680	13,444	16.20	
31	0.100	9,664	96,640			1,320	13,200	16.65	
97	1.000	130,662	130,662			13,200	13,200	12.05	
Program 31 Instructional	0.100	9,664	96,640			1,320	13,200	16.65	
K-3 BEA Instructional	1.666	114,801	68,908	2,986	1,792	21,991	13,200	17.13	
4-6 BEA Instructional	1.668	118,946	71,311	4,151	2,489	22,018	13,200	16.96	
7-8 BEA Instructional	0.666	56,160	84,324			8,791	13,200	17.71	
9-12 BEA Instructional	5.820	490,614	84,298	13,327	2,290	79,200	13,608	15.64	
K-12 BEA Instructional	9.820	780,521	79,483	20,464	2,084	132,000	13,442	16.21	
BEA	10.820	911,183	84,213	23,864	2,206	145,200	13,420	15.43	
Instructional	9.820	780,521	79,483	23,864	2,430	132,000	13,442	16.21	
Administrative	1.000	130,662	130,662			13,200	13,200	12.05	
Active	10.820	911,183	84,213	23,864	2,206	145,200	13,420	15.43	
Certificated Total	10.820	911,183	84,213	23,864	2,206	145,200	13,420	15.43	
Instructional for Funding Purposes	9.820	780,521	79,483	23,864	2,430	132,000	13,442	16.21	
Instructional for Compliance Purposes	9.820	780,521	79,483	23,864	2,430	132,000	13,442	16.21	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	1.666	114,801	68,908	2,986	1,792	21,991	13,200	17.13	

**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	232.525	25,907,517	111,418	994,484	4,277	3,309,241	14,232	16.85	
02	39.907	4,418,861	110,729	160,500	4,022	618,708	15,504	17.55	
09	1.000	128,709	128,709	4,062	4,062	14,040	14,040	16.56	
13	10.200	976,265	95,712	31,235	3,062	143,208	14,040	16.81	
21	51.618	5,494,519	106,446	322,172	6,241	667,885	12,939	19.11	
24	8.300	877,799	105,759	62,258	7,501	116,532	14,040	18.46	
31	17.222	1,879,163	109,114	70,144	4,073	262,211	15,225	15.13	
34	3.900	448,674	115,045	14,750	3,782	54,756	14,040	17.12	
51	1.199	109,539	91,359	4,057	3,384	16,834	14,040	19.18	
52	0.300	38,613	128,710	1,219	4,063	4,212	14,040	16.99	
55	7.259	818,169	112,711	34,356	4,733	110,810	15,265	17.47	
58	0.302	27,811	92,089	249,260	825,364	4,563	15,109	16.98	
64	0.400	51,484	128,710	1,625	4,063	5,616	14,040	16.20	
65	8.248	841,769	102,057	48,953	5,935	124,043	15,039	18.07	
74	0.698	97,761	140,059	3,180	4,556	9,800	14,040	17.09	
79	0.500	46,557	93,114	1,470	2,940	7,020	14,040	17.85	
97	2.749	632,371	230,037	25,545	9,292	38,596	14,040	13.71	
98	0.100	20,536	205,360	171	1,710	1,404	14,040	13.08	
99	0.151	30,803	203,993	256	1,695	2,120	14,040	13.08	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	36.907	3,883,211	105,216	108,709	2,945	579,108	15,691	17.84	
Program 21 Instructional	39.816	3,804,097	95,542	320,278	8,044	569,605	14,306	17.16	
Program 21 Administrative	2.000	379,417	189,709	1,894	947	28,080	14,040	15.12	
K-12 Program 21 Instructional	37.116	3,525,041	94,974	111,669	3,009	531,697	14,325	17.13	
Program 31 Instructional	16.422	1,734,501	105,621	69,623	4,240	250,979	15,283	15.08	
Program 31 Administrative	0.800	144,662	180,828	521	651	11,232	14,040	15.97	
Program 34 Instructional	3.700	412,508	111,489	14,620	3,951	51,948	14,040	17.21	
Program 34 Administrative	0.200	36,166	180,830	130	650	2,808	14,040	15.97	
K-3 BEA Instructional	97.575	9,889,977	101,358	311,568	3,193	1,414,219	14,494	17.62	
4-6 BEA Instructional	58.803	6,125,580	104,171	131,614	2,238	838,680	14,263	17.61	
7-8 BEA Instructional	40.867	4,481,382	109,658	114,275	2,796	587,913	14,386	17.30	
9-12 BEA Instructional	70.061	7,758,476	110,739	250,296	3,573	1,034,959	14,772	16.05	
K-12 BEA Instructional	268.306	28,384,124	105,790	807,753	3,011	3,889,811	14,498	17.11	
K-12 BEA Administrative	10.000	1,742,792	174,279	28,961	2,896	132,000	13,200	15.95	
BEA	296.303	33,286,586	112,340	1,265,423	4,271	4,283,512	14,457	16.77	
Instructional	344.728	35,962,599	104,322	1,931,496	5,603	4,990,822	14,478	17.13	
Administrative	28.769	5,262,278	182,915	87,130	3,029	404,400	14,057	14.78	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.908	192,694	100,993	11,071	5,802	26,788	14,040	24.11	
Active	375.405	41,417,571	110,328	2,029,697	5,407	5,422,011	14,443	16.86	
K-12 Program 21 Contracted	9.802	1,311,005	133,749			70,200	7,162		
On Leave	1.371	118,344	86,319			19,389	14,142	19.04	
Certificated Total	386.578	42,846,920	110,836	2,029,697	5,250	5,511,600	14,257	17.09	
Instructional for Funding Purposes	354.530	37,273,604	105,135	1,931,496	5,448	5,061,022	14,275	17.39	
Instructional for Compliance Purposes	344.728	35,962,599	104,322	1,931,496	5,603	4,990,822	14,478	17.13	
K-3 Program 01 Teacher	81.384	8,284,353	101,793	241,034	2,962	1,161,724	14,275	17.54	
K-3 Program 21 Teacher	7.794	713,540	91,550	21,303	2,733	109,428	14,040	17.31	
Grade T Program 09 Teacher	1.000	128,709	128,709			14,040	14,040	16.56	

**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	66.304	7,113,735	107,290	259,352	3,912	891,880	13,451	18.36	
09	4.000	255,996	63,999	4,269	1,067	52,800	13,200	18.58	
21	12.142	1,218,661	100,367	13,669	1,126	166,716	13,731	18.37	
24	1.496	161,147	107,719			20,064	13,412	18.19	
31	7.143	591,938	82,870	29,708	4,159	101,376	14,192	18.53	
34	2.286	238,961	104,532	3,409	1,491	30,624	13,396	18.28	
51	1.034	123,531	119,469			13,860	13,404	18.37	
55	1.085	132,054	121,709			14,520	13,382	17.32	
58				49,648					
65	0.490	57,388	117,118			6,587	13,442	18.62	
74	0.492	57,618	117,110			6,613	13,441	18.62	
97	2.050	391,562	191,006	9,781	4,771	27,060	13,200	15.46	
Program 21 Instructional	11.992	1,193,092	99,491	13,669	1,140	164,736	13,737	18.41	
Program 21 Administrative	0.150	25,569	170,460			1,980	13,200	16.29	
K-12 Program 21 Instructional	10.992	1,125,212	102,366			151,536	13,786	17.95	
Program 31 Instructional	6.593	498,189	75,563	29,358	4,453	94,116	14,275	18.88	
Program 31 Administrative	0.550	93,749	170,453			7,260	13,200	16.33	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.086	204,871	98,212	3,409	1,634	27,984	13,415	18.57	
Program 34 Administrative	0.200	34,090	170,450			2,640	13,200	16.33	
K-3 BEA Instructional	24.303	2,457,884	101,135	4,167	171	319,950	13,165	18.71	
4-6 BEA Instructional	13.474	1,400,439	103,936	5,271	391	180,550	13,400	18.60	
7-8 BEA Instructional	8.040	845,844	105,204	3,409	424	109,560	13,627	18.53	
9-12 BEA Instructional	25.266	2,511,758	99,413	90,620	3,587	352,440	13,949	18.30	
K-12 BEA Instructional	71.083	7,215,925	101,514	103,467	1,456	962,500	13,541	18.51	
K-12 BEA Administrative	3.350	527,799	157,552			44,220	13,200	16.80	
BEA	77.783	8,336,196	107,172	302,250	3,886	1,050,940	13,511	18.24	
Instructional	91.522	9,171,182	100,207	318,298	3,478	1,239,700	13,545	18.49	
Administrative	7.000	1,171,409	167,344			92,400	13,200	16.35	
Active	98.522	10,342,591	104,977	318,298	3,231	1,332,100	13,521	18.26	
On Leave				51,538					
Certificated Total	98.522	10,342,591	104,977	369,836	3,754	1,332,100	13,521	18.26	
Instructional for Funding Purposes	91.522	9,171,182	100,207	318,298	3,478	1,239,700	13,545	18.49	
Instructional for Compliance Purposes	91.522	9,171,182	100,207	318,298	3,478	1,239,700	13,545	18.49	
K-3 Program 01 Teacher	23.072	2,324,341	100,743	4,167	181	303,450	13,152	18.71	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	2.750	275,171	100,062			36,300	13,200	18.06	
Grade T Program 09 Teacher	4.000	255,996	63,999			52,800	13,200	18.58	



**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	14.625	1,230,599	84,144	57,635	3,941	207,700	14,202	17.24	
09	2.000	133,302	66,651			28,272	14,136	18.13	
21	5.000	343,256	68,651	2,743	549	70,680	14,136	14.02	
31	5.524	395,636	71,621	3,576	647	87,671	15,871	17.63	
34	2.633	227,043	86,230	231	88	39,086	14,845	16.61	
51	0.340	29,784	87,600			4,806	14,136	18.09	
55	0.250	25,313	101,252			3,534	14,136	18.05	
88	0.750	71,588	95,451			10,602	14,136	18.07	
97	1.000	164,055	164,055	4,667	4,667	14,136	14,136	17.66	
Program 21 Instructional	5.000	343,256	68,651	2,743	549	70,680	14,136	14.02	
K-12 Program 21 Instructional	5.000	343,256	68,651	2,743	549	70,680	14,136	14.02	
Program 31 Instructional	5.364	374,265	69,773	3,576	667	85,410	15,923	17.61	
Program 31 Administrative	0.160	21,371	133,569			2,262	14,136	18.00	
Program 34 Instructional	2.543	215,022	84,554	231	91	37,814	14,870	16.53	
Program 34 Administrative	0.090	12,021	133,567			1,272	14,136	18.00	
K-3 BEA Instructional	8.019	594,974	74,196	3,272	408	112,000	13,967	16.43	
4-6 BEA Instructional	2.850	248,570	87,218			40,288	14,136	18.09	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	2.931	241,769	82,487	231	79	43,327	14,782	17.92	
9-12 BEA Instructional	7.082	514,188	72,605	2,763	390	111,985	15,813	17.09	
K-12 BEA Instructional	20.882	1,599,501	76,597	6,266	300	307,599	14,730	17.13	
BEA	23.782	2,017,333	84,826	66,109	2,780	348,594	14,658	17.28	
Instructional	29.122	2,189,388	75,180	9,822	337	424,080	14,562	16.75	
Administrative	3.000	431,188	143,729	4,667	1,556	42,408	14,136	17.88	
Other				54,363					
Active	32.122	2,620,576	81,582	68,852	2,143	466,488	14,522	16.93	
Certificated Total	32.122	2,620,576	81,582	68,852	2,143	466,488	14,522	16.93	
Instructional for Funding Purposes	29.122	2,189,388	75,180	9,822	337	424,080	14,562	16.75	
Instructional for Compliance Purposes	29.122	2,189,388	75,180	9,822	337	424,080	14,562	16.75	
K-3 Program 01 Teacher	7.010	497,392	70,955			99,093	14,136	17.02	
K-3 Program 21 Teacher	0.740	54,798	74,051			10,461	14,136	18.13	
Grade T Program 09 Teacher	2.000	133,302	66,651			28,272	14,136	18.13	

**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	424.202	40,374,738	95,178	3,794,306	8,945	5,625,721	13,262	18.06	
02	10.500	1,159,287	110,408	27,640	2,632	138,600	13,200	17.69	
03	2.500	265,235	106,094	11,439	4,576	33,000	13,200	17.42	
09	1.000	71,057	71,057	1,579	1,579	13,200	13,200	18.51	
13	1.000	74,438	74,438	9,925	9,925	13,200	13,200	18.17	
21	86.028	7,518,846	87,400	721,427	8,386	1,149,720	13,364	17.53	
24	19.000	1,443,256	75,961	31,531	1,660	264,000	13,895	16.33	
31	27.329	2,536,088	92,798	298,112	10,908	372,900	13,645	18.44	
34	3.200	338,033	105,635	7,510	2,347	42,240	13,200	17.89	
45	11.500	1,077,007	93,653	124,820	10,854	151,800	13,200	17.92	
51	11.752	1,142,145	97,187	20,285	1,726	155,126	13,200	18.10	
52	0.748	80,747	107,951	83,586	111,746	9,874	13,200	18.06	
53	0.150	23,566	157,107			1,980	13,200	17.16	
55	12.260	1,173,779	95,741	630,030	51,389	161,819	13,199	17.63	
58	1.000	107,660	107,660	703,332	703,332	13,200	13,200	17.56	
64	0.100	15,711	157,110			1,320	13,200	17.16	
65	9.000	786,199	87,355	19,490	2,166	118,800	13,200	18.08	
74	2.000	215,324	107,662	4,784	2,392	26,400	13,200	18.40	
97	2.000	466,650	233,325			26,400	13,200	13.42	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	9.500	994,404	104,674			125,400	13,200	17.83	
Program 21 Instructional	84.182	7,228,801	85,871	721,427	8,570	1,123,320	13,344	17.59	
Program 21 Administrative	1.846	290,045	157,121			26,400	14,301	15.77	
K-12 Program 21 Instructional	62.941	5,496,940	87,335	20,000	318	838,358	13,320	17.34	
Program 31 Instructional	26.329	2,378,982	90,356	298,112	11,323	359,700	13,662	18.49	
Program 31 Administrative	1.000	157,106	157,106			13,200	13,200	17.60	
Program 34 Instructional	3.200	338,033	105,635	7,510	2,347	42,240	13,200	17.89	
K-3 BEA Instructional	158.001	14,164,904	89,651			2,112,515	13,370	18.26	
4-6 BEA Instructional	90.779	8,211,323	90,454			1,203,602	13,259	18.01	
7-8 BEA Instructional	66.849	6,377,630	95,404			887,357	13,274	18.23	
9-12 BEA Instructional	129.026	11,787,943	91,361			1,719,353	13,326	18.15	
K-12 BEA Instructional	444.655	40,541,800	91,176			5,922,827	13,320	18.17	
K-12 BEA Administrative	1.000	155,862	155,862			13,200	13,200	18.08	
BEA	481.231	46,217,038	96,039	4,263,827	8,860	6,390,661	13,280	18.01	
Instructional	582.204	52,223,067	89,699	6,334,193	10,880	7,761,600	13,331	18.06	
Administrative	38.758	6,317,186	162,991	155,603	4,015	514,800	13,282	17.27	
Other	3.299	220,996	66,989			29,700	9,003	5.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	624.261	58,761,249	94,129	6,489,796	10,396	8,306,100	13,305	17.90	
On Leave	1.008	108,517	107,656			13,200	13,095	18.34	
Certificated Total	625.269	58,869,766	94,151	6,489,796	10,379	8,319,300	13,305	17.90	
Instructional for Funding Purposes	582.204	52,223,067	89,699	6,334,193	10,880	7,761,600	13,331	18.06	
Instructional for Compliance Purposes	582.204	52,223,067	89,699	6,334,193	10,880	7,761,600	13,331	18.06	
K-3 Program 01 Teacher	143.030	12,666,342	88,557			1,905,206	13,320	18.07	
K-3 Program 21 Teacher	12.747	1,069,825	83,928			168,260	13,200	16.49	
Grade T Program 09 Teacher	1.000	71,057	71,057			13,200	13,200	18.51	

**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	27.859	2,372,744	85,170	61,555	2,210	367,726	13,200	21.34	
02	0.480	48,297	100,619			6,336	13,200	18.47	
21	3.920	248,587	63,415	697	178	64,680	16,500	19.80	
31	2.624	257,059	97,965	20,105	7,662	33,818	12,888	20.68	
34	1.130	111,250	98,451			14,652	12,966	23.78	
51	0.950	88,495	93,153			12,540	13,200	19.04	
52	0.340	34,210	100,618			4,488	13,200	18.47	
55	2.820	236,617	83,907			37,224	13,200	22.51	
58				39,824					
64	0.230	18,478	80,339			3,036	13,200	19.21	
65	0.750	60,252	80,336			9,900	13,200	19.21	
74				1,500					
97	1.000	150,000	150,000			13,200	13,200	17.71	
K-12 Program 02 Instructional	0.480	48,297	100,619			6,336	13,200	18.47	
Program 21 Instructional	3.920	248,587	63,415	697	178	64,680	16,500	19.80	
K-12 Program 21 Instructional	3.920	248,587	63,415	697	178	64,680	16,500	19.80	
Program 31 Instructional	2.624	257,059	97,965	20,105	7,662	33,818	12,888	20.68	
Program 34 Instructional	1.130	111,250	98,451			14,652	12,966	23.78	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.740	825,833	76,893	2,866	267	142,560	13,274	19.48	
4-6 BEA Instructional	5.800	468,883	80,842			76,560	13,200	25.23	
7-8 BEA Instructional	3.540	308,683	87,199	5,166	1,459	46,200	13,051	20.70	
9-12 BEA Instructional	10.013	947,951	94,672	22,186	2,216	130,812	13,064	21.76	
K-12 BEA Instructional	30.093	2,551,350	84,782	30,218	1,004	396,132	13,164	21.54	
K-12 BEA Administrative	2.000	238,000	119,000			26,400	13,200	18.90	
BEA	33.093	2,939,350	88,821	81,660	2,468	435,732	13,167	21.14	
Instructional	39.103	3,237,989	82,807	123,681	3,163	528,000	13,503	21.33	
Administrative	3.000	388,000	129,333			39,600	13,200	18.43	
Active	42.103	3,625,989	86,122	123,681	2,938	567,600	13,481	21.02	
Certificated Total	42.103	3,625,989	86,122	123,681	2,938	567,600	13,481	21.02	
Instructional for Funding Purposes	39.103	3,237,989	82,807	123,681	3,163	528,000	13,503	21.33	
Instructional for Compliance Purposes	39.103	3,237,989	82,807	123,681	3,163	528,000	13,503	21.33	
K-3 Program 01 Teacher	10.740	825,833	76,893	2,866	267	142,560	13,274	19.48	
K-3 Program 21 Teacher	2.170	140,886	64,924			38,940	17,945	19.45	

**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	52.890	4,283,778	80,994	122,647	2,319	698,148	13,200	18.30	
21	7.083	646,451	91,268	9,063	1,280	93,496	13,200	18.11	
24	1.417	106,415	75,099			18,704	13,200	18.21	
31	5.860	436,816	74,542	17,360	2,962	77,352	13,200	18.19	
51	1.050	121,000	115,238	30,514	29,061	13,860	13,200	18.01	
53	0.380	43,822	115,321	415	1,092	5,016	13,200	18.06	
55	3.579	294,109	82,176	29,910	8,357	47,784	13,351	18.14	
58	3.706	209,807	56,613	3,945	1,064	53,220	14,360	17.87	
64	0.500	39,996	79,992			6,600	13,200	18.17	
65	0.500	39,996	79,992			6,600	13,200	18.17	
68	1.000	68,363	68,363			13,200	13,200	18.27	
69	1.158	65,681	56,719			15,840	13,679	18.45	
74	0.079	8,445	106,899					14.33	
88	0.500	40,632	81,264			6,600	13,200	18.16	
97	1.000	242,225	242,225	4,000	4,000	13,200	13,200	15.63	
Program 21 Instructional	6.083	505,836	83,156	7,761	1,276	80,296	13,200	18.14	
Program 21 Administrative	1.000	140,615	140,615	1,302	1,302	13,200	13,200	17.98	
K-12 Program 21 Instructional	5.583	465,204	83,325	7,761	1,390	73,696	13,200	18.14	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	5.860	436,816	74,542	15,360	2,621	77,352	13,200	18.19	
Program 31 Administrative				2,000					
K-3 BEA Instructional	15.080	1,262,220	83,702	40,185	2,665	199,056	13,200	18.36	
4-6 BEA Instructional	11.175	808,595	72,357	15,563	1,393	147,510	13,200	18.41	
7-8 BEA Instructional	8.245	584,516	70,893	15,454	1,874	108,834	13,200	18.49	
9-12 BEA Instructional	18.800	1,376,718	73,230	56,399	3,000	248,160	13,200	18.21	
K-12 BEA Instructional	53.300	4,032,049	75,648	127,601	2,394	703,560	13,200	18.34	
K-12 BEA Administrative	5.000	617,574	123,515	7,749	1,550	66,000	13,200	18.03	
BEA	59.750	4,962,819	83,060	144,007	2,410	788,700	13,200	18.17	
Instructional	72.702	5,489,409	75,506	194,305	2,673	964,020	13,260	18.28	
Administrative	8.000	1,158,127	144,766	19,549	2,444	105,600	13,200	17.50	
Other				4,000					
Active	80.702	6,647,536	82,371	217,854	2,699	1,069,620	13,254	18.15	
Certificated Total	80.702	6,647,536	82,371	217,854	2,699	1,069,620	13,254	18.15	
Instructional for Funding Purposes	72.702	5,489,409	75,506	194,305	2,673	964,020	13,260	18.28	
Instructional for Compliance Purposes	72.702	5,489,409	75,506	194,305	2,673	964,020	13,260	18.28	
K-3 Program 01 Teacher	14.300	1,202,499	84,091	22,168	1,550	188,760	13,200	18.37	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.578	49,634	85,872			7,630	13,200	18.13	

**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	80.583	8,486,664	105,316	430,605	5,344	1,080,803	13,412	17.81	
02	1.000	105,736	105,736	3,701	3,701	13,200	13,200	17.86	
13	1.942	185,048	95,287	6,377	3,284	26,268	13,526	17.85	
21	22.031	2,086,060	94,687	118,123	5,362	318,806	14,471	17.82	
24	3.000	273,654	91,218	21,756	7,252	39,600	13,200	17.83	
31	5.193	516,579	99,476	104,364	20,097	72,732	14,006	18.00	
34	0.840	76,256	90,781	10,308	12,271	11,088	13,200	18.18	
51	2.792	290,873	104,181	10,180	3,646	31,680	11,347	16.50	
55	3.028	305,693	100,955	10,525	3,476	40,009	13,213	17.80	
58				338,982					
65	1.000	76,258	76,258	2,669	2,669	13,200	13,200	17.86	
74	0.198	21,296	107,556	745	3,763	2,614	13,200	17.85	
97	2.686	442,017	164,563	7,200	2,681	35,640	13,269	17.12	
98	0.147	25,667	174,605			1,980	13,469	17.46	
99	0.147	25,667	174,605			1,980	13,469	17.46	
K-12 Program 02 Instructional	1.000	105,736	105,736			13,200	13,200	17.86	
Program 21 Instructional	21.197	1,940,612	91,551	114,123	5,384	307,586	14,511	17.85	
Program 21 Administrative	0.834	145,448	174,398	4,000	4,796	11,220	13,453	17.34	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	19.584	1,779,397	90,860			285,146	14,560	17.85	
Program 31 Instructional	5.193	516,579	99,476	104,364	20,097	72,732	14,006	18.00	
Program 34 Instructional	0.840	76,256	90,781	10,308	12,271	11,088	13,200	18.18	
K-3 BEA Instructional	29.991	2,774,158	92,500			400,026	13,338	17.85	
4-6 BEA Instructional	15.760	1,532,960	97,269			209,603	13,300	17.85	
7-8 BEA Instructional	14.525	1,569,900	108,083	3,192	220	201,366	13,863	17.86	
9-12 BEA Instructional	21.359	2,350,406	110,043	15,583	730	287,628	13,466	17.83	
K-12 BEA Instructional	81.635	8,227,424	100,783	18,775	230	1,098,623	13,458	17.85	
K-12 BEA Administrative	3.000	489,911	163,304			39,600	13,200	17.66	
BEA	90.302	9,627,252	106,612	556,178	6,159	1,213,463	13,438	17.80	
Instructional	114.645	11,295,191	98,523	1,053,335	9,188	1,557,600	13,586	17.81	
Administrative	9.942	1,622,277	163,174	12,200	1,227	132,000	13,277	17.49	
Active	124.587	12,917,468	103,682	1,065,535	8,553	1,689,600	13,562	17.78	
Certificated Total	124.587	12,917,468	103,682	1,065,535	8,553	1,689,600	13,562	17.78	
Instructional for Funding Purposes	114.645	11,295,191	98,523	1,053,335	9,188	1,557,600	13,586	17.81	
Instructional for Compliance Purposes	114.645	11,295,191	98,523	1,053,335	9,188	1,557,600	13,586	17.81	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	25.981	2,362,283	90,923			347,094	13,360	17.85	
K-3 Program 21 Teacher	5.566	458,091	82,302			80,071	14,386	17.86	

**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	5.170	434,309	84,006	16,504	3,192	66,000	12,766	17.52	
58				6,206					
97	0.373	55,000	147,453			13,200	35,389	17.88	
K-3 BEA Instructional	2.410	223,600	92,780	7,556	3,135	30,809	12,784	17.58	
4-6 BEA Instructional	1.806	143,198	79,290	3,326	1,842	23,087	12,783	17.51	
7-8 BEA Instructional	0.954	67,511	70,766			12,104	12,688	17.36	
K-12 BEA Instructional	5.170	434,309	84,006	10,882	2,105	66,000	12,766	17.52	
BEA	5.543	489,309	88,275	16,504	2,977	79,200	14,288	17.56	
Instructional	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.52	
Administrative	0.373	55,000	147,453			13,200	35,389	17.88	
Active	5.543	489,309	88,275	22,710	4,097	79,200	14,288	17.56	
On Leave									
Certificated Total	5.543	489,309	88,275	22,710	4,097	79,200	14,288	17.56	
Instructional for Funding Purposes	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.52	
Instructional for Compliance Purposes	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.52	
K-3 Program 01 Teacher	2.334	219,159	93,898	7,556	3,237	30,809	13,200	17.85	

**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	300.072	32,967,841	109,866	893,808	2,979	4,037,506	13,455	16.92	
02	21.066	2,256,309	107,107	78,128	3,709	330,000	15,665	16.94	
03	1.000	121,056	121,056	3,363	3,363	13,200	13,200	17.96	
09	9.706	1,000,783	103,110	27,137	2,796	132,000	13,600	17.13	
13	6.333	723,146	114,187	21,459	3,388	90,196	14,242	16.32	
19	1.000	103,246	103,246	6,309	6,309	13,200	13,200	15.38	
21	54.753	5,603,460	102,341	327,144	5,975	750,196	13,701	16.51	
24	5.756	585,863	101,783	31,920	5,546	79,200	13,760	19.14	
31	23.215	2,314,107	99,682	63,162	2,721	307,666	13,253	16.59	
45	16.492	1,769,272	107,281	42,884	2,600	237,600	14,407	17.37	
51	6.782	787,507	116,117	20,717	3,055	99,752	14,708	15.77	
52	0.750	108,541	144,721	1,756	2,341	9,900	13,200	15.84	
53	1.300	137,975	106,135	2,297	1,767	17,160	13,200	23.31	
55	21.347	2,446,252	114,595	66,917	3,135	288,380	13,509	16.93	
58	0.250	31,607	126,428	877	3,508	3,300	13,200	16.58	
64	0.150	18,964	126,427	526	3,507	1,980	13,200	16.58	
65	13.295	1,315,573	98,952	34,818	2,619	177,764	13,371	16.36	
74	3.500	422,439	120,697	13,491	3,855	52,800	15,086	16.67	
97	2.000	431,587	215,794			26,400	13,200	15.39	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	19.066	1,910,162	100,187	39,376	2,065	303,600	15,924	17.10	
Program 21 Instructional	52.753	5,222,687	99,003	327,144	6,201	723,796	13,720	16.59	
Program 21 Administrative	2.000	380,773	190,387			26,400	13,200	15.32	
K-12 Program 21 Instructional	52.753	5,222,687	99,003	112,489	2,132	723,796	13,720	16.59	
Program 31 Instructional	21.965	2,109,261	96,028	63,162	2,876	291,166	13,256	16.64	
Program 31 Administrative	1.250	204,846	163,877			16,500	13,200	16.03	
K-3 BEA Instructional	117.329	12,137,166	103,446	279,896	2,386	1,575,112	13,425	17.36	
4-6 BEA Instructional	59.385	6,191,087	104,253	141,098	2,376	797,227	13,425	17.30	
7-8 BEA Instructional	46.785	4,610,231	98,541	104,076	2,225	650,232	13,898	17.25	
9-12 BEA Instructional	109.146	11,465,136	105,044	246,833	2,261	1,511,360	13,847	16.62	
K-12 BEA Instructional	332.645	34,403,620	103,424	771,903	2,321	4,533,932	13,630	17.08	
K-12 BEA Administrative	6.000	1,089,486	181,581			79,200	13,200	15.38	
BEA	363.845	39,860,172	109,553	1,081,345	2,972	4,952,372	13,611	16.91	
Instructional	453.767	46,967,323	103,505	1,627,713	3,587	6,199,600	13,663	17.00	
Administrative	34.500	6,121,374	177,431	9,000	261	462,000	13,391	15.73	
Active	488.267	53,088,697	108,729	1,636,713	3,352	6,661,600	13,643	16.86	
On Leave	0.500	56,831	113,662			6,600	13,200	17.66	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	488.767	53,145,528	108,734	1,636,713	3,349	6,668,200	13,643	16.86	
Instructional for Funding Purposes	453.767	46,967,323	103,505	1,627,713	3,587	6,199,600	13,663	17.00	
Instructional for Compliance Purposes	453.767	46,967,323	103,505	1,627,713	3,587	6,199,600	13,663	17.00	
K-3 Program 01 Teacher	95.729	9,806,687	102,442	225,919	2,360	1,265,968	13,224	17.47	
K-3 Program 21 Teacher	15.539	1,474,365	94,882	32,807	2,111	213,312	13,728	16.69	
Grade T Program 09 Teacher	9.706	1,000,783	103,110	19,539	2,013	132,000	13,600	17.13	

**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	54.762	5,607,658	102,401			897,228	16,384	8.43	
21	4.000	535,775	133,944			85,724	21,431	8.31	
29	7.000	797,973	113,996			127,676	18,239	7.29	
55	3.680	450,729	122,481			72,116	19,597	10.35	
74	1.000	95,021	95,021			15,204	15,204	8.41	
97	1.000	190,000	190,000			30,400	30,400	6.57	
Program 21 Instructional	3.000	365,775	121,925			58,524	19,508	9.04	
Program 21 Administrative	1.000	170,000	170,000			27,200	27,200	6.85	
K-12 Program 21 Instructional	3.000	365,775	121,925			58,524	19,508	9.04	
K-3 BEA Instructional	18.100	1,783,287	98,524			285,327	15,764	8.89	
4-6 BEA Instructional	6.000	600,768	100,128			96,123	16,021	8.63	
7-8 BEA Instructional	6.553	591,139	90,209			94,584	14,434	7.35	
9-12 BEA Instructional	18.109	1,720,031	94,982			275,205	15,197	8.43	
K-12 BEA Instructional	48.762	4,695,225	96,289			751,239	15,406	8.47	
K-12 BEA Administrative	4.000	645,802	161,451			103,328	25,832	8.03	
BEA	55.762	5,797,658	103,971			927,628	16,635	8.37	
Instructional	62.442	6,254,723	100,169			1,000,759	16,027	8.50	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	9.000	1,422,433	158,048			227,589	25,288	7.74	
Active	71.442	7,677,156	107,460			1,228,348	17,194	8.37	
Certificated Total	71.442	7,677,156	107,460			1,228,348	17,194	8.37	
Instructional for Funding Purposes	62.442	6,254,723	100,169			1,000,759	16,027	8.50	
Instructional for Compliance Purposes	62.442	6,254,723	100,169			1,000,759	16,027	8.50	
K-3 Program 01 Teacher	12.000	1,105,530	92,128			176,886	14,741	8.98	

**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	764.266	88,679,972	116,033	13,785,951	18,038	10,281,005	13,452	17.61	
21	162.275	17,264,961	106,393	3,425,150	21,107	2,244,092	13,829	17.71	
24	17.990	2,120,741	117,884	411,804	22,891	258,865	14,389	17.07	
31	27.433	3,078,918	112,234	472,047	17,207	390,060	14,219	17.77	
34	8.966	1,000,814	111,623	148,012	16,508	118,378	13,203	17.52	
45	27.858	3,174,238	113,943	69,665	2,501	375,540	13,481	17.44	
51	15.004	1,791,978	119,433	268,618	17,903	212,243	14,146	17.08	
52	2.500	318,123	127,249	64,480	25,792	33,000	13,200	17.04	
55	36.731	4,509,564	122,773	642,195	17,484	504,728	13,741	17.05	
58	1.000	126,556	126,556	25,742	25,742	13,200	13,200	15.84	
64	0.500	65,011	130,022	12,996	25,992	6,600	13,200	17.46	
65	30.745	3,470,223	112,871	519,316	16,891	415,325	13,509	17.26	
74	1.770	224,004	126,556	33,188	18,750	23,364	13,200	16.53	
97	3.943	918,172	232,861	67,992	17,244	52,800	13,391	15.41	
Program 21 Instructional	158.931	16,715,600	105,175	3,419,800	21,518	2,212,558	13,921	17.71	
Program 21 Administrative	2.344	466,329	198,946	5,350	2,282	31,535	13,453	16.28	
K-12 Program 21 Instructional	145.032	15,134,873	104,355			2,021,738	13,940	17.77	
Program 31 Instructional	26.550	2,899,410	109,206	472,047	17,780	378,180	14,244	17.84	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.883	179,508	203,293			11,880	13,454	16.34	
Program 34 Instructional	8.868	980,869	110,608	148,012	16,691	117,058	13,200	17.54	
Program 34 Administrative	0.098	19,945	203,520			1,320	13,469	16.34	
K-3 BEA Instructional	294.360	32,512,665	110,452			3,985,674	13,540	17.94	
4-6 BEA Instructional	150.834	16,431,245	108,936			2,007,218	13,307	17.81	
7-8 BEA Instructional	113.729	12,962,652	113,978			1,518,436	13,351	17.43	
9-12 BEA Instructional	213.918	24,398,086	114,053			2,915,114	13,627	17.43	
K-12 BEA Instructional	772.841	86,304,648	111,672			10,426,442	13,491	17.69	
K-12 BEA Administrative				5,350					
BEA	832.466	96,852,114	116,344	14,543,667	17,471	11,217,782	13,475	17.59	
Instructional	1,035.941	115,228,374	111,231	19,353,124	18,682	14,078,460	13,590	17.63	
Administrative	56.640	10,872,278	191,954	459,983	8,121	752,400	13,284	16.61	
Other	6.400	433,035	67,662	101,814	15,908	85,140	13,303	17.04	
Active	1,098.981	126,533,687	115,137	19,914,921	18,121	14,916,000	13,573	17.55	
K-12 Program 21 Contracted	1.000	83,032	83,032						
On Leave	1.000	126,556	126,556	32,235	32,235	13,200	13,200	16.91	
Certificated Total	1,100.981	126,743,275	115,118	19,947,156	18,118	14,929,200	13,560	17.56	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	1,036.941	115,311,406	111,203	19,353,124	18,664	14,078,460	13,577	17.64	
Instructional for Compliance Purposes	1,035.941	115,228,374	111,231	19,353,124	18,682	14,078,460	13,590	17.63	
K-3 Program 01 Teacher	251.522	27,528,016	109,446			3,381,629	13,445	17.97	
K-3 Program 21 Teacher	28.430	2,689,056	94,585			393,901	13,855	18.33	

Salary and Benefits by Program for 2023-2024

**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	67.730	5,676,506	83,811	90,553	1,337	884,239	13,055	17.65	
02	1.100	88,373	80,339			15,400	14,000	17.52	
09	1.178	119,809	101,705			15,572	13,219	17.68	
13									
21	10.361	814,935	78,654	25,374	2,449	157,920	15,242	18.15	
24	1.000	80,358	80,358	8,929	8,929	13,152	13,152	29.90	
31	5.006	411,361	82,174	31,382	6,269	79,672	15,915	17.29	
34	4.094	323,198	78,944	9,299	2,271	54,771	13,378	17.88	
51	2.000	204,898	102,449			26,304	13,152	17.18	
55	2.400	232,944	97,060			31,920	13,300	17.63	
58	2.000	136,418	68,209			27,552	13,776	17.95	
97	0.950	165,138	173,829			12,494	13,152	18.88	
99	0.100	17,505	175,050	7,500	75,000	1,315	13,152	18.83	
K-12 Program 02 Instructional	1.050	80,776	76,930			14,742	14,040	17.30	
Program 21 Instructional	10.361	814,935	78,654	25,374	2,449	157,920	15,242	18.15	
K-12 Program 21 Instructional	9.328	745,657	79,938	15,546	1,667	118,368	12,690	19.03	
Program 31 Instructional	4.500	377,440	83,876	31,382	6,974	72,384	16,085	17.07	
Program 31 Administrative	0.506	33,921	67,038			7,288	14,404	18.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.500	292,960	83,703	9,299	2,657	46,032	13,152	17.78	
Program 34 Administrative	0.594	30,238	50,906			8,739	14,712	18.25	
K-3 BEA Instructional	21.690	1,767,711	81,499	1,300	60	288,453	13,299	17.13	
4-6 BEA Instructional	12.849	1,040,384	80,970	500	39	167,809	13,060	16.79	
7-8 BEA Instructional	13.341	922,236	69,128	8,552	641	175,929	13,187	17.46	
9-12 BEA Instructional	22.160	1,824,673	82,341	68,798	3,105	308,925	13,941	17.59	
K-12 BEA Instructional	70.040	5,555,004	79,312	79,150	1,130	941,116	13,437	17.28	
K-12 BEA Administrative	6.950	878,434	126,393	300	43	92,966	13,376	19.79	
BEA	78.880	6,664,576	84,490	131,234	1,664	1,046,577	13,268	17.66	
Instructional	88.979	7,144,366	80,293	125,522	1,411	1,213,536	13,638	17.56	
Administrative	8.000	1,061,077	132,635	7,800	975	106,776	13,347	19.65	
Other				39,715					
Active	96.979	8,205,443	84,611	173,037	1,784	1,320,312	13,614	17.84	
K-12 BEA Contracted	0.940	66,000	70,213						
Certificated Total	97.919	8,271,443	84,472	173,037	1,767	1,320,312	13,484	17.84	
Instructional for Funding Purposes	89.919	7,210,366	80,187	125,522	1,396	1,213,536	13,496	17.56	
Instructional for Compliance Purposes	88.979	7,144,366	80,293	125,522	1,411	1,213,536	13,638	17.56	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	20.690	1,662,865	80,370			275,301	13,306	17.13	
K-3 Program 21 Teacher	1.750	105,566	60,323			23,016	13,152	16.81	
Grade T Program 09 Teacher	1.178	119,809	101,705			15,572	13,219	17.68	

**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	36.584	2,931,956	80,143	116,203	3,176	483,767	13,223	17.80	
14				9,854					
21	4.400	362,660	82,423	7,581	1,723	79,200	18,000	22.51	
31	7.580	561,545	74,082	17,132	2,260	100,056	13,200	17.40	
34	2.020	174,444	86,358	10,209	5,054	26,664	13,200	17.61	
51	0.551	51,514	93,492	1,651	2,996	7,273	13,200	17.77	
52				10,000					
55	0.898	80,232	89,345	3,918	4,363	11,854	13,200	17.63	
58				12,412					
65	0.050	4,840	96,800	134	2,680	660	13,200	17.87	
74	0.152	9,292	61,132	2,736	18,000	2,006	13,200	17.84	
97	1.100	173,377	157,615	17,627	16,025	14,520	13,200	15.53	
Program 21 Instructional	3.000	227,496	75,832	7,581	2,527	39,600	13,200	17.69	
K-12 Program 21 Instructional	2.375	192,896	81,219	6,889	2,901	31,350	13,200	17.57	
Program 31 Instructional	6.680	448,469	67,136	15,245	2,282	88,176	13,200	17.29	
Program 31 Administrative	0.900	113,076	125,640	810	900	11,880	13,200	17.90	
Program 34 Instructional	2.020	174,444	86,358	10,209	5,054	26,664	13,200	17.61	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	13.500	1,050,151	77,789	24,227	1,795	178,939	13,255	18.41	
4-6 BEA Instructional	8.184	576,936	70,496	18,621	2,275	108,148	13,215	18.33	
7-8 BEA Instructional	6.900	602,109	87,262	11,066	1,604	91,080	13,200	17.19	
9-12 BEA Instructional	14.300	1,033,181	72,250	52,196	3,650	188,760	13,200	17.45	
K-12 BEA Instructional	42.884	3,262,377	76,074	106,110	2,474	566,927	13,220	17.85	
K-12 BEA Administrative				6,646					
BEA	47.284	3,841,322	81,239	161,171	3,409	625,007	13,218	17.63	
Instructional	47.535	3,635,751	76,486	153,113	3,221	628,320	13,218	17.83	
Administrative	4.000	541,847	135,462	20,546	5,137	52,800	13,200	16.50	
Other	0.400	37,098	92,745			5,280	13,200	15.55	
Active	51.935	4,214,696	81,153	173,659	3,344	686,400	13,217	17.63	
K-12 Program 21 Contracted	1.400	135,164	96,546			39,600	28,286		
On Leave				35,798					
Certificated Total	53.335	4,349,860	81,557	209,457	3,927	726,000	13,612	17.89	
Instructional for Funding Purposes	48.935	3,770,915	77,060	153,113	3,129	667,920	13,649	18.13	
Instructional for Compliance Purposes	47.535	3,635,751	76,486	153,113	3,221	628,320	13,218	17.83	
K-3 Program 01 Teacher	12.999	1,010,361	77,726	24,227	1,864	172,326	13,257	18.46	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.625	38,845	62,152	1,757	2,811	8,250	13,200	18.14	

**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	21.141	1,750,618	82,807	40,958	1,937	279,061	13,200	18.34	
31	1.286	123,671	96,167	14,078	10,947	16,975	13,200	19.82	
34	0.143	14,059	98,315			1,888	13,200	19.91	
52	0.286	28,108	98,280			3,775	13,200	18.13	
53				7,173					
55	1.144	95,896	83,825			15,101	13,200	18.27	
58				24,824					
65				5,379					
97	1.000	158,116	158,116			13,200	13,200	18.05	
Program 31 Instructional	1.286	123,671	96,167	1,640	1,275	16,975	13,200	19.82	
Program 31 Administrative				12,438					
Program 34 Instructional	0.143	14,059	98,315			1,888	13,200	19.91	
K-3 BEA Instructional	4.856	421,700	86,841	10,303	2,122	64,099	13,200	18.25	
4-6 BEA Instructional	3.571	252,639	70,747	3,612	1,011	47,137	13,200	18.33	
7-8 BEA Instructional	4.430	346,309	78,174	2,735	617	58,476	13,200	18.41	
9-12 BEA Instructional	8.284	693,854	83,758	21,724	2,622	109,349	13,200	18.71	
K-12 BEA Instructional	21.141	1,714,502	81,098	38,374	1,815	279,061	13,200	18.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	2.429	331,962	136,666	16,662	6,860	32,063	13,200	18.13	
BEA	23.570	2,046,464	86,825	55,036	2,335	311,124	13,200	18.43	
Instructional	22.285	1,810,398	81,238	75,750	3,399	294,162	13,200	18.47	
Administrative	2.715	360,070	132,622	16,662	6,137	35,838	13,200	18.13	
Active	25.000	2,170,468	86,819	92,412	3,696	330,000	13,200	18.42	
Certificated Total	25.000	2,170,468	86,819	92,412	3,696	330,000	13,200	18.42	
Instructional for Funding Purposes	22.285	1,810,398	81,238	75,750	3,399	294,162	13,200	18.47	
Instructional for Compliance Purposes	22.285	1,810,398	81,238	75,750	3,399	294,162	13,200	18.47	
K-3 Program 01 Teacher	4.856	421,700	86,841	6,052	1,246	64,099	13,200	18.25	

**Nespelem School District (24014)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.631	803,221	69,059	32,291	2,776	163,561	14,063	17.40	
21	1.150	81,834	71,160	8,812	7,663	15,180	13,200	19.43	
31	0.150	12,139	80,927	337	2,247	1,980	13,200	17.32	
34	0.150	7,963	53,087	164	1,093	1,980	13,200	15.56	
51	0.380	31,304	82,379	215	566	5,016	13,200	16.50	
53	0.199	15,248	76,623	106	533	2,627	13,200	16.01	
55	0.080	8,432	105,400	56	700	1,056	13,200	18.00	
97	0.500	77,787	155,574	600	1,200	6,600	13,200	16.79	
Program 21 Instructional	1.000	58,498	58,498	8,812	8,812	13,200	13,200	20.38	
Program 21 Administrative	0.150	23,336	155,573			1,980	13,200	16.79	
K-12 Program 21 Instructional	0.770	45,043	58,497			10,164	13,200	20.38	
Program 31 Instructional	0.150	12,139	80,927	337	2,247	1,980	13,200	17.32	
Program 34 Instructional	0.150	7,963	53,087	164	1,093	1,980	13,200	15.56	
K-3 BEA Instructional	4.498	271,434	60,345			69,406	15,430	17.95	
4-6 BEA Instructional	2.138	129,205	60,433			28,222	13,200	16.78	
7-8 BEA Instructional	2.075	148,762	71,693			27,390	13,200	16.61	
9-12 BEA Instructional	1.030	83,213	80,789			13,596	13,200	17.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	9.741	632,614	64,943			138,613	14,230	17.30	
BEA	12.431	901,110	72,489	33,392	2,686	174,121	14,007	17.33	
Instructional	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.50	
Administrative	1.840	244,105	132,666	1,791	973	24,288	13,200	17.22	
Other	1.000	47,727	47,727	1,425	1,425	13,200	13,200	18.07	
Active	14.240	1,037,928	72,888	42,581	2,990	198,000	13,904	17.46	
On Leave									
Certificated Total	14.240	1,037,928	72,888	42,581	2,990	198,000	13,904	17.46	
Instructional for Funding Purposes	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.50	
Instructional for Compliance Purposes	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.50	
K-3 Program 01 Teacher	4.750	276,143	58,135			72,732	15,312	18.10	
K-3 Program 21 Teacher	0.305	17,841	58,495			4,026	13,200	20.38	



**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	52.920	4,173,571	78,866	56,281	1,064	702,900	13,282	17.42	
02	6.150	477,505	77,643	9,036	1,469	87,780	14,273	17.74	
13	1.000	51,248	51,248			13,200	13,200	17.01	
14	1.000	49,900	49,900			13,200	13,200	16.14	
21	11.000	844,156	76,741	22,725	2,066	145,200	13,200	17.46	
31	5.263	385,981	73,339	27,347	5,196	81,576	15,500	17.84	
34	1.940	150,161	77,403			25,608	13,200	17.17	
51	3.750	309,931	82,648	5,000	1,333	49,500	13,200	17.48	
52				6,000					
55	3.913	338,663	86,548	5,000	1,278	53,196	13,595	17.27	
74	0.300	23,567	78,557			3,960	13,200	17.56	
97	0.900	150,156	166,840			11,880	13,200	16.12	
K-12 Program 02 Instructional	6.050	460,821	76,169	3,036	502	86,460	14,291	17.81	
Program 21 Instructional	11.000	844,156	76,741	5,225	475	145,200	13,200	17.46	
Program 21 Administrative				17,500					
K-12 Program 21 Instructional	10.000	774,921	77,492	5,225	523	132,000	13,200	17.45	
Program 31 Instructional	4.913	349,888	71,217	24,847	5,057	76,956	15,664	17.92	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.350	36,093	103,123	2,500	7,143	4,620	13,200	17.01	
Program 34 Instructional	1.590	114,068	71,741			20,988	13,200	17.22	
Program 34 Administrative	0.350	36,093	103,123			4,620	13,200	17.01	
K-3 BEA Instructional	19.290	1,395,560	72,346	2,994	155	254,628	13,200	17.90	
4-6 BEA Instructional	10.380	799,719	77,044			137,016	13,200	17.13	
7-8 BEA Instructional	8.240	592,696	71,929	2,994	363	108,768	13,200	18.16	
9-12 BEA Instructional	22.263	1,737,270	78,034	45,043	2,023	316,932	14,236	17.29	
K-12 BEA Instructional	60.173	4,525,245	75,204	51,031	848	817,344	13,583	17.55	
K-12 BEA Administrative	3.253	339,075	104,235	7,500	2,306	42,940	13,200	17.11	
BEA	67.173	5,337,374	79,457	92,664	1,379	909,744	13,543	17.44	
Instructional	81.136	6,142,710	75,709	93,889	1,157	1,095,600	13,503	17.50	
Administrative	6.100	708,958	116,223	37,500	6,148	80,520	13,200	16.89	
Other	0.900	103,171	114,634			11,880	13,200	16.63	
Active	88.136	6,954,839	78,910	131,389	1,491	1,188,000	13,479	17.42	
Certificated Total	88.136	6,954,839	78,910	131,389	1,491	1,188,000	13,479	17.42	
Instructional for Funding Purposes	81.136	6,142,710	75,709	93,889	1,157	1,095,600	13,503	17.50	
Instructional for Compliance Purposes	81.136	6,142,710	75,709	93,889	1,157	1,095,600	13,503	17.50	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	16.790	1,214,703	72,347			221,628	13,200	17.62	
K-3 Program 21 Teacher	2.350	180,231	76,694			31,020	13,200	17.14	

**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	79.163	6,735,539	85,084	203,520	2,571	1,054,680	13,323	17.28	
02	1.802	181,733	100,851	1,325	735	34,320	19,046	16.30	
21	11.998	999,965	83,344	19,436	1,620	158,374	13,200	16.80	
24	3.000	243,045	81,015	2,429	810	39,600	13,200	17.58	
31	5.960	526,924	88,410	13,355	2,241	81,840	13,732	17.38	
34	0.600	58,044	96,740	580	967	7,920	13,200	17.54	
51	3.363	294,902	87,690	4,884	1,452	44,392	13,200	17.17	
55	1.042	101,367	97,281	948	910	13,754	13,200	16.12	
58				68,266					
65	0.197	18,496	93,888	183	929	2,600	13,200	17.27	
74	0.040	5,147	128,675	2,772	69,300	660	16,500	16.95	
97	1.040	178,791	171,914	15,791	15,184	13,860	13,327	15.62	
K-12 Program 02 Instructional	1.402	132,882	94,780	1,325	945	29,040	20,713	15.98	
Program 21 Instructional	11.100	884,161	79,654	8,842	797	146,520	13,200	16.79	
Program 21 Administrative	0.898	115,804	128,958	10,594	11,797	11,854	13,200	16.90	
K-12 Program 21 Instructional	10.100	815,070	80,700	8,151	807	133,320	13,200	16.77	
Program 31 Instructional	5.760	503,919	87,486	6,047	1,050	79,200	13,750	17.25	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	23,005	115,025	7,308	36,540	2,640	13,200	20.88	
Program 34 Instructional	0.600	58,044	96,740	580	967	7,920	13,200	17.54	
K-3 BEA Instructional	26.694	2,151,213	80,588	36,796	1,378	360,307	13,498	17.10	
4-6 BEA Instructional	15.106	1,216,852	80,554	12,502	828	204,996	13,571	17.09	
7-8 BEA Instructional	11.645	985,319	84,613	26,735	2,296	155,945	13,392	17.31	
9-12 BEA Instructional	26.960	2,257,317	83,728	97,282	3,608	361,152	13,396	17.37	
K-12 BEA Instructional	80.405	6,610,701	82,218	173,315	2,156	1,082,400	13,462	17.22	
K-12 BEA Administrative	6.400	798,896	124,828	34,499	5,390	84,480	13,200	17.70	
BEA	88.565	7,681,031	86,728	234,571	2,649	1,192,620	13,466	17.23	
Instructional	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	17.17	
Administrative	9.200	1,204,147	130,886	63,358	6,887	124,080	13,487	17.21	
Other				8,492					
Active	108.205	9,343,953	86,354	333,489	3,082	1,452,000	13,419	17.18	
Certificated Total	108.205	9,343,953	86,354	333,489	3,082	1,452,000	13,419	17.18	
Instructional for Funding Purposes	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	17.17	
Instructional for Compliance Purposes	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	17.17	
K-3 Program 01 Teacher	22.669	1,818,744	80,230	20,370	899	301,554	13,302	17.44	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	2.200	182,153	82,797	1,821	828	29,040	13,200	16.57	

**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	97.531	9,048,846	92,779	213,995	2,194	1,355,332	13,896	17.57	
09	2.359	194,815	82,584	2,092	887	32,146	13,627	17.73	
12	0.099	7,790	78,687			1,351	13,651	17.14	
13	4.719	428,723	90,850	13,942	2,954	66,030	13,992	17.73	
14	0.535	54,388	101,660	4,880	9,121	7,303	13,651	19.50	
21	17.737	1,632,919	92,063	50,923	2,871	249,476	14,065	17.94	
24	2.699	206,993	76,692	3,859	1,430	36,844	13,651	16.27	
31	8.241	816,799	99,114	48,090	5,835	117,811	14,296	16.61	
34	0.701	75,368	107,515			9,569	13,651	17.50	
51	2.044	188,402	92,173			27,863	13,632	17.75	
52	0.240	19,511	81,296	22,500	93,750	3,276	13,651	26.72	
53	0.231	20,749	89,823			3,140	13,595	17.67	
55	6.157	586,665	95,284	12,992	2,110	93,630	15,207	17.59	
58	0.075	6,097	81,293			1,024	13,651	26.72	
65	2.849	296,859	104,198	10,174	3,571	38,865	13,642	17.59	
68	0.079	6,301	79,759			1,078	13,651	17.71	
74	0.333	39,384	118,270			6,633	19,920	17.89	
97	1.000	197,918	197,918			13,231	13,231	17.74	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	17.000	1,522,294	89,547	50,923	2,995	239,725	14,101	17.78	
Program 21 Administrative	0.737	110,625	150,102			9,751	13,231	20.21	
K-12 Program 21 Instructional	15.417	1,348,329	87,457	33,459	2,170	216,901	14,069	17.76	
Program 31 Instructional	7.891	767,099	97,212	48,090	6,094	113,180	14,343	16.58	
Program 31 Administrative	0.350	49,700	142,000			4,631	13,231	17.16	
Program 34 Instructional	0.701	75,368	107,515			9,569	13,651	17.50	
K-3 BEA Instructional	39.567	3,414,518	86,297	43,341	1,095	544,657	13,765	17.56	
4-6 BEA Instructional	21.677	1,875,222	86,507	13,371	617	303,900	14,019	17.37	
7-8 BEA Instructional	12.391	1,118,140	90,238	25,326	2,044	174,828	14,109	17.31	
9-12 BEA Instructional	24.016	2,276,691	94,799	46,431	1,933	342,585	14,265	16.47	
K-12 BEA Instructional	97.651	8,684,571	88,935	128,469	1,316	1,365,970	13,988	17.19	
K-12 BEA Administrative	7.000	1,000,654	142,951			92,617	13,231	19.91	
BEA	107.473	10,138,931	94,339	262,085	2,439	1,495,944	13,919	17.49	
Instructional	136.585	12,190,792	89,254	382,947	2,804	1,918,464	14,046	17.32	
Administrative	11.000	1,634,572	148,597	500	45	145,541	13,231	19.43	
Other	0.044	3,163	71,886			601	13,651	17.25	
Active	147.629	13,828,527	93,671	383,447	2,597	2,064,606	13,985	17.56	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	147.629	13,828,527	93,671	383,447	2,597	2,064,606	13,985	17.56	
Instructional for Funding Purposes	136.585	12,190,792	89,254	382,947	2,804	1,918,464	14,046	17.32	
Instructional for Compliance Purposes	136.585	12,190,792	89,254	382,947	2,804	1,918,464	14,046	17.32	
K-3 Program 01 Teacher	36.228	3,147,220	86,873	43,239	1,194	499,076	13,776	17.57	
K-3 Program 21 Teacher	2.957	247,878	83,828	3,428	1,159	40,366	13,651	19.50	
Grade T Program 09 Teacher	2.077	157,701	75,927			28,353	13,651	17.42	

**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	36.393	3,183,632	87,479	130,371	3,582	487,597	13,398	18.26	
09	1.225	89,108	72,741			16,170	13,200	18.33	
13	0.120	9,684	80,700			1,584	13,200	18.26	
21	6.540	586,020	89,606	1,208	185	86,328	13,200	17.63	
24	0.350	25,826	73,789			4,620	13,200	17.55	
31	2.422	191,679	79,141	5,037	2,080	36,905	15,237	16.86	
34	1.579	121,350	76,852			23,639	14,971	17.27	
51	2.773	223,904	80,744			36,905	13,309	17.64	
55	1.615	129,661	80,285			21,318	13,200	18.24	
58				30,000					
65	0.050	3,235	64,700			660	13,200	18.21	
74	0.065	4,205	64,692			858	13,200	18.21	
88	0.630	46,487	73,789			8,316	13,200	17.55	
97	1.000	185,000	185,000	9,167	9,167	13,200	13,200	18.61	
Program 21 Instructional	6.540	586,020	89,606			86,328	13,200	17.63	
K-12 Program 21 Instructional	6.520	584,544	89,654			86,064	13,200	17.63	
Program 31 Instructional	2.422	191,679	79,141	5,037	2,080	36,905	15,237	16.86	
Program 34 Instructional	1.579	121,350	76,852			23,639	14,971	17.27	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	11.167	905,945	81,127			151,285	13,548	18.25	
4-6 BEA Instructional	8.886	740,285	83,309			119,975	13,502	18.18	
7-8 BEA Instructional	7.649	642,435	83,989			103,763	13,566	17.59	
9-12 BEA Instructional	9.840	828,910	84,239	5,037	512	135,168	13,737	18.04	
K-12 BEA Instructional	37.542	3,117,575	83,042	5,037	134	510,191	13,590	18.04	
K-12 BEA Administrative	1.075	140,522	130,718			14,190	13,200	17.91	
BEA	41.394	3,681,661	88,942	144,575	3,493	561,341	13,561	18.16	
Instructional	50.785	4,219,264	83,081	62,243	1,226	685,300	13,494	17.96	
Administrative	3.977	580,527	145,971			52,800	13,276	18.88	
Other				50,043					
Active	54.762	4,799,791	87,648	112,286	2,050	738,100	13,478	18.06	
On Leave				63,497					
Certificated Total	54.762	4,799,791	87,648	175,783	3,210	738,100	13,478	18.06	
Instructional for Funding Purposes	50.785	4,219,264	83,081	62,243	1,226	685,300	13,494	17.96	
Instructional for Compliance Purposes	50.785	4,219,264	83,081	62,243	1,226	685,300	13,494	17.96	
K-3 Program 01 Teacher	11.017	892,943	81,051			149,305	13,552	18.25	
K-3 Program 21 Teacher	1.360	114,601	84,265			17,952	13,200	16.76	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	65,288	65,288			13,200	13,200	18.43	

**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	103.217	9,174,960	88,890	193,179	1,872	1,381,049	13,380	16.70	
02	1.400	133,401	95,286			18,589	13,278	17.60	
09	1.000	52,938	52,938			13,278	13,278	17.14	
13	10.200	962,823	94,394			135,436	13,278	17.24	
14	1.971	163,939	83,176	21,513	10,915	26,192	13,289	17.08	
21	18.750	1,429,091	76,218	24,249	1,293	256,929	13,703	17.63	
31	6.730	619,034	91,981	83,089	12,346	89,361	13,278	18.01	
34	0.765	73,609	96,221			10,158	13,278	17.51	
51	2.630	260,671	99,114	1,939	737	34,921	13,278	16.37	
52				13,500					
53	1.150	87,931	76,462	1,164	1,012	15,270	13,278	17.01	
55	3.998	393,209	98,351	1,939	485	53,085	13,278	15.93	
58				110,420					
65	4.520	446,710	98,830	2,715	601	60,017	13,278	16.37	
74	0.425	32,805	77,188			5,643	13,278	17.32	
97	1.855	318,009	171,433	48,939	26,382	24,631	13,278	15.85	
K-12 Program 02 Instructional	1.400	133,401	95,286			18,589	13,278	17.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	17.750	1,283,574	72,314	16,804	947	243,651	13,727	17.68	
Program 21 Administrative	1.000	145,517	145,517	7,445	7,445	13,278	13,278	17.20	
K-12 Program 21 Instructional	15.750	1,158,098	73,530			217,095	13,784	17.71	
Program 31 Instructional	6.530	587,369	89,949	83,089	12,724	86,705	13,278	18.07	
Program 31 Administrative	0.200	31,665	158,325			2,656	13,278	16.84	
Program 34 Instructional	0.765	73,609	96,221			10,158	13,278	17.51	
K-3 BEA Instructional	40.062	3,390,113	84,622	20,840	520	538,290	13,436	16.63	
4-6 BEA Instructional	16.689	1,461,114	87,550			225,726	13,525	16.77	
7-8 BEA Instructional	15.010	1,255,605	83,651	26,548	1,769	199,303	13,278	16.86	
9-12 BEA Instructional	32.966	2,876,275	87,250	151,731	4,603	437,723	13,278	16.91	
K-12 BEA Instructional	104.727	8,983,107	85,776	199,119	1,901	1,401,041	13,378	16.78	
K-12 BEA Administrative	5.265	745,792	141,651	960	182	69,966	13,289	17.08	
BEA	113.967	10,319,013	90,544	325,207	2,854	1,523,787	13,370	16.77	
Instructional	147.346	12,512,297	84,918	351,985	2,389	1,974,924	13,403	16.85	
Administrative	10.265	1,514,171	147,508	136,727	13,320	136,356	13,284	16.90	
Other	1.000	122,662	122,662	13,934	13,934	13,278	13,278	16.00	
Active	158.611	14,149,130	89,206	502,646	3,169	2,124,558	13,395	16.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	158.611	14,149,130	89,206	502,646	3,169	2,124,558	13,395	16.85	
Instructional for Funding Purposes	147.346	12,512,297	84,918	351,985	2,389	1,974,924	13,403	16.85	
Instructional for Compliance Purposes	147.346	12,512,297	84,918	351,985	2,389	1,974,924	13,403	16.85	
K-3 Program 01 Teacher	29.000	2,449,028	84,449			385,062	13,278	16.63	
K-3 Program 21 Teacher	1.000	77,437	77,437			13,278	13,278	15.74	
Grade T Program 09 Teacher	1.000	52,938	52,938			13,278	13,278	17.14	

**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	261.653	25,582,590	97,773	3,193,311	12,204	3,529,376	13,489	16.93	
02	3.500	350,442	100,126	42,248	12,071	46,200	13,200	17.23	
21	59.207	5,498,977	92,877	814,593	13,758	812,830	13,729	17.18	
24	0.820	48,654	59,334			10,824	13,200	17.51	
31	17.664	1,657,941	93,860	226,232	12,808	233,165	13,200	16.63	
34	4.768	490,675	102,910	69,183	14,510	62,938	13,200	17.15	
38	0.240	26,777	111,571	3,871	16,129	3,168	13,200	17.56	
51	4.226	445,554	105,432	54,194	12,824	55,783	13,200	16.85	
52	1.061	102,480	96,588	10,683	10,069	14,005	13,200	16.83	
55	6.695	653,085	97,548	74,554	11,136	88,374	13,200	16.62	
58				156,285					
62	1.229	122,129	99,373	7,575	6,164	16,223	13,200	16.58	
64	0.200	20,857	104,285	2,174	10,870	2,640	13,200	16.19	
65	1.892	197,937	104,618	24,111	12,744	24,974	13,200	16.25	
74	0.750	82,890	110,520	6,633	8,844	9,900	13,200	16.91	
97	1.833	395,567	215,803	106,915	58,328	26,400	14,403	13.37	
K-12 Program 02 Instructional	3.400	334,066	98,255	425	125	44,880	13,200	17.26	
Program 21 Instructional	57.307	5,152,781	89,915	812,093	14,171	787,750	13,746	17.27	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	346,196	182,208	2,500	1,316	25,080	13,200	15.65	
K-12 Program 21 Instructional	50.888	4,615,430	90,698	21,535	423	692,749	13,613	17.26	
Program 31 Instructional	16.160	1,397,232	86,462	226,232	14,000	213,312	13,200	16.72	
Program 31 Administrative	1.504	260,709	173,344			19,853	13,200	16.02	
Program 34 Instructional	4.400	430,026	97,733	69,183	15,723	58,080	13,200	17.24	
Program 34 Administrative	0.368	60,649	164,807			4,858	13,200	16.37	
K-3 BEA Instructional	99.506	8,938,411	89,828	17,572	177	1,341,516	13,482	17.30	
4-6 BEA Instructional	50.727	4,527,750	89,257	31,430	620	682,876	13,462	17.40	
7-8 BEA Instructional	38.177	3,733,109	97,784	25,074	657	510,022	13,359	16.89	
9-12 BEA Instructional	72.647	6,833,047	94,058	113,925	1,568	965,857	13,295	16.81	
K-12 BEA Instructional	261.057	24,032,317	92,058	188,001	720	3,500,270	13,408	17.11	
BEA	289.418	28,477,215	98,395	3,637,889	12,570	3,898,079	13,469	16.86	
Instructional	334.516	30,720,273	91,835	4,585,390	13,708	4,501,226	13,456	17.12	
Administrative	24.833	4,406,064	177,428	176,385	7,103	330,000	13,289	15.77	
Other	3.711	292,617	78,851	30,787	8,296	66,000	17,785	11.11	
Active	363.060	35,418,954	97,557	4,792,562	13,200	4,897,226	13,489	16.90	
On Leave	2.678	257,601	96,192			39,574	14,777	17.71	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	365.738	35,676,555	97,547	4,792,562	13,104	4,936,800	13,498	16.90	
Instructional for Funding Purposes	334.516	30,720,273	91,835	4,585,390	13,708	4,501,226	13,456	17.12	
Instructional for Compliance Purposes	334.516	30,720,273	91,835	4,585,390	13,708	4,501,226	13,456	17.12	
K-3 Program 01 Teacher	86.847	7,760,369	89,357	8,388	97	1,178,377	13,568	17.16	
K-3 Program 21 Teacher	7.120	623,024	87,503			93,984	13,200	18.05	

**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	107.742	10,797,099	100,213	362,387	3,363	1,432,636	13,297	18.13	
02	8.536	906,480	106,195	35,806	4,195	115,579	13,540	18.25	
09	1.995	117,739	59,017	500	251	26,400	13,233	18.59	
21	17.063	1,634,731	95,806	109,204	6,400	200,086	11,726	15.58	
24	3.583	411,427	114,828	1,187	331	47,296	13,200	18.23	
31	8.891	877,254	98,668	26,827	3,017	117,427	13,207	18.30	
34	3.824	404,073	105,668	6,750	1,765	56,100	14,671	18.28	
38				52					
51	5.443	499,645	91,796	452	83	74,131	13,620	18.32	
55	4.626	444,694	96,129	1,475	319	63,096	13,639	18.29	
58	0.643	64,408	100,168	60,071	93,423	8,501	13,221	18.28	
64	0.492	56,838	115,524	48	98	6,494	13,200	18.20	
65	3.967	354,377	89,331	2,667	672	52,364	13,200	18.34	
74	0.325	34,888	107,348	370	1,138	4,290	13,200	18.26	
97	2.000	357,927	178,964	39,861	19,931	26,400	13,200	16.28	
K-12 Program 02 Instructional	8.136	848,872	104,335	26,109	3,209	110,299	13,557	18.26	
Program 21 Instructional	16.063	1,473,075	91,706	109,204	6,798	186,886	11,635	15.37	
Program 21 Administrative	1.000	161,656	161,656			13,200	13,200	17.54	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	13.885	1,265,787	91,162	57,668	4,153	157,304	11,329	14.89	
Program 31 Instructional	8.641	841,249	97,356	26,827	3,105	114,127	13,208	18.31	
Program 31 Administrative	0.250	36,005	144,020			3,300	13,200	18.21	
Program 34 Instructional	2.974	280,488	94,313	6,750	2,270	44,880	15,091	18.38	
Program 34 Administrative	0.850	123,585	145,394			11,220	13,200	18.04	
K-3 BEA Instructional	40.214	3,717,980	92,455	68,597	1,706	540,725	13,446	18.00	
4-6 BEA Instructional	22.035	2,102,204	95,403	41,402	1,879	291,139	13,213	18.29	
7-8 BEA Instructional	15.292	1,485,613	97,150	37,724	2,467	207,596	13,575	18.29	
9-12 BEA Instructional	40.122	4,028,467	100,405	156,619	3,904	532,673	13,276	18.27	
K-12 BEA Instructional	117.663	11,334,264	96,328	307,514	2,614	1,572,133	13,361	18.19	
K-12 BEA Administrative	1.360	216,221	158,986	4,500	3,309	17,952	13,200	17.59	
BEA	130.993	13,342,833	101,859	471,631	3,600	1,748,142	13,345	18.10	
Instructional	154.800	14,791,355	95,551	596,175	3,851	2,041,591	13,189	17.92	
Administrative	14.000	2,150,335	153,595	51,482	3,677	184,800	13,200	17.55	
Other	0.330	19,890	60,273			4,409	13,360	18.46	
Active	169.130	16,961,580	100,287	647,657	3,829	2,230,800	13,190	17.88	
Certificated Total	169.130	16,961,580	100,287	647,657	3,829	2,230,800	13,190	17.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	154.800	14,791,355	95,551	596,175	3,851	2,041,591	13,189	17.92	
Instructional for Compliance Purposes	154.800	14,791,355	95,551	596,175	3,851	2,041,591	13,189	17.92	
K-3 Program 01 Teacher	37.296	3,437,687	92,173	64,445	1,728	501,125	13,436	18.33	
K-3 Program 21 Teacher	2.747	270,131	98,337	3,946	1,436	36,300	13,214	18.27	
Grade T Program 09 Teacher	1.995	117,739	59,017			26,400	13,233	18.59	

**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	8.656	703,631	81,288	17,321	2,001	110,748	12,794	7.71	
09	0.110	7,316	66,509			1,452	13,200	8.23	
21				9,500					
97	0.500	52,500	105,000	21,075	42,150	6,600	13,200	6.19	
Program 21 Administrative				9,500					
K-3 BEA Instructional	1.890	121,686	64,384			24,948	13,200	8.15	
4-6 BEA Instructional	1.000	80,264	80,264			13,200	13,200	8.03	
7-8 BEA Instructional	2.261	142,636	63,085			26,400	11,676	8.04	
9-12 BEA Instructional	3.005	306,545	102,012			39,600	13,178	7.65	
K-12 BEA Instructional	8.156	651,131	79,835			104,148	12,769	7.87	
BEA	9.156	756,131	82,583	38,396	4,194	117,348	12,817	7.59	
Instructional	8.266	658,447	79,657			105,600	12,775	7.87	
Administrative	1.000	105,000	105,000	30,575	30,575	13,200	13,200	6.19	
Other				17,321					
Active	9.266	763,447	82,392	47,896	5,169	118,800	12,821	7.59	
Certificated Total	9.266	763,447	82,392	47,896	5,169	118,800	12,821	7.59	
Instructional for Funding Purposes	8.266	658,447	79,657			105,600	12,775	7.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.266	658,447	79,657			105,600	12,775	7.87	
K-3 Program 01 Teacher	1.890	121,686	64,384			24,948	13,200	8.15	
Grade T Program 09 Teacher	0.110	7,316	66,509			1,452	13,200	8.23	

**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	752.275	76,754,526	102,030	4,276,150	5,684	10,113,642	13,444	17.77	
02	20.728	2,303,709	111,140	100,607	4,854	290,400	14,010	17.00	
13	3.000	269,224	89,741	11,918	3,973	44,880	14,960	19.07	
21	195.094	18,054,514	92,543	1,506,345	7,721	2,699,400	13,836	17.32	
23	1.889	144,763	76,635	1,645	871	26,400	13,976	17.37	
24	12.000	1,225,412	102,118	46,849	3,904	158,400	13,200	16.97	
31	44.650	4,411,385	98,799	417,100	9,342	602,580	13,496	17.85	
34	11.785	1,175,119	99,713	59,125	5,017	155,562	13,200	17.56	
51	9.853	1,077,901	109,398	8,035	815	130,060	13,200	19.05	
52	4.000	450,641	112,660	26,861	6,715	52,800	13,200	17.75	
55	18.147	1,913,801	105,461	42,870	2,362	243,500	13,418	17.39	
58				666,806					
65	11.100	1,095,250	98,671	1,350	122	146,520	13,200	18.03	
68	0.480	49,000	102,083			6,336	13,200	18.02	
74	3.000	304,796	101,599			39,600	13,200	18.00	
79	1.600	161,939	101,212	9,717	6,073	21,120	13,200	17.34	
97	6.000	1,141,297	190,216	19,221	3,204	79,200	13,200	15.60	
99	1.000	121,973	121,973			13,200	13,200	7.77	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	19.028	2,023,568	106,347			264,000	13,874	17.24	
Program 21 Instructional	192.594	17,644,669	91,616	1,506,345	7,821	2,666,400	13,845	17.34	
Program 21 Administrative	2.500	409,845	163,938			33,000	13,200	16.68	
K-12 Program 21 Instructional	162.550	15,055,838	92,623			2,264,988	13,934	17.38	
Program 31 Instructional	43.700	4,251,618	97,291	417,100	9,545	590,040	13,502	17.89	
Program 31 Administrative	0.950	159,767	168,176			12,540	13,200	16.62	
Program 34 Instructional	11.465	1,120,645	97,745	59,125	5,157	151,338	13,200	17.60	
Program 34 Administrative	0.320	54,474	170,231			4,224	13,200	16.67	
K-3 BEA Instructional	288.755	27,666,552	95,813			3,876,246	13,424	18.02	
4-6 BEA Instructional	152.522	14,802,243	97,050	20,695	136	2,046,990	13,421	17.90	
7-8 BEA Instructional	113.518	11,074,912	97,561			1,534,764	13,520	18.01	
9-12 BEA Instructional	218.769	22,296,901	101,920	2,303	11	2,959,704	13,529	17.74	
K-12 BEA Instructional	773.564	75,840,608	98,041	22,998	30	10,417,704	13,467	17.91	
BEA	835.438	85,786,036	102,684	4,872,203	5,832	11,241,384	13,456	17.72	
Instructional	1,031.127	100,161,896	97,138	7,175,028	6,958	13,952,400	13,531	17.79	
Administrative	64.474	10,389,879	161,148	19,221	298	858,000	13,308	16.20	
Other				350					

Program	FTE	Base Salary Total	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	1,095.601	110,551,775	100,905	7,194,599	6,567	14,810,400	13,518	17.65	
On Leave	1.000	103,475	103,475			13,200	13,200	17.75	
Certificated Total	1,096.601	110,655,250	100,907	7,194,599	6,561	14,823,600	13,518	17.65	
Instructional for Funding Purposes	1,031.127	100,161,896	97,138	7,175,028	6,958	13,952,400	13,531	17.79	
Instructional for Compliance Purposes	1,031.127	100,161,896	97,138	7,175,028	6,958	13,952,400	13,531	17.79	
K-3 Program 01 Teacher	250.957	23,782,570	94,768			3,357,552	13,379	18.03	
K-3 Program 21 Teacher	33.619	2,763,574	82,203			467,597	13,909	17.62	

**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	12.984	950,748	73,225	36,623	2,821	157,127	12,102	17.94	
02	5.000	414,053	82,811			66,425	13,285	17.07	
21	2.000	59,305	29,653	5,324	2,662	13,285	6,643	16.83	
31	1.003	56,386	56,217			24,710	24,636	17.99	
51	1.060	73,216	69,072			12,762	12,040	21.41	
55	0.440	39,761	90,366			6,117	13,901	16.51	
58									
97	1.000	135,268	135,268			17,353	17,353	16.84	
K-12 Program 02 Instructional	5.000	414,053	82,811			66,425	13,285	17.07	
Program 21 Instructional	2.000	59,305	29,653			13,285	6,643	16.83	
Program 21 Administrative				5,324					
K-12 Program 21 Instructional	2.000	59,305	29,653			13,285	6,643	16.83	
Program 31 Instructional	1.003	56,386	56,217			24,710	24,636	17.99	
K-3 BEA Instructional	5.435	447,243	82,289	11,500	2,116	72,204	13,285	16.61	
4-6 BEA Instructional	3.570	259,170	72,597			47,427	13,285	20.15	
7-8 BEA Instructional	3.450	228,697	66,289	1,500	435	45,833	13,285	17.45	
9-12 BEA Instructional	5.388	366,866	68,089	3,500	650	71,085	13,193	18.05	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	17.843	1,301,976	72,968	16,500	925	236,550	13,257	17.89	
K-12 BEA Administrative	0.800	93,746	117,183			11,713	14,641	17.37	
BEA	19.987	1,556,455	77,873	36,623	1,832	265,615	13,289	17.64	
Instructional	21.143	1,450,822	68,619	18,000	851	265,785	12,571	18.01	
Administrative	2.000	252,450	126,225	5,324	2,662	31,994	15,997	17.08	
Other	0.344	25,465	74,026	18,623	54,137			8.27	
Active	23.487	1,728,737	73,604	41,947	1,786	297,779	12,678	17.76	
Certificated Total	23.487	1,728,737	73,604	41,947	1,786	297,779	12,678	17.76	
Instructional for Funding Purposes	21.143	1,450,822	68,619	18,000	851	265,785	12,571	18.01	
Instructional for Compliance Purposes	21.143	1,450,822	68,619	18,000	851	265,785	12,571	18.01	
K-3 Program 01 Teacher	2.610	211,814	81,155	10,000	3,831	34,674	13,285	16.14	
K-3 Program 21 Teacher	0.348	18,440	52,989			4,623	13,285	19.74	

**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	1,145.619	112,875,383	98,528	27,369,671	23,891	15,599,206	13,616	17.18	
02	24.701	2,473,044	100,119	491,057	19,880	352,440	14,268	17.39	
21	249.092	22,602,714	90,740	4,902,605	19,682	3,447,022	13,838	17.72	
24	17.800	1,788,638	100,485	386,976	21,740	237,600	13,348	17.15	
31	52.399	4,800,241	91,609	1,347,115	25,709	714,331	13,633	16.95	
34	10.310	1,015,993	98,544	251,556	24,399	140,804	13,657	16.65	
51	4.000	340,057	85,014	70,558	17,640	55,400	13,850	17.46	
52	0.200	44,997	224,985	120	600	2,640	13,200	11.38	
55	14.200	1,429,991	100,704	265,034	18,664	228,479	16,090	17.09	
56	1.200	115,337	96,114	24,771	20,643	15,840	13,200	16.93	
58	1.000	108,746	108,746	26,662	26,662	18,480	18,480	15.24	
64	1.000	71,023	71,023	16,782	16,782	13,200	13,200	31.68	
65	31.456	3,064,471	97,421	662,291	21,055	437,144	13,897	17.18	
74	2.200	236,530	107,514	42,499	19,318	29,330	13,332	17.33	
79	12.100	1,143,161	94,476	2,151,997	177,851	160,723	13,283	16.74	
89				27,114					
97	1.962	640,282	326,341	42,957	21,894	23,100	11,774	11.93	
CP	1.050	242,245	230,710	19,830	18,886	13,860	13,200	14.37	
SB				18,343					

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	22.701	2,078,542	91,562			326,040	14,362	17.46	
Program 21 Instructional	243.042	21,310,946	87,684	4,899,075	20,157	3,367,162	13,854	17.99	
Program 21 Administrative	6.050	1,291,768	213,515	3,530	583	79,860	13,200	12.04	
K-12 Program 21 Instructional	210.486	18,386,602	87,353			2,926,559	13,904	17.89	
Program 26, 56, and 59 Instructional	1.200	115,337	96,114	24,771	20,643	15,840	13,200	16.93	
Program 31 Instructional	51.899	4,693,515	90,436	1,346,815	25,951	707,731	13,637	17.02	
Program 31 Administrative	0.500	106,726	213,452	300	600	6,600	13,200	13.03	
Program 34 Instructional	9.810	909,267	92,688	251,256	25,612	134,204	13,680	16.95	
Program 34 Administrative	0.500	106,726	213,452	300	600	6,600	13,200	13.03	
K-3 BEA Instructional	386.300	34,686,575	89,792			5,224,441	13,524	17.63	
4-6 BEA Instructional	261.748	23,831,876	91,049			3,536,148	13,510	17.45	
7-8 BEA Instructional	154.289	14,508,041	94,032			2,116,501	13,718	17.08	
9-12 BEA Instructional	350.593	31,936,723	91,093			4,821,551	13,753	17.33	
K-12 BEA Instructional	1,152.930	104,963,215	91,040			15,698,641	13,616	17.42	
BEA	1,234.991	121,804,943	98,628	29,502,356	23,889	16,829,881	13,628	17.15	
Instructional	1,472.328	133,598,062	90,739	37,719,945	25,619	20,148,480	13,685	17.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	91.361	18,773,448	205,486	135,667	1,485	1,254,000	13,726	14.85	
Other	5.600	509,514	90,985	262,326	46,844	73,920	13,200	17.71	
Active	1,569.289	152,881,024	97,421	38,117,938	24,290	21,476,400	13,685	17.23	
On Leave	1.000	111,829	111,829			13,200	13,200	17.59	
Certificated Total	1,570.289	152,992,853	97,430	38,117,938	24,274	21,489,600	13,685	17.23	
Instructional for Funding Purposes	1,471.128	133,482,725	90,735	37,695,174	25,623	20,132,640	13,685	17.49	
Instructional for Compliance Purposes	1,471.128	133,482,725	90,735	37,695,174	25,623	20,132,640	13,685	17.49	
K-3 Program 01 Teacher	361.693	32,396,135	89,568			4,890,758	13,522	17.64	
K-3 Program 21 Teacher	29.186	2,407,162	82,477			397,822	13,631	18.01	

**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	273.171	29,112,717	106,573	1,139,796	4,172	3,628,706	13,284	17.56	
02	13.675	1,582,118	115,694	43,806	3,203	180,444	13,195	17.46	
09	2.000	199,480	99,740	5,995	2,998	26,400	13,200	16.78	
21	90.737	9,029,957	99,518	295,086	3,252	1,217,436	13,417	17.45	
31	14.890	1,633,553	109,708	53,233	3,575	196,548	13,200	17.52	
34	2.150	227,205	105,677	5,995	2,788	28,380	13,200	16.92	
51	4.877	519,554	106,531	14,513	2,976	62,885	12,894	17.30	
52	0.758	93,883	123,856	2,821	3,722	10,006	13,200	16.88	
55	5.536	668,065	120,676	19,129	3,455	73,075	13,200	16.75	
65	6.701	766,967	114,456	22,489	3,356	93,720	13,986	17.37	
74	1.000	112,267	112,267	3,374	3,374	13,200	13,200	17.78	
97	2.000	443,512	221,756	10,600	5,300	26,400	13,200	14.60	
K-12 Program 02 Instructional	13.005	1,458,280	112,132			171,600	13,195	17.60	
Program 21 Instructional	88.507	8,637,902	97,596	295,086	3,334	1,188,000	13,423	17.51	
Program 21 Administrative	2.230	392,055	175,809			29,436	13,200	16.08	
K-12 Program 21 Instructional	75.325	7,351,989	97,604			1,019,370	13,533	17.52	
Program 31 Instructional	14.040	1,476,446	105,160	53,233	3,792	185,328	13,200	17.67	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.850	157,107	184,832			11,220	13,200	15.99	
Program 34 Instructional	2.000	199,480	99,740	5,995	2,998	26,400	13,200	17.04	
Program 34 Administrative	0.150	27,725	184,833			1,980	13,200	15.99	
K-3 BEA Instructional	113.637	11,293,148	99,379			1,500,008	13,200	18.03	
4-6 BEA Instructional	55.233	5,361,540	97,071			728,904	13,197	17.66	
7-8 BEA Instructional	42.632	4,535,282	106,382			575,810	13,507	17.33	
9-12 BEA Instructional	76.014	8,407,274	110,602	3,722	49	1,013,272	13,330	17.46	
K-12 BEA Instructional	287.516	29,597,244	102,941	3,722	13	3,817,994	13,279	17.69	
BEA	305.886	32,999,105	107,880	1,253,430	4,098	4,060,478	13,274	17.51	
Instructional	396.495	40,521,429	102,199	1,606,037	4,051	5,280,000	13,317	17.62	
Administrative	20.000	3,689,853	184,493	10,800	540	264,000	13,200	15.81	
Other	1.000	177,996	177,996			13,200	13,200	19.47	
Active	417.495	44,389,278	106,323	1,616,837	3,873	5,557,200	13,311	17.48	
Certificated Total	417.495	44,389,278	106,323	1,616,837	3,873	5,557,200	13,311	17.48	
Instructional for Funding Purposes	396.495	40,521,429	102,199	1,606,037	4,051	5,280,000	13,317	17.62	
Instructional for Compliance Purposes	396.495	40,521,429	102,199	1,606,037	4,051	5,280,000	13,317	17.62	
K-3 Program 01 Teacher	96.297	9,429,544	97,921			1,271,120	13,200	18.14	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	18.069	1,780,169	98,521			238,511	13,200	17.52	
Grade T Program 09 Teacher	2.000	199,480	99,740			26,400	13,200	16.78	

**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	9.502	647,217	68,114	43,667	4,596	132,000	13,892	16.43	
21	1.200	109,150	90,958			15,840	13,200	16.31	
31	1.900	150,507	79,214	25,950	13,658	25,080	13,200	17.45	
34	0.100	6,925	69,250	7,050	70,500	1,320	13,200	17.54	
51	0.050	6,741	134,820			660	13,200	15.18	
55	0.050	6,741	134,820			660	13,200	15.18	
58									
74				3,500					
97	0.700	94,367	134,810	43,092	61,560	9,240	13,200	15.18	
Program 21 Instructional	1.000	82,188	82,188			13,200	13,200	16.82	
Program 21 Administrative	0.200	26,962	134,810			2,640	13,200	15.18	
K-12 Program 21 Instructional	1.000	82,188	82,188			13,200	13,200	16.82	
Program 31 Instructional	1.900	150,507	79,214	25,950	13,658	25,080	13,200	17.45	
Program 34 Instructional	0.100	6,925	69,250	7,050	70,500	1,320	13,200	17.54	
K-3 BEA Instructional	2.808	181,799	64,743	1,000	356	37,066	13,200	16.72	
4-6 BEA Instructional	1.691	108,251	64,016			25,238	14,925	16.59	
7-8 BEA Instructional	2.004	145,133	72,422	8,000	3,992	27,918	13,931	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	4.999	369,466	73,908	65,667	13,136	68,178	13,638	16.85	
K-12 BEA Instructional	11.502	804,649	69,957	74,667	6,492	158,400	13,772	16.64	
K-12 BEA Administrative				2,000					
BEA	12.202	899,016	73,678	119,759	9,815	167,640	13,739	16.45	
Instructional	12.502	886,837	70,936	78,167	6,252	171,600	13,726	16.66	
Administrative	1.000	134,811	134,811	45,092	45,092	13,200	13,200	15.18	
Active	13.502	1,021,648	75,666	123,259	9,129	184,800	13,687	16.42	
Certificated Total	13.502	1,021,648	75,666	123,259	9,129	184,800	13,687	16.42	
Instructional for Funding Purposes	12.502	886,837	70,936	78,167	6,252	171,600	13,726	16.66	
Instructional for Compliance Purposes	12.502	886,837	70,936	78,167	6,252	171,600	13,726	16.66	
K-3 Program 01 Teacher	2.808	181,799	64,743			37,066	13,200	16.72	

**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	17.651	1,351,920	76,592	31,778	1,800	281,266	15,935	17.38	
02	0.931	80,402	86,361			12,289	13,200	18.27	
09	0.845	46,420	54,935			11,154	13,200	17.75	
21	1.931	151,770	78,597			25,489	13,200	17.12	
31	2.741	187,334	68,345			38,227	13,946	17.65	
34	0.120	8,994	74,950			1,584	13,200	18.28	
51	0.718	76,723	106,857	3,716	5,175	14,071	19,598	16.95	
52	1.000	53,872	53,872			13,200	13,200	16.63	
55	2.036	168,261	82,643	7,075	3,475	38,927	19,119	16.68	
74	0.109	9,897	90,798			1,439	13,200	17.56	
88	0.845	46,420	54,935			11,154	13,200	16.41	
97	1.000	146,000	146,000			13,200	13,200	17.89	
K-12 Program 02 Instructional	0.931	80,402	86,361			12,289	13,200	18.27	
Program 21 Instructional	1.931	151,770	78,597			25,489	13,200	17.12	
K-12 Program 21 Instructional	1.788	144,074	80,578			23,602	13,200	17.13	
Program 31 Instructional	2.741	187,334	68,345			38,227	13,946	17.65	
Program 34 Instructional	0.120	8,994	74,950			1,584	13,200	18.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	6.655	515,032	77,390	3,712	558	117,308	17,627	16.85	
4-6 BEA Instructional	2.707	183,249	67,694			36,049	13,317	17.49	
7-8 BEA Instructional	3.332	242,303	72,720	1,856	557	46,438	13,937	17.31	
9-12 BEA Instructional	7.219	506,055	70,100	1,856	257	113,375	15,705	17.94	
K-12 BEA Instructional	19.913	1,446,639	72,648	7,424	373	313,170	15,727	17.38	
BEA	22.443	1,774,650	79,074	31,778	1,416	346,566	15,442	17.49	
Instructional	25.927	1,891,140	72,941	18,215	703	409,200	15,783	17.24	
Administrative	4.000	436,873	109,218			52,800	13,200	17.82	
Other				17,965					
Active	29.927	2,328,013	77,790	36,180	1,209	462,000	15,438	17.35	
On Leave				6,389					
Certificated Total	29.927	2,328,013	77,790	42,569	1,422	462,000	15,438	17.35	
Instructional for Funding Purposes	25.927	1,891,140	72,941	18,215	703	409,200	15,783	17.24	
Instructional for Compliance Purposes	25.927	1,891,140	72,941	18,215	703	409,200	15,783	17.24	
K-3 Program 01 Teacher	5.482	421,311	76,854			95,225	17,370	16.72	
K-3 Program 21 Teacher	0.572	30,784	53,818			7,550	13,200	17.04	
Grade T Program 09 Teacher	0.845	46,420	54,935			11,154	13,200	17.75	

**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	47.450	4,339,842	91,461	137,847	2,905	626,076	13,194	18.51	
02	2.200	146,230	66,468	1,939	881	31,431	14,287	17.17	
09	1.000	81,299	81,299			13,200	13,200	19.65	
14	1.000	85,305	85,305			13,200	13,200	18.27	
31	6.270	495,918	79,094	47,845	7,631	85,404	13,621	17.70	
51	0.532	41,856	78,677	10,663	20,043	7,022	13,200	17.69	
53				2,750					
55	3.168	276,984	87,432	10,392	3,280	41,818	13,200	18.07	
58				69,626					
65	0.400	40,261	100,653			5,280	13,200	18.22	
74				11,024					
79				3,705					
97	0.800	119,536	149,420			20,123	25,154	17.60	
K-12 Program 02 Instructional	2.000	116,346	58,173	1,939	970	26,400	13,200	17.07	
Program 31 Instructional	5.870	455,657	77,625	42,253	7,198	80,124	13,650	17.65	
Program 31 Administrative	0.400	40,261	100,653	5,592	13,980	5,280	13,200	18.17	
K-3 BEA Instructional	15.999	1,366,808	85,431	34,349	2,147	211,992	13,250	18.59	
4-6 BEA Instructional	6.131	494,076	80,587			82,368	13,435	19.04	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	10.600	901,815	85,077	25,433	2,399	139,920	13,200	18.21	
9-12 BEA Instructional	15.790	1,304,247	82,600	110,902	7,024	205,920	13,041	17.95	
K-12 BEA Instructional	48.520	4,066,946	83,820	172,039	3,546	640,200	13,195	18.34	
K-12 BEA Administrative	0.400	40,261	100,653	15,592	38,980	5,280	13,200	18.17	
BEA	56.720	5,101,526	89,942	187,631	3,308	763,034	13,453	18.36	
Instructional	54.620	4,592,651	84,084	277,449	5,080	720,720	13,195	18.34	
Administrative	8.200	1,034,580	126,168	18,342	2,237	122,834	14,980	18.42	
Active	62.820	5,627,231	89,577	295,791	4,709	843,554	13,428	18.35	
Certificated Total	62.820	5,627,231	89,577	295,791	4,709	843,554	13,428	18.35	
Instructional for Funding Purposes	54.620	4,592,651	84,084	277,449	5,080	720,720	13,195	18.34	
Instructional for Compliance Purposes	54.620	4,592,651	84,084	277,449	5,080	720,720	13,195	18.34	
K-3 Program 01 Teacher	15.999	1,366,808	85,431			211,992	13,250	18.59	
Grade T Program 09 Teacher	1.000	81,299	81,299			13,200	13,200	19.65	



**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	36.163	3,083,217	85,259	236,501	6,540	464,152	12,835	8.45	
02	0.600	40,441	67,402			7,920	13,200	9.13	
21	4.134	313,849	75,919			54,569	13,200	8.98	
24	2.400	201,458	83,941			1,756	732	9.01	
31	2.082	183,830	88,295			27,482	13,200	8.29	
34	0.667	56,048	84,030			8,804	13,200	8.42	
51	1.890	163,393	86,451	56,631	29,963	24,948	13,200	8.51	
55	1.832	149,757	81,745	29,366	16,029	24,182	13,200	8.72	
58				102,171					
65	0.633	55,710	88,009			8,356	13,200	8.72	
74	0.133	11,196	84,180			1,756	13,200	8.45	
88	0.394	30,739	78,018					7.15	
97	1.733	243,109	140,282	7,700	4,443	22,876	13,200	8.02	
K-12 Program 02 Instructional	0.600	40,441	67,402			7,920	13,200	9.13	
Program 21 Instructional	3.734	259,966	69,621			49,289	13,200	9.19	
Program 21 Administrative	0.400	53,883	134,708			5,280	13,200	8.04	
K-12 Program 21 Instructional	3.734	259,966	69,621			49,289	13,200	9.19	
Program 31 Instructional	1.934	164,026	84,812			25,529	13,200	8.36	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.148	19,804	133,811			1,954	13,200	7.75	
Program 34 Instructional	0.667	56,048	84,030			8,804	13,200	8.42	
K-3 BEA Instructional	11.706	959,831	81,995	28,270	2,415	145,279	12,411	8.64	
4-6 BEA Instructional	6.770	512,654	75,724	14,992	2,214	89,364	13,200	8.30	
7-8 BEA Instructional	5.604	429,491	76,640	8,678	1,549	73,973	13,200	8.33	
9-12 BEA Instructional	11.202	950,367	84,839	28,252	2,522	143,906	12,846	8.36	
K-12 BEA Instructional	35.282	2,852,343	80,844	80,192	2,273	452,522	12,826	8.43	
K-12 BEA Administrative	1.711	181,852	106,284			22,585	13,200	8.41	
BEA	41.245	3,606,645	87,444	244,201	5,921	531,234	12,880	8.42	
Instructional	46.098	3,697,621	80,212	296,113	6,424	560,168	12,152	8.49	
Administrative	5.563	731,475	131,489			73,432	13,200	8.30	
Active	51.661	4,429,096	85,734	296,113	5,732	633,600	12,265	8.46	
On Leave	1.000	103,651	103,651	136,256	136,256	13,200	13,200	8.74	
Certificated Total	52.661	4,532,747	86,074	432,369	8,210	646,800	12,282	8.46	
Instructional for Funding Purposes	46.098	3,697,621	80,212	296,113	6,424	560,168	12,152	8.49	
Instructional for Compliance Purposes	46.098	3,697,621	80,212	296,113	6,424	560,168	12,152	8.49	
K-3 Program 01 Teacher	9.139	787,015	86,116	13,178	1,442	120,635	13,200	8.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.152	82,276	71,420			15,206	13,200	9.32	

**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	15.711	1,308,660	83,296	12,359	787	212,573	13,530	17.72	
14	0.400	32,524	81,310			5,280	13,200	17.88	
21	1.000	54,493	54,493	1,497	1,497	13,200	13,200	17.98	
31	1.274	98,422	77,254	24,326	19,094	26,413	20,732	13.52	
51	0.495	46,768	94,481			6,534	13,200	17.66	
55				6,000					
58				5,705					
97	1.000	135,000	135,000			13,200	13,200	17.45	
Program 21 Instructional	1.000	54,493	54,493	1,497	1,497	13,200	13,200	17.98	
K-12 Program 21 Instructional	0.938	51,125	54,504	1,497	1,596	12,382	13,200	17.98	
Program 31 Instructional	1.274	98,422	77,254	24,326	19,094	26,413	20,732	13.52	
K-3 BEA Instructional	4.911	371,928	75,734			64,825	13,200	17.97	
4-6 BEA Instructional	3.232	243,172	75,239	522	162	44,827	13,870	17.44	
7-8 BEA Instructional	2.182	182,908	83,826			31,825	14,585	17.36	
9-12 BEA Instructional	5.660	495,074	87,469	36,163	6,389	84,308	14,895	16.70	
K-12 BEA Instructional	15.985	1,293,082	80,893	36,685	2,295	225,786	14,125	17.28	
K-12 BEA Administrative	1.000	114,000	114,000			13,200	13,200	17.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	17.985	1,542,082	85,743	36,685	2,040	252,186	14,022	17.34	
Instructional	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.33	
Administrative	2.000	249,000	124,500			26,400	13,200	17.63	
Active	19.880	1,675,867	84,299	49,887	2,509	277,200	13,944	17.38	
Certificated Total	19.880	1,675,867	84,299	49,887	2,509	277,200	13,944	17.38	
Instructional for Funding Purposes	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.33	
Instructional for Compliance Purposes	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.33	
K-3 Program 01 Teacher	4.616	347,982	75,386			60,931	13,200	17.97	
K-3 Program 21 Teacher	0.409	22,195	54,267			5,399	13,200	17.98	

**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	56.936	4,793,190	84,186	251,972	4,426	751,555	13,200	17.40	
02	2.600	243,327	93,587	4,359	1,677	34,320	13,200	17.56	
21	9.000	738,010	82,001	16,608	1,845	118,800	13,200	14.25	
31	4.378	358,435	81,872	33,666	7,690	57,790	13,200	16.93	
34	0.436	30,218	69,307	2,599	5,961	5,755	13,200	18.29	
51	1.750	159,803	91,316	11,131	6,361	23,100	13,200	17.50	
52				1,200					
55	1.250	130,427	104,342	1,242	994	16,500	13,200	17.82	
56	0.400	57,597	143,993			5,280	13,200	18.21	
58	0.100	13,916	139,160	73,960	739,600	1,320	13,200	17.57	
65	0.150	20,874	139,160			1,980	13,200	17.57	
74				6,000					
97	1.000	166,400	166,400			13,200	13,200	17.81	
K-12 Program 02 Instructional	2.000	156,931	78,466	4,359	2,180	26,400	13,200	17.29	
Program 21 Instructional	8.000	597,882	74,735	16,608	2,076	105,600	13,200	15.31	
Program 21 Administrative	1.000	140,128	140,128			13,200	13,200	8.52	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.000	597,882	74,735	16,608	2,076	105,600	13,200	15.31	
Program 26, 56, and 59 Instructional	0.400	57,597	143,993			5,280	13,200	18.21	
Program 31 Instructional	4.278	343,519	80,299	33,666	7,870	56,470	13,200	16.88	
Program 31 Administrative	0.100	14,916	149,160			1,320	13,200	18.18	
Program 34 Instructional	0.436	30,218	69,307	2,599	5,961	5,755	13,200	18.29	
K-3 BEA Instructional	16.504	1,264,303	76,606	69,784	4,228	217,853	13,200	16.86	
4-6 BEA Instructional	10.996	882,457	80,253			145,147	13,200	17.43	
7-8 BEA Instructional	13.772	1,076,276	78,150	47,342	3,438	181,790	13,200	17.20	
9-12 BEA Instructional	18.514	1,571,184	84,865	155,346	8,391	244,385	13,200	17.63	
K-12 BEA Instructional	59.786	4,794,220	80,190	272,472	4,557	789,175	13,200	17.30	
K-12 BEA Administrative	3.600	525,476	145,966			47,520	13,200	18.06	
BEA	65.350	5,591,570	85,563	292,596	4,477	862,620	13,200	17.39	
Instructional	70.686	5,670,349	80,219	402,737	5,698	933,055	13,200	17.09	
Administrative	6.600	971,164	147,146			87,120	13,200	16.59	
Other	0.714	70,684	98,997			9,425	13,200	17.93	
Active	78.000	6,712,197	86,054	402,737	5,163	1,029,600	13,200	17.04	
Certificated Total	78.000	6,712,197	86,054	402,737	5,163	1,029,600	13,200	17.04	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	70.286	5,612,752	79,856	402,737	5,730	927,775	13,200	17.08	
Instructional for Compliance Purposes	70.286	5,612,752	79,856	402,737	5,730	927,775	13,200	17.08	
K-3 Program 01 Teacher	15.504	1,165,347	75,164	2,206	142	204,653	13,200	16.82	
K-3 Program 21 Teacher	1.002	64,906	64,776			13,226	13,200	16.36	



**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	432.311	42,434,917	98,158	3,383,701	7,827	5,412,024	12,519	18.28	
02	29.433	2,900,180	98,535	125,433	4,262	375,922	12,772	18.31	
09	1.000	108,006	108,006			12,312	12,312	18.30	
13	9.400	940,803	100,085	1,677	178	115,733	12,312	18.33	
21	102.867	9,420,607	91,580	139,572	1,357	1,317,692	12,810	18.39	
22	4.373	444,672	101,686	14,464	3,308	61,348	14,029	17.83	
24	11.303	1,044,146	92,378	13,835	1,224	139,704	12,360	18.39	
25	0.199	28,937	145,412			2,832	14,230	18.37	
31	32.636	3,280,718	100,525	116,433	3,568	414,779	12,709	18.20	
34	8.154	805,184	98,747	10,068	1,235	106,942	13,115	18.36	
51	11.164	1,130,988	101,307			153,472	13,747	18.41	
52	0.600	77,088	128,480			7,387	12,312	18.31	
55	14.651	1,413,739	96,494			193,397	13,200	18.27	
56	0.700	74,686	106,694			8,618	12,312	18.29	
57	0.500	54,003	108,006			6,156	12,312	18.28	
58				490,274					
65	5.200	461,948	88,836	10,434	2,007	77,467	14,898	18.53	
74	2.200	245,142	111,428			27,086	12,312	18.30	
97	2.169	479,235	220,947	3,600	1,660	26,824	12,367	16.40	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	26.600	2,437,831	91,648	5,820	219	341,042	12,821	18.36	
Program 21 Instructional	99.198	8,916,578	89,887	139,572	1,407	1,266,351	12,766	18.41	
Program 21 Administrative	3.068	490,269	159,801			39,029	12,721	17.93	
K-12 Program 21 Instructional	89.685	8,082,044	90,116	34,755	388	1,149,227	12,814	18.41	
Program 26, 56, and 59 Instructional	0.700	74,686	106,694			8,618	12,312	18.29	
Program 31 Instructional	31.746	3,157,589	99,464	116,433	3,668	403,821	12,720	18.19	
Program 31 Administrative	0.890	123,129	138,347			10,958	12,312	18.25	
Program 34 Instructional	7.874	763,657	96,985	10,068	1,279	103,495	13,144	18.37	
Program 34 Administrative	0.280	41,527	148,311			3,447	12,312	18.28	
K-3 BEA Instructional	156.184	14,324,278	91,714	100,078	641	1,962,019	12,562	18.38	
4-6 BEA Instructional	77.573	7,110,039	91,656			977,155	12,597	18.37	
7-8 BEA Instructional	82.356	7,742,834	94,017	9,339	113	1,059,915	12,870	18.36	
9-12 BEA Instructional	153.567	15,010,860	97,748	108,515	707	1,906,292	12,413	18.27	
K-12 BEA Instructional	469.680	44,188,011	94,081	217,932	464	5,905,381	12,573	18.34	
K-12 BEA Administrative	23.559	3,676,157	156,040	44,574	1,892	289,846	12,303	17.80	
BEA	504.703	49,900,234	98,870	3,639,235	7,211	6,336,492	12,555	18.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	627.569	58,759,413	93,630	4,193,255	6,682	7,944,864	12,660	18.35	
Administrative	40.690	6,571,826	161,510	99,291	2,440	502,520	12,350	17.67	
Other	0.601	13,760	22,895	16,945	28,195	12,312	20,486	19.83	
Active	668.860	65,344,999	97,696	4,309,491	6,443	8,459,696	12,648	18.28	
Certificated Total	668.860	65,344,999	97,696	4,309,491	6,443	8,459,696	12,648	18.28	
Instructional for Funding Purposes	626.869	58,684,727	93,616	4,193,255	6,689	7,936,246	12,660	18.35	
Instructional for Compliance Purposes	626.869	58,684,727	93,616	4,193,255	6,689	7,936,246	12,660	18.35	
K-3 Program 01 Teacher	133.639	12,184,158	91,172			1,658,492	12,410	18.38	
K-3 Program 21 Teacher	16.194	1,333,533	82,347			205,081	12,664	18.45	
Grade T Program 09 Teacher	1.000	108,006	108,006			12,312	12,312	18.30	

**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	89.621	7,175,834	80,069	343,991	3,838	1,182,997	13,200	16.74	
02	121.800	11,640,133	95,568	1,485,500	12,196	1,607,760	13,200	15.79	
13				8,563					
14	2.900	272,938	94,117			38,280	13,200	17.17	
21	36.806	3,110,823	84,519	166,099	4,513	488,400	13,270	15.86	
24	6.000	446,339	74,390			79,200	13,200	16.11	
31	8.330	649,440	77,964	50,546	6,068	109,956	13,200	17.08	
34	1.000	73,204	73,204	2,725	2,725	13,200	13,200	19.22	
51				3,926					
52	1.200	149,226	124,355	21,450	17,875	15,840	13,200	15.57	
55	11.799	1,238,052	104,929	262,387	22,238	155,747	13,200	16.15	
58	0.200	24,506	122,530	5,000	25,000	2,640	13,200	16.95	
64				10,930					
65				700					
74	2.000	198,031	99,016	10,800	5,400	26,400	13,200	12.14	
88	0.150	18,380	122,533			1,980	13,200	16.84	
97	1.000	172,905	172,905	17,291	17,291	13,200	13,200	15.37	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	121.700	11,627,442	95,542	1,102,393	9,058	1,606,440	13,200	15.79	
Program 21 Instructional	35.806	2,977,351	83,152	165,440	4,620	475,200	13,272	15.77	
Program 21 Administrative	1.000	133,472	133,472			13,200	13,200	18.15	
K-12 Program 21 Instructional	35.806	2,977,351	83,152	101,108	2,824	475,200	13,272	15.77	
Program 31 Instructional	8.330	649,440	77,964	50,546	6,068	109,956	13,200	17.08	
Program 34 Instructional	1.000	73,204	73,204	2,725	2,725	13,200	13,200	19.22	
K-3 BEA Instructional	52.286	4,411,620	84,375	119,612	2,288	690,175	13,200	16.42	
4-6 BEA Instructional	39.957	3,347,255	83,771	84,335	2,111	527,432	13,200	16.22	
7-8 BEA Instructional	47.008	4,126,139	87,775	359,072	7,639	620,506	13,200	16.50	
9-12 BEA Instructional	75.700	6,873,989	90,806	862,748	11,397	999,240	13,200	15.75	
K-12 BEA Instructional	214.951	18,759,003	87,271	1,425,767	6,633	2,837,353	13,200	16.15	
K-12 BEA Administrative	5.600	755,102	134,840			73,920	13,200	17.00	
BEA	221.751	19,711,516	88,890	1,900,053	8,568	2,927,113	13,200	16.17	
Instructional	272.006	23,705,072	87,149	2,272,332	8,354	3,593,040	13,209	16.11	
Administrative	10.800	1,464,739	135,624	17,291	1,601	142,560	13,200	16.16	
Active	282.806	25,169,811	89,000	2,289,623	8,096	3,735,600	13,209	16.11	
On Leave				100,285					

Program	FTE	Base Salary Total	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	282.806	25,169,811	89,000	2,389,908	8,451	3,735,600	13,209	16.11	
Instructional for Funding Purposes	272.006	23,705,072	87,149	2,272,332	8,354	3,593,040	13,209	16.11	
Instructional for Compliance Purposes	272.006	23,705,072	87,149	2,272,332	8,354	3,593,040	13,209	16.11	
K-3 Program 01 Teacher	29.250	2,222,956	75,998	102,211	3,494	386,100	13,200	17.02	
K-3 Program 21 Teacher	6.666	503,824	75,581	8,748	1,312	87,991	13,200	15.17	

**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	40.716	3,538,310	86,902	97,604	2,397	537,451	13,200	17.94	
09	0.970	51,536	53,130			12,804	13,200	18.68	
14	1.000	63,550	63,550			13,200	13,200	21.10	
21	5.319	360,818	67,836	8,000	1,504	70,211	13,200	18.82	
31	5.420	408,859	75,435	29,572	5,456	71,544	13,200	18.64	
34	0.560	45,039	80,427			7,392	13,200	18.17	
51	0.492	48,517	98,612			6,494	13,200	18.18	
55	1.622	164,396	101,354			21,410	13,200	18.09	
58				15,000					
65				3,000					
88	1.000	54,565	54,565			13,200	13,200	18.49	
97	0.901	132,300	146,837	8,651	9,602	11,893	13,200	18.72	
Program 21 Instructional	5.220	346,118	66,306	3,000	575	68,904	13,200	18.82	
Program 21 Administrative	0.099	14,700	148,485	5,000	50,505	1,307	13,200	18.72	
K-12 Program 21 Instructional	5.220	346,118	66,306			68,904	13,200	18.82	
Program 31 Instructional	5.220	382,912	73,355	29,572	5,665	68,904	13,200	18.67	
Program 31 Administrative	0.200	25,947	129,735			2,640	13,200	18.05	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.560	45,039	80,427			7,392	13,200	18.17	
K-3 BEA Instructional	13.454	1,097,500	81,574			177,593	13,200	17.94	
4-6 BEA Instructional	9.757	761,762	78,073			128,792	13,200	18.21	
7-8 BEA Instructional	6.394	527,303	82,468			84,401	13,200	17.96	
9-12 BEA Instructional	14.241	1,241,386	87,170	20,432	1,435	187,981	13,200	18.10	
K-12 BEA Instructional	43.846	3,627,951	82,743	20,432	466	578,767	13,200	18.05	
BEA	47.597	4,124,508	86,655	135,827	2,854	628,280	13,200	18.04	
Instructional	54.000	4,337,786	80,329	89,024	1,649	712,800	13,200	18.17	
Administrative	4.000	530,104	132,526	7,000	1,750	52,800	13,200	17.95	
Active	58.000	4,867,890	83,929	96,024	1,656	765,600	13,200	18.15	
On Leave				65,803					
Certificated Total	58.000	4,867,890	83,929	161,827	2,790	765,600	13,200	18.15	
Instructional for Funding Purposes	54.000	4,337,786	80,329	89,024	1,649	712,800	13,200	18.17	
Instructional for Compliance Purposes	54.000	4,337,786	80,329	89,024	1,649	712,800	13,200	18.17	
K-3 Program 01 Teacher	13.454	1,097,500	81,574			177,593	13,200	17.94	
K-3 Program 21 Teacher	1.895	107,163	56,550			25,014	13,200	20.57	
Grade T Program 09 Teacher	0.970	51,536	53,130			12,804	13,200	18.68	



**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	4.355	250,610	57,545			82,414	18,924	17.12	
13	0.257	30,000	116,732			3,164	12,312	17.53	
21	0.438	24,603	56,171			3,546	8,096	15.06	
58				11,019					
97	0.300	10,837	36,123	833	2,777			7.98	
99	0.150	5,418	36,120					7.98	
Program 21 Instructional	0.288	19,185	66,615			3,546	12,312	16.99	
Program 21 Administrative	0.150	5,418	36,120					7.98	
K-12 Program 21 Instructional	0.288	19,185	66,615			3,546	12,312	16.99	
K-3 BEA Instructional	1.236	83,879	67,863			27,965	22,625	17.54	
4-6 BEA Instructional	0.808	57,229	70,828			18,790	23,255	17.40	
7-8 BEA Instructional	1.654	65,053	39,331			32,495	19,646	17.54	
K-12 BEA Instructional	3.698	206,161	55,749			79,250	21,430	17.50	
K-12 BEA Administrative	0.400	14,449	36,123	833	2,083			7.98	
BEA	4.655	261,447	56,165	833	179	82,414	17,704	16.85	
Instructional	3.986	225,346	56,534	11,019	2,764	82,796	20,772	17.47	
Administrative	1.514	96,122	63,489	833	550	6,328	4,180	13.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	5.500	321,468	58,449	11,852	2,155	89,124	16,204	16.67	
Certificated Total	5.500	321,468	58,449	11,852	2,155	89,124	16,204	16.67	
Instructional for Funding Purposes	3.986	225,346	56,534	11,019	2,764	82,796	20,772	17.47	
Instructional for Compliance Purposes	3.986	225,346	56,534	11,019	2,764	82,796	20,772	17.47	
K-3 Program 01 Teacher	1.236	83,879	67,863			27,965	22,625	17.54	
K-3 Program 21 Teacher	0.128	8,534	66,672			1,576	12,312	16.99	

**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	27.611	2,700,538	97,807	76,561	2,773	414,724	15,020	17.77	
02	9.214	1,001,312	108,673	13,494	1,465	130,328	14,145	17.75	
09	0.344	38,657	112,375			7,060	20,523	17.74	
13	1.000	72,756	72,756	799	799	14,120	14,120	17.83	
21	4.000	379,529	94,882	3,506	877	56,480	14,120	17.77	
24	1.000	109,474	109,474	1,203	1,203	14,120	14,120	17.74	
31	0.380	39,151	103,029	5,241	13,792	5,648	14,863	17.75	
51	1.000	109,474	109,474	1,203	1,203	14,120	14,120	17.74	
65	0.500	43,364	86,728	952	1,904	7,060	14,120	17.80	
74				3,849					
97	1.000	186,926	186,926			14,120	14,120	17.10	
K-12 Program 02 Instructional	8.564	897,823	104,837	7,902	923	121,150	14,146	17.75	
Program 21 Instructional	4.000	379,529	94,882	3,506	877	56,480	14,120	17.77	
K-12 Program 21 Instructional	3.900	367,674	94,275	3,376	866	55,068	14,120	17.78	
Program 31 Instructional	0.380	39,151	103,029	430	1,132	5,648	14,863	17.75	
Program 31 Administrative				4,811					
K-3 BEA Instructional	11.716	1,091,844	93,193	7,786	665	172,700	14,740	17.78	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	6.224	611,125	98,188	9,212	1,480	86,564	13,908	17.77	
7-8 BEA Instructional	5.884	588,152	99,958	3,018	513	83,873	14,254	17.76	
9-12 BEA Instructional	11.381	1,131,453	99,416	7,850	690	179,324	15,756	17.75	
K-12 BEA Instructional	35.205	3,422,574	97,218	27,866	792	522,460	14,841	17.76	
K-12 BEA Administrative	0.200	31,843	159,215			2,824	14,120	17.77	
BEA	38.205	3,927,927	102,812	95,296	2,494	564,820	14,784	17.73	
Instructional	43.049	4,175,828	97,002	56,130	1,304	635,420	14,760	17.77	
Administrative	3.000	505,353	168,451	4,811	1,604	42,360	14,120	17.52	
Other				45,867					
Active	46.049	4,681,181	101,657	106,808	2,319	677,780	14,719	17.74	
Certificated Total	46.049	4,681,181	101,657	106,808	2,319	677,780	14,719	17.74	
Instructional for Funding Purposes	43.049	4,175,828	97,002	56,130	1,304	635,420	14,760	17.77	
Instructional for Compliance Purposes	43.049	4,175,828	97,002	56,130	1,304	635,420	14,760	17.77	
K-3 Program 01 Teacher	7.156	603,417	84,323	4,727	661	101,252	14,149	17.80	
K-3 Program 21 Teacher	1.480	139,172	94,035	1,210	818	20,898	14,120	17.78	
Grade T Program 09 Teacher	0.344	38,657	112,375			7,060	20,523	17.74	

**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	5.620	407,586	72,524			74,184	13,200	18.84	
21	1.000	61,520	61,520			13,200	13,200	17.59	
51	0.380	32,990	86,816			5,016	13,200	17.49	
97	1.000	71,000	71,000			13,200	13,200	17.61	
Program 21 Instructional	1.000	61,520	61,520			13,200	13,200	17.59	
K-12 Program 21 Instructional	1.000	61,520	61,520			13,200	13,200	17.59	
K-3 BEA Instructional	3.540	267,629	75,601			46,728	13,200	18.46	
4-6 BEA Instructional	1.666	112,934	67,788			21,991	13,200	20.19	
7-8 BEA Instructional	0.414	27,023	65,273			5,465	13,200	17.50	
K-12 BEA Instructional	5.620	407,586	72,524			74,184	13,200	18.84	
K-12 BEA Administrative	1.000	71,000	71,000			13,200	13,200	17.61	
BEA	6.620	478,586	72,294			87,384	13,200	18.65	
Instructional	7.000	502,096	71,728			92,400	13,200	18.58	
Administrative	1.000	71,000	71,000			13,200	13,200	17.61	
Active	8.000	573,096	71,637			105,600	13,200	18.46	
Certificated Total	8.000	573,096	71,637			105,600	13,200	18.46	
Instructional for Funding Purposes	7.000	502,096	71,728			92,400	13,200	18.58	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.000	502,096	71,728			92,400	13,200	18.58	
K-3 Program 01 Teacher	3.540	267,629	75,601			46,728	13,200	18.46	
K-3 Program 21 Teacher	0.750	46,146	61,528			9,900	13,200	17.59	

**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	2.850	244,337	85,732	40,874	14,342	37,620	13,200	15.61	
13	0.450	42,982	95,516			5,940	13,200	17.62	
21	0.404	42,474	105,134			10,573	26,171	35.25	
51	0.550	52,533	95,515			7,260	13,200	17.62	
55	0.250	24,945	99,780			4,607	18,427	27.59	
58									
74				1,000					
97				62,553					
Program 21 Instructional	0.404	42,474	105,134			10,573	26,171	35.25	
K-12 Program 21 Instructional	0.404	42,474	105,134			10,573	26,171	35.25	
K-3 BEA Instructional	2.000	163,149	81,575			26,400	13,200	11.13	
4-6 BEA Instructional	0.850	81,188	95,515			11,220	13,200	23.16	
K-12 BEA Instructional	2.850	244,337	85,732			37,620	13,200	15.61	
BEA	2.850	244,337	85,732	103,427	36,290	37,620	13,200	15.61	
Instructional	4.504	407,271	90,424	1,967	437	66,000	14,654	18.74	
Administrative				102,460					
Active	4.504	407,271	90,424	104,427	23,185	66,000	14,654	18.74	
Certificated Total	4.504	407,271	90,424	104,427	23,185	66,000	14,654	18.74	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	4.504	407,271	90,424	1,967	437	66,000	14,654	18.74	
Instructional for Compliance Purposes	4.504	407,271	90,424	1,967	437	66,000	14,654	18.74	
K-3 Program 01 Teacher	2.000	163,149	81,575			26,400	13,200	11.13	
K-3 Program 21 Teacher	0.180	18,880	104,889			4,699	26,107	35.25	



**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	8.977	703,968	78,419	27,093	3,018	126,456	14,087	17.77	
13	1.000	54,918	54,918	1,525	1,525	13,200	13,200	16.50	
14									
34	0.100	8,372	83,720			1,320	13,200	17.48	
51	0.472	51,231	108,540			6,732	14,263	17.74	
52				4,000					
55	0.288	31,542	109,521			4,752	16,500	17.81	
65	0.423	35,370	83,617			5,584	13,200	17.48	
74	0.027	2,302	85,259			356	13,200	17.48	
Program 34 Instructional	0.100	8,372	83,720			1,320	13,200	17.48	
K-3 BEA Instructional	5.000	369,087	73,817	10,534	2,107	66,000	13,200	17.80	
4-6 BEA Instructional	2.435	197,991	81,310	5,424	2,228	38,412	15,775	17.82	
7-8 BEA Instructional	1.100	60,577	55,070	4,675	4,250	14,520	13,200	17.06	
K-12 BEA Instructional	8.535	627,655	73,539	20,633	2,417	118,932	13,935	17.73	
K-12 BEA Administrative				960					
BEA	9.077	712,340	78,477	27,093	2,985	127,776	14,077	17.76	
Instructional	10.478	761,308	72,658	31,658	3,021	145,200	13,858	17.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	0.728	113,755	156,257	960	1,319	11,880	16,319	18.02	
Other	0.081	12,640	156,049			1,320	16,296	18.02	
Active	11.287	887,703	78,648	32,618	2,890	158,400	14,034	17.67	
Certificated Total	11.287	887,703	78,648	32,618	2,890	158,400	14,034	17.67	
Instructional for Funding Purposes	10.478	761,308	72,658	31,658	3,021	145,200	13,858	17.62	
Instructional for Compliance Purposes	10.478	761,308	72,658	31,658	3,021	145,200	13,858	17.62	
K-3 Program 01 Teacher	4.000	299,426	74,857	8,599	2,150	52,800	13,200	17.91	

**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	29.624	2,223,979	75,074	134,328	4,534	361,838	12,214	17.95	
02	1.000	75,281	75,281	2,091	2,091	13,200	13,200	18.16	
14	1.213	138,239	113,965	3,256	2,684	16,012	13,200	20.98	
21	4.040	294,514	72,900	15,537	3,846	59,400	14,703	16.77	
24	0.500	27,494	54,988			6,600	13,200	19.25	
31	3.788	256,694	67,765	30,884	8,153	53,460	14,113	19.48	
34	0.100	10,227	102,270	14,039	140,390	1,320	13,200	18.26	
51	5.500	442,222	80,404	11,521	2,095	72,600	13,200	18.25	
55	2.114	174,001	82,309	11,646	5,509	32,010	15,142	17.87	
58				5,064					
65	0.300	29,376	97,920	816	2,720	3,960	13,200	17.64	
97	1.000	167,704	167,704	9,648	9,648	13,200	13,200	15.75	
K-12 Program 02 Instructional	1.000	75,281	75,281			13,200	13,200	18.16	
Program 21 Instructional	3.540	243,380	68,751	14,117	3,988	52,800	14,915	16.43	
Program 21 Administrative	0.500	51,134	102,268	1,420	2,840	6,600	13,200	18.26	
K-12 Program 21 Instructional	3.540	243,380	68,751	2,192	619	52,800	14,915	16.43	
Program 31 Instructional	3.638	241,354	66,342	30,583	8,407	51,480	14,151	19.54	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15,340	102,267			1,980	13,200	18.26	
Program 34 Instructional				14,039					
Program 34 Administrative	0.100	10,227	102,270			1,320	13,200	18.26	
K-3 BEA Instructional	8.474	664,470	78,413	32,347	3,817	106,022	12,511	17.39	
4-6 BEA Instructional	3.782	274,971	72,705	8,691	2,298	52,721	13,940	17.61	
7-8 BEA Instructional	6.816	399,080	58,550	20,915	3,069	76,771	11,263	17.75	
9-12 BEA Instructional	11.088	816,685	73,655	64,698	5,835	149,820	13,512	18.76	
K-12 BEA Instructional	30.160	2,155,206	71,459	126,651	4,199	385,334	12,776	18.03	
K-12 BEA Administrative	0.250	25,567	102,268			3,300	13,200	18.26	
BEA	35.512	2,733,885	76,985	190,990	5,378	443,018	12,475	17.99	
Instructional	42.197	3,068,015	72,707	207,780	4,924	554,400	13,138	17.93	
Administrative	4.962	681,840	137,412	6,840	1,378	64,416	12,982	18.48	
Other	2.020	89,876	44,493			14,784	7,319	17.43	
Active	49.179	3,839,731	78,077	214,620	4,364	633,600	12,884	18.01	
On Leave				24,210					
Certificated Total	49.179	3,839,731	78,077	238,830	4,856	633,600	12,884	18.01	
Instructional for Funding Purposes	42.197	3,068,015	72,707	207,780	4,924	554,400	13,138	17.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	42.197	3,068,015	72,707	207,780	4,924	554,400	13,138	17.93	
K-3 Program 01 Teacher	8.211	632,528	77,034	29,935	3,646	95,898	11,679	17.19	
K-3 Program 21 Teacher	1.000	67,496	67,496			13,200	13,200	19.08	

**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	128.133	11,909,663	92,948	860,108	6,713	1,710,720	13,351	17.80	
13	2.750	346,859	126,131	10,693	3,888	36,300	13,200	16.48	
21	21.000	1,994,348	94,969	117,848	5,612	275,660	13,127	17.73	
24	3.000	269,799	89,933	14,996	4,999	39,600	13,200	17.91	
31	12.864	1,112,784	86,504	79,799	6,203	170,016	13,216	16.83	
34	2.920	282,129	96,620	13,868	4,749	38,544	13,200	17.16	
51	1.000	112,392	112,392	5,498	5,498	13,200	13,200	17.61	
52				27,000					
55	1.750	202,780	115,874	8,002	4,573	23,100	13,200	17.46	
58				59,756					
65	1.300	146,110	112,392	7,149	5,499	17,160	13,200	18.18	
74				19,200					
97	1.000	213,337	213,337	19,029	19,029	13,200	13,200	15.40	
Program 21 Instructional	20.000	1,813,417	90,671	108,558	5,428	262,460	13,123	17.80	
Program 21 Administrative	1.000	180,931	180,931	9,290	9,290	13,200	13,200	16.99	
K-12 Program 21 Instructional	18.338	1,659,035	90,470	53,934	2,941	239,712	13,072	18.34	
Program 31 Instructional	12.084	989,582	81,892	79,799	6,604	159,720	13,217	16.77	
Program 31 Administrative	0.780	123,202	157,951			10,296	13,200	17.37	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.700	250,080	92,622	13,868	5,136	35,640	13,200	17.12	
Program 34 Administrative	0.220	32,049	145,677			2,904	13,200	17.49	
K-3 BEA Instructional	48.516	4,091,803	84,339	151,336	3,119	647,011	13,336	18.09	
4-6 BEA Instructional	26.678	2,442,877	91,569	47,242	1,771	352,150	13,200	17.55	
7-8 BEA Instructional	19.146	1,762,115	92,036	12,440	650	255,103	13,324	17.87	
9-12 BEA Instructional	38.977	3,392,869	87,048	50,299	1,290	525,096	13,472	17.23	
K-12 BEA Instructional	133.317	11,689,664	87,683	261,317	1,960	1,779,360	13,347	17.69	
K-12 BEA Administrative	2.200	352,403	160,183	14,599	6,636	29,040	13,200	17.28	
BEA	144.917	13,517,913	93,280	972,804	6,713	1,932,480	13,335	17.67	
Instructional	162.117	14,400,089	88,825	1,120,091	6,909	2,157,980	13,311	17.69	
Administrative	13.000	2,129,666	163,820	118,816	9,140	171,600	13,200	17.40	
Other	0.600	60,446	100,743	4,039	6,732	7,920	13,200	17.51	
Active	175.717	16,590,201	94,414	1,242,946	7,074	2,337,500	13,303	17.65	
Certificated Total	175.717	16,590,201	94,414	1,242,946	7,074	2,337,500	13,303	17.65	
Instructional for Funding Purposes	162.117	14,400,089	88,825	1,120,091	6,909	2,157,980	13,311	17.69	
Instructional for Compliance Purposes	162.117	14,400,089	88,825	1,120,091	6,909	2,157,980	13,311	17.69	
K-3 Program 01 Teacher	45.416	3,831,854	84,372	145,336	3,200	599,491	13,200	18.16	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	3.880	335,981	86,593	15,000	3,866	39,468	10,172	22.00	



**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	216.940	18,511,520	85,330	1,991,420	9,180	2,863,608	13,200	17.01	
02	1.440	151,890	105,479	12,022	8,349	19,008	13,200	16.23	
09	2.770	211,870	76,487	21,820	7,877	36,564	13,200	17.54	
13	14.000	1,354,159	96,726	149,682	10,692	184,800	13,200	16.39	
14	0.500	48,068	96,136	4,807	9,614	6,600	13,200	17.05	
21	34.716	2,680,797	77,221	304,082	8,759	467,491	13,466	16.49	
31	13.400	1,041,263	77,706	187,318	13,979	176,880	13,200	16.71	
34	2.050	177,572	86,620	21,815	10,641	27,060	13,200	16.26	
51	6.474	618,365	95,515	68,632	10,601	85,457	13,200	16.66	
52				10,915					
53	0.250	35,151	140,604			3,300	13,200	16.66	
55	9.900	1,117,359	112,865	111,754	11,288	130,680	13,200	16.47	
64	0.200	20,791	103,955	3,546	17,730	2,640	13,200	15.57	
65	14.560	1,374,486	94,402	161,713	11,107	192,192	13,200	16.64	
74	0.600	62,380	103,967	11,960	19,933	7,920	13,200	17.63	
88	0.500	71,714	143,428	717	1,434	6,600	13,200	16.95	
97	2.000	388,119	194,060			36,180	18,090	14.93	
K-12 Program 02 Instructional	1.020	91,650	89,853	11,420	11,196	13,464	13,200	15.74	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	33.716	2,543,991	75,454	304,082	9,019	454,291	13,474	16.47	
Program 21 Administrative	1.000	136,806	136,806			13,200	13,200	16.93	
K-12 Program 21 Instructional	30.436	2,263,133	74,357	272,574	8,956	408,355	13,417	16.47	
Program 31 Instructional	12.450	911,297	73,197	187,318	15,046	164,340	13,200	16.60	
Program 31 Administrative	0.950	129,966	136,806			12,540	13,200	17.70	
Program 34 Instructional	2.000	170,732	85,366	21,815	10,908	26,400	13,200	16.21	
Program 34 Administrative	0.050	6,840	136,800			660	13,200	17.70	
K-3 BEA Instructional	77.340	6,351,057	82,119	769,227	9,946	1,020,888	13,200	17.25	
4-6 BEA Instructional	43.110	3,274,435	75,955	332,300	7,708	569,052	13,200	17.28	
7-8 BEA Instructional	34.816	2,855,927	82,029	370,727	10,648	459,571	13,200	16.23	
9-12 BEA Instructional	61.314	4,961,944	80,927	716,394	11,684	809,345	13,200	16.74	
K-12 BEA Instructional	216.580	17,443,363	80,540	2,188,648	10,105	2,858,856	13,200	16.93	
K-12 BEA Administrative	13.750	1,990,959	144,797	3,847	280	181,500	13,200	17.10	
BEA	235.830	20,270,364	85,953	2,212,575	9,382	3,122,736	13,241	16.94	
Instructional	295.300	24,236,359	82,074	3,031,197	10,265	3,907,200	13,231	16.80	
Administrative	23.000	3,389,742	147,380	12,815	557	313,380	13,625	16.87	
Other	2.000	239,403	119,702	18,191	9,096	26,400	13,200	20.03	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	320.300	27,865,504	86,998	3,062,203	9,560	4,246,980	13,259	16.83	
Certificated Total	320.300	27,865,504	86,998	3,062,203	9,560	4,246,980	13,259	16.83	
Instructional for Funding Purposes	295.300	24,236,359	82,074	3,031,197	10,265	3,907,200	13,231	16.80	
Instructional for Compliance Purposes	295.300	24,236,359	82,074	3,031,197	10,265	3,907,200	13,231	16.80	
K-3 Program 01 Teacher	71.540	5,840,079	81,634	629,219	8,795	944,328	13,200	17.16	
K-3 Program 21 Teacher	5.284	365,823	69,232	38,710	7,326	69,749	13,200	16.42	
Grade T Program 09 Teacher	2.770	211,870	76,487	21,820	7,877	36,564	13,200	17.54	

**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	2.164	133,534	61,707	4,059	1,876	25,075	11,587	17.30	
09	0.294	17,754	60,388			7,762	26,400	17.22	
51	0.250	15,417	61,668			3,401	13,603	17.29	
52	0.107	6,502	60,766			564	5,271	17.34	
55	0.185	10,960	59,243			1,598	8,640	17.34	
K-3 BEA Instructional	1.335	76,383	57,216	2,877	2,155	15,127	11,331	17.34	
4-6 BEA Instructional	0.829	57,151	68,940			9,948	12,000	17.25	
K-12 BEA Instructional	2.164	133,534	61,707	2,877	1,329	25,075	11,587	17.30	
BEA	2.164	133,534	61,707	4,059	1,876	25,075	11,587	17.30	
Instructional	3.000	184,167	61,389	4,059	1,353	38,400	12,800	17.30	
Active	3.000	184,167	61,389	4,059	1,353	38,400	12,800	17.30	
Certificated Total	3.000	184,167	61,389	4,059	1,353	38,400	12,800	17.30	
Instructional for Funding Purposes	3.000	184,167	61,389	4,059	1,353	38,400	12,800	17.30	
Instructional for Compliance Purposes	3.000	184,167	61,389	4,059	1,353	38,400	12,800	17.30	
K-3 Program 01 Teacher	1.335	76,383	57,216	1,345	1,007	15,127	11,331	17.34	
Grade T Program 09 Teacher	0.294	17,754	60,388			7,762	26,400	17.22	

**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	15.256	1,188,363	77,895	15,356	1,007	224,678	14,727	16.03	
09	1.000	61,846	61,846			13,200	13,200	17.05	
13	0.310	28,406	91,632			4,092	13,200	17.54	
21	1.624	93,638	57,659			26,400	16,256	16.83	
31	1.000	83,488	83,488	22,423	22,423	13,200	13,200	7.73	
51	0.183	17,716	96,809			2,914	15,922	17.36	
55	0.383	37,042	96,715			6,092	15,907	17.36	
97	1.000	72,000	72,000	720	720	13,200	13,200	16.99	
Program 21 Instructional	1.624	93,638	57,659			26,400	16,256	16.83	
K-12 Program 21 Instructional	1.624	93,638	57,659			26,400	16,256	16.83	
Program 31 Instructional	1.000	83,488	83,488	22,423	22,423	13,200	13,200	7.73	
K-3 BEA Instructional	4.117	263,267	63,946			64,557	15,681	16.98	
4-6 BEA Instructional	2.538	203,947	80,357			36,679	14,452	16.46	
9-12 BEA Instructional	7.195	596,173	82,859	6,690	930	97,042	13,487	15.65	
K-12 BEA Instructional	13.850	1,063,387	76,779	6,690	483	198,278	14,316	16.11	
BEA	17.256	1,343,851	77,877	38,499	2,231	251,078	14,550	15.47	
Instructional	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	16.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	180,000	90,000	1,320	660	26,400	13,200	17.48	
Other	1.406	100,464	71,454	3,994	2,841	26,400	18,777	6.49	
Active	20.756	1,582,499	76,243	38,499	1,855	303,776	14,636	15.71	
Certificated Total	20.756	1,582,499	76,243	38,499	1,855	303,776	14,636	15.71	
Instructional for Funding Purposes	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	16.29	
Instructional for Compliance Purposes	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	16.29	
K-3 Program 01 Teacher	5.178	332,119	64,140			86,403	16,687	13.29	

**Paschal Sherman Indian School (24915)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.000	1,173,864	69,051			86,649	5,097	6.64	
97		94,556				10,194		7.87	
K-3 BEA Instructional	9.000	606,193	67,355			45,873	5,097	7.15	
4-6 BEA Instructional	3.000	174,428	58,143			15,291	5,097	7.52	
7-8 BEA Instructional	2.000	107,494	53,747			10,194	5,097	5.35	
9-12 BEA Instructional	1.000	54,204	54,204			5,097	5,097	5.18	
K-12 BEA Instructional	15.000	942,319	62,821			76,455	5,097	6.86	
K-12 BEA Administrative	2.000	231,545	115,773			10,194	5,097	5.66	
BEA	17.000	1,268,420	74,613			96,843	5,697	6.73	
Instructional	15.000	977,887	65,192			81,552	5,437	6.83	
Administrative	2.000	290,533	145,267			15,291	7,646	6.38	
Active	17.000	1,268,420	74,613			96,843	5,697	6.73	
Certificated Total	17.000	1,268,420	74,613			96,843	5,697	6.73	
Instructional for Funding Purposes	15.000	977,887	65,192			81,552	5,437	6.83	
Instructional for Compliance Purposes	15.000	977,887	65,192			81,552	5,437	6.83	
K-3 Program 01 Teacher	5.000	298,915	59,783			25,485	5,097	6.87	

**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	980.203	91,878,975	93,735	4,942,611	5,042	13,329,430	13,599	18.57	
02	12.010	1,309,578	109,041	61,604	5,129	172,920	14,398	19.31	
14	1.000	106,058	106,058	18,755	18,755	13,200	13,200	17.72	
21	150.958	13,397,910	88,753	418,440	2,772	2,084,900	13,811	19.42	
24	15.692	1,297,316	82,674	5,797	369	204,600	13,038	20.02	
31	56.176	4,937,047	87,885	196,390	3,496	753,773	13,418	20.11	
34	12.911	1,170,220	90,637	68,761	5,326	171,600	13,291	19.95	
51	6.525	657,431	100,756	23,760	3,641	88,044	13,493	18.16	
52	3.000	273,178	91,059	31,497	10,499	39,600	13,200	18.34	
53	3.761	431,315	114,681	34,127	9,074	62,700	16,671	18.63	
55	66.771	6,617,488	99,107	306,630	4,592	914,800	13,701	18.20	
58	1.000	106,058	106,058	11,349	11,349	13,200	13,200	19.26	
64	3.922	385,204	98,216	39,237	10,004	51,770	13,200	18.14	
65	38.654	3,364,019	87,029	102,988	2,664	537,662	13,910	18.43	
74	1.500	153,126	102,084	5,561	3,707	19,800	13,200	18.30	
97	3.831	703,131	183,537	25,630	6,690	52,800	13,782	16.64	
K-12 Program 02 Instructional	11.078	1,155,208	104,279			158,400	14,299	18.85	
Program 21 Instructional	146.958	12,725,891	86,595	418,440	2,847	2,032,100	13,828	19.50	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.000	672,019	168,005			52,800	13,200	17.70	
K-12 Program 21 Instructional	139.944	12,112,241	86,551			1,926,316	13,765	19.58	
Program 31 Instructional	55.076	4,766,053	86,536	196,390	3,566	739,253	13,422	20.19	
Program 31 Administrative	1.100	170,994	155,449			14,520	13,200	17.77	
Program 34 Instructional	12.911	1,170,220	90,637	68,761	5,326	171,600	13,291	19.95	
K-3 BEA Instructional	353.031	30,664,498	86,861			4,833,752	13,692	18.40	
4-6 BEA Instructional	134.022	11,625,629	86,744			1,839,922	13,729	18.10	
7-8 BEA Instructional	197.604	18,275,275	92,484			2,637,624	13,348	18.96	
9-12 BEA Instructional	297.797	26,895,069	90,313			4,076,094	13,687	19.47	
K-12 BEA Instructional	982.454	87,460,471	89,022			13,387,392	13,626	18.81	
BEA	1,065.131	99,998,951	93,884	5,294,996	4,971	14,480,523	13,595	18.66	
Instructional	1,268.650	113,132,167	89,175	6,267,507	4,940	17,330,720	13,661	18.85	
Administrative	85.723	13,431,117	156,680	25,630	299	1,140,480	13,304	17.62	
Other	3.541	224,770	63,476			39,600	11,183	15.18	
Active	1,357.914	126,788,054	93,370	6,293,137	4,634	18,510,800	13,632	18.72	
Certificated Total	1,357.914	126,788,054	93,370	6,293,137	4,634	18,510,800	13,632	18.72	
Instructional for Funding Purposes	1,268.650	113,132,167	89,175	6,267,507	4,940	17,330,720	13,661	18.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	1,268.650	113,132,167	89,175	6,267,507	4,940	17,330,720	13,661	18.85	
K-3 Program 01 Teacher	311.136	26,900,257	86,458			4,224,691	13,578	18.12	
K-3 Program 21 Teacher	21.190	1,672,770	78,941			313,474	14,793	19.03	

**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	14.700	1,173,331	79,818	24,970	1,699	194,040	13,200	17.38	
02	0.100	9,756	97,560			1,320	13,200	17.24	
09									
21	1.700	152,471	89,689	4,500	2,647	22,440	13,200	17.23	
31	0.900	47,810	53,122			11,880	13,200	15.01	
51	0.950	78,644	82,783			12,540	13,200	16.53	
52				6,000					
55	1.050	90,986	86,653	14,500	13,810	13,860	13,200	17.26	
58				22,412					
65	0.500	35,442	70,884			6,600	13,200	17.13	
79	0.100	9,565	95,650			1,320	13,200	17.12	
97	1.000	140,000	140,000			13,200	13,200	17.76	
K-12 Program 02 Instructional	0.100	9,756	97,560			1,320	13,200	17.24	
Program 21 Instructional	1.700	152,471	89,689	4,500	2,647	22,440	13,200	17.23	
K-12 Program 21 Instructional	1.700	152,471	89,689			22,440	13,200	17.23	
Program 31 Instructional	0.900	47,810	53,122			11,880	13,200	15.01	
K-3 BEA Instructional	4.200	319,377	76,042	5,295	1,261	55,440	13,200	17.30	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.650	230,742	87,072	1,176	444	34,980	13,200	17.20	
7-8 BEA Instructional	1.850	138,669	74,956	2,350	1,270	24,420	13,200	17.64	
9-12 BEA Instructional	7.000	542,109	77,444	9,200	1,314	92,400	13,200	17.18	
K-12 BEA Instructional	15.700	1,230,897	78,401	18,021	1,148	207,240	13,200	17.26	
BEA	16.700	1,370,897	82,090	24,970	1,495	220,440	13,200	17.31	
Instructional	20.000	1,598,005	79,900	59,183	2,959	264,000	13,200	17.22	
Administrative	1.000	140,000	140,000	10,000	10,000	13,200	13,200	17.76	
Other				3,199					
Active	21.000	1,738,005	82,762	72,382	3,447	277,200	13,200	17.26	
On Leave									
Certificated Total	21.000	1,738,005	82,762	72,382	3,447	277,200	13,200	17.26	
Instructional for Funding Purposes	20.000	1,598,005	79,900	59,183	2,959	264,000	13,200	17.22	
Instructional for Compliance Purposes	20.000	1,598,005	79,900	59,183	2,959	264,000	13,200	17.22	
K-3 Program 01 Teacher	4.000	309,024	77,256			52,800	13,200	17.35	
K-3 Program 21 Teacher	0.300	21,265	70,883			3,960	13,200	17.13	

**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	10.340	722,650	69,889	21,662	2,095	114,994	11,121	16.60	
21	2.150	213,868	99,473	3,600	1,674	18,125	8,430	15.42	
34	0.770	59,813	77,679			9,480	12,312	15.73	
53				5,700					
55	1.100	92,210	83,827			13,543	12,312	16.55	
65	0.040	3,595	89,875	6,330	158,250	492	12,312	16.49	
97	0.200	26,000	130,000			2,462	12,312	14.92	
98				4,500					
99	0.150	19,500	130,000			1,847	12,312	14.92	
Program 21 Instructional	1.000	89,868	89,868			13,200	13,200	15.72	
Program 21 Administrative	0.400	52,000	130,000	3,600	9,000	4,925	12,312	14.92	
K-12 Program 21 Instructional	1.000	89,868	89,868			13,200	13,200	15.72	
Program 34 Instructional	0.620	40,313	65,021			7,633	12,312	16.15	
Program 34 Administrative	0.150	19,500	130,000			1,847	12,312	14.92	
K-3 BEA Instructional	3.960	257,374	64,993			48,756	12,312	16.38	
4-6 BEA Instructional	3.260	245,562	75,326			40,137	12,312	16.60	
7-8 BEA Instructional	2.740	225,027	82,127			33,735	12,312	16.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	9.960	727,963	73,089			122,628	12,312	16.57	
BEA	11.310	808,463	71,482	21,662	1,915	126,937	11,223	16.47	
Instructional	12.000	900,636	75,053			148,632	12,386	16.51	
Administrative	1.000	130,000	130,000	41,792	41,792	12,312	12,312	14.92	
Active	13.000	1,030,636	79,280	41,792	3,215	160,944	12,380	16.30	
K-12 Program 21 Contracted	0.750	72,000	96,000						
K-12 BEA Contracted	1.000	35,000	35,000						
Certificated Total	14.750	1,137,636	77,128	41,792	2,833	160,944	10,911	16.30	
Instructional for Funding Purposes	13.750	1,007,636	73,283			148,632	10,810	16.51	
Instructional for Compliance Purposes	12.000	900,636	75,053			148,632	12,386	16.51	
K-3 Program 01 Teacher	3.960	257,374	64,993			48,756	12,312	16.38	
K-3 Program 21 Teacher	0.400	35,947	89,868			5,280	13,200	15.72	

**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	16.810	1,501,392	89,315	38,847	2,311	221,892	13,200	18.61	
09	1.000	72,499	72,499			13,200	13,200	18.86	
21	1.500	130,572	87,048			19,800	13,200	18.02	
31	1.500	143,611	95,741	12,000	8,000	19,800	13,200	18.28	
34	0.830	79,474	95,752			10,956	13,200	17.93	
51	0.200	19,243	96,215			2,640	13,200	19.33	
52	0.360	28,455	79,042			4,752	13,200	19.46	
55	0.800	76,973	96,216			10,560	13,200	19.33	
74				523					
97	1.000	169,575	169,575			13,200	13,200	19.14	
Program 21 Instructional	1.500	130,572	87,048			19,800	13,200	18.02	
K-12 Program 21 Instructional	1.500	130,572	87,048			19,800	13,200	18.02	
Program 31 Instructional	1.500	143,611	95,741	12,000	8,000	19,800	13,200	18.28	
Program 34 Instructional	0.830	79,474	95,752			10,956	13,200	17.93	
K-3 BEA Instructional	4.663	378,996	81,277			61,552	13,200	18.91	
4-6 BEA Instructional	3.317	301,437	90,876			43,784	13,200	19.15	
7-8 BEA Instructional	2.730	220,892	80,913			36,036	13,200	18.40	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	6.590	622,077	94,397			86,988	13,200	18.22	
K-12 BEA Instructional	17.300	1,523,402	88,058			228,360	13,200	18.59	
K-12 BEA Administrative	0.680	68,674	100,991			8,976	13,200	17.05	
BEA	20.140	1,894,052	94,044	50,847	2,525	265,848	13,200	18.60	
Instructional	21.160	1,851,144	87,483	38,657	1,827	279,312	13,200	18.61	
Administrative	2.680	354,491	132,273	10,099	3,768	35,376	13,200	18.74	
Other	0.160	16,159	100,994	2,614	16,338	2,112	13,200	17.05	
Active	24.000	2,221,794	92,575	51,370	2,140	316,800	13,200	18.61	
Certificated Total	24.000	2,221,794	92,575	51,370	2,140	316,800	13,200	18.61	
Instructional for Funding Purposes	21.160	1,851,144	87,483	38,657	1,827	279,312	13,200	18.61	
Instructional for Compliance Purposes	21.160	1,851,144	87,483	38,657	1,827	279,312	13,200	18.61	
K-3 Program 01 Teacher	4.663	378,996	81,277			61,552	13,200	18.91	
K-3 Program 21 Teacher	0.371	36,912	99,493			4,897	13,200	18.05	



**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	468.098	48,276,660	103,134	296,842	634	6,261,684	13,377	17.67	
09	5.858	565,401	96,518			79,200	13,520	17.30	
19	1.000	134,866	134,866	4,600	4,600	13,200	13,200	17.50	
21	89.674	8,747,483	97,548	81,143	905	1,203,576	13,422	17.77	
24	8.600	894,119	103,967	217,380	25,277	118,800	13,814	16.85	
31	25.650	2,498,407	97,404	3,409	133	346,500	13,509	16.25	
34	5.600	532,876	95,156	1,960	350	79,728	14,237	17.52	
51	3.500	384,790	109,940	5,956	1,702	46,200	13,200	16.70	
52	0.300	32,743	109,143	1,313	4,377	3,960	13,200	17.74	
55	11.000	1,244,997	113,182	2,760	251	153,120	13,920	16.90	
58	0.760	87,517	115,154	406,729	535,170	10,032	13,200	17.48	
65	4.000	403,195	100,799	3,600	900	52,800	13,200	17.61	
74	1.277	149,247	116,873	1,800	1,410	26,400	20,673	25.77	
97	2.000	449,863	224,932	20,889	10,445	26,400	13,200	14.40	
Program 21 Instructional	86.020	8,190,493	95,216	64,123	745	1,154,736	13,424	17.87	
Program 21 Administrative	3.654	556,990	152,433	17,020	4,658	48,840	13,366	16.47	
K-12 Program 21 Instructional	77.970	7,384,058	94,704	500	6	1,048,476	13,447	17.81	
Program 31 Instructional	25.050	2,422,040	96,688	469	19	330,660	13,200	16.15	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	76,367	127,278	2,940	4,900	15,840	26,400	19.98	
Program 34 Instructional	5.200	481,965	92,686			69,168	13,302	17.29	
Program 34 Administrative	0.400	50,911	127,278	1,960	4,900	10,560	26,400	19.98	
K-3 BEA Instructional	163.454	16,053,266	98,213	4,806	29	2,181,234	13,345	18.09	
4-6 BEA Instructional	92.684	8,998,919	97,092			1,236,866	13,345	17.79	
7-8 BEA Instructional	70.455	6,881,172	97,668	120	2	952,393	13,518	17.65	
9-12 BEA Instructional	134.035	13,287,124	99,132	7,263	54	1,784,930	13,317	17.31	
K-12 BEA Instructional	460.628	45,220,481	98,171	12,189	26	6,155,424	13,363	17.72	
K-12 BEA Administrative	7.954	1,115,236	140,211			105,600	13,276	16.89	
BEA	501.348	51,757,806	103,237	323,100	644	6,714,312	13,393	17.57	
Instructional	580.483	56,936,665	98,085	902,442	1,555	7,774,800	13,394	17.70	
Administrative	42.408	6,949,505	163,873	138,739	3,272	580,800	13,696	16.49	
Other	2.000	260,765	130,383	7,200	3,600	26,400	13,200	20.43	
Active	624.891	64,146,935	102,653	1,048,381	1,678	8,382,000	13,414	17.58	
On Leave	2.426	255,229	105,206			39,600	16,323	17.80	
Certificated Total	627.317	64,402,164	102,663	1,048,381	1,671	8,421,600	13,425	17.58	
Instructional for Funding Purposes	580.483	56,936,665	98,085	902,442	1,555	7,774,800	13,394	17.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	580.483	56,936,665	98,085	902,442	1,555	7,774,800	13,394	17.70	
K-3 Program 01 Teacher	144.545	14,243,990	98,544			1,929,259	13,347	18.19	
K-3 Program 21 Teacher	8.954	745,947	83,309			118,193	13,200	19.44	
Grade T Program 09 Teacher	5.858	565,401	96,518			79,200	13,520	17.30	

**Pinnacles Prep (04901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.717	682,780	70,267			136,264	14,023	20.15	
21	1.660	112,151	67,561			21,912	13,200	19.53	
24	0.340	24,551	72,209			4,488	13,200	18.91	
34	0.440	36,708	83,427			7,260	16,500	20.87	
51	0.540	36,366	67,344			7,128	13,200	18.91	
53	0.100	6,944	69,440			1,320	13,200	18.17	
55	0.615	43,665	71,000			8,118	13,200	19.19	
65	0.400	27,774	69,435			5,280	13,200	18.17	
97	0.950	113,817	119,807			12,540	13,200	17.71	
Program 21 Instructional	1.660	112,151	67,561			21,912	13,200	19.53	
K-12 Program 21 Instructional	1.660	112,151	67,561			21,912	13,200	19.53	
Program 34 Instructional	0.440	36,708	83,427			7,260	16,500	20.87	
4-6 BEA Instructional	2.437	183,279	75,207			35,297	14,484	20.16	
7-8 BEA Instructional	5.358	368,132	68,707			75,174	14,030	20.19	
9-12 BEA Instructional	2.362	168,077	71,159			33,053	13,994	20.19	
K-12 BEA Instructional	10.157	719,488	70,837			143,524	14,131	20.18	
BEA	11.107	833,305	75,025			156,064	14,051	19.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	13.762	964,949	70,117			191,110	13,887	19.92	
Administrative	1.000	119,807	119,807			13,200	13,200	17.71	
Active	14.762	1,084,756	73,483			204,310	13,840	19.68	
Certificated Total	14.762	1,084,756	73,483			204,310	13,840	19.68	
Instructional for Funding Purposes	13.762	964,949	70,117			191,110	13,887	19.92	
Instructional for Compliance Purposes	13.762	964,949	70,117			191,110	13,887	19.92	

**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	51.000	4,210,828	82,565	231,012	4,530	674,526	13,226	18.61	
21	9.500	792,816	83,454	2,500	263	125,647	13,226	18.03	
51	2.000	180,846	90,423	55,291	27,646	26,452	13,226	18.06	
52				61,447					
55	3.500	375,086	107,167	31,579	9,023	46,291	13,226	17.75	
58				23,618					
65	1.000	70,820	70,820			13,226	13,226	18.25	
74				4,478					
79				8,956					
97	2.000	325,409	162,705			26,452	13,226	17.33	
Program 21 Instructional	9.000	720,849	80,094	2,500	278	119,034	13,226	18.05	
Program 21 Administrative	0.500	71,967	143,934			6,613	13,226	17.75	
K-12 Program 21 Instructional	8.000	619,831	77,479	2,500	313	105,808	13,226	18.03	
K-3 BEA Instructional	20.664	1,574,326	76,187	57,968	2,805	273,302	13,226	19.68	
4-6 BEA Instructional	16.109	1,276,760	79,258	34,121	2,118	213,058	13,226	18.05	
7-8 BEA Instructional	11.227	945,610	84,226	33,849	3,015	148,488	13,226	17.96	
K-12 BEA Instructional	48.000	3,796,696	79,098	125,938	2,624	634,848	13,226	18.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	1.000	145,934	145,934			13,226	13,226	18.13	
BEA	53.000	4,536,237	85,589	231,012	4,359	700,978	13,226	18.52	
Instructional	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.49	
Administrative	6.000	883,475	147,246	4,500	750	79,356	13,226	17.77	
Active	69.000	5,955,805	86,316	418,881	6,071	912,594	13,226	18.39	
On Leave									
Certificated Total	69.000	5,955,805	86,316	418,881	6,071	912,594	13,226	18.39	
Instructional for Funding Purposes	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.49	
Instructional for Compliance Purposes	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.49	
K-3 Program 01 Teacher	19.996	1,503,978	75,214	40,718	2,036	264,467	13,226	19.73	
K-3 Program 21 Teacher	2.828	221,410	78,292			37,403	13,226	18.24	

**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	18.963	1,519,861	80,149	58,207	3,070	257,987	13,605	18.16	
09	1.000	79,274	79,274			13,200	13,200	18.19	
13	0.345	30,996	89,843			4,554	13,200	18.11	
14	0.655	58,847	89,843			8,646	13,200	18.11	
21	1.852	179,709	97,035			26,862	14,504	15.98	
24	0.679	60,805	89,551			8,963	13,200	18.11	
31	2.714	201,517	74,251	30,068	11,079	35,825	13,200	18.15	
34	0.953	68,559	71,940			12,580	13,200	18.19	
51	0.055	4,300	78,182			2,693	48,960	19.93	
55	0.055	4,300	78,182			2,693	48,960	19.93	
97	0.816	71,604	87,750			12,131	14,866	16.63	
Program 21 Instructional	1.566	150,223	95,928			23,087	14,743	15.53	
Program 21 Administrative	0.286	29,486	103,098			3,775	13,200	17.99	
K-12 Program 21 Instructional	1.566	150,223	95,928			23,087	14,743	15.53	
Program 31 Instructional	2.714	201,517	74,251	26,568	9,789	35,825	13,200	18.15	
Program 31 Administrative				3,500					
Program 34 Instructional	0.953	68,559	71,940			12,580	13,200	18.19	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.202	537,728	74,664	2,562	356	98,630	13,695	18.45	
4-6 BEA Instructional	3.361	259,884	77,323			46,504	13,836	18.26	
7-8 BEA Instructional	1.292	105,890	81,958			17,054	13,200	18.14	
9-12 BEA Instructional	9.591	757,639	78,995	32,409	3,379	126,601	13,200	18.15	
K-12 BEA Instructional	21.446	1,661,141	77,457	34,971	1,631	288,790	13,466	18.26	
K-12 BEA Administrative	1.184	128,796	108,780	3,500	2,956	17,601	14,866	16.63	
BEA	23.446	1,861,541	79,397	88,275	3,765	318,522	13,585	18.09	
Instructional	25.691	2,041,286	79,455	36,444	1,419	347,239	13,516	18.05	
Administrative	2.396	238,486	99,535	3,500	1,461	38,893	16,232	17.05	
Other				48,331					
Active	28.087	2,279,772	81,168	88,275	3,143	386,132	13,748	17.94	
Certificated Total	28.087	2,279,772	81,168	88,275	3,143	386,132	13,748	17.94	
Instructional for Funding Purposes	25.691	2,041,286	79,455	36,444	1,419	347,239	13,516	18.05	
Instructional for Compliance Purposes	25.691	2,041,286	79,455	36,444	1,419	347,239	13,516	18.05	
K-3 Program 01 Teacher	6.582	489,625	74,388			90,446	13,741	18.48	
K-3 Program 21 Teacher	0.201	18,149	90,294			2,653	13,200	18.11	
Grade T Program 09 Teacher	1.000	79,274	79,274			13,200	13,200	18.19	

**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	166.412	15,454,808	92,871	558,314	3,355	2,207,185	13,263	17.38	
02	8.900	858,442	96,454	23,671	2,660	117,625	13,216	15.26	
09	2.000	152,344	76,172	3,386	1,693	26,400	13,200	22.62	
14	0.500	72,637	145,274			6,600	13,200	18.64	
21	28.440	2,488,438	87,498	155,215	5,458	383,328	13,478	17.27	
24	8.440	642,180	76,088	39,245	4,650	111,408	13,200	17.06	
29	0.120	11,862	98,850	198	1,650	1,584	13,200	17.26	
31	12.764	1,060,667	83,098	71,227	5,580	175,402	13,742	17.47	
34	4.502	361,052	80,198	12,474	2,771	59,994	13,326	17.77	
51	3.750	371,522	99,073	8,580	2,288	49,500	13,200	16.89	
52	2.750	277,245	100,816	6,780	2,465	36,300	13,200	14.69	
55	7.345	675,171	91,923	14,611	1,989	96,954	13,200	17.66	
58	0.100	10,065	100,650			1,320	13,200	15.89	
65	1.000	105,785	105,785	2,352	2,352	13,200	13,200	17.69	
74	3.000	285,360	95,120	6,342	2,114	39,600	13,200	15.90	
97	2.000	343,410	171,705	25,320	12,660	53,400	26,700	15.51	
K-12 Program 02 Instructional	8.400	790,109	94,061	2,894	345	111,025	13,217	15.12	
Program 21 Instructional	27.440	2,340,916	85,310	152,095	5,543	370,128	13,489	17.25	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	147,522	147,522	3,120	3,120	13,200	13,200	17.48	
K-12 Program 21 Instructional	26.860	2,297,962	85,553	30,757	1,145	362,472	13,495	17.19	
Program 31 Instructional	12.364	1,009,875	81,679	68,827	5,567	170,122	13,759	17.47	
Program 31 Administrative	0.400	50,792	126,980	2,400	6,000	5,280	13,200	17.37	
Program 34 Instructional	4.402	348,354	79,135	12,474	2,834	58,674	13,329	17.78	
Program 34 Administrative	0.100	12,698	126,980			1,320	13,200	17.37	
K-3 BEA Instructional	66.884	6,066,169	90,697	70,112	1,048	882,869	13,200	17.58	
4-6 BEA Instructional	32.060	2,597,268	81,013	33,945	1,059	423,931	13,223	17.54	
7-8 BEA Instructional	25.902	2,360,947	91,149	38,142	1,473	343,794	13,273	17.40	
9-12 BEA Instructional	54.886	4,918,347	89,610	154,586	2,816	731,412	13,326	16.80	
K-12 BEA Instructional	179.732	15,942,731	88,703	296,785	1,651	2,382,006	13,253	17.30	
K-12 BEA Administrative	1.923	254,456	132,322			26,400	13,729	16.71	
BEA	194.578	18,078,379	92,911	691,006	3,551	2,613,606	13,432	17.24	
Instructional	235.677	20,815,181	88,321	880,139	3,735	3,128,400	13,274	17.26	
Administrative	15.846	2,289,884	144,509	47,576	3,002	238,200	15,032	16.91	
Other	0.500	65,923	131,846			13,200	26,400	16.66	
Active	252.023	23,170,988	91,940	927,715	3,681	3,379,800	13,411	17.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	252.023	23,170,988	91,940	927,715	3,681	3,379,800	13,411	17.22	
Instructional for Funding Purposes	235.677	20,815,181	88,321	880,139	3,735	3,128,400	13,274	17.26	
Instructional for Compliance Purposes	235.677	20,815,181	88,321	880,139	3,735	3,128,400	13,274	17.26	
K-3 Program 01 Teacher	58.884	5,384,445	91,442	66,053	1,122	777,269	13,200	17.75	
K-3 Program 21 Teacher	9.156	741,185	80,951	3,158	345	120,859	13,200	17.56	

**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	57.577	5,298,319	92,021	272,774	4,738	758,494	13,174	17.43	
02	6.350	611,332	96,273	24,016	3,782	73,535	11,580	18.07	
09	2.000	209,526	104,763	6,984	3,492	26,400	13,200	18.36	
13	5.600	467,903	83,554	31,802	5,679	81,312	14,520	18.37	
14	1.000	78,248	78,248	9,608	9,608	13,200	13,200	30.25	
21	12.175	1,099,957	90,346	33,970	2,790	166,056	13,639	21.92	
24	2.625	242,343	92,321	8,076	3,077	34,650	13,200	17.37	
31	3.286	352,959	107,413	11,828	3,600	42,680	12,988	17.20	
34	0.600	60,390	100,650	2,014	3,357	7,920	13,200	16.80	
51	2.600	255,156	98,137	7,608	2,926	34,320	13,200	17.84	
55	1.280	120,394	94,058	3,116	2,434	21,648	16,913	20.29	
58				92,878					
65	0.600	51,082	85,137	1,702	2,837	13,200	22,000	14.76	
79	0.750	72,878	97,171	2,422	3,229	8,085	10,780	17.54	
97	1.000	180,600	180,600	5,000	5,000	13,200	13,200	16.94	
K-12 Program 02 Instructional	5.500	500,083	90,924	20,343	3,699	72,600	13,200	18.16	
Program 21 Instructional	11.575	1,019,094	88,043	33,970	2,935	158,136	13,662	22.33	
Program 21 Administrative	0.600	80,863	134,772			7,920	13,200	17.63	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.700	924,114	86,366	30,804	2,879	146,586	13,700	22.89	
Program 31 Instructional	3.086	323,294	104,762	11,828	3,833	40,040	12,975	17.11	
Program 31 Administrative	0.200	29,665	148,325			2,640	13,200	18.20	
Program 34 Instructional	0.600	60,390	100,650	2,014	3,357	7,920	13,200	16.80	
K-3 BEA Instructional	19.990	1,729,776	86,532	66,062	3,305	263,868	13,200	17.71	
4-6 BEA Instructional	11.878	1,006,655	84,750	47,855	4,029	163,891	13,798	17.53	
7-8 BEA Instructional	9.544	827,990	86,755	42,134	4,415	132,568	13,890	17.88	
9-12 BEA Instructional	20.541	1,954,811	95,166	97,698	4,756	280,456	13,653	16.97	
K-12 BEA Instructional	61.953	5,519,232	89,087	253,749	4,096	840,783	13,571	17.43	
K-12 BEA Administrative	4.850	664,134	136,935	18,381	3,790	40,535	8,358	17.77	
BEA	68.813	6,503,600	94,511	315,632	4,587	895,829	13,018	17.46	
Instructional	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.11	
Administrative	8.000	1,137,923	142,240	43,946	5,493	68,200	8,525	17.65	
Active	97.433	9,100,239	93,400	513,798	5,273	1,294,489	13,286	18.05	
On Leave	0.010	848	84,800			211	21,120	23.10	
Certificated Total	97.443	9,101,087	93,399	513,798	5,273	1,294,700	13,287	18.05	
Instructional for Funding Purposes	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.11	
K-3 Program 01 Teacher	17.480	1,517,388	86,807	58,474	3,345	230,736	13,200	17.67	
K-3 Program 21 Teacher	1.310	103,571	79,062	3,452	2,635	17,292	13,200	28.56	
Grade T Program 09 Teacher	2.000	209,526	104,763	6,984	3,492	26,400	13,200	18.36	

**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	18.550	1,667,612	89,898	108,844	5,868	262,223	14,136	17.89	
02				1,160					
09	1.000	74,747	74,747	814	814	14,136	14,136	17.89	
13	1.000	55,865	55,865			14,136	14,136	17.99	
21	2.000	131,196	65,598	8,510	4,255	28,272	14,136	17.89	
31	1.000	58,640	58,640	2,435	2,435	14,136	14,136	13.05	
34	1.000	58,640	58,640	822	822	14,136	14,136	13.05	
51				372					
52	0.300	24,517	81,723	1,362	4,540	4,241	14,136	17.89	
55	0.650	53,615	82,485	1,362	2,095	9,188	14,136	17.90	
58				11,206					
65	0.500	49,741	99,482	1,100	2,200	7,068	14,136	17.89	
88		2,417							
97	1.000	151,195	151,195			14,136	14,136	17.83	
K-12 Program 02 Instructional				1,160					
Program 21 Instructional	2.000	131,196	65,598	8,510	4,255	28,272	14,136	17.89	
K-12 Program 21 Instructional	1.900	125,056	65,819	1,641	864	26,858	14,136	17.89	
Program 31 Instructional	1.000	58,640	58,640	2,435	2,435	14,136	14,136	13.05	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.000	58,640	58,640	822	822	14,136	14,136	13.05	
K-3 BEA Instructional	6.582	575,988	87,510	13,593	2,065	93,043	14,136	17.88	
4-6 BEA Instructional	2.268	193,739	85,423	4,131	1,821	32,060	14,136	17.80	
7-8 BEA Instructional	4.270	357,735	83,779	10,747	2,517	60,361	14,136	17.14	
9-12 BEA Instructional	6.430	532,580	82,827	22,577	3,511	90,894	14,136	17.37	
K-12 BEA Instructional	19.550	1,660,042	84,913	51,048	2,611	276,359	14,136	17.55	
K-12 BEA Administrative	1.000	124,850	124,850	814	814	14,136	14,136	17.89	
BEA	21.550	1,936,087	89,842	113,261	5,256	304,631	14,136	17.59	
Instructional	25.000	2,052,140	82,086	83,108	3,324	353,400	14,136	17.61	
Administrative	2.000	276,045	138,023	814	407	28,272	14,136	17.86	
Other				54,065					
Active	27.000	2,328,185	86,229	137,987	5,111	381,672	14,136	17.64	
On Leave									
Certificated Total	27.000	2,328,185	86,229	137,987	5,111	381,672	14,136	17.64	
Instructional for Funding Purposes	25.000	2,052,140	82,086	83,108	3,324	353,400	14,136	17.61	
Instructional for Compliance Purposes	25.000	2,052,140	82,086	83,108	3,324	353,400	14,136	17.61	
K-3 Program 01 Teacher	5.532	468,004	84,599	10,014	1,810	78,200	14,136	17.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.307	21,429	69,801			4,340	14,136	17.89	
Grade T Program 09 Teacher	1.000	74,747	74,747	814	814	14,136	14,136	17.89	

**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	119.698	10,491,736	87,652	704,589	5,886	1,584,871	13,241	17.87	
09	2.000	105,480	52,740	4,999	2,500	26,400	13,200	17.85	
21	20.860	1,564,821	75,015	104,311	5,001	277,200	13,289	18.22	
31	11.312	997,855	88,212	132,109	11,679	149,318	13,200	17.55	
34	1.760	114,044	64,798	10,430	5,926	23,232	13,200	18.11	
51	4.151	335,067	80,720	5,747	1,384	54,793	13,200	17.14	
52	0.500	39,427	78,854	881	1,762	6,600	13,200	18.23	
53	0.600	71,184	118,640	3,709	6,182	7,920	13,200	17.22	
55	12.127	1,078,941	88,970	45,533	3,755	180,695	14,900	17.73	
58				89,648					
65	4.650	424,020	91,187	18,234	3,921	61,380	13,200	17.74	
71				22,078					
74	0.272	26,306	96,713	1,028	3,779	3,590	13,200	17.75	
97	1.000	192,838	192,838			13,200	13,200	15.23	
Program 21 Instructional	18.860	1,322,825	70,139	94,209	4,995	250,800	13,298	18.46	
Program 21 Administrative	2.000	241,996	120,998	10,102	5,051	26,400	13,200	16.82	
K-12 Program 21 Instructional	17.860	1,269,573	71,085	16,823	942	237,600	13,303	18.46	
Program 31 Instructional	11.312	997,855	88,212	132,109	11,679	149,318	13,200	17.55	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.760	114,044	64,798	10,430	5,926	23,232	13,200	18.11	
K-3 BEA Instructional	39.818	3,135,948	78,757	9,770	245	525,822	13,206	18.01	
4-6 BEA Instructional	19.592	1,611,133	82,234	2,369	121	261,228	13,333	18.85	
7-8 BEA Instructional	25.113	2,187,505	87,106	22,291	888	331,492	13,200	17.59	
9-12 BEA Instructional	40.247	3,559,343	88,437	115,700	2,875	533,280	13,250	17.50	
K-12 BEA Instructional	124.770	10,493,929	84,106	150,130	1,203	1,651,822	13,239	17.87	
K-12 BEA Administrative	6.000	813,535	135,589	4,875	813	79,200	13,200	17.69	
BEA Instructional	133.770	11,796,473	88,185	847,128	6,333	1,770,622	13,236	17.80	
BEA Administrative	166.930	13,769,522	82,487	904,535	5,419	2,230,800	13,364	17.90	
BEA Other	12.000	1,672,197	139,350	76,571	6,381	158,400	13,200	17.12	
BEA Active	178.930	15,441,719	86,300	1,142,851	6,387	2,389,200	13,353	17.82	
BEA On Leave				445					
Certificated Total	178.930	15,441,719	86,300	1,143,296	6,390	2,389,200	13,353	17.82	
Instructional for Funding Purposes	166.930	13,769,522	82,487	904,535	5,419	2,230,800	13,364	17.90	
Instructional for Compliance Purposes	166.930	13,769,522	82,487	904,535	5,419	2,230,800	13,364	17.90	
K-3 Program 01 Teacher	36.818	2,879,393	78,206			486,222	13,206	18.00	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	2.980	227,932	76,487			39,336	13,200	18.16	
Grade T Program 09 Teacher	2.000	105,480	52,740	2,082	1,041	26,400	13,200	17.85	

**Pullman Community Montessori (38901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.321	293,971	55,247			74,184	13,942	17.25	
21	0.750	44,351	59,135			10,285	13,713	24.55	
24	0.250	14,784	59,136			3,428	13,713	24.55	
51	0.210	6,932	33,010			2,772	13,200	14.01	
55	0.100	3,301	33,010			1,320	13,200	14.01	
79	1.365	58,502	42,859			19,136	14,019	15.72	
97	0.800	81,113	101,391			12,613	15,766	18.07	
Program 21 Instructional	0.750	44,351	59,135			10,285	13,713	24.55	
K-12 Program 21 Instructional	0.750	44,351	59,135			10,285	13,713	24.55	
K-3 BEA Instructional	3.146	142,026	45,145			42,745	13,587	17.45	
4-6 BEA Instructional	1.150	70,246	61,083			14,298	12,433	17.85	
7-8 BEA Instructional	0.500	38,410	76,820			6,857	13,713	18.92	
K-12 BEA Instructional	4.796	250,682	52,269			63,900	13,324	17.79	
BEA	6.121	375,084	61,278			86,797	14,180	17.42	
Instructional	7.296	364,122	49,907			97,413	13,352	18.59	
Administrative	1.500	138,832	92,555			26,326	17,551	16.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	8.796	502,954	57,180			123,739	14,068	18.00	
Certificated Total	8.796	502,954	57,180			123,739	14,068	18.00	
Instructional for Funding Purposes	7.296	364,122	49,907			97,413	13,352	18.59	
Instructional for Compliance Purposes	7.296	364,122	49,907			97,413	13,352	18.59	
K-3 Program 01 Teacher	3.146	142,026	45,145			42,745	13,587	17.45	

Salary and Benefits by Program for 2023-2024

**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	158.942	13,557,692	85,300	858,918	5,404	2,141,410	13,473	17.71	
02	1.000	60,541	60,541			13,200	13,200	17.35	
21	25.285	1,998,005	79,019	126,066	4,986	339,900	13,443	18.82	
24	5.000	332,084	66,417	23,983	4,797	66,000	13,200	18.20	
31	8.000	694,358	86,795	119,398	14,925	105,600	13,200	17.67	
34	1.334	128,156	96,069	16,215	12,155	17,609	13,200	17.75	
51	2.500	224,740	89,896	8,740	3,496	33,000	13,200	17.79	
52	0.800	79,667	99,584	3,098	3,873	10,560	13,200	17.87	
55	5.931	431,066	72,680	17,442	2,941	81,682	13,772	18.05	
58				96,814					
65	3.000	201,607	67,202	7,841	2,614	39,600	13,200	17.99	
74	0.700	67,593	96,561	4,483	6,404	15,840	22,629	18.27	
97	2.000	374,433	187,217	43,603	21,802	26,400	13,200	15.88	
K-12 Program 02 Instructional	1.000	60,541	60,541			13,200	13,200	17.35	
Program 21 Instructional	23.035	1,753,515	76,124	120,600	5,236	310,200	13,466	18.06	
Program 21 Administrative	1.250	177,540	142,032	5,466	4,373	16,500	13,200	20.22	
K-12 Program 21 Instructional	20.273	1,575,331	77,706			271,920	13,413	18.09	
Program 31 Instructional	7.600	656,295	86,355	117,326	15,438	100,320	13,200	17.67	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	38,063	95,158	2,072	5,180	5,280	13,200	17.67	
Program 34 Instructional	1.334	128,156	96,069	16,215	12,155	17,609	13,200	17.75	
K-3 BEA Instructional	58.036	4,600,795	79,275			761,402	13,119	18.14	
4-6 BEA Instructional	26.938	2,057,589	76,382			356,849	13,247	17.57	
7-8 BEA Instructional	25.614	2,053,723	80,180			366,524	14,310	17.60	
9-12 BEA Instructional	44.672	3,803,011	85,132			600,296	13,438	17.52	
K-12 BEA Instructional	155.260	12,515,118	80,607			2,085,072	13,430	17.76	
K-12 BEA Administrative	12.374	1,672,932	135,197			169,646	13,710	17.47	
BEA	171.276	14,815,180	86,499	1,038,134	6,061	2,304,218	13,453	17.66	
Instructional	196.226	15,605,390	79,528	1,234,053	6,289	2,641,954	13,464	17.81	
Administrative	16.374	2,362,148	144,262	90,216	5,510	222,446	13,585	17.32	
Other	0.892	115,454	129,433	2,332	2,614	13,200	14,798	17.24	
Active	213.492	18,082,992	84,701	1,326,601	6,214	2,877,600	13,479	17.75	
K-12 Program 21 Contracted	1.000	66,950	66,950			13,200	13,200		
Certificated Total	214.492	18,149,942	84,618	1,326,601	6,185	2,890,800	13,477	17.81	
Instructional for Funding Purposes	197.226	15,672,340	79,464	1,234,053	6,257	2,655,154	13,462	17.89	
Instructional for Compliance Purposes	196.226	15,605,390	79,528	1,234,053	6,289	2,641,954	13,464	17.81	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	52.438	4,133,104	78,819			686,585	13,093	18.17	
K-3 Program 21 Teacher	2.799	181,426	64,818			36,947	13,200	21.59	

**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	1,096.445	113,700,951	103,700	8,405,577	7,666	13,217,248	12,055	10.68	
02	22.799	2,141,933	93,949	23,757	1,042	263,869	11,574	10.55	
03	4.600	446,795	97,129	8,279	1,800	39,339	8,552	10.96	
09	12.000	1,068,855	89,071	1,100	92	140,283	11,690	10.75	
13	27.836	2,838,924	101,987	99,975	3,592	345,931	12,427	10.83	
14	4.000	400,358	100,090	8,179	2,045	41,092	10,273	10.68	
21	204.000	19,532,282	95,746	140,648	689	2,469,321	12,105	10.70	
24	38.800	4,172,490	107,538	44,855	1,156	472,439	12,176	10.79	
31	69.893	6,834,832	97,790	212,287	3,037	825,877	11,816	10.86	
34	24.007	2,394,909	99,759	122,615	5,107	264,526	11,019	10.98	
51	16.950	1,770,104	104,431	5,970	352	198,273	11,698	10.86	
52	4.000	425,759	106,440	14,200	3,550	51,825	12,956	10.55	
55	31.600	3,632,840	114,963	18,730	593	357,260	11,306	10.78	
58	2.400	289,795	120,748	24,440	10,183	28,523	11,885	10.83	
64	2.000	184,366	92,183	1,100	550	26,570	13,285	10.89	
65	13.000	1,277,387	98,261	22,189	1,707	175,168	13,474	10.80	
68				150					
74	1.000	120,747	120,747	1,100	1,100	13,279	13,279	10.83	
79	1.000	108,690	108,690	12,000	12,000	13,279	13,279	10.60	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
89				2,866					
97	3.169	747,063	235,741	90,121	28,438	46,438	14,654	10.16	
99				7,500					
K-12 Program 02 Instructional	20.799	1,797,763	86,435			237,311	11,410	10.57	
Program 21 Instructional	199.000	18,592,177	93,428	126,048	633	2,404,014	12,080	10.72	
Program 21 Administrative	5.000	940,105	188,021	14,600	2,920	65,307	13,061	10.27	
K-12 Program 21 Instructional	182.000	17,081,284	93,853			2,175,775	11,955	10.71	
Program 31 Instructional	67.568	6,440,704	95,322	205,807	3,046	796,718	11,791	10.90	
Program 31 Administrative	2.325	394,128	169,517	6,480	2,787	29,159	12,541	10.18	
Program 34 Instructional	22.432	2,121,982	94,596	117,485	5,237	245,301	10,935	11.07	
Program 34 Administrative	1.575	272,927	173,287	5,130	3,257	19,225	12,206	10.09	
K-3 BEA Instructional	435.222	42,201,063	96,964			5,346,429	12,284	10.73	
4-6 BEA Instructional	220.738	21,182,412	95,962			2,663,744	12,067	10.80	
7-8 BEA Instructional	160.383	16,558,405	103,243			1,882,032	11,735	10.74	
9-12 BEA Instructional	313.735	31,676,921	100,967			3,770,651	12,019	10.75	
K-12 BEA Instructional	1,130.078	111,618,801	98,771			13,662,856	12,090	10.75	
BEA	1,220.913	126,266,483	103,420	8,862,636	7,259	14,657,297	12,005	10.69	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,481.164	146,122,859	98,654	8,944,128	6,039	17,897,595	12,083	10.75	
Administrative	93.842	15,557,135	165,780	308,022	3,282	1,055,124	11,244	10.29	
Other				3,488					
Active	1,575.006	161,679,994	102,654	9,255,638	5,877	18,952,719	12,033	10.71	
On Leave	4.493	409,086	91,050	12,000	2,671	37,821	8,418	9.07	
Certificated Total	1,579.499	162,089,080	102,621	9,267,638	5,867	18,990,540	12,023	10.70	
Instructional for Funding Purposes	1,481.164	146,122,859	98,654	8,944,128	6,039	17,897,595	12,083	10.75	
Instructional for Compliance Purposes	1,481.164	146,122,859	98,654	8,944,128	6,039	17,897,595	12,083	10.75	
K-3 Program 01 Teacher	380.662	36,837,616	96,773			4,644,807	12,202	10.74	
K-3 Program 21 Teacher	38.636	3,204,978	82,953			463,100	11,986	10.91	
Grade T Program 09 Teacher	12.000	1,068,855	89,071			140,283	11,690	10.75	

**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	2.355	174,479	74,089	3,000	1,274	45,144	19,169	17.66	
13	0.368	18,214	49,495			9,715	26,400	18.55	
51	0.017	2,366	139,176			251	14,753	17.18	
52	0.632	31,200	49,367			16,685	26,400	18.55	
55	0.235	25,198	107,226			3,353	14,267	17.39	
97	0.268	24,135	90,056			4,052	15,121	17.18	
K-3 BEA Instructional	1.900	109,930	57,858			38,280	20,147	17.91	
4-6 BEA Instructional	0.091	12,910	141,868			1,373	15,086	17.18	
7-8 BEA Instructional	0.364	51,639	141,865			5,491	15,086	17.18	
K-12 BEA Instructional	2.355	174,479	74,089			45,144	19,169	17.66	
K-12 BEA Administrative	0.268	24,135	90,056			4,052	15,121	17.18	
BEA	2.623	198,614	75,720	3,000	1,144	49,196	18,756	17.58	
Instructional	3.607	251,457	69,714	3,000	832	75,148	20,834	17.80	
Administrative	0.268	24,135	90,056			4,052	15,121	17.18	
Active	3.875	275,592	71,121	3,000	774	79,200	20,439	17.72	
Certificated Total	3.875	275,592	71,121	3,000	774	79,200	20,439	17.72	
Instructional for Funding Purposes	3.607	251,457	69,714	3,000	832	75,148	20,834	17.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	3.607	251,457	69,714	3,000	832	75,148	20,834	17.80	
K-3 Program 01 Teacher	1.900	109,930	57,858			38,280	20,147	17.91	

**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	14.554	1,357,457	93,270	74,235	5,101	191,400	13,151	17.91	
02	13.232	1,205,705	91,120	224,034	16,931	192,694	14,563	18.20	
14				8,853					
21	3.760	371,779	98,877	60,850	16,184	49,196	13,084	19.35	
31	1.345	82,413	61,274	1,621	1,205	24,248	18,029	24.87	
34	0.330	19,990	60,576	327	991	4,356	13,200	17.90	
51	0.167	15,396	92,192	257	1,539	2,204	13,200	17.48	
52				6,500					
55	1.580	144,868	91,689	17,908	11,334	23,206	14,687	17.43	
58				33,618					
74	0.100	8,538	85,380	9,056	90,560	1,096	10,956	17.48	
97	0.800	118,160	147,700			13,200	16,500	18.00	
K-12 Program 02 Instructional	12.653	1,132,861	89,533	104,455	8,255	186,358	14,728	18.26	
Program 21 Instructional	2.975	299,866	100,795	40,379	13,573	39,270	13,200	19.86	
Program 21 Administrative	0.785	71,913	91,609	20,471	26,078	9,926	12,645	17.55	
K-12 Program 21 Instructional	2.939	296,552	100,902	38,643	13,148	38,795	13,200	19.89	
Program 31 Instructional	1.345	82,413	61,274	1,621	1,205	24,248	18,029	24.87	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.330	19,990	60,576	327	991	4,356	13,200	17.90	
K-3 BEA Instructional	10.383	928,378	89,413	82,851	7,979	152,209	14,659	18.12	
4-6 BEA Instructional	6.192	546,856	88,317			90,697	14,647	18.06	
7-8 BEA Instructional	4.462	382,601	85,747	21,604	4,842	60,839	13,635	18.01	
9-12 BEA Instructional	6.645	572,338	86,131			86,777	13,059	18.34	
K-12 BEA Instructional	27.682	2,430,173	87,789	104,455	3,773	390,522	14,107	18.14	
K-12 BEA Administrative	0.579	72,844	125,810			6,336	10,943	17.20	
BEA	30.261	2,783,725	91,991	300,217	9,921	425,898	14,074	18.23	
Instructional	32.504	2,898,841	89,184	367,938	11,320	456,298	14,038	18.28	
Administrative	3.164	404,073	127,710	30,071	9,504	42,662	13,484	18.68	
Other	0.200	21,392	106,960	39,250	196,250	2,640	13,200	17.97	
Active	35.868	3,324,306	92,682	437,259	12,191	501,600	13,985	18.33	
Certificated Total	35.868	3,324,306	92,682	437,259	12,191	501,600	13,985	18.33	
Instructional for Funding Purposes	32.504	2,898,841	89,184	367,938	11,320	456,298	14,038	18.28	
Instructional for Compliance Purposes	32.504	2,898,841	89,184	367,938	11,320	456,298	14,038	18.28	
K-3 Program 01 Teacher	3.057	272,157	89,027			45,857	15,001	17.76	
K-3 Program 21 Teacher	0.713	73,331	102,849	11,023	15,460	9,412	13,200	19.24	

**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	12.247	990,494	80,876			177,291	14,476		
26	0.670	75,539	112,745			25,183	37,586		
97	1.000	59,862	59,862			17,237	17,237		
Program 26, 56, and 59 Instructional	0.670	75,539	112,745			25,183	37,586		
K-3 BEA Instructional	4.906	368,817	75,177			70,842	14,440		
4-6 BEA Instructional	2.625	158,805	60,497			33,506	12,764		
7-8 BEA Instructional	1.104	94,312	85,428			15,435	13,981		
9-12 BEA Instructional	1.612	166,153	103,073			23,438	14,540		
K-12 BEA Instructional	10.247	788,087	76,909			143,222	13,977		
K-12 BEA Administrative	1.000	142,545	142,545			22,650	22,650		
BEA	13.247	1,050,356	79,290			194,528	14,685		
Instructional	10.917	863,626	79,108			168,405	15,426		
Administrative	3.000	262,269	87,423			51,306	17,102		
Active	13.917	1,125,895	80,901			219,711	15,787		
Certificated Total	13.917	1,125,895	80,901			219,711	15,787		
Instructional for Funding Purposes	10.247	788,087	76,909			143,222	13,977		

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.247	788,087	76,909			143,222	13,977		
K-3 Program 01 Teacher	4.461	335,549	75,218			63,102	14,145		

**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	48.530	4,317,621	88,968	94,454	1,946	641,454	13,218	17.88	
02	69.570	4,459,427	64,100						
09	1.000	65,480	65,480			13,200	13,200	18.25	
12	0.166	25,965	156,416	120	723	2,191	13,200	17.88	
13	13.287	1,057,445	79,585	1,260	95	181,438	13,655	19.18	
14	0.210	11,624	55,352			4,567	21,749	18.77	
21	26.816	2,030,790	75,731	27,922	1,041	97,865	3,649	5.79	
24	2.889	205,999	71,305			38,135	13,200	18.18	
31	2.692	242,678	90,148	5,128	1,905	35,640	13,239	18.12	
34	0.999	69,658	69,728	423	423	13,187	13,200	19.56	
51	1.639	144,253	88,013			21,635	13,200	18.15	
52				8,372					
53	0.547	43,155	78,894			7,220	13,200	18.23	
55	9.691	764,329	78,870	32,530	3,357	75,174	7,757	12.23	
58	0.073	7,302	100,027	23,904	327,452	964	13,200	18.00	
64	0.167	11,901	71,263	3,734	22,359	2,204	13,200	18.30	
65	3.100	257,155	82,953			14,520	4,684	7.57	
74	0.828	72,793	87,914			10,930	13,200	18.05	
97	1.430	291,371	203,756	1,080	755	18,876	13,200	16.39	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	69.570	4,459,427	64,100						
Program 21 Instructional	6.903	543,342	78,711	27,562	3,993	91,265	13,221	18.11	
Program 21 Administrative	0.500	90,738	181,476	360	720	6,600	13,200	16.95	
K-12 Program 21 Instructional	6.698	522,860	78,062			88,559	13,222	18.11	
Program 31 Instructional	2.692	242,678	90,148	5,128	1,905	35,640	13,239	18.12	
Program 34 Instructional	0.949	61,870	65,195	423	446	12,527	13,200	19.77	
Program 34 Administrative	0.050	7,788	155,760			660	13,200	17.88	
K-3 BEA Instructional	16.501	1,401,417	84,929			217,813	13,200	18.08	
4-6 BEA Instructional	8.852	750,049	84,732			116,846	13,200	18.09	
7-8 BEA Instructional	8.384	672,552	80,219			110,669	13,200	18.27	
9-12 BEA Instructional	14.804	1,318,689	89,077			196,376	13,265	17.46	
K-12 BEA Instructional	48.541	4,142,707	85,344			641,705	13,220	17.91	
BEA	123.221	9,380,755	76,130	101,085	820	709,157	5,755	9.49	
Instructional	76.674	6,371,074	83,093	192,753	2,514	1,016,400	13,256	18.08	
Administrative	6.976	1,139,870	163,399	4,980	714	92,400	13,245	17.42	
Other	5.001	306,471	61,282	1,194	239	70,400	14,077	20.11	
Active	88.651	7,817,415	88,182	198,927	2,244	1,179,200	13,302	18.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	19.393	1,393,030	71,832						
K-12 BEA Contracted	69.570	4,459,427	64,100						
Certificated Total	183.634	14,078,946	76,669	198,927	1,083	1,179,200	6,421	10.19	
Instructional for Funding Purposes	171.657	12,632,605	73,592	192,753	1,123	1,016,400	5,921	9.30	
Instructional for Compliance Purposes	76.674	6,371,074	83,093	192,753	2,514	1,016,400	13,256	18.08	
K-3 Program 01 Teacher	15.971	1,346,983	84,339			210,817	13,200	18.09	
K-3 Program 21 Teacher	3.798	256,210	67,459			32,446	8,543	12.96	
Grade T Program 09 Teacher	1.000	65,480	65,480			13,200	13,200	18.25	

**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	173.602	14,641,245	84,338	1,279,461	7,370	2,277,106	13,117	17.86	
09	3.000	237,708	79,236	9,244	3,081	39,600	13,200	18.79	
13	7.650	569,147	74,398	26,646	3,483	100,980	13,200	17.85	
14	1.770	179,125	101,201	6,966	3,936	23,364	13,200	16.25	
21	18.155	1,444,376	79,558	53,757	2,961	239,646	13,200	17.95	
24	3.845	285,810	74,333	27,667	7,196	50,754	13,200	18.94	
31	13.819	1,048,104	75,845	141,946	10,272	175,692	12,714	18.12	
34	2.940	240,251	81,718	20,308	6,907	38,808	13,200	20.51	
51	3.858	327,872	84,985	12,740	3,302	50,926	13,200	18.10	
52	0.990	73,982	74,729	6,721	6,789	13,068	13,200	18.22	
53	1.100	118,768	107,971	4,485	4,077	14,520	13,200	17.87	
55	12.268	1,104,303	90,015	42,365	3,453	166,346	13,559	17.62	
58	0.340	19,283	56,715	88,901	261,474	4,488	13,200	20.95	
65	13.302	1,104,950	83,066	39,547	2,973	175,586	13,200	18.63	
74	0.630	45,996	73,010	1,789	2,840	8,316	13,200	19.21	
97	2.000	362,004	181,002	21,510	10,755	26,400	13,200	16.13	
Program 21 Instructional	17.155	1,289,955	75,194	50,166	2,924	226,446	13,200	17.71	
Program 21 Administrative	1.000	154,421	154,421	3,591	3,591	13,200	13,200	20.59	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	16.645	1,250,905	75,152	8,327	500	219,714	13,200	17.72	
Program 31 Instructional	13.819	1,048,104	75,845	141,946	10,272	175,692	12,714	18.12	
Program 34 Instructional	2.940	240,251	81,718	20,308	6,907	38,808	13,200	20.51	
K-3 BEA Instructional	62.506	4,860,838	77,766	16,402	262	801,689	12,826	18.07	
4-6 BEA Instructional	37.913	2,855,065	75,306	7,941	209	507,448	13,385	18.12	
7-8 BEA Instructional	27.388	2,131,583	77,829	18,428	673	361,522	13,200	18.07	
9-12 BEA Instructional	47.554	3,978,666	83,666	16,689	351	622,948	13,100	17.75	
K-12 BEA Instructional	175.361	13,826,152	78,844	59,460	339	2,293,606	13,079	17.98	
K-12 BEA Administrative	3.000	432,170	144,057	2,160	720	39,600	13,200	17.03	
BEA	192.361	16,291,604	84,693	1,463,225	7,607	2,518,006	13,090	17.89	
Instructional	240.269	19,028,630	79,197	1,686,442	7,019	3,154,800	13,130	18.00	
Administrative	18.000	2,718,736	151,041	93,598	5,200	237,600	13,200	17.37	
Other	1.000	55,558	55,558	4,013	4,013	13,200	13,200	21.42	
Active	259.269	21,802,924	84,094	1,784,053	6,881	3,405,600	13,135	17.93	
Certificated Total	259.269	21,802,924	84,094	1,784,053	6,881	3,405,600	13,135	17.93	
Instructional for Funding Purposes	240.269	19,028,630	79,197	1,686,442	7,019	3,154,800	13,130	18.00	
Instructional for Compliance Purposes	240.269	19,028,630	79,197	1,686,442	7,019	3,154,800	13,130	18.00	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	54.740	4,235,518	77,375	2,397	44	712,378	13,014	18.14	
K-3 Program 21 Teacher	3.994	287,229	71,915			52,721	13,200	18.37	
Grade T Program 09 Teacher	3.000	237,708	79,236			39,600	13,200	18.79	

**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	20.333	1,693,610	83,294			240,580	11,832	21.36	
21	2.033	262,155	128,950			39,436	19,398	18.86	
51	1.000	108,062	108,062			11,832	11,832	23.00	
52	0.333	7,605	22,838			3,940	11,832	1.15	
55	3.500	334,460	95,560			41,412	11,832	15.02	
65	1.900	198,340	104,389			23,664	12,455	23.00	
97	1.500	126,720	84,480			17,748	11,832	4.60	
Program 21 Instructional	1.700	216,525	127,368			35,496	20,880	23.00	
Program 21 Administrative	0.333	45,630	137,027			3,940	11,832	1.15	
K-12 Program 21 Instructional	1.300	147,325	113,327			23,664	18,203	23.00	
K-3 BEA Instructional	4.000	364,618	91,155			47,328	11,832	23.00	
7-8 BEA Instructional	16.000	1,091,927	68,245			189,312	11,832	23.00	
K-12 BEA Instructional	20.000	1,456,545	72,827			236,640	11,832	23.00	
K-12 BEA Administrative	1.333	237,065	177,843			15,772	11,832	8.72	
BEA	21.833	1,820,330	83,375			258,328	11,832	20.59	
Instructional	26.600	2,144,052	80,603			331,296	12,455	23.00	
Administrative	3.999	586,900	146,762			47,316	11,832	6.96	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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									
Active	30.599	2,730,952	89,250			378,612	12,373	19.55	
Certificated Total	30.599	2,730,952	89,250			378,612	12,373	19.55	
Instructional for Funding Purposes	26.600	2,144,052	80,603			331,296	12,455	23.00	
Instructional for Compliance Purposes	26.600	2,144,052	80,603			331,296	12,455	23.00	

**Rainier School District (34307)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	51.400	4,513,430	87,810	279,515	5,438	678,480	13,200	18.24	
03	1.000	102,702	102,702			13,200	13,200	17.75	
14	0.600	61,621	102,702	6,252	10,420	13,200	22,000	8.76	
21	6.451	467,523	72,473	11,436	1,773	85,153	13,200	18.02	
31	3.600	369,727	102,702	79,009	21,947	47,520	13,200	17.48	
34	1.000	102,702	102,702	7,739	7,739	13,200	13,200	16.85	
51	1.200	127,536	106,280	1,000	833	15,840	13,200	17.89	
52	0.099	12,418	125,434	2,500	25,253	1,307	13,200	17.80	
55	0.250	31,045	124,180	6,252	25,008	3,300	13,200	17.80	
74				5,000					
97	1.000	170,670	170,670	18,882	18,882	13,200	13,200	15.15	
Program 21 Instructional	6.000	411,642	68,607	11,436	1,906	79,200	13,200	18.05	
Program 21 Administrative	0.451	55,881	123,905			5,953	13,200	17.80	
K-12 Program 21 Instructional	5.000	343,351	68,670	9,539	1,908	66,000	13,200	17.94	
Program 31 Instructional	3.600	369,727	102,702	52,151	14,486	47,520	13,200	17.48	
Program 34 Instructional	1.000	102,702	102,702	6,048	6,048	13,200	13,200	16.85	
K-3 BEA Instructional	19.540	1,564,181	80,050	57,656	2,951	257,928	13,200	18.63	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	10.490	879,076	83,801	16,355	1,559	138,468	13,200	18.67	
7-8 BEA Instructional	8.630	782,701	90,695	32,275	3,740	113,916	13,200	17.87	
9-12 BEA Instructional	15.340	1,458,877	95,103	125,686	8,193	202,488	13,200	17.65	
K-12 BEA Instructional	54.000	4,684,835	86,756	231,972	4,296	712,800	13,200	18.19	
K-12 BEA Administrative	3.000	403,726	134,575	5,700	1,900	39,600	13,200	17.46	
BEA	58.000	5,259,231	90,676	385,145	6,640	765,600	13,200	18.04	
Instructional	61.600	5,260,798	85,403	308,996	5,016	818,400	13,286	18.07	
Administrative	5.000	698,576	139,715	10,700	2,140	66,000	13,200	16.93	
Other				53,398					
Active	66.600	5,959,374	89,480	373,094	5,602	884,400	13,279	17.94	
On Leave				44,491					
Certificated Total	66.600	5,959,374	89,480	417,585	6,270	884,400	13,279	17.94	
Instructional for Funding Purposes	61.600	5,260,798	85,403	308,996	5,016	818,400	13,286	18.07	
Instructional for Compliance Purposes	61.600	5,260,798	85,403	308,996	5,016	818,400	13,286	18.07	
K-3 Program 01 Teacher	17.710	1,392,962	78,654	38,887	2,196	233,772	13,200	18.74	
K-3 Program 21 Teacher	1.000	72,863	72,863	323	323	13,200	13,200	17.96	

**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	12.712	1,107,670	87,136			180,355	14,188	19.88	
21	1.151	105,647	91,787			17,763	15,432	47.94	
51	0.700	51,670	73,814			10,408	14,868	26.37	
55	0.600	42,332	70,553			9,157	15,262	28.20	
65	0.210	25,381	120,862					6.42	
74	0.050	4,670	93,400			625	12,504	20.18	
97	2.000	311,818	155,909			26,592	13,296	17.63	
Program 21 Instructional	0.951	86,970	91,451			15,262	16,048	67.54	
Program 21 Administrative	0.200	18,677	93,385			2,501	12,504	20.18	
K-12 Program 21 Instructional	0.951	86,970	91,451			15,262	16,048	67.54	
7-8 BEA Instructional	5.683	491,014	86,400			83,711	14,730	20.79	
9-12 BEA Instructional	3.379	229,382	67,885			48,379	14,317	18.82	
K-12 BEA Instructional	9.062	720,396	79,496			132,090	14,576	20.12	
K-12 BEA Administrative	5.650	699,092	123,733			74,858	13,249	18.61	
BEA	14.712	1,419,488	96,485			206,947	14,067	19.36	
Instructional	11.423	917,411	80,313			165,666	14,503	21.51	
Administrative	6.000	731,777	121,963			79,234	13,206	18.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	17.423	1,649,188	94,656			244,900	14,056	20.18	
Certificated Total	17.423	1,649,188	94,656			244,900	14,056	20.18	
Instructional for Funding Purposes	11.423	917,411	80,313			165,666	14,503	21.51	
Instructional for Compliance Purposes	11.423	917,411	80,313			165,666	14,503	21.51	

**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	26.780	2,274,711	84,941	69,481	2,595	359,924	13,440	17.88	
09	1.000	96,730	96,730			13,200	13,200	17.59	
14	2.000	147,513	73,757			26,400	13,200	16.81	
21	4.688	291,178	62,111	2,915	622	39,600	8,447	19.25	
31	3.400	310,749	91,397	15,304	4,501	44,880	13,200	17.43	
51	0.560	57,270	102,268			7,392	13,200	17.32	
52	0.320	34,431	107,597			4,224	13,200	16.53	
55	2.615	237,252	90,727			34,954	13,367	18.61	
58	0.125	15,000	120,000	56,030	448,240	1,650	13,200	17.98	
64				1,258					
65	0.680	73,168	107,600			8,976	13,200	16.53	
74				4,568					
97	1.000	160,735	160,735	8,867	8,867	13,200	13,200	16.50	
Program 21 Instructional	4.688	291,178	62,111	2,915	622	39,600	8,447	19.25	
K-12 Program 21 Instructional	4.688	290,982	62,070	2,915	622	39,600	8,447	19.25	
Program 31 Instructional	3.200	285,635	89,261	15,304	4,783	42,240	13,200	17.39	
Program 31 Administrative	0.200	25,114	125,570			2,640	13,200	17.92	
K-3 BEA Instructional	8.336	625,402	75,024	10,464	1,255	110,669	13,276	17.91	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.334	423,075	97,618			57,684	13,310	17.52	
7-8 BEA Instructional	4.019	330,235	82,168	10,168	2,530	57,592	14,330	19.09	
9-12 BEA Instructional	11.900	1,021,531	85,843	46,904	3,942	157,700	13,252	17.43	
K-12 BEA Instructional	28.855	2,422,560	83,956	67,536	2,341	387,314	13,423	17.81	
K-12 BEA Administrative	1.325	162,900	122,943			17,490	13,200	17.95	
BEA	31.180	2,746,195	88,076	93,652	3,004	418,004	13,406	17.74	
Instructional	40.168	3,292,431	81,967	134,021	3,337	514,800	12,816	17.87	
Administrative	3.000	406,306	135,435			39,600	13,200	17.36	
Active	43.168	3,698,737	85,682	134,021	3,105	554,400	12,843	17.81	
On Leave				24,402					
Certificated Total	43.168	3,698,737	85,682	158,423	3,670	554,400	12,843	17.81	
Instructional for Funding Purposes	40.168	3,292,431	81,967	134,021	3,337	514,800	12,816	17.87	
Instructional for Compliance Purposes	40.168	3,292,431	81,967	134,021	3,337	514,800	12,816	17.87	
K-3 Program 01 Teacher	7.692	578,026	75,146			101,534	13,200	17.75	
K-3 Program 21 Teacher	1.360	113,592	83,524	2,332	1,715	14,256	10,482	17.57	
Grade T Program 09 Teacher	1.000	96,730	96,730			13,200	13,200	17.59	

**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	35.320	2,761,783	78,193	17,529	496	488,295	13,825	18.02	
02	1.352	99,591	73,662			31,020	22,944	17.79	
14	2.600	196,425	75,548			35,100	13,500	17.79	
21	3.600	235,817	65,505			47,820	13,283	19.25	
24	1.000	67,492	67,492			13,500	13,500	17.93	
31	3.111	261,229	83,969	36,587	11,761	41,601	13,372	17.79	
34	0.750	58,460	77,947	4,809	6,412	10,044	13,392	17.69	
51	0.200	25,000	125,000			2,640	13,200	17.80	
55	0.250	31,250	125,000			3,300	13,200	17.60	
58				6,019					
97	0.900	146,700	163,000			11,880	13,200	16.03	
K-12 Program 02 Instructional	1.252	83,291	66,526			29,700	23,722	18.15	
Program 21 Instructional	3.000	158,668	52,889			39,900	13,300	20.01	
Program 21 Administrative	0.600	77,149	128,582			7,920	13,200	17.79	
K-12 Program 21 Instructional	2.760	145,575	52,745			36,696	13,296	20.19	
Program 31 Instructional	2.911	235,513	80,905	29,087	9,992	38,961	13,384	17.80	
Program 31 Administrative	0.200	25,716	128,580	7,500	37,500	2,640	13,200	17.79	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.750	58,460	77,947	4,809	6,412	10,044	13,392	17.69	
K-3 BEA Instructional	14.405	1,009,102	70,052			200,363	13,909	18.66	
4-6 BEA Instructional	6.031	486,189	80,615			94,670	15,697	17.86	
7-8 BEA Instructional	6.165	495,387	80,355	5,855	950	83,096	13,479	17.78	
9-12 BEA Instructional	11.882	928,903	78,177	42,356	3,565	165,773	13,952	17.60	
K-12 BEA Instructional	38.483	2,919,581	75,867	48,211	1,253	543,900	14,134	18.02	
K-12 BEA Administrative	2.050	261,482	127,552	7,500	3,659	27,060	13,200	17.60	
BEA	41.433	3,327,763	80,317	58,925	1,422	582,840	14,067	17.89	
Instructional	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	18.09	
Administrative	4.000	541,581	135,395	7,500	1,875	52,800	13,200	17.18	
Other				3,214					
Active	49.083	3,883,747	79,126	64,944	1,323	685,200	13,960	17.96	
Certificated Total	49.083	3,883,747	79,126	64,944	1,323	685,200	13,960	17.96	
Instructional for Funding Purposes	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	18.09	
Instructional for Compliance Purposes	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	18.09	
K-3 Program 01 Teacher	13.879	975,270	70,269			186,863	13,464	18.67	
K-3 Program 21 Teacher	1.440	78,556	54,553			19,224	13,350	18.25	

**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	697.615	69,513,628	99,645	10,100,756	14,479	8,874,980	12,722	16.90	
02	5.224	453,483	86,808	66,221	12,676	92,400	17,688	15.60	
13	51.169	6,092,746	119,071	161,472	3,156	464,204	9,072	12.50	
14	1.560	143,971	92,289	17,118	10,973	24,156	15,485	14.49	
21	184.801	17,600,301	95,239	804,849	4,355	2,380,620	12,882	16.83	
24	23.000	2,555,440	111,106	169,161	7,355	303,600	13,200	17.76	
31	67.626	6,690,837	98,939	703,054	10,396	825,752	12,211	15.37	
34	12.933	1,194,627	92,370	128,326	9,922	157,516	12,179	16.21	
38	1.000	91,155	91,155	8,031	8,031	13,200	13,200	14.54	
51	17.581	1,837,447	104,513	170,754	9,712	227,898	12,963	16.48	
52	3.842	409,755	106,651	82,109	21,371	46,754	12,169	16.23	
55	28.370	3,020,152	106,456	319,053	11,246	372,834	13,142	17.78	
58	1.000	69,692	69,692	52,093	52,093	13,200	13,200	17.78	
61	0.170	27,225	160,147			2,244	13,200	13.88	
64	0.850	94,011	110,601	50,102	58,944	11,220	13,200	17.30	
65	30.587	3,041,201	99,428	318,853	10,424	416,777	13,626	17.66	
74	2.000	207,526	103,763	18,284	9,142	26,400	13,200	18.00	
79	2.090	186,732	89,345	16,731	8,005	27,588	13,200	17.56	
88	0.080	12,878	160,975			1,056	13,200	14.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	2.000	438,432	219,216	167,295	83,648	26,400	13,200	14.30	
CP	1.000	177,776	177,776	69,695	69,695	13,200	13,200	18.13	
K-12 Program 02 Instructional	5.224	453,483	86,808			92,400	17,688	15.60	
Program 21 Instructional	179.774	16,733,637	93,082	803,155	4,468	2,311,320	12,857	16.88	
Program 21 Administrative	5.027	866,664	172,402	1,694	337	69,300	13,786	15.76	
K-12 Program 21 Instructional	153.812	14,296,960	92,951	11,466	75	1,964,860	12,774	16.76	
Program 31 Instructional	66.626	6,513,061	97,756	703,054	10,552	812,552	12,196	15.31	
Program 31 Administrative	1.000	177,776	177,776			13,200	13,200	17.81	
Program 34 Instructional	12.933	1,194,627	92,370	128,326	9,922	157,516	12,179	16.21	
K-3 BEA Instructional	292.686	27,819,811	95,050	8,728	30	3,772,520	12,889	17.44	
4-6 BEA Instructional	126.804	12,083,066	95,289	6,110	48	1,624,062	12,808	17.41	
7-8 BEA Instructional	112.463	10,162,402	90,362	8,069	72	1,419,845	12,625	16.96	
9-12 BEA Instructional	209.705	20,428,585	97,416	78,951	376	2,647,933	12,627	16.14	
K-12 BEA Instructional	741.658	70,493,864	95,049	384,925	519	9,464,360	12,761	16.98	
BEA	785.398	78,291,007	99,683	11,165,652	14,217	9,977,048	12,703	16.72	
Instructional	1,060.898	101,389,265	95,569	13,022,335	12,275	13,424,400	12,654	16.83	
Administrative	72.600	12,351,316	170,128	369,671	5,092	884,400	12,182	14.61	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,133.498	113,740,581	100,345	13,392,006	11,815	14,308,800	12,624	16.60	
On Leave	1.000	118,434	118,434	31,951	31,951	13,200	13,200	16.75	
Certificated Total	1,134.498	113,859,015	100,361	13,423,957	11,833	14,322,000	12,624	16.60	
Instructional for Funding Purposes	1,060.898	101,389,265	95,569	13,022,335	12,275	13,424,400	12,654	16.83	
Instructional for Compliance Purposes	1,060.898	101,389,265	95,569	13,022,335	12,275	13,424,400	12,654	16.83	
K-3 Program 01 Teacher	242.317	22,743,372	93,858	8,728	36	3,109,880	12,834	17.59	
K-3 Program 21 Teacher	26.840	2,367,996	88,226			345,312	12,866	16.84	

**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	18.177	1,454,564	80,022	26,439	1,455	251,196	13,819	17.94	
02	2.000	175,218	87,609	3,121	1,561	26,400	13,200	17.92	
21	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94	
31	1.000	63,556	63,556	1,056	1,056	13,200	13,200	17.97	
51	1.000	105,391	105,391			13,200	13,200	17.91	
52	0.220	14,907	67,759			2,904	13,200	17.97	
55	1.750	124,162	70,950	1,541	881	23,100	13,200	17.96	
58				31,000					
74									
97	1.000	159,832	159,832			13,200	13,200	17.90	
K-12 Program 02 Instructional	2.000	175,218	87,609	3,121	1,561	26,400	13,200	17.92	
Program 21 Instructional	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94	
K-12 Program 21 Instructional	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94	
Program 31 Instructional	1.000	63,556	63,556	1,056	1,056	13,200	13,200	17.97	
K-3 BEA Instructional	6.384	472,236	73,972	8,537	1,337	84,374	13,217	17.94	
4-6 BEA Instructional	2.862	237,219	82,886	2,981	1,042	37,858	13,228	17.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	4.113	344,491	83,757	4,411	1,072	64,970	15,796	17.90	
9-12 BEA Instructional	6.350	470,800	74,142	12,037	1,896	84,216	13,262	17.90	
K-12 BEA Instructional	19.709	1,524,746	77,363	27,966	1,419	271,418	13,771	17.93	
K-12 BEA Administrative	1.468	159,361	108,557			19,378	13,200	18.03	
BEA	22.177	1,853,170	83,563	30,616	1,381	303,996	13,708	17.93	
Instructional	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93	
Administrative	2.468	319,193	129,333	2,400	972	32,578	13,200	17.97	
Other		9,231							
Active	28.147	2,348,292	83,430	67,336	2,392	382,800	13,600	17.93	
Certificated Total	28.147	2,348,292	83,430	67,336	2,392	382,800	13,600	17.93	
Instructional for Funding Purposes	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93	
Instructional for Compliance Purposes	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93	
K-3 Program 01 Teacher	5.588	406,235	72,698	5,925	1,060	73,762	13,200	17.95	
K-3 Program 21 Teacher	0.830	54,707	65,912			10,956	13,200	18.01	



**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	731.914	73,719,662	100,722	5,867,311	8,016	9,655,122	13,192	18.17	
11	1.000	100,702	100,702	25,655	25,655	13,200	13,200	17.56	
12				2,000					
21	134.143	12,328,503	91,906	1,048,990	7,820	1,783,650	13,297	18.43	
24	23.500	2,141,817	91,141	168,025	7,150	310,200	13,200	19.59	
31	40.180	3,776,274	93,984	625,077	15,557	535,150	13,319	18.23	
34	6.354	650,332	102,350	60,802	9,569	84,058	13,229	18.01	
51	10.900	1,108,014	101,653	72,336	6,636	143,880	13,200	17.79	
52				602					
55	17.820	1,803,982	101,234	102,193	5,735	226,380	12,704	17.42	
58				1,009,568					
64	0.627	55,275	88,158	4,858	7,748	8,276	13,200	17.59	
65	5.373	567,376	105,598	39,292	7,313	70,924	13,200	18.22	
74	2.000	223,739	111,870	29,695	14,848	26,400	13,200	17.44	
79	0.800	74,795	93,494	3,324	4,155	10,560	13,200	18.97	
88	4.500	413,618	91,915	18,358	4,080	59,400	13,200	17.04	
97	2.000	401,480	200,740	119,732	59,866	26,400	13,200	12.87	
Program 21 Instructional	131.643	11,916,512	90,521	1,048,990	7,968	1,750,650	13,298	18.46	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.500	411,991	164,796			33,000	13,200	17.47	
K-12 Program 21 Instructional	126.143	11,433,447	90,639			1,678,050	13,303	18.47	
Program 31 Instructional	39.280	3,626,382	92,321	625,077	15,913	523,270	13,322	18.27	
Program 31 Administrative	0.900	149,892	166,547			11,880	13,200	17.22	
Program 34 Instructional	6.254	633,677	101,323	60,802	9,722	82,738	13,230	18.03	
Program 34 Administrative	0.100	16,655	166,550			1,320	13,200	17.22	
K-3 BEA Instructional	246.671	23,318,069	94,531	7,002	28	3,251,303	13,181	17.83	
4-6 BEA Instructional	94.159	8,720,200	92,611			1,225,829	13,019	17.55	
7-8 BEA Instructional	157.852	15,128,228	95,838			2,076,998	13,158	18.76	
9-12 BEA Instructional	218.416	21,468,166	98,290			2,909,940	13,323	18.49	
K-12 BEA Instructional	717.098	68,634,663	95,712	7,002	10	9,464,070	13,198	18.22	
K-12 BEA Administrative	1.000	144,599	144,599			13,200	13,200	17.52	
BEA	780.448	78,547,748	100,644	6,672,922	8,550	10,300,730	13,198	18.14	
Instructional	913.561	86,787,855	95,000	8,984,086	9,834	12,061,500	13,203	18.26	
Administrative	66.550	10,460,797	157,187	205,847	3,093	878,900	13,207	17.53	
Active	980.111	97,248,652	99,222	9,189,933	9,376	12,940,400	13,203	18.19	
On Leave	1.000	116,917	116,917	7,885	7,885	13,200	13,200	17.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	981.111	97,365,569	99,240	9,197,818	9,375	12,953,600	13,203	18.19	
Instructional for Funding Purposes	913.561	86,787,855	95,000	8,984,086	9,834	12,061,500	13,203	18.26	
Instructional for Compliance Purposes	913.561	86,787,855	95,000	8,984,086	9,834	12,061,500	13,203	18.26	
K-3 Program 01 Teacher	195.061	18,523,402	94,962			2,556,371	13,105	17.77	
K-3 Program 21 Teacher	20.650	1,723,641	83,469			262,904	12,731	18.03	

**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	199.782	18,345,988	91,830	1,834,320	9,182	2,626,734	13,148	18.06	
02	5.000	486,026	97,205	34,409	6,882	66,000	13,200	18.10	
13	1.000	101,010	101,010			13,200	13,200	20.63	
21	38.526	3,338,769	86,663	417,997	10,850	508,046	13,187	18.41	
24	7.095	589,284	83,056			93,654	13,200	16.55	
31	11.822	937,066	79,265	102,457	8,667	164,076	13,879	18.79	
34	4.175	389,005	93,175	34,420	8,244	55,110	13,200	18.40	
51	1.996	166,823	83,579	17,517	8,776	26,400	13,226	13.48	
52				37,854					
53				166					
55	1.000	88,172	88,172	9,763	9,763	13,200	13,200	17.71	
58				189,075					
65	1.400	133,527	95,376	8,919	6,371	18,480	13,200	17.96	
73				3,887					
74	0.300	30,676	102,253	26,270	87,567	3,960	13,200	18.04	
79				3,620					
88	1.000	128,953	128,953	10,332	10,332	13,200	13,200	20.57	
97	1.200	245,869	204,891	23,993	19,994	15,840	13,200	16.06	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.000	330,793	82,698	29,819	7,455	52,800	13,200	18.17	
Program 21 Instructional	37.726	3,201,956	84,874	386,307	10,240	497,486	13,187	18.46	
Program 21 Administrative	0.800	136,813	171,016	1,392	1,740	10,560	13,200	17.20	
K-12 Program 21 Instructional	32.171	2,743,534	85,280	324,873	10,098	424,160	13,185	18.50	
Program 31 Instructional	11.637	902,921	77,591	102,457	8,804	161,634	13,890	18.85	
Program 31 Administrative	0.185	34,145	184,568			2,442	13,200	16.96	
Program 34 Instructional	3.995	360,609	90,265	34,420	8,616	52,734	13,200	18.46	
Program 34 Administrative	0.180	28,396	157,756			2,376	13,200	17.66	
K-3 BEA Instructional	74.848	6,349,064	84,826	604,207	8,072	998,897	13,346	18.19	
4-6 BEA Instructional	43.336	3,936,002	90,825	394,061	9,093	576,259	13,297	18.29	
7-8 BEA Instructional	32.530	2,910,661	89,476	329,626	10,133	429,396	13,200	18.35	
9-12 BEA Instructional	56.648	4,840,671	85,452	576,086	10,170	735,768	12,988	17.95	
K-12 BEA Instructional	207.362	18,036,398	86,980	1,903,980	9,182	2,740,320	13,215	18.17	
K-12 BEA Administrative	9.000	1,446,386	160,710	1,620	180	118,800	13,200	17.64	
BEA	221.979	20,403,954	91,918	2,029,599	9,143	2,927,760	13,189	18.08	
Instructional	256.253	22,192,146	86,602	2,587,358	10,097	3,393,500	13,243	18.20	
Administrative	17.000	2,709,884	159,405	10,500	618	224,400	13,200	17.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.043	79,138	75,875	851	816			3.84	
Active	274.296	24,981,168	91,074	2,598,709	9,474	3,617,900	13,190	18.06	
On Leave				156,290					
Certificated Total	274.296	24,981,168	91,074	2,754,999	10,044	3,617,900	13,190	18.06	
Instructional for Funding Purposes	256.253	22,192,146	86,602	2,587,358	10,097	3,393,500	13,243	18.20	
Instructional for Compliance Purposes	256.253	22,192,146	86,602	2,587,358	10,097	3,393,500	13,243	18.20	
K-3 Program 01 Teacher	67.785	5,793,902	85,475	523,763	7,727	900,161	13,280	18.14	
K-3 Program 21 Teacher	6.402	524,705	81,960	45,958	7,179	84,106	13,137	19.31	

**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	19.909	1,569,061	78,812	34,158	1,716	265,888	13,355	18.85	
02	0.983	51,475	52,365			12,976	13,200	18.35	
09	0.984	72,642	73,823			12,989	13,200	18.48	
21	1.776	129,959	73,175	2,349	1,323	23,443	13,200	18.31	
31	2.952	281,764	95,449	35,466	12,014	38,966	13,200	18.10	
51	0.395	37,820	95,747			5,214	13,200	18.58	
52				10,875					
55	1.095	105,021	95,910			20,790	18,986	16.79	
58				11,410					
88	0.192	10,878	56,656			2,534	13,200	18.47	
97	1.000	160,737	160,737			13,200	13,200	16.67	
K-12 Program 02 Instructional	0.983	51,475	52,365			12,976	13,200	18.35	
Program 21 Instructional	1.776	129,959	73,175	2,349	1,323	23,443	13,200	18.31	
K-12 Program 21 Instructional	0.984	85,047	86,430	2,349	2,387	12,989	13,200	18.24	
Program 31 Instructional	2.952	281,764	95,449	15,670	5,308	38,966	13,200	18.10	
K-3 BEA Instructional	7.139	528,769	74,068			96,070	13,457	19.18	
4-6 BEA Instructional	2.616	242,668	92,763			34,558	13,210	18.40	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.330	103,898	78,119			17,556	13,200	19.46	
9-12 BEA Instructional	9.852	745,657	75,686	23,229	2,358	130,046	13,200	18.53	
K-12 BEA Instructional	20.937	1,620,992	77,422	23,229	1,109	278,230	13,289	18.77	
K-12 BEA Administrative	1.907	230,319	120,776			26,400	13,844	18.26	
BEA	24.844	2,063,037	83,040	69,624	2,802	331,030	13,324	18.55	
Instructional	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.62	
Administrative	2.907	391,056	134,522			39,600	13,622	17.57	
Other	1.000	50,989	50,989	46,395	46,395	13,200	13,200	18.46	
Active	29.286	2,419,357	82,611	94,258	3,219	396,000	13,522	18.45	
Certificated Total	29.286	2,419,357	82,611	94,258	3,219	396,000	13,522	18.45	
Instructional for Funding Purposes	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.62	
Instructional for Compliance Purposes	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.62	
K-3 Program 01 Teacher	6.903	515,927	74,740			92,954	13,466	19.20	
Grade T Program 09 Teacher	0.984	72,642	73,823			12,989	13,200	18.48	



**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	70.615	5,928,354	83,953	115,279	1,633	1,002,093	14,191	17.47	
02	4.400	297,878	67,700	24,451	5,557	62,568	14,220	16.99	
21	15.541	1,228,669	79,060	4,882	314	217,741	14,011	17.21	
24	0.209	11,528	55,158			2,972	14,220	17.77	
31	5.160	409,617	79,383	27,304	5,291	73,375	14,220	16.30	
34	2.620	246,829	94,210	16,536	6,311	38,394	14,654	17.39	
51	2.980	261,274	87,676			49,404	16,579	17.72	
55	4.860	458,116	94,263	4,833	994	72,143	14,844	16.42	
65	0.095	14,028	147,663			1,254	13,200	17.44	
74				2,584					
88	0.120	15,771	131,425			1,584	13,200	16.62	
97	1.460	264,970	181,486	15,750	10,788	19,272	13,200	15.38	
K-12 Program 02 Instructional	4.400	297,878	67,700	24,451	5,557	62,568	14,220	16.99	
Program 21 Instructional	15.141	1,169,605	77,248	4,882	322	212,461	14,032	17.20	
Program 21 Administrative	0.400	59,064	147,660			5,280	13,200	17.44	
K-12 Program 21 Instructional	14.020	1,096,161	78,186	4,882	348	197,658	14,098	17.25	
Program 31 Instructional	5.160	409,617	79,383	27,304	5,291	73,375	14,220	16.30	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.620	246,829	94,210	16,536	6,311	38,394	14,654	17.39	
K-3 BEA Instructional	25.911	1,989,172	76,769	22,867	883	368,454	14,220	17.86	
4-6 BEA Instructional	16.830	1,397,312	83,025	167	10	239,323	14,220	17.36	
7-8 BEA Instructional	11.654	987,816	84,762	2,917	250	166,857	14,318	17.26	
9-12 BEA Instructional	23.600	1,864,035	78,985	25,985	1,101	338,436	14,341	17.03	
K-12 BEA Instructional	77.995	6,238,335	79,984	51,936	666	1,113,071	14,271	17.39	
K-12 BEA Administrative	2.300	296,433	128,884			30,360	13,200	18.04	
BEA	84.255	7,147,648	84,834	199,320	2,366	1,195,703	14,191	17.29	
Instructional	99.100	7,894,635	79,663	191,036	1,928	1,422,000	14,349	17.36	
Administrative	8.460	1,182,527	139,779	20,583	2,433	112,200	13,262	16.51	
Other	0.500	59,872	119,744			6,600	13,200	16.38	
Active	108.060	9,137,034	84,555	211,619	1,958	1,540,800	14,259	17.24	
Certificated Total	108.060	9,137,034	84,555	211,619	1,958	1,540,800	14,259	17.24	
Instructional for Funding Purposes	99.100	7,894,635	79,663	191,036	1,928	1,422,000	14,349	17.36	
Instructional for Compliance Purposes	99.100	7,894,635	79,663	191,036	1,928	1,422,000	14,349	17.36	
K-3 Program 01 Teacher	24.311	1,871,781	76,993			340,014	13,986	17.86	
K-3 Program 21 Teacher	2.505	199,683	79,714			35,621	14,220	16.99	

**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	159.035	16,131,895	101,436	1,826,415	11,484	2,113,531	13,290	16.77	
02	8.344	922,799	110,594	94,460	11,321	112,464	13,478	16.74	
21	26.659	2,496,126	93,632	293,096	10,994	358,010	13,429	17.48	
24	0.591	53,916	91,228	5,884	9,956	7,801	13,200	16.63	
31	8.700	949,986	109,194	198,160	22,777	114,840	13,200	16.88	
34	1.300	156,917	120,705	11,326	8,712	17,160	13,200	16.40	
51	1.245	130,860	105,108	14,751	11,848	18,124	14,557	16.13	
55	1.669	164,258	98,417	17,188	10,298	26,400	15,818	17.24	
64	0.244	24,213	99,234	2,930	12,008	3,894	15,959	16.78	
65	2.987	271,757	90,980	29,388	9,839	42,187	14,124	16.73	
73				4,500					
74	0.787	85,037	108,052	2,500	3,177	10,388	13,200	16.86	
88				7,500					
97	1.000	267,377	267,377	6,000	6,000	13,200	13,200	13.33	
K-12 Program 02 Instructional	7.344	745,297	101,484			99,264	13,516	16.83	
Program 21 Instructional	24.659	2,127,077	86,260	288,846	11,714	331,610	13,448	17.73	
Program 21 Administrative	2.000	369,049	184,525	4,250	2,125	26,400	13,200	16.02	
K-12 Program 21 Instructional	24.659	2,127,077	86,260			331,610	13,448	17.73	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.200	866,885	105,718	176,708	21,550	108,240	13,200	16.89	
Program 31 Administrative	0.500	83,101	166,202	3,498	6,996	6,600	13,200	16.65	
Program 34 Instructional	0.800	73,816	92,270	7,518	9,398	10,560	13,200	16.16	
Program 34 Administrative	0.500	83,101	166,202			6,600	13,200	16.65	
K-3 BEA Instructional	64.540	5,967,903	92,468	4,050	63	862,633	13,366	16.91	
4-6 BEA Instructional	25.229	2,367,737	93,850			335,320	13,291	16.56	
7-8 BEA Instructional	25.872	2,564,938	99,140	18	1	341,510	13,200	16.77	
9-12 BEA Instructional	48.879	5,038,062	103,072	12,178	249	646,932	13,235	16.86	
K-12 BEA Instructional	164.520	15,938,640	96,880	16,246	99	2,186,395	13,290	16.82	
K-12 BEA Administrative	0.940	149,713	159,269			13,200	14,043	16.69	
BEA	178.379	18,428,974	103,314	2,136,361	11,977	2,371,195	13,293	16.72	
Instructional	196.702	18,795,758	95,554	2,346,216	11,928	2,626,800	13,354	16.91	
Administrative	15.859	2,859,383	180,300	98,972	6,241	211,200	13,317	16.07	
Other				68,910					
Active	212.561	21,655,141	101,877	2,514,098	11,828	2,838,000	13,351	16.81	
Certificated Total	212.561	21,655,141	101,877	2,514,098	11,828	2,838,000	13,351	16.81	
Instructional for Funding Purposes	196.702	18,795,758	95,554	2,346,216	11,928	2,626,800	13,354	16.91	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	196.702	18,795,758	95,554	2,346,216	11,928	2,626,800	13,354	16.91	
K-3 Program 01 Teacher	53.099	4,870,918	91,733			706,002	13,296	16.90	
K-3 Program 21 Teacher	5.513	436,726	79,217			72,772	13,200	18.43	

**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	105.484	9,739,009	92,327	1,164,342	11,038	1,393,389	13,209	17.77	
02	1.322	148,529	112,352	3,000	2,269	20,091	15,198	17.30	
09	2.000	179,993	89,997			26,436	13,218	18.60	
12	2.000	207,886	103,943			26,436	13,218	18.00	
13	2.000	186,471	93,236	6,092	3,046	26,436	13,218	17.04	
14	2.479	213,794	86,242	1,334	538	39,654	15,996	18.77	
21	14.583	1,277,772	87,621	13,909	954	194,001	13,303	17.53	
24	3.990	393,527	98,628			52,740	13,218	17.50	
31	6.419	501,726	78,163	54,399	8,475	88,032	13,714	17.34	
51	1.642	175,724	107,018			21,704	13,218	17.55	
52	0.760	74,968	98,642	1,323	1,741	10,046	13,218	17.76	
55	4.803	491,671	102,367	612	127	63,909	13,306	17.73	
58				24,076					
64	0.150	15,395	102,633			1,983	13,218	18.09	
65	1.722	149,377	86,746	153	89	24,453	14,201	18.24	
74	0.546	43,123	78,980			1,340	2,454	12.01	
97	1.400	269,481	192,486			18,505	13,218	17.16	
K-12 Program 02 Instructional	1.111	117,941	106,158			16,417	14,777	17.39	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	13.916	1,171,804	84,206	13,909	999	185,184	13,307	17.48	
Program 21 Administrative	0.667	105,968	158,873			8,816	13,218	18.10	
K-12 Program 21 Instructional	13.046	1,089,928	83,545			173,685	13,313	17.43	
Program 31 Instructional	6.282	482,672	76,834	54,399	8,660	85,653	13,635	17.35	
Program 31 Administrative	0.137	19,054	139,080			2,379	17,367	16.96	
K-3 BEA Instructional	38.452	3,248,361	84,478			502,271	13,062	18.03	
4-6 BEA Instructional	20.999	1,879,239	89,492			277,565	13,218	17.75	
7-8 BEA Instructional	16.015	1,372,192	85,682	400	25	211,686	13,218	17.52	
9-12 BEA Instructional	28.328	2,471,436	87,244	1,323	47	383,877	13,551	17.38	
K-12 BEA Instructional	103.794	8,971,228	86,433	1,723	17	1,375,399	13,251	17.70	
BEA	114.625	10,658,745	92,988	1,221,741	10,659	1,520,017	13,261	17.73	
Instructional	138.952	12,139,859	87,367	1,215,799	8,750	1,844,484	13,274	17.68	
Administrative	12.348	1,928,587	156,186			164,670	13,336	17.89	
Other				53,441					
Active	151.300	14,068,446	92,984	1,269,240	8,389	2,009,154	13,279	17.71	
Certificated Total	151.300	14,068,446	92,984	1,269,240	8,389	2,009,154	13,279	17.71	
Instructional for Funding Purposes	138.952	12,139,859	87,367	1,215,799	8,750	1,844,484	13,274	17.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	138.952	12,139,859	87,367	1,215,799	8,750	1,844,484	13,274	17.68	
K-3 Program 01 Teacher	36.119	3,039,824	84,161			471,433	13,052	18.01	
K-3 Program 21 Teacher	3.834	316,843	82,640			50,678	13,218	17.30	
Grade T Program 09 Teacher	2.000	179,993	89,997			26,436	13,218	18.60	



**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	2.600	177,223	68,163	18,312	7,043	32,011	12,312	17.91	
51	0.199	13,035	65,503			2,450	12,312	17.89	
53				3,000					
65	0.201	13,035	64,851			2,475	12,312	17.89	
97				47,688					
99				11,922					
K-3 BEA Instructional	1.100	63,451	57,683	5,000	4,545	13,543	12,312	17.93	
4-6 BEA Instructional	1.500	113,772	75,848			18,468	12,312	17.90	
K-12 BEA Instructional	2.600	177,223	68,163	5,000	1,923	32,011	12,312	17.91	
BEA	2.600	177,223	68,163	66,000	25,385	32,011	12,312	17.91	
Instructional	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.91	
Administrative				59,610					
Active	3.000	203,293	67,764	80,922	26,974	36,936	12,312	17.91	
Certificated Total	3.000	203,293	67,764	80,922	26,974	36,936	12,312	17.91	
Instructional for Funding Purposes	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.91	
Instructional for Compliance Purposes	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.91	
K-3 Program 01 Teacher	1.100	63,451	57,683			13,543	12,312	17.93	

**Rooted School Vancouver (06901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.865	183,344	63,994			37,818	13,200	19.48	
21	0.920	65,546	71,246			12,144	13,200	18.55	
24	0.080	5,700	71,250			1,056	13,200	18.55	
51	0.035	2,464	70,400			462	13,200	19.68	
55	0.100	7,039	70,390			1,320	13,200	19.68	
65	0.050	6,783	135,660			660	13,200	17.90	
74	0.050	6,783	135,660			660	13,200	17.90	
79	0.900	81,516	90,573			12,540	13,933	18.42	
97	0.700	94,956	135,651			9,240	13,200	17.90	
Program 21 Instructional	0.920	65,546	71,246			12,144	13,200	18.55	
K-12 Program 21 Instructional	0.920	65,546	71,246			12,144	13,200	18.55	
9-12 BEA Instructional	2.865	183,344	63,994			37,818	13,200	19.48	
K-12 BEA Instructional	2.865	183,344	63,994			37,818	13,200	19.48	
K-12 BEA Administrative	0.700	94,956	135,651			9,240	13,200	17.90	
BEA	3.565	278,300	78,065			47,058	13,200	18.94	
Instructional	4.700	318,479	67,761			62,700	13,340	19.14	
Administrative	1.000	135,652	135,652			13,200	13,200	17.90	
Active	5.700	454,131	79,672			75,900	13,316	18.77	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	5.700	454,131	79,672			75,900	13,316	18.77	
Instructional for Funding Purposes	4.700	318,479	67,761			62,700	13,340	19.14	
Instructional for Compliance Purposes	4.700	318,479	67,761			62,700	13,340	19.14	

**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	15.229	1,228,781	80,687	21,010	1,380	212,731	13,969	17.23	
14	0.450	38,010	84,467			5,940	13,200	18.09	
21	1.100	84,202	76,547			14,520	13,200	17.72	
31	0.833	50,885	61,086	5,089	6,109	10,996	13,200	17.79	
34	0.167	10,179	60,952	5,089	30,473	2,204	13,200	17.79	
51	0.168	13,088	77,905			2,218	13,200	17.52	
52									
55	0.816	77,127	94,518			10,771	13,200	17.87	
58				22,854					
79				3,872					
97	0.350	50,736	144,960	900	2,571	4,620	13,200	17.24	
Program 21 Instructional	1.000	69,702	69,702			13,200	13,200	17.83	
Program 21 Administrative	0.100	14,500	145,000			1,320	13,200	17.24	
K-12 Program 21 Instructional	1.000	69,702	69,702			13,200	13,200	17.83	
Program 31 Instructional	0.833	50,885	61,086	5,089	6,109	10,996	13,200	17.79	
Program 34 Instructional	0.167	10,179	60,952	5,089	30,473	2,204	13,200	17.79	
K-3 BEA Instructional	4.662	355,160	76,182			63,281	13,574	17.57	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	3.377	222,368	65,848			44,576	13,200	16.41	
7-8 BEA Instructional	2.369	190,150	80,266	5,809	2,452	35,152	14,838	16.94	
9-12 BEA Instructional	4.870	408,379	83,856	15,379	3,158	70,369	14,450	17.67	
K-12 BEA Instructional	15.278	1,176,057	76,977	21,188	1,387	213,378	13,966	17.26	
BEA	16.579	1,340,581	80,860	32,088	1,935	230,551	13,906	17.26	
Instructional	17.612	1,359,484	77,191	47,914	2,721	244,187	13,865	17.35	
Administrative	1.501	193,524	128,930	10,900	7,262	19,813	13,200	17.25	
Active	19.113	1,553,008	81,254	58,814	3,077	264,000	13,813	17.34	
Certificated Total	19.113	1,553,008	81,254	58,814	3,077	264,000	13,813	17.34	
Instructional for Funding Purposes	17.612	1,359,484	77,191	47,914	2,721	244,187	13,865	17.35	
Instructional for Compliance Purposes	17.612	1,359,484	77,191	47,914	2,721	244,187	13,865	17.35	
K-3 Program 01 Teacher	4.454	340,414	76,429			58,793	13,200	17.62	
K-3 Program 21 Teacher	0.192	13,272	69,125			2,534	13,200	17.83	

**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	87.389	7,627,528	87,282	716,209	8,196	1,174,856	13,444	17.74	
09	2.000	177,635	88,818			27,158	13,579	17.88	
21	10.760	951,464	88,426	37,518	3,487	146,273	13,594	18.19	
24	0.528	35,089	66,456			7,170	13,579	18.06	
31	5.700	496,505	87,106	43,195	7,578	77,400	13,579	17.84	
34	1.000	59,267	59,267			13,579	13,579	16.47	
51	2.050	173,532	84,650			27,765	13,544	18.12	
52				85,500					
53	0.050	7,739	154,780			679	13,579	17.11	
55	5.000	475,580	95,116			67,895	13,579	18.20	
58				134,364					
65	2.300	251,141	109,192			31,232	13,579	15.88	
74	1.000	77,021	77,021			13,579	13,579	17.12	
97	1.200	210,947	175,789			15,935	13,279	15.47	
Program 21 Instructional	9.760	818,394	83,852	37,518	3,844	132,694	13,596	18.22	
Program 21 Administrative	1.000	133,070	133,070			13,579	13,579	17.93	
K-12 Program 21 Instructional	9.760	818,394	83,852			132,694	13,596	18.22	
Program 31 Instructional	5.600	483,684	86,372	43,195	7,713	76,042	13,579	17.85	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.100	12,821	128,210			1,358	13,579	17.46	
Program 34 Instructional	1.000	59,267	59,267			13,579	13,579	16.47	
K-3 BEA Instructional	29.000	2,547,747	87,853			393,791	13,579	18.37	
4-6 BEA Instructional	19.989	1,699,178	85,006			260,029	13,009	18.27	
7-8 BEA Instructional	12.700	975,944	76,846			172,093	13,551	17.74	
9-12 BEA Instructional	25.300	2,025,089	80,043	36,499	1,443	343,511	13,577	16.75	
K-12 BEA Instructional	86.989	7,247,958	83,320	36,499	420	1,169,424	13,443	17.78	
K-12 BEA Administrative	5.000	667,311	133,462			67,895	13,579	17.58	
BEA	95.289	8,394,247	88,093	759,404	7,969	1,281,770	13,451	17.68	
Instructional	108.977	9,155,747	84,015	944,912	8,671	1,468,090	13,472	17.79	
Administrative	9.200	1,309,741	142,363	64,980	7,063	124,567	13,540	17.17	
Other	0.800	77,960	97,450	6,894	8,618	10,863	13,579	16.59	
Active	118.977	10,543,448	88,618	1,016,786	8,546	1,603,520	13,478	17.71	
Certificated Total	118.977	10,543,448	88,618	1,016,786	8,546	1,603,520	13,478	17.71	
Instructional for Funding Purposes	108.977	9,155,747	84,015	944,912	8,671	1,468,090	13,472	17.79	
Instructional for Compliance Purposes	108.977	9,155,747	84,015	944,912	8,671	1,468,090	13,472	17.79	
K-3 Program 01 Teacher	27.000	2,394,410	88,682			366,633	13,579	18.18	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	2.772	190,279	68,643			37,641	13,579	19.80	
Grade T Program 09 Teacher	2.000	177,635	88,818			27,158	13,579	17.88	



**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	40.586	4,082,846	100,597	164,407	4,051	541,055	13,331	18.02	
02	0.700	78,321	111,887	3,393	4,847	9,214	13,162	17.95	
13	4.146	350,831	84,619			58,687	14,155	17.70	
21	8.000	789,652	98,707	29,193	3,649	105,600	13,200	18.50	
24	2.044	176,454	86,328	3,744	1,832	26,400	12,916	17.76	
31	1.600	151,254	94,534	5,185	3,241	34,320	21,450	18.21	
51	1.000	119,057	119,057	2,646	2,646	13,200	13,200	17.77	
52				5,099					
55	0.974	86,903	89,223	1,932	1,984	12,857	13,200	17.70	
58	0.293	18,068	61,666	24,076	82,171	3,868	13,200	18.14	
65	1.000	109,775	109,775	2,440	2,440	13,200	13,200	17.69	
74				7,000					
97	1.000	189,873	189,873			13,200	13,200	16.18	
K-12 Program 02 Instructional	0.700	78,321	111,887	2,104	3,006	9,214	13,162	17.95	
Program 21 Instructional	7.000	633,230	90,461	23,486	3,355	92,400	13,200	18.78	
Program 21 Administrative	1.000	156,422	156,422	5,707	5,707	13,200	13,200	17.45	
K-12 Program 21 Instructional	7.000	633,230	90,461			92,400	13,200	18.78	
Program 31 Instructional	1.600	151,254	94,534	5,185	3,241	34,320	21,450	18.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	12.734	1,142,139	89,692	1,764	139	171,626	13,478	17.74	
4-6 BEA Instructional	4.865	540,595	111,119	882	181	65,974	13,561	18.51	
7-8 BEA Instructional	7.387	657,352	88,988	1,495	202	97,535	13,204	17.52	
9-12 BEA Instructional	14.900	1,499,367	100,629	17,224	1,156	209,854	14,084	18.51	
K-12 BEA Instructional	39.886	3,839,453	96,261	21,365	536	544,988	13,664	18.11	
BEA	43.886	4,502,294	102,591	172,985	3,942	597,788	13,621	17.96	
Instructional	56.343	5,333,771	94,666	240,842	4,275	765,600	13,588	18.12	
Administrative	5.000	819,263	163,853	5,707	1,141	66,000	13,200	17.12	
Other				2,566					
Active	61.343	6,153,034	100,305	249,115	4,061	831,600	13,557	17.99	
Certificated Total	61.343	6,153,034	100,305	249,115	4,061	831,600	13,557	17.99	
Instructional for Funding Purposes	56.343	5,333,771	94,666	240,842	4,275	765,600	13,588	18.12	
Instructional for Compliance Purposes	56.343	5,333,771	94,666	240,842	4,275	765,600	13,588	18.12	
K-3 Program 01 Teacher	11.734	1,052,186	89,670	1,764	150	158,426	13,501	17.84	
K-3 Program 21 Teacher	1.000	85,506	85,506			13,200	13,200	21.37	

**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	3.212	272,779	84,925			51,572	16,056	16.27	
21	0.509	29,419	57,798			9,900	19,450	17.23	
97	0.343	66,505	193,892			4,528	13,200	16.64	
Program 21 Instructional	0.509	29,419	57,798			9,900	19,450	17.23	
K-12 Program 21 Instructional	0.509	29,419	57,798			9,900	19,450	17.23	
K-3 BEA Instructional	2.098	176,177	83,974			36,868	17,573	15.94	
4-6 BEA Instructional	1.000	74,434	74,434			13,200	13,200	17.08	
K-12 BEA Instructional	3.098	250,611	80,894			50,068	16,161	16.24	
BEA	3.555	339,284	95,439			56,100	15,781	16.32	
Instructional	3.607	280,030	77,635			59,968	16,625	16.33	
Administrative	0.457	88,673	194,033			6,032	13,200	16.64	
Active	4.064	368,703	90,724			66,000	16,240	16.39	
Certificated Total	4.064	368,703	90,724			66,000	16,240	16.39	
Instructional for Funding Purposes	3.607	280,030	77,635			59,968	16,625	16.33	
Instructional for Compliance Purposes	3.607	280,030	77,635			59,968	16,625	16.33	
K-3 Program 01 Teacher	1.929	166,370	86,247			33,568	17,402	15.88	

**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	2,578.332	253,656,769	98,380	42,136,492	16,343	34,834,351	13,510	18.67	
02	46.843	4,971,080	106,122	789,186	16,847	623,172	13,303	18.00	
13	33.194	2,805,220	84,510	591,568	17,822	506,563	15,261	18.32	
21	724.397	65,440,317	90,338	13,432,797	18,543	9,933,396	13,713	18.77	
24	39.102	4,460,109	114,063	666,446	17,044	530,666	13,571	18.69	
31	100.940	9,073,869	89,894	1,644,713	16,294	1,429,454	14,161	18.96	
34	11.985	1,225,775	102,276	218,231	18,209	160,195	13,366	18.67	
45	7.505	673,614	89,755	94,007	12,526	118,866	15,838	17.22	
51	38.642	3,847,928	99,579	785,160	20,319	540,355	13,984	18.39	
52	6.452	632,193	97,984	150,377	23,307	85,166	13,200	18.85	
55	92.508	8,731,460	94,386	1,612,183	17,427	1,292,848	13,976	18.62	
56	3.000	260,329	86,776	47,015	15,672	39,600	13,200	20.27	
57	1.000	111,686	111,686	19,973	19,973	13,200	13,200	19.06	
58	2.800	264,461	94,450	3,111,836	1,111,370	36,960	13,200	18.71	
61	1.600	147,811	92,382	32,055	20,034	26,400	16,500	22.09	
64	4.300	483,000	112,326	116,711	27,142	56,760	13,200	19.56	
65	153.994	14,826,630	96,281	2,748,745	17,850	2,129,237	13,827	18.72	
68	0.600	67,013	111,688	16,217	27,028	7,920	13,200	18.56	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.000	494,704	123,676	83,162	20,791	52,800	13,200	18.01	
79	130.939	11,869,847	90,652	2,486,564	18,990	1,841,862	14,067	19.12	
97	15.000	1,685,391	112,359	221,692	14,779	198,000	13,200	18.15	
CP				5,000					
K-12 Program 02 Instructional	41.843	4,020,498	96,085			557,172	13,316	18.60	
Program 21 Instructional	712.597	64,275,733	90,199	13,354,713	18,741	9,777,636	13,721	18.80	
Program 21 Administrative	2.800	507,791	181,354			36,960	13,200	16.73	
K-12 Program 21 Instructional	683.748	61,788,154	90,367			9,389,503	13,732	18.81	
Program 26, 56, and 59 Instructional	3.000	260,329	86,776	47,015	15,672	39,600	13,200	20.27	
Program 31 Instructional	98.544	8,642,491	87,702	1,644,713	16,690	1,397,827	14,185	19.08	
Program 31 Administrative	2.396	431,378	180,041			31,627	13,200	16.02	
Program 34 Instructional	11.585	1,157,475	99,912	218,231	18,837	154,915	13,372	18.69	
Program 34 Administrative	0.400	68,300	170,750			5,280	13,200	18.23	
K-3 BEA Instructional	981.054	88,933,132	90,651	24,036	25	13,300,333	13,557	18.94	
4-6 BEA Instructional	435.660	40,626,050	93,252			5,866,740	13,466	18.79	
7-8 BEA Instructional	408.135	37,252,921	91,276			5,490,408	13,452	18.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	680.419	62,808,642	92,309			9,340,426	13,727	19.22	
K-12 BEA Instructional	2,505.268	229,620,745	91,655	24,036	10	33,997,907	13,571	19.00	
K-12 BEA Administrative	208.285	38,094,334	182,895			2,756,767	13,236	16.13	
BEA	2,760.605	271,286,498	98,271	45,104,321	16,339	37,364,039	13,535	18.66	
Instructional	3,699.031	338,563,745	91,528	69,935,888	18,907	50,516,227	13,657	18.93	
Administrative	232.400	42,146,712	181,354	338,934	1,458	3,075,600	13,234	16.29	
Other	62.702	4,741,449	75,619	685,707	10,936	826,346	13,179	19.54	
Active	3,994.133	385,451,906	96,505	70,960,529	17,766	54,418,173	13,625	18.70	
On Leave	3.000	277,300	92,433	49,601	16,534	39,600	13,200	20.52	
Certificated Total	3,997.133	385,729,206	96,501	71,010,130	17,765	54,457,773	13,624	18.70	
Instructional for Funding Purposes	3,696.031	338,303,416	91,532	69,888,873	18,909	50,476,627	13,657	18.93	
Instructional for Compliance Purposes	3,696.031	338,303,416	91,532	69,888,873	18,909	50,476,627	13,657	18.93	
K-3 Program 01 Teacher	883.007	79,347,201	89,860			11,781,977	13,343	18.72	
K-3 Program 21 Teacher	136.935	11,806,685	86,221			1,858,877	13,575	18.66	

**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	215.909	23,793,004	110,199	1,225,964	5,678	2,919,541	13,522	17.68	
02	0.900	123,240	136,933	11,596	12,884	11,880	13,200	17.63	
09	1.756	161,826	92,156			28,160	16,036	15.78	
11	0.560	46,692	83,379	3,366	6,011	9,240	16,500	17.87	
13	0.190	40,011	210,584			2,508	13,200	15.32	
14	1.240	145,169	117,072	10,492	8,461	17,160	13,839	17.85	
21	45.592	4,604,599	100,996	381,327	8,364	606,624	13,305	17.40	
22	2.703	279,734	103,490	132	49	37,198	13,762	17.48	
24	7.949	736,783	92,689			105,046	13,215	17.73	
31	17.350	1,822,516	105,044	134,108	7,730	229,020	13,200	17.50	
34	2.060	206,767	100,372	3,006	1,459	27,192	13,200	17.67	
51	2.881	216,707	75,219			39,019	13,544	17.23	
55	6.249	572,838	91,669	16,254	2,601	91,621	14,662	18.56	
58				244,389					
65	4.000	418,957	104,739	15,513	3,878	52,800	13,200	18.05	
74	1.000	125,160	125,160	4,172	4,172	13,200	13,200	17.79	
89	1.000	115,979	115,979	4,728	4,728	13,200	13,200	17.66	
97	2.795	616,256	220,485	71,501	25,582	51,142	18,298	14.57	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.650	68,874	105,960			8,580	13,200	17.67	
Program 21 Instructional	44.141	4,420,244	100,139	372,099	8,430	600,670	13,608	17.44	
Program 21 Administrative	0.451	95,056	210,767	540	1,197	5,953	13,200	15.32	
K-12 Program 21 Instructional	38.610	3,797,906	98,366			524,955	13,596	17.38	
Program 31 Instructional	16.410	1,654,295	100,810	131,890	8,037	216,612	13,200	17.55	
Program 31 Administrative	0.940	168,221	178,959	1,080	1,149	12,408	13,200	16.96	
Program 34 Instructional	2.000	196,030	98,015	2,362	1,181	26,400	13,200	17.70	
Program 34 Administrative	0.060	10,737	178,950			792	13,200	16.96	
K-3 BEA Instructional	78.794	7,672,767	97,378			1,065,984	13,529	17.79	
4-6 BEA Instructional	44.926	4,732,450	105,339			595,201	13,248	17.81	
7-8 BEA Instructional	30.198	3,218,433	106,578	33,735	1,117	405,570	13,430	17.90	
9-12 BEA Instructional	61.851	6,731,352	108,832	25,350	410	844,338	13,651	17.64	
K-12 BEA Instructional	215.769	22,355,002	103,606	59,085	274	2,911,093	13,492	17.77	
BEA	239.014	26,561,783	111,131	1,446,175	6,051	3,238,775	13,551	17.59	
Instructional	288.349	29,457,903	102,161	1,787,701	6,200	3,906,540	13,548	17.72	
Administrative	22.485	4,224,409	187,877	24,840	1,105	311,050	13,834	16.52	
Other	1.300	156,681	120,524			17,160	13,200	17.90	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	312.134	33,838,993	108,412	1,812,541	5,807	4,234,750	13,567	17.58	
K-12 Program 21 Contracted	1.000	89,299	89,299						
On Leave	1.000	97,946	97,946	314,007	314,007	19,800	19,800	17.69	
Certificated Total	314.134	34,026,238	108,318	2,126,548	6,770	4,254,550	13,544	17.58	
Instructional for Funding Purposes	289.349	29,547,202	102,116	1,787,701	6,178	3,906,540	13,501	17.72	
Instructional for Compliance Purposes	288.349	29,457,903	102,161	1,787,701	6,200	3,906,540	13,548	17.72	
K-3 Program 01 Teacher	73.203	7,103,499	97,038			984,733	13,452	17.87	
K-3 Program 21 Teacher	8.166	729,010	89,274			107,734	13,193	17.44	
Grade T Program 09 Teacher	1.456	108,139	74,271			24,200	16,621	15.29	

**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	175.029	15,704,301	89,724	819,632	4,683	2,305,552	13,172	17.52	
02	1.200	112,658	93,882			15,840	13,200	17.85	
09	1.000	105,877	105,877	3,000	3,000	13,200	13,200	17.70	
13	0.800	78,534	98,168			10,560	13,200	17.39	
21	29.848	2,517,805	84,354	159,869	5,356	392,577	13,153	17.66	
26	0.800	83,196	103,995			10,560	13,200	17.29	
31	26.946	2,419,549	89,793	111,400	4,134	348,401	12,930	16.96	
34	9.620	937,560	97,459	21,981	2,285	126,984	13,200	17.62	
51	3.250	409,971	126,145			42,900	13,200	17.37	
53	0.125	20,202	161,616			1,650	13,200	17.41	
55	13.525	1,266,349	93,630			179,656	13,283	16.75	
58	0.200	19,633	98,165	2,000	10,000	2,640	13,200	17.39	
65	2.550	223,939	87,819			33,660	13,200	17.49	
69	4.250	296,899	69,859	3,000	706	56,100	13,200	17.64	
74	0.680	71,291	104,840			8,976	13,200	17.35	
76	0.057	7,003	122,860					8.27	
79	4.817	371,228	77,066	255,403	53,021	63,584	13,200	17.93	
97	3.000	594,688	198,229	26,830	8,943	39,600	13,200	15.13	
99	0.800	132,220	165,275			10,560	13,200	17.08	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.000	79,603	79,603			13,200	13,200	18.08	
Program 21 Instructional	29.148	2,393,635	82,120	159,869	5,485	383,337	13,151	17.72	
Program 21 Administrative	0.700	124,170	177,386			9,240	13,200	16.50	
K-12 Program 21 Instructional	26.848	2,199,484	81,924			352,977	13,147	17.75	
Program 26, 56, and 59 Instructional	0.500	29,980	59,960			6,600	13,200	18.68	
Program 26, 56, and 59 Administrative	0.300	53,216	177,387			3,960	13,200	16.50	
Program 31 Instructional	24.546	2,031,699	82,771	111,400	4,538	316,721	12,903	16.86	
Program 31 Administrative	2.400	387,850	161,604			31,680	13,200	17.61	
Program 34 Instructional	8.720	794,979	91,167	21,981	2,521	115,104	13,200	17.68	
Program 34 Administrative	0.900	142,581	158,423			11,880	13,200	17.26	
K-3 BEA Instructional	72.924	6,168,396	84,587	65,322	896	963,679	13,215	17.82	
4-6 BEA Instructional	28.194	2,281,081	80,907	21,124	749	372,161	13,200	17.73	
7-8 BEA Instructional	36.500	3,265,326	89,461	63,123	1,729	481,800	13,200	17.39	
9-12 BEA Instructional	59.577	5,080,134	85,270	40,805	685	773,216	12,978	16.94	
K-12 BEA Instructional	197.195	16,794,937	85,169	190,374	965	2,590,856	13,139	17.44	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	6.000	877,795	146,299			79,200	13,200	17.20	
BEA	215.795	19,768,756	91,609	979,843	4,541	2,836,376	13,144	17.37	
Instructional	255.240	21,641,282	84,788	1,376,285	5,392	3,356,760	13,151	17.45	
Administrative	23.057	3,710,446	160,925	26,830	1,164	303,600	13,167	16.94	
Other	0.200	21,175	105,875			2,640	13,200	17.81	
Active	278.497	25,372,903	91,107	1,403,115	5,038	3,663,000	13,153	17.38	
Certificated Total	278.497	25,372,903	91,107	1,403,115	5,038	3,663,000	13,153	17.38	
Instructional for Funding Purposes	254.740	21,611,302	84,837	1,376,285	5,403	3,350,160	13,151	17.45	
Instructional for Compliance Purposes	254.740	21,611,302	84,837	1,376,285	5,403	3,350,160	13,151	17.45	
K-3 Program 01 Teacher	66.924	5,653,202	84,472	59,992	896	884,479	13,216	17.83	
K-3 Program 21 Teacher	3.533	255,356	72,277			45,463	12,868	17.75	
Grade T Program 09 Teacher	1.000	105,877	105,877			13,200	13,200	17.70	

**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	16.727	1,131,737	67,659	32,180	1,924	220,783	13,199	17.22	
09	1.200	64,197	53,498			15,840	13,200	17.71	
13	1.000	98,592	98,592			13,200	13,200	14.47	
21	3.581	235,908	65,878	3,768	1,052	50,384	14,070	16.28	
24	0.450	39,727	88,282			8,488	18,861	11.73	
31	1.635	119,949	73,363	2,294	1,403	21,582	13,200	18.51	
34	0.429	31,915	74,394	1,130	2,634	5,663	13,200	18.72	
51	0.764	61,969	81,111			10,085	13,200	17.90	
52	0.078	6,384	81,846			1,030	13,200	17.90	
55	0.724	41,414	57,202			9,557	13,200	17.85	
58				8,569					
69	0.084	4,040	48,095			1,109	13,200	17.85	
97	0.750	108,356	144,475			9,900	13,200	16.33	
98				4,000					
99	0.150	22,865	152,433			1,980	13,200	16.22	
Program 21 Instructional	3.431	213,044	62,094	3,768	1,098	48,404	14,108	16.29	
Program 21 Administrative	0.150	22,864	152,427			1,980	13,200	16.22	
K-12 Program 21 Instructional	3.431	213,044	62,094	3,768	1,098	48,404	14,108	16.29	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.535	110,675	72,101			20,262	13,200	18.59	
Program 31 Administrative	0.100	9,274	92,740	2,294	22,940	1,320	13,200	17.58	
Program 34 Instructional	0.379	27,278	71,974			5,003	13,200	18.92	
Program 34 Administrative	0.050	4,637	92,740	1,130	22,600	660	13,200	17.58	
K-3 BEA Instructional	4.899	321,586	65,643	1,300	265	64,667	13,200	17.79	
4-6 BEA Instructional	2.303	167,424	72,698			31,865	13,836	17.62	
7-8 BEA Instructional	3.158	205,224	64,985	5,575	1,765	44,616	14,128	17.53	
9-12 BEA Instructional	7.481	498,277	66,606	15,825	2,115	94,340	12,611	16.95	
K-12 BEA Instructional	17.841	1,192,511	66,841	22,700	1,272	235,488	13,199	17.37	
K-12 BEA Administrative				1,490					
BEA	19.541	1,391,957	71,233	35,604	1,822	257,928	13,199	17.29	
Instructional	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	16.97	
Administrative	2.000	245,175	122,588	13,653	6,827	26,400	13,200	16.72	
Active	27.572	1,967,053	71,342	51,941	1,884	369,600	13,405	16.93	
Certificated Total	27.572	1,967,053	71,342	51,941	1,884	369,600	13,405	16.93	
Instructional for Funding Purposes	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	16.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	16.97	
K-3 Program 01 Teacher	4.400	291,640	66,282			58,080	13,200	17.76	
K-3 Program 21 Teacher	0.598	37,980	63,512			7,894	13,200	17.67	
Grade T Program 09 Teacher	1.000	51,044	51,044			13,200	13,200	17.92	

**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	115.986	11,796,503	101,706	225,458	1,944	1,560,854	13,457	17.64	
02	10.205	992,422	97,249	6,696	656	143,880	14,099	17.28	
14	2.710	274,458	101,276	377	139	36,128	13,332	17.78	
21	24.988	2,435,050	97,449	33,522	1,342	362,168	14,494	18.12	
24	0.983	71,580	72,818			12,976	13,200	17.58	
31	13.192	1,384,584	104,956	97,740	7,409	175,120	13,275	18.13	
34	2.784	260,660	93,628	15,551	5,586	36,749	13,200	17.08	
38				7,400					
51	2.490	266,795	107,147	1,006	404	32,868	13,200	17.60	
52	1.000	111,443	111,443	609	609	13,200	13,200	17.93	
55	2.295	207,429	90,383	1,682	733	30,373	13,235	19.54	
58				150,743					
65	0.720	60,589	84,151	331	460	9,504	13,200	17.63	
74	0.800	75,878	94,848	414	518	13,147	16,434	17.98	
97	1.000	241,960	241,960	4,839	4,839	13,200	13,200	15.35	
K-12 Program 02 Instructional	9.705	915,254	94,307	2,557	263	137,280	14,145	17.25	
Program 21 Instructional	23.988	2,266,094	94,468	33,522	1,397	348,968	14,548	18.15	
Program 21 Administrative	1.000	168,956	168,956			13,200	13,200	17.67	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	23.971	2,264,901	94,485	20,990	876	348,744	14,549	18.15	
Program 31 Instructional	12.692	1,307,416	103,011	97,740	7,701	168,520	13,278	18.15	
Program 31 Administrative	0.500	77,168	154,336			6,600	13,200	17.68	
Program 34 Instructional	2.784	260,660	93,628	15,551	5,586	36,749	13,200	17.08	
K-3 BEA Instructional	49.661	4,714,194	94,927	23,948	482	673,543	13,563	17.53	
4-6 BEA Instructional	22.229	2,195,330	98,760	8,712	392	299,046	13,453	17.90	
7-8 BEA Instructional	20.932	1,924,692	91,950	29,507	1,410	277,622	13,263	17.33	
9-12 BEA Instructional	39.973	4,196,292	104,978	68,458	1,713	543,060	13,586	17.86	
K-12 BEA Instructional	132.795	13,030,508	98,125	130,625	984	1,793,271	13,504	17.67	
BEA	143.167	14,676,129	102,511	350,284	2,447	1,929,803	13,479	17.62	
Instructional	167.291	16,281,986	97,327	541,529	3,237	2,283,968	13,653	17.76	
Administrative	11.862	1,897,365	159,953	4,839	408	156,200	13,168	17.23	
Active	179.153	18,179,351	101,474	546,368	3,050	2,440,168	13,621	17.71	
Certificated Total	179.153	18,179,351	101,474	546,368	3,050	2,440,168	13,621	17.71	
Instructional for Funding Purposes	167.291	16,281,986	97,327	541,529	3,237	2,283,968	13,653	17.76	
Instructional for Compliance Purposes	167.291	16,281,986	97,327	541,529	3,237	2,283,968	13,653	17.76	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	39.630	3,811,224	96,170	17,762	448	536,950	13,549	17.48	
K-3 Program 21 Teacher	3.694	310,662	84,099			62,502	16,920	18.38	

**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	2.000	215,229	107,615			25,378	12,689	18.06	
79				4,000					
97	0.219	45,000	205,479					8.42	
K-3 BEA Instructional	1.000	104,277	104,277			13,278	13,278	17.99	
4-6 BEA Instructional	0.500	55,476	110,952			6,050	12,100	18.11	
7-8 BEA Instructional	0.500	55,476	110,952			6,050	12,100	18.11	
K-12 BEA Instructional	2.000	215,229	107,615			25,378	12,689	18.06	
K-12 BEA Administrative	0.219	45,000	205,479					8.42	
BEA	2.219	260,229	117,273			25,378	11,437	16.43	
Instructional	2.000	215,229	107,615	4,000	2,000	25,378	12,689	18.06	
Administrative	0.219	45,000	205,479					8.42	
Active	2.219	260,229	117,273	4,000	1,803	25,378	11,437	16.43	
Certificated Total	2.219	260,229	117,273	4,000	1,803	25,378	11,437	16.43	
Instructional for Funding Purposes	2.000	215,229	107,615	4,000	2,000	25,378	12,689	18.06	
Instructional for Compliance Purposes	2.000	215,229	107,615	4,000	2,000	25,378	12,689	18.06	
K-3 Program 01 Teacher	1.000	104,277	104,277			13,278	13,278	17.99	

**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	201.940	18,277,537	90,510	1,366,775	6,768	2,694,846	13,345	17.90	
02	5.200	533,428	102,582	29,928	5,755	68,640	13,200	17.12	
03	0.422	45,586	108,024					8.52	
13	2.000	246,969	123,485	13,286	6,643	26,400	13,200	16.88	
14	0.622	80,969	130,175	80,263	129,040	8,210	13,200	17.41	
21	43.743	3,680,360	84,136	229,559	5,248	577,632	13,205	16.91	
24	6.240	627,765	100,603	21,755	3,486	82,368	13,200	17.12	
31	40.538	3,381,135	83,407	223,687	5,518	548,156	13,522	18.13	
34	7.107	605,801	85,240	37,136	5,225	93,812	13,200	17.22	
51	6.870	678,810	98,808	27,705	4,033	90,684	13,200	17.07	
52				168,670					
55	14.054	1,332,941	94,844	122,016	8,682	187,031	13,308	17.52	
56	1.000	80,007	80,007			13,200	13,200	16.83	
58	0.210	19,046	90,695	235,718	1,122,467	2,772	13,200	17.30	
64	0.090	9,984	110,933			1,188	13,200	25.91	
65	9.618	824,442	85,719	16,425	1,708	129,360	13,450	19.85	
74	0.350	43,226	123,503	1,890	5,400	4,620	13,200	17.16	
79	1.000	90,808	90,808	5,000	5,000	13,200	13,200	17.48	
89	0.900	71,022	78,913			11,880	13,200	17.79	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.000	240,350	240,350	6,000	6,000	13,200	13,200	14.56	
K-12 Program 02 Instructional	4.200	378,939	90,224	6,060	1,443	55,440	13,200	16.89	
Program 21 Instructional	42.843	3,533,981	82,487	229,559	5,358	565,752	13,205	16.88	
Program 21 Administrative	0.900	146,379	162,643			11,880	13,200	17.67	
K-12 Program 21 Instructional	35.113	2,860,319	81,460	51,763	1,474	463,716	13,206	17.01	
Program 26, 56, and 59 Instructional	1.000	80,007	80,007			13,200	13,200	16.83	
Program 31 Instructional	39.758	3,269,544	82,236	223,687	5,626	537,860	13,528	18.10	
Program 31 Administrative	0.780	111,591	143,065			10,296	13,200	19.03	
Program 34 Instructional	6.887	574,327	83,393	37,136	5,392	90,908	13,200	17.13	
Program 34 Administrative	0.220	31,474	143,064			2,904	13,200	19.03	
K-3 BEA Instructional	75.117	5,986,560	79,696	207,081	2,757	997,418	13,278	18.13	
4-6 BEA Instructional	39.863	3,356,414	84,199	5,068	127	528,383	13,255	17.96	
7-8 BEA Instructional	28.817	2,614,382	90,724	77,176	2,678	381,704	13,246	17.32	
9-12 BEA Instructional	90.410	7,694,037	85,102	261,262	2,890	1,220,749	13,502	17.84	
K-12 BEA Instructional	234.207	19,651,393	83,906	550,587	2,351	3,128,255	13,357	17.87	
K-12 BEA Administrative	7.500	1,157,638	154,352			99,000	13,200	18.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	256.207	23,083,837	90,098	1,663,526	6,493	3,418,655	13,343	17.85	
Instructional	317.404	26,928,185	84,839	2,435,293	7,673	4,230,600	13,329	17.72	
Administrative	24.500	3,798,633	155,046	18,268	746	323,400	13,200	17.70	
Other	1.000	143,368	143,368			13,200	13,200	17.68	
Active	342.904	30,870,186	90,026	2,453,561	7,155	4,567,200	13,319	17.72	
On Leave				132,252					
Certificated Total	342.904	30,870,186	90,026	2,585,813	7,541	4,567,200	13,319	17.72	
Instructional for Funding Purposes	316.404	26,848,178	84,854	2,435,293	7,697	4,217,400	13,329	17.73	
Instructional for Compliance Purposes	316.404	26,848,178	84,854	2,435,293	7,697	4,217,400	13,329	17.73	
K-3 Program 01 Teacher	68.227	5,395,344	79,079			905,810	13,276	17.96	
K-3 Program 21 Teacher	6.805	513,409	75,446			89,826	13,200	19.21	

**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	469.729	48,842,830	103,981	10,112,150	21,528	6,597,571	14,045	17.60	
02	2.500	277,957	111,183	60,408	24,163	39,600	15,840	17.96	
21	82.019	7,565,006	92,235	1,661,144	20,253	1,215,258	14,817	17.36	
24	15.708	1,642,101	104,539	392,670	24,998	235,066	14,965	18.05	
31	18.309	1,951,692	106,597	414,576	22,643	268,752	14,679	17.38	
34	1.472	163,103	110,804	29,817	20,256	22,123	15,029	17.10	
51	5.499	590,576	107,397	120,227	21,863	84,770	15,416	17.65	
52				4,000					
55	9.636	1,028,941	106,781	205,350	21,311	152,975	15,875	17.69	
58				549,466					
64	0.200	23,093	115,465	5,019	25,095	2,640	13,200	18.04	
65	8.894	884,161	99,411	190,259	21,392	112,649	12,666	17.53	
74	0.700	62,976	89,966	13,686	19,551	30,360	43,371	16.00	
88	0.554	113,608	205,069	14,148	25,538	14,916	26,924	17.72	
89	0.098	20,063	204,724			1,320	13,469	16.22	
97	2.912	747,079	256,552	12,600	4,327	39,600	13,599	15.42	
K-12 Program 02 Instructional	2.500	277,957	111,183			39,600	15,840	17.96	
Program 21 Instructional	81.137	7,381,637	90,977	1,655,644	20,406	1,198,098	14,766	17.38	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.882	183,369	207,901	5,500	6,236	17,160	19,456	16.57	
K-12 Program 21 Instructional	68.924	6,246,468	90,628	4,644	67	1,003,913	14,566	17.32	
Program 31 Instructional	17.400	1,780,142	102,307	390,831	22,462	256,516	14,742	17.39	
Program 31 Administrative	0.909	171,550	188,724	23,745	26,122	12,236	13,461	17.17	
Program 34 Instructional	1.300	130,718	100,552	28,617	22,013	19,800	15,231	17.08	
Program 34 Administrative	0.172	32,385	188,285	1,200	6,977	2,323	13,507	17.19	
K-3 BEA Instructional	179.352	17,532,340	97,754	106,144	592	2,425,658	13,525	17.77	
4-6 BEA Instructional	64.163	6,420,668	100,068	115,463	1,800	904,649	14,099	17.45	
7-8 BEA Instructional	92.906	9,183,291	98,845	26,632	287	1,302,589	14,021	17.78	
9-12 BEA Instructional	128.231	12,870,996	100,374	5,516	43	1,918,026	14,958	17.56	
K-12 BEA Instructional	464.652	46,007,295	99,015	253,755	546	6,550,922	14,099	17.67	
BEA	494.922	51,982,661	105,032	10,629,551	21,477	6,967,646	14,078	17.56	
Instructional	585.543	57,440,210	98,097	13,706,127	23,408	8,355,600	14,270	17.64	
Administrative	32.687	6,472,976	198,029	79,393	2,429	462,000	14,134	16.60	
Active	618.230	63,913,186	103,381	13,785,520	22,298	8,817,600	14,263	17.55	
Certificated Total	618.230	63,913,186	103,381	13,785,520	22,298	8,817,600	14,263	17.55	
Instructional for Funding Purposes	585.543	57,440,210	98,097	13,706,127	23,408	8,355,600	14,270	17.64	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	585.543	57,440,210	98,097	13,706,127	23,408	8,355,600	14,270	17.64	
K-3 Program 01 Teacher	153.588	15,046,616	97,967	49,556	323	2,087,026	13,588	17.77	
K-3 Program 21 Teacher	9.185	803,021	87,427			133,769	14,564	18.13	

**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	7.086	512,221	72,286	41,552	5,864	97,812	13,804	17.06	
09	0.580	29,336	50,579			7,656	13,200	17.45	
51	0.194	14,491	74,696			2,561	13,200	17.91	
52	0.220	16,433	74,695			2,904	13,200	17.91	
55	0.226	16,881	74,695			2,983	13,200	17.91	
74	0.024	1,332	55,500			396	16,500	20.18	
97	0.230	22,431	97,526			3,828	16,643	8.27	
99	0.040	3,867	96,675			660	16,500	8.27	
K-3 BEA Instructional	3.427	223,550	65,232			46,596	13,597	17.99	
4-6 BEA Instructional	1.774	156,707	88,335			24,552	13,840	18.28	
7-8 BEA Instructional	1.000	54,027	54,027			13,200	13,200	18.26	
K-12 BEA Instructional	6.201	434,284	70,035			84,348	13,602	18.13	
BEA	7.316	534,652	73,080	41,552	5,680	101,640	13,893	16.66	
Instructional	7.121	488,556	68,608	24,253	3,406	96,571	13,561	18.07	
Administrative	1.479	128,436	86,840	17,299	11,696	22,229	15,030	12.69	
Active	8.600	616,992	71,743	41,552	4,832	118,800	13,814	16.78	
Certificated Total	8.600	616,992	71,743	41,552	4,832	118,800	13,814	16.78	
Instructional for Funding Purposes	7.121	488,556	68,608	24,253	3,406	96,571	13,561	18.07	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.121	488,556	68,608	24,253	3,406	96,571	13,561	18.07	
K-3 Program 01 Teacher	1.976	105,247	53,263			26,083	13,200	17.79	

**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	9.000	907,799	100,867	32,946	3,661	118,800	13,200	18.44	
21	1.000	118,448	118,448	6,449	6,449	13,200	13,200	17.73	
97	1.000	108,885	108,885			13,200	13,200	18.82	
Program 21 Instructional	1.000	118,448	118,448	6,449	6,449	13,200	13,200	17.73	
K-12 Program 21 Instructional	1.000	118,448	118,448	6,449	6,449	13,200	13,200	17.73	
K-3 BEA Instructional	2.000	182,697	91,349	6,714	3,357	26,400	13,200	18.53	
4-6 BEA Instructional	2.000	195,201	97,601	1,452	726	26,400	13,200	18.46	
7-8 BEA Instructional	1.000	82,715	82,715	1,654	1,654	13,200	13,200	18.61	
9-12 BEA Instructional	4.000	447,186	111,797	20,674	5,169	52,800	13,200	18.36	
K-12 BEA Instructional	9.000	907,799	100,867	30,494	3,388	118,800	13,200	18.44	
BEA	10.000	1,016,684	101,668	32,946	3,295	132,000	13,200	18.48	
Instructional	10.000	1,026,247	102,625	39,395	3,940	132,000	13,200	18.35	
Administrative	1.000	108,885	108,885			13,200	13,200	18.82	
Active	11.000	1,135,132	103,194	39,395	3,581	145,200	13,200	18.40	
Certificated Total	11.000	1,135,132	103,194	39,395	3,581	145,200	13,200	18.40	
Instructional for Funding Purposes	10.000	1,026,247	102,625	39,395	3,940	132,000	13,200	18.35	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1,026,247	102,625	39,395	3,940	132,000	13,200	18.35	
K-3 Program 01 Teacher	2.000	182,697	91,349	6,714	3,357	26,400	13,200	18.53	

**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	470.325	50,110,506	106,544	8,871,872	18,863	6,468,244	13,753	17.98	
02	12.444	1,271,774	102,200	221,601	17,808	179,202	14,401	17.73	
09	2.000	124,417	62,209	24,239	12,120	26,400	13,200	18.26	
19	0.100	18,110	181,100			1,740	17,400	16.01	
21	91.158	8,767,183	96,176	1,990,224	21,833	1,274,467	13,981	18.51	
24	8.600	745,739	86,714	126,813	14,746	119,513	13,897	18.35	
31	20.798	2,203,516	105,948	500,363	24,058	297,700	14,314	17.23	
34	5.850	684,198	116,957	111,457	19,052	87,786	15,006	17.93	
51	1.000	111,652	111,652	19,858	19,858	13,200	13,200	17.94	
52	0.800	93,086	116,358	24,312	30,390	10,560	13,200	18.38	
55	7.454	750,512	100,686	146,510	19,655	122,232	16,398	17.81	
58	0.600	69,815	116,358	201,933	336,555	7,920	13,200	18.35	
65	5.266	481,107	91,361	97,439	18,503	72,323	13,734	18.48	
73				57,740					
74	1.000	104,486	104,486	34,979	34,979	13,200	13,200	16.36	
79	1.741	181,785	104,414	32,051	18,410	22,981	13,200	18.25	
89				5,200					
97	4.000	886,058	221,515	103,280	25,820	71,720	17,930	14.26	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	11.444	1,082,404	94,583	79,649	6,960	163,548	14,291	18.02	
Program 21 Instructional	88.158	8,202,720	93,046	1,981,599	22,478	1,221,607	13,857	18.67	
Program 21 Administrative	3.000	564,463	188,154	8,625	2,875	52,860	17,620	15.76	
K-12 Program 21 Instructional	87.158	8,086,362	92,778	526,539	6,041	1,208,407	13,865	18.67	
Program 31 Instructional	19.948	2,052,992	102,917	500,363	25,083	283,259	14,200	17.28	
Program 31 Administrative	0.850	150,524	177,087			14,441	16,989	16.36	
Program 34 Instructional	5.200	565,512	108,752	111,457	21,434	77,000	14,808	18.22	
Program 34 Administrative	0.650	118,686	182,594			10,786	16,594	16.18	
K-3 BEA Instructional	182.262	17,902,808	98,226	2,588,685	14,203	2,485,534	13,637	18.54	
4-6 BEA Instructional	88.371	8,859,922	100,258	762,023	8,623	1,181,937	13,375	18.22	
7-8 BEA Instructional	60.993	6,198,551	101,627	708,786	11,621	837,201	13,726	17.99	
9-12 BEA Instructional	138.929	14,112,315	101,579	1,161,728	8,362	1,905,292	13,714	17.73	
K-12 BEA Instructional	470.555	47,073,596	100,038	5,221,222	11,096	6,409,964	13,622	18.16	
K-12 BEA Administrative	1.100	192,640	175,127			18,965	17,241	16.41	
BEA	513.417	55,156,052	107,429	9,808,573	19,104	7,104,652	13,838	17.89	
Instructional	586.174	57,825,236	98,649	12,386,404	21,131	8,026,700	13,693	18.23	
Administrative	45.962	8,665,029	188,526	164,514	3,579	749,288	16,302	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	632.136	66,490,265	105,183	12,550,918	19,855	8,775,988	13,883	17.98	
On Leave	1.000	113,679	113,679	18,953	18,953	13,200	13,200	18.47	
Certificated Total	633.136	66,603,944	105,197	12,569,871	19,853	8,789,188	13,882	17.98	
Instructional for Funding Purposes	586.174	57,825,236	98,649	12,386,404	21,131	8,026,700	13,693	18.23	
Instructional for Compliance Purposes	586.174	57,825,236	98,649	12,386,404	21,131	8,026,700	13,693	18.23	
K-3 Program 01 Teacher	156.181	15,433,985	98,821	1,802,908	11,544	2,123,114	13,594	18.48	
K-3 Program 21 Teacher	10.883	925,065	85,001	25,123	2,308	154,506	14,197	19.16	
Grade T Program 09 Teacher	2.000	124,417	62,209	24,239	12,120	26,400	13,200	18.26	



**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	380.458	37,446,879	98,426	4,637,906	12,190	5,150,402	13,537	17.15	
02	7.599	786,824	103,543	65,540	8,625	131,168	17,261	16.44	
09	1.000	70,789	70,789	5,366	5,366	13,200	13,200	17.03	
13	11.000	1,062,410	96,583	80,003	7,273	145,200	13,200	17.82	
21	65.049	5,810,794	89,329	824,977	12,682	891,000	13,697	17.39	
24	2.000	182,037	91,019	18,651	9,326	26,400	13,200	15.23	
31	25.997	2,412,045	92,782	371,019	14,272	353,509	13,598	17.03	
34	2.500	244,946	97,978	30,309	12,124	33,000	13,200	16.97	
51	0.500	45,068	90,136	6,005	12,010	6,600	13,200	13.70	
52	1.000	99,070	99,070	13,992	13,992	13,200	13,200	26.65	
55	0.500	45,068	90,136	6,506	13,012	6,600	13,200	13.70	
64	0.250	23,599	94,396	8,933	35,732	3,300	13,200	13.79	
65	1.750	179,921	102,812	25,377	14,501	23,100	13,200	15.84	
71	0.500	39,940	79,880	3,185	6,370	13,200	26,400	9.05	
74	5.000	459,717	91,943	38,640	7,728	66,000	13,200	18.10	
79				7,000					
88	0.100	15,667	156,670			1,320	13,200	16.55	
97	3.000	740,182	246,727	81,336	27,112	39,600	13,200	14.02	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6.849	652,378	95,252			121,268	17,706	16.52	
Program 21 Instructional	64.149	5,644,723	87,994	824,977	12,860	879,120	13,704	17.38	
Program 21 Administrative	0.900	166,071	184,523			11,880	13,200	17.81	
K-12 Program 21 Instructional	59.149	5,196,201	87,849			813,120	13,747	17.25	
Program 31 Instructional	24.997	2,244,441	89,788	371,019	14,843	340,309	13,614	17.07	
Program 31 Administrative	1.000	167,604	167,604			13,200	13,200	16.34	
Program 34 Instructional	2.500	244,946	97,978	30,309	12,124	33,000	13,200	16.97	
K-3 BEA Instructional	151.348	14,246,944	94,134			2,080,584	13,747	17.46	
4-6 BEA Instructional	72.800	6,581,423	90,404			963,864	13,240	17.31	
7-8 BEA Instructional	56.150	5,158,135	91,863			748,440	13,329	16.95	
9-12 BEA Instructional	106.656	9,825,739	92,126			1,484,472	13,918	17.03	
K-12 BEA Instructional	386.954	35,812,241	92,549			5,277,360	13,638	17.24	
K-12 BEA Administrative	1.000	176,376	176,376			13,200	13,200	16.10	
BEA	419.554	41,630,876	99,227	5,186,110	12,361	5,707,680	13,604	17.07	
Instructional	473.703	43,536,773	91,907	6,136,909	12,955	6,461,400	13,640	17.24	
Administrative	32.900	5,926,804	180,146	87,836	2,670	434,280	13,200	15.94	
Other	1.000	133,354	133,354			13,200	13,200	21.40	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	507.603	49,596,931	97,708	6,224,745	12,263	6,908,880	13,611	17.11	
On Leave	0.600	68,025	113,375			7,920	13,200	17.33	
Certificated Total	508.203	49,664,956	97,727	6,224,745	12,249	6,916,800	13,610	17.11	
Instructional for Funding Purposes	473.703	43,536,773	91,907	6,136,909	12,955	6,461,400	13,640	17.24	
Instructional for Compliance Purposes	473.703	43,536,773	91,907	6,136,909	12,955	6,461,400	13,640	17.24	
K-3 Program 01 Teacher	119.140	11,307,805	94,912			1,595,616	13,393	17.55	
K-3 Program 21 Teacher	9.291	746,109	80,304			131,366	14,139	17.04	
Grade T Program 09 Teacher	1.000	70,789	70,789			13,200	13,200	17.03	

**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	28.014	2,131,485	76,086	78,029	2,785	369,785	13,200	18.48	
09	1.889	123,457	65,356	2,240	1,186	26,400	13,976	17.34	
21	3.000	228,109	76,036	27,505	9,168	39,600	13,200	24.08	
24	1.000	55,256	55,256			13,200	13,200	17.97	
31	1.900	160,957	84,714	13,816	7,272	25,080	13,200	18.20	
34	0.100	6,345	63,450	881	8,810	1,320	13,200	18.19	
51	0.602	41,747	69,347	239	397	7,946	13,200	18.31	
52				4,410					
55	1.559	122,926	78,849	3,416	2,191	20,579	13,200	18.46	
58				11,206					
65	0.825	85,348	103,452	2,374	2,878	10,890	13,200	17.15	
97	1.000	135,000	135,000			13,200	13,200	19.20	
Program 21 Instructional	3.000	228,109	76,036	27,505	9,168	39,600	13,200	24.08	
K-12 Program 21 Instructional	3.000	228,109	76,036	8,811	2,937	39,600	13,200	24.08	
Program 31 Instructional	1.900	160,957	84,714	13,816	7,272	25,080	13,200	18.20	
Program 34 Instructional	0.100	6,345	63,450	881	8,810	1,320	13,200	18.19	
K-3 BEA Instructional	8.518	683,813	80,279	20,831	2,446	112,438	13,200	17.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6.422	430,604	67,051	14,201	2,211	84,770	13,200	17.91	
7-8 BEA Instructional	4.429	293,592	66,289	12,336	2,785	58,463	13,200	20.43	
9-12 BEA Instructional	8.345	623,695	74,739	36,283	4,348	110,154	13,200	18.22	
K-12 BEA Instructional	27.714	2,031,704	73,310	83,651	3,018	365,825	13,200	18.34	
K-12 BEA Administrative	1.000	118,218	118,218			13,200	13,200	21.66	
BEA	31.014	2,433,787	78,474	92,726	2,990	409,385	13,200	18.49	
Instructional	36.589	2,688,547	73,480	144,116	3,939	484,440	13,240	18.66	
Administrative	3.000	370,272	123,424			39,600	13,200	19.58	
Other	0.300	31,811	106,037			3,960	13,200	17.30	
Active	39.889	3,090,630	77,481	144,116	3,613	528,000	13,237	18.74	
Certificated Total	39.889	3,090,630	77,481	144,116	3,613	528,000	13,237	18.74	
Instructional for Funding Purposes	36.589	2,688,547	73,480	144,116	3,939	484,440	13,240	18.66	
Instructional for Compliance Purposes	36.589	2,688,547	73,480	144,116	3,939	484,440	13,240	18.66	
K-3 Program 01 Teacher	8.518	683,813	80,279	20,831	2,446	112,438	13,200	17.87	
K-3 Program 21 Teacher	1.144	100,396	87,759	2,470	2,159	15,101	13,200	29.08	
Grade T Program 09 Teacher	1.889	123,457	65,356	2,102	1,113	26,400	13,976	17.34	

**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	29.406	2,757,337	93,768	96,047	3,266	399,894	13,599	18.07	
02				5,500					
09	0.500	36,388	72,776	404	808	6,600	13,200	18.01	
13	0.150	15,616	104,107			1,980	13,200	17.71	
21	2.460	185,931	75,582	5,889	2,394	32,472	13,200	18.00	
24	0.900	70,263	78,070			11,880	13,200	17.79	
31	2.830	254,007	89,755	10,666	3,769	37,356	13,200	17.70	
34	0.340	26,646	78,371			4,488	13,200	17.89	
51	1.190	123,230	103,555	2,355	1,979	15,708	13,200	17.73	
55	1.340	140,895	105,146	22,569	16,843	17,688	13,200	17.63	
58	0.210	21,862	104,105	22,412	106,724	2,772	13,200	17.71	
65	0.770	82,570	107,234	5,505	7,149	10,164	13,200	17.09	
68	0.100	10,410	104,100			1,320	13,200	17.71	
74	0.085	8,194	96,400			1,122	13,200	17.52	
79	0.330	33,883	102,676			4,356	13,200	18.15	
88	0.500	36,388	72,776	307	614	6,600	13,200	18.01	
97	1.000	176,291	176,291	64,663	64,663	28,674	28,674	14.20	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.100	148,455	70,693	5,889	2,804	27,720	13,200	18.08	
Program 21 Administrative	0.360	37,476	104,100			4,752	13,200	17.71	
K-12 Program 21 Instructional	1.975	141,248	71,518			26,070	13,200	18.05	
Program 31 Instructional	2.830	254,007	89,755	10,666	3,769	37,356	13,200	17.70	
Program 34 Instructional	0.340	26,646	78,371			4,488	13,200	17.89	
K-3 BEA Instructional	8.705	728,342	83,669			126,641	14,548	17.83	
4-6 BEA Instructional	6.636	616,487	92,900			87,595	13,200	18.38	
7-8 BEA Instructional	4.557	429,014	94,144			60,152	13,200	18.56	
9-12 BEA Instructional	10.528	992,341	94,257	9,080	862	138,970	13,200	17.81	
K-12 BEA Instructional	30.426	2,766,184	90,915	9,080	298	413,358	13,586	18.05	
BEA	33.576	3,214,281	95,732	176,876	5,268	470,412	14,010	17.79	
Instructional	37.721	3,403,084	90,217	152,817	4,051	509,652	13,511	17.99	
Administrative	4.390	576,827	131,396	35,973	8,194	73,422	16,725	16.63	
Active	42.111	3,979,911	94,510	188,790	4,483	583,074	13,846	17.78	
On Leave				47,527					
Certificated Total	42.111	3,979,911	94,510	236,317	5,612	583,074	13,846	17.78	
Instructional for Funding Purposes	37.721	3,403,084	90,217	152,817	4,051	509,652	13,511	17.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	37.721	3,403,084	90,217	152,817	4,051	509,652	13,511	17.99	
K-3 Program 01 Teacher	8.045	664,716	82,625			117,929	14,659	17.86	
K-3 Program 21 Teacher	0.563	32,432	57,606			7,432	13,200	18.73	
Grade T Program 09 Teacher	0.500	36,388	72,776			6,600	13,200	18.01	



**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	472.045	48,549,420	102,849	1,224,473	2,594	6,254,032	13,249	17.82	
02	21.800	2,559,586	117,412	55,590	2,550	287,760	13,200	17.81	
21	83.206	8,000,488	96,153	53,439	642	1,100,880	13,231	17.09	
24	39.902	3,678,295	92,183	89,124	2,234	541,200	13,563	22.80	
31	34.983	3,535,868	101,074	266,672	7,623	461,776	13,200	17.33	
34	16.883	1,751,781	103,760	21,717	1,286	222,856	13,200	17.56	
51	11.163	1,108,571	99,308	8,897	797	154,770	13,865	17.51	
52	1.500	154,998	103,332	1,550	1,033	19,800	13,200	15.98	
55	16.700	1,819,884	108,975	19,692	1,179	253,440	15,176	17.44	
58				239,622					
65	1.401	145,586	103,916	1,398	998	18,942	13,520	17.20	
74	1.000	95,888	95,888	959	959	13,200	13,200	16.12	
79	0.700	70,560	100,800	706	1,009	9,240	13,200	16.96	
89	2.667	375,052	140,627	7,382	2,768	35,204	13,200	16.08	
97	3.000	551,483	183,828	33,096	11,032	39,600	13,200	15.21	
K-12 Program 02 Instructional	19.800	2,260,874	114,186	9,440	477	261,360	13,200	18.01	
Program 21 Instructional	80.360	7,531,060	93,717	42,790	532	1,061,280	13,207	17.11	
Program 21 Administrative	2.846	469,428	164,943	4,677	1,643	39,600	13,914	16.82	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	75.360	7,017,375	93,118			995,280	13,207	17.10	
Program 31 Instructional	34.233	3,416,717	99,808	255,096	7,452	451,876	13,200	17.34	
Program 31 Administrative	0.750	119,151	158,868	675	900	9,900	13,200	16.93	
Program 34 Instructional	15.033	1,470,754	97,835	20,592	1,370	198,436	13,200	17.71	
Program 34 Administrative	1.850	281,027	151,906	1,125	608	24,420	13,200	16.77	
K-3 BEA Instructional	200.820	19,692,328	98,060	2,202	11	2,670,360	13,297	17.91	
4-6 BEA Instructional	103.784	10,121,335	97,523	5,590	54	1,361,875	13,122	18.16	
7-8 BEA Instructional	78.173	7,960,008	101,826	26,051	333	1,036,345	13,257	17.97	
9-12 BEA Instructional	132.767	13,664,961	102,924	202,042	1,522	1,757,356	13,236	17.63	
K-12 BEA Instructional	515.544	51,438,632	99,775	235,885	458	6,825,936	13,240	17.89	
BEA	548.711	56,948,138	103,785	1,601,548	2,919	7,266,024	13,242	17.75	
Instructional	654.373	65,025,273	99,370	1,885,679	2,882	8,713,100	13,315	17.71	
Administrative	37.577	6,245,066	166,194	104,148	2,772	501,600	13,349	16.51	
Active	691.950	71,270,339	102,999	1,989,827	2,876	9,214,700	13,317	17.61	
On Leave	1.000	124,746	124,746	34,490	34,490	13,200	13,200	17.63	
Certificated Total	706.950	72,397,460	102,408	2,024,317	2,863	9,412,700	13,315	17.85	
Instructional for Funding Purposes	668.373	66,027,648	98,789	1,885,679	2,821	8,897,900	13,313	17.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	654.373	65,025,273	99,370	1,885,679	2,882	8,713,100	13,315	17.71	
K-3 Program 01 Teacher	162.790	15,698,841	96,436	701	4	2,155,164	13,239	17.96	
K-3 Program 21 Teacher	25.923	2,193,997	84,635			342,632	13,217	17.36	

**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	56.335	6,165,746	109,448	529,498	9,399	819,198	14,542	17.98	
02	2.150	173,000	80,465	11,444	5,323	31,139	14,483	19.35	
09	1.000	82,160	82,160	6,557	6,557	14,578	14,578	18.34	
21	9.698	921,522	95,022	110,069	11,350	155,274	16,011	18.00	
24	2.000	246,276	123,138	23,043	11,522	29,156	14,578	17.18	
31	3.417	342,974	100,373	52,981	15,505	50,290	14,718	18.15	
51	1.000	123,138	123,138	18,250	18,250	14,578	14,578	17.88	
55	1.000	123,138	123,138	8,830	8,830	14,578	14,578	18.22	
58				422					
65	0.200	21,694	108,470			3,645	18,223	16.72	
97	1.600	345,668	216,043	6,400	4,000	52,754	32,971	16.37	
K-12 Program 02 Instructional	2.000	148,873	74,437	5,742	2,871	29,156	14,578	19.54	
Program 21 Instructional	9.298	832,494	89,535	110,069	11,838	139,920	15,048	18.18	
Program 21 Administrative	0.400	89,028	222,570			15,354	38,386	16.13	
K-12 Program 21 Instructional	9.298	832,494	89,535	110,069	11,838	139,920	15,048	18.18	
Program 31 Instructional	3.167	297,140	93,824	52,981	16,729	46,985	14,836	18.27	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	45,834	183,336			3,306	13,222	17.24	
K-3 BEA Instructional	15.411	1,494,521	96,978	156,090	10,128	224,662	14,578	18.28	
4-6 BEA Instructional	10.991	1,184,495	107,770	75,932	6,909	160,227	14,578	17.82	
7-8 BEA Instructional	9.633	1,088,116	112,957	106,844	11,091	143,258	14,872	17.45	
9-12 BEA Instructional	21.867	2,249,268	102,861	245,450	11,225	319,593	14,615	18.19	
K-12 BEA Instructional	57.902	6,016,400	103,907	584,316	10,091	847,740	14,641	18.00	
K-12 BEA Administrative	2.000	347,079	173,540			26,444	13,222	18.31	
BEA	63.502	7,027,388	110,664	600,323	9,454	953,381	15,013	17.94	
Instructional	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	17.99	
Administrative	6.000	1,100,016	183,336	6,400	1,067	120,996	20,166	17.44	
Active	78.400	8,545,316	108,996	767,494	9,789	1,185,190	15,117	17.93	
Certificated Total	78.400	8,545,316	108,996	767,494	9,789	1,185,190	15,117	17.93	
Instructional for Funding Purposes	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	17.99	
Instructional for Compliance Purposes	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	17.99	
K-3 Program 01 Teacher	14.071	1,395,038	99,143	102,151	7,260	205,127	14,578	18.24	
K-3 Program 21 Teacher	2.000	148,956	74,478	11,925	5,963	29,156	14,578	20.68	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	82,160	82,160	6,557	6,557	14,578	14,578	18.34	

**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	12.737	1,130,520	88,759	57,927	4,548	168,577	13,235	18.05	
21	1.664	174,216	104,697			24,064	14,461	14.03	
51	1.096	95,337	86,986			14,467	13,200	18.37	
55	0.310	33,522	108,135			4,092	13,200	17.96	
97	1.000	154,479	154,479			13,200	13,200	17.65	
Program 21 Instructional	1.664	174,216	104,697			24,064	14,461	14.03	
K-12 Program 21 Instructional	1.664	174,216	104,697			24,064	14,461	14.03	
K-3 BEA Instructional	6.983	603,142	86,373	29,506	4,225	92,624	13,264	17.94	
4-6 BEA Instructional	3.416	283,580	83,015	6,753	1,977	45,091	13,200	18.25	
7-8 BEA Instructional	1.338	108,651	81,204	2,869	2,144	17,662	13,200	18.25	
K-12 BEA Instructional	11.737	995,373	84,806	39,128	3,334	155,377	13,238	18.06	
BEA	13.737	1,284,999	93,543	57,927	4,217	181,777	13,233	18.00	
Instructional	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54	
Administrative	2.000	289,626	144,813			26,400	13,200	17.78	
Active	16.807	1,588,074	94,489	57,927	3,447	224,400	13,352	17.58	
Certificated Total	16.807	1,588,074	94,489	57,927	3,447	224,400	13,352	17.58	
Instructional for Funding Purposes	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54	
K-3 Program 01 Teacher	6.840	587,639	85,912	29,506	4,314	90,288	13,200	18.19	
K-3 Program 21 Teacher	0.832	87,152	104,750			12,038	14,469	14.03	



**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	52.275	3,668,913	70,185	58,500	1,119	700,577	13,402	18.52	
13	1.744	154,262	88,453			23,021	13,200	17.79	
14	0.078	7,170	91,923			1,030	13,200	17.04	
19	0.250	32,500	130,000			3,300	13,200	19.68	
21	3.500	256,410	73,260			52,800	15,086	20.96	
51	1.000	73,304	73,304			13,200	13,200	18.26	
52	0.100	11,500	115,000			1,320	13,200	18.07	
58	0.030	4,800	160,000			396	13,200	17.82	
65	0.750	44,225	58,967			9,900	13,200	28.27	
74	0.504	29,736	59,000			6,653	13,200	18.47	
97	0.470	75,200	160,000			6,204	13,200	17.82	
Program 21 Instructional	3.000	213,736	71,245			39,600	13,200	21.56	
Program 21 Administrative	0.500	42,674	85,348			13,200	26,400	18.06	
K-12 Program 21 Instructional	3.000	213,736	71,245			39,600	13,200	21.56	
K-3 BEA Instructional	22.484	1,528,366	67,976			296,842	13,202	18.51	
4-6 BEA Instructional	11.800	781,087	66,194			157,529	13,350	18.45	
7-8 BEA Instructional	9.904	631,315	63,743			136,646	13,797	18.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	4.937	327,889	66,415			67,980	13,769	18.28	
K-12 BEA Instructional	49.125	3,268,657	66,538			658,997	13,415	18.54	
BEA	52.745	3,744,113	70,985	58,500	1,109	706,781	13,400	18.50	
Instructional	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.78	
Administrative	4.500	566,930	125,984			66,000	14,667	18.31	
Other				3,000					
Active	60.701	4,358,020	71,795	58,500	964	818,400	13,482	18.72	
Certificated Total	60.701	4,358,020	71,795	58,500	964	818,400	13,482	18.72	
Instructional for Funding Purposes	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.78	
Instructional for Compliance Purposes	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.78	
K-3 Program 01 Teacher	20.984	1,412,548	67,315			277,042	13,203	18.53	
K-3 Program 21 Teacher	1.030	67,256	65,297			13,596	13,200	29.10	

**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	1,548.083	142,981,152	92,360	10,221,780	6,603	20,888,467	13,493	17.27	
02	63.586	5,909,131	92,931	901,875	14,184	880,021	13,840	16.45	
03	2.000	210,340	105,170	31,762	15,881	26,400	13,200	17.31	
12				2,921					
13	132.061	12,855,220	97,343	825,582	6,252	1,761,450	13,338	17.03	
21	322.050	27,205,051	84,475	1,999,381	6,208	4,396,255	13,651	17.49	
24	40.550	3,850,754	94,963	262,001	6,461	535,260	13,200	17.32	
31	73.650	6,489,299	88,110	515,524	7,000	988,560	13,422	16.70	
34	13.550	1,279,183	94,405	76,066	5,614	180,720	13,337	16.32	
45	25.000	2,109,215	84,369	128,936	5,157	332,400	13,296	16.79	
51	80.619	7,811,186	96,890	487,027	6,041	1,066,891	13,234	16.69	
52	12.094	1,250,839	103,426	45,031	3,723	168,041	13,895	18.22	
55	104.641	10,043,872	95,984	654,013	6,250	1,434,426	13,708	16.69	
58	2.000	210,340	105,170	3,256,203	1,628,102	26,400	13,200	18.64	
64	1.000	101,911	101,911	6,448	6,448	13,200	13,200	16.03	
65	31.100	2,914,411	93,711	205,233	6,599	426,676	13,719	17.02	
68	0.500	61,698	123,396	731	1,462	7,200	14,400	17.41	
74	13.800	1,310,047	94,931	81,606	5,913	184,800	13,391	17.33	
79	2.600	230,529	88,665	5,037	1,937	35,310	13,581	18.16	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	27.935	2,096,354	75,044	124,349	4,451	379,104	13,571	18.17	
89	1.400	202,470	144,621	19,288	13,777	20,160	14,400	16.51	
97	6.100	1,111,631	182,235	85,412	14,002	86,640	14,203	15.02	
98	0.300	49,034	163,447	3,187	10,623	4,320	14,400	16.97	
99	0.200	32,689	163,445	2,125	10,625	2,880	14,400	16.97	
CP	2.000	192,077	96,039	24,541	12,271	14,400	7,200	15.95	
K-12 Program 02 Instructional	56.186	5,075,268	90,330			788,621	14,036	16.70	
Program 21 Instructional	313.475	26,175,076	83,500	1,968,833	6,281	4,287,175	13,676	17.51	
Program 21 Administrative	7.575	973,765	128,550	30,548	4,033	109,080	14,400	17.05	
K-12 Program 21 Instructional	288.128	24,059,880	83,504			3,944,318	13,689	17.51	
Program 31 Instructional	72.100	6,272,515	86,997	502,930	6,975	966,240	13,401	16.72	
Program 31 Administrative	1.550	216,784	139,861	12,594	8,125	22,320	14,400	16.11	
Program 34 Instructional	13.100	1,216,805	92,886	72,826	5,559	174,240	13,301	16.32	
Program 34 Administrative	0.450	62,378	138,618	3,240	7,200	6,480	14,400	16.22	
K-3 BEA Instructional	643.659	56,549,365	87,856			8,646,304	13,433	17.26	
4-6 BEA Instructional	260.927	22,749,990	87,189			3,480,985	13,341	17.39	
7-8 BEA Instructional	256.428	22,824,125	89,008			3,443,392	13,428	17.23	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	439.024	39,737,236	90,513			5,946,138	13,544	17.09	
K-12 BEA Instructional	1,600.038	141,860,716	88,661			21,516,818	13,448	17.23	
BEA	1,731.969	160,089,951	92,432	11,961,355	6,906	23,383,207	13,501	17.19	
Instructional	2,343.019	208,233,792	88,874	18,098,401	7,724	31,563,840	13,471	17.22	
Administrative	156.000	21,405,123	137,212	1,793,197	11,495	2,214,780	14,197	16.93	
Other	4.800	608,209	126,710	49,138	10,237	68,160	14,200	17.28	
Active	2,503.819	230,247,124	91,958	19,940,736	7,964	33,846,780	13,518	17.19	
K-12 Program 21 Contracted	1.000	56,210	56,210						
K-12 BEA Contracted	1.000	103,188	103,188						
On Leave	1.000	101,911	101,911	25,323	25,323	13,200	13,200	17.16	
Certificated Total	2,506.819	230,508,433	91,953	19,966,059	7,965	33,859,980	13,507	17.19	
Instructional for Funding Purposes	2,345.019	208,393,190	88,866	18,098,401	7,718	31,563,840	13,460	17.22	
Instructional for Compliance Purposes	2,343.019	208,233,792	88,874	18,098,401	7,724	31,563,840	13,471	17.22	
K-3 Program 01 Teacher	559.279	48,813,212	87,279			7,489,878	13,392	17.20	
K-3 Program 21 Teacher	40.038	2,990,830	74,700			547,549	13,676	17.80	

**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	9.603	734,475	76,484	15,590	1,623	126,720	13,196	17.21	
13	0.400	35,010	87,525			5,280	13,200	17.54	
14	0.150	14,118	94,120			1,980	13,200	17.57	
21	1.450	132,515	91,390			19,140	13,200	17.59	
31	1.000	56,663	56,663	9,239	9,239	13,200	13,200	17.62	
51	0.250	21,880	87,520	2,494	9,976	3,300	13,200	17.62	
52				2,510					
55				2,494					
58				1,000					
74				812					
97	0.150	20,513	136,753			1,980	13,200	17.31	
Program 21 Instructional	1.450	132,515	91,390			19,140	13,200	17.59	
K-12 Program 21 Instructional	1.450	132,515	91,390			19,140	13,200	17.59	
Program 31 Instructional	1.000	56,663	56,663	9,239	9,239	13,200	13,200	17.62	
K-3 BEA Instructional	3.480	232,027	66,674			44,154	12,688	17.48	
4-6 BEA Instructional	1.214	78,389	64,571			15,576	12,830	17.40	
9-12 BEA Instructional	5.059	364,481	72,046	12,239	2,419	68,970	13,633	17.05	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	9.753	674,897	69,199	12,239	1,255	128,700	13,196	17.23	
K-12 BEA Administrative	0.850	116,241	136,754			11,220	13,200	17.31	
BEA	10.753	811,651	75,481	24,829	2,309	141,900	13,196	17.24	
Instructional	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.31	
Administrative	1.000	136,754	136,754			13,200	13,200	17.31	
Other				13,100					
Active	13.003	1,015,174	78,072	34,139	2,625	171,600	13,197	17.31	
Certificated Total	13.003	1,015,174	78,072	34,139	2,625	171,600	13,197	17.31	
Instructional for Funding Purposes	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.31	
Instructional for Compliance Purposes	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.31	
K-3 Program 01 Teacher	3.255	212,334	65,233			41,184	12,653	17.47	
K-3 Program 21 Teacher	0.480	42,012	87,525			6,336	13,200	17.62	

**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	12.308	918,034	74,588	9,190	747	190,640	15,489	16.34	
21	1.000	81,390	81,390			13,200	13,200	16.87	
31	1.000	66,523	66,523	14,783	14,783	13,200	13,200	17.53	
51	0.485	27,002	55,674			6,402	13,200	17.45	
55	0.485	27,002	55,674			6,402	13,200	17.45	
74	0.030	1,670	55,667			396	13,200	17.45	
88	1.000	47,223	47,223			13,200	13,200	16.25	
97	0.498	72,500	145,582			31,984	64,224	8.10	
Program 21 Instructional	1.000	81,390	81,390			13,200	13,200	16.87	
K-12 Program 21 Instructional	1.000	81,390	81,390			13,200	13,200	16.87	
Program 31 Instructional	1.000	66,523	66,523	14,783	14,783	13,200	13,200	17.53	
K-3 BEA Instructional	4.106	264,154	64,334			56,760	13,824	16.93	
4-6 BEA Instructional	2.000	161,750	80,875			26,400	13,200	17.30	
9-12 BEA Instructional	6.700	486,151	72,560	23,347	3,485	88,440	13,200	17.05	
K-12 BEA Instructional	12.806	912,055	71,221	23,347	1,823	171,600	13,400	17.06	
BEA	13.806	1,057,057	76,565	23,973	1,736	235,824	17,081	15.91	
Instructional	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.03	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	145,002	145,002			64,224	64,224	8.10	
Other				626					
Active	16.806	1,241,344	73,863	23,973	1,426	275,424	16,388	16.05	
Certificated Total	16.806	1,241,344	73,863	23,973	1,426	275,424	16,388	16.05	
Instructional for Funding Purposes	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.03	
Instructional for Compliance Purposes	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.03	
K-3 Program 01 Teacher	3.806	238,601	62,691			52,800	13,873	16.94	

**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	220.761	23,449,801	106,223	2,732,867	12,379	2,969,129	13,450	17.99	
02	6.204	699,121	112,689	77,751	12,532	92,400	14,894	17.17	
09	1.678	149,170	88,897	15,237	9,080	22,150	13,200	18.93	
13	1.000	100,048	100,048	16,674	16,674	13,200	13,200	19.31	
21	46.910	4,682,825	99,826	585,979	12,492	607,834	12,957	18.02	
24	5.937	588,966	99,203	79,570	13,402	79,200	13,340	18.12	
31	16.400	1,781,424	108,623	346,768	21,144	221,760	13,522	17.47	
34	3.790	449,958	118,722	64,651	17,058	50,028	13,200	17.94	
51	1.580	212,868	134,727	14,778	9,353	20,856	13,200	17.59	
52				9,801					
55	3.920	476,036	121,438	43,055	10,983	51,744	13,200	18.94	
58				4,002					
64	0.200	22,806	114,030	2,534	12,670	2,640	13,200	18.40	
65	1.400	137,769	98,406	15,306	10,933	18,480	13,200	18.15	
74	1.400	112,216	80,154	12,470	8,907	18,480	13,200	18.32	
79	0.500	59,547	119,094	6,617	13,234	6,600	13,200	18.30	
97	2.750	602,988	219,268			36,300	13,200	16.11	
K-12 Program 02 Instructional	5.804	622,324	107,223	34,546	5,952	87,120	15,010	16.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	43.710	4,133,713	94,571	585,979	13,406	581,434	13,302	18.03	
Program 21 Administrative	2.000	395,392	197,696			26,400	13,200	17.95	
K-12 Program 21 Instructional	40.710	3,887,334	95,488	259,492	6,374	541,834	13,310	17.96	
Program 31 Instructional	15.600	1,634,080	104,749	346,768	22,229	211,200	13,538	17.49	
Program 31 Administrative	0.800	147,344	184,180			10,560	13,200	17.15	
Program 34 Instructional	3.350	370,597	110,626	64,651	19,299	44,220	13,200	18.03	
Program 34 Administrative	0.440	79,361	180,366			5,808	13,200	17.42	
K-3 BEA Instructional	92.339	9,210,358	99,745	738,648	7,999	1,254,462	13,585	18.02	
4-6 BEA Instructional	47.497	4,827,769	101,644	123,336	2,597	645,190	13,584	17.74	
7-8 BEA Instructional	31.670	3,285,725	103,749	285,052	9,001	424,327	13,398	18.01	
9-12 BEA Instructional	59.499	6,071,398	102,042	225,719	3,794	796,158	13,381	18.10	
K-12 BEA Instructional	231.005	23,395,250	101,276	1,372,755	5,943	3,120,137	13,507	17.98	
K-12 BEA Administrative	11.400	2,092,507	183,553			150,480	13,200	17.43	
BEA	249.905	26,983,292	107,974	3,222,037	12,893	3,369,617	13,484	17.89	
Instructional	290.730	29,146,916	100,254	4,019,060	13,824	3,913,800	13,462	18.01	
Administrative	22.000	4,165,360	189,335	9,000	409	290,400	13,200	17.34	
Active	312.730	33,312,276	106,521	4,028,060	12,880	4,204,200	13,444	17.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	1.200	153,720	128,100						
On Leave	0.500	59,547	119,094			6,600	13,200	18.30	
Certificated Total	314.430	33,525,543	106,623	4,028,060	12,811	4,210,800	13,392	17.94	
Instructional for Funding Purposes	291.930	29,300,636	100,369	4,019,060	13,767	3,913,800	13,407	18.01	
Instructional for Compliance Purposes	290.730	29,146,916	100,254	4,019,060	13,824	3,913,800	13,462	18.01	
K-3 Program 01 Teacher	79.361	8,038,397	101,289	77,248	973	1,074,467	13,539	18.02	
K-3 Program 21 Teacher	7.554	644,921	85,375			100,175	13,261	18.07	
Grade T Program 09 Teacher	1.678	149,170	88,897			22,150	13,200	18.93	

**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	164,726	82,363			26,400	13,200	17.00	
97	0.900	20,625	22,917					7.88	
99	0.100	2,292	22,920					7.88	
K-3 BEA Instructional	1.250	90,495	72,396			16,500	13,200	17.21	
4-6 BEA Instructional	0.750	74,231	98,975			9,900	13,200	16.75	
K-12 BEA Instructional	2.000	164,726	82,363			26,400	13,200	17.00	
BEA	2.900	185,351	63,914			26,400	9,103	16.01	
Instructional	2.000	164,726	82,363			26,400	13,200	17.00	
Administrative	1.000	22,917	22,917					7.88	
Active	3.000	187,643	62,548			26,400	8,800	15.92	
Certificated Total	3.000	187,643	62,548			26,400	8,800	15.92	
Instructional for Funding Purposes	2.000	164,726	82,363			26,400	13,200	17.00	
Instructional for Compliance Purposes	2.000	164,726	82,363			26,400	13,200	17.00	
K-3 Program 01 Teacher	1.250	90,495	72,396			16,500	13,200	17.21	

**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	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56	
12	0.500	37,432	74,864			6,600	13,200	17.60	
51	0.573	31,123	54,316			7,564	13,200	17.60	
52	0.133	7,237	54,414			1,756	13,200	17.60	
K-3 BEA Instructional	0.794	53,360	67,204	2,153	2,712	10,481	13,200	17.60	
4-6 BEA Instructional	0.273	22,064	80,821			3,604	13,200	17.53	
7-8 BEA Instructional	0.727	58,757	80,821	2,547	3,503	9,596	13,200	17.53	
K-12 BEA Instructional	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56	
BEA	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56	
Instructional	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.57	
Active	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.57	
Certificated Total	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.57	
Instructional for Funding Purposes	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.57	
Instructional for Compliance Purposes	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.57	
K-3 Program 01 Teacher	0.500	37,432	74,864	2,153	4,306	6,600	13,200	17.60	

**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	2.000	146,284	73,142	42,820	21,410	26,400	13,200	17.43	
K-3 BEA Instructional	0.485	40,344	83,184	8,127	16,757	6,402	13,200	17.52	
4-6 BEA Instructional	0.770	51,552	66,951			10,164	13,200	17.38	
7-8 BEA Instructional	0.745	54,388	73,004			9,834	13,200	17.43	
K-12 BEA Instructional	2.000	146,284	73,142	8,127	4,064	26,400	13,200	17.43	
BEA	2.000	146,284	73,142	42,820	21,410	26,400	13,200	17.43	
Instructional	2.000	146,284	73,142	41,218	20,609	26,400	13,200	17.43	
Active	2.000	146,284	73,142	41,218	20,609	26,400	13,200	17.43	
On Leave				1,602					
Certificated Total	2.000	146,284	73,142	42,820	21,410	26,400	13,200	17.43	
Instructional for Funding Purposes	2.000	146,284	73,142	41,218	20,609	26,400	13,200	17.43	
Instructional for Compliance Purposes	2.000	146,284	73,142	41,218	20,609	26,400	13,200	17.43	
K-3 Program 01 Teacher	0.485	40,344	83,184	5,215	10,753	6,402	13,200	17.52	

**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	146.420	14,663,379	100,146	1,866,560	12,748	1,950,960	13,324	18.58	
21	27.436	2,635,824	96,072	353,977	12,902	381,480	13,904	20.71	
24	2.000	140,740	70,370	18,523	9,262	26,400	13,200	17.83	
31	12.455	1,139,935	91,524	148,482	11,921	165,000	13,248	17.75	
34	0.600	59,489	99,148	6,529	10,882	7,920	13,200	17.81	
51	4.000	345,504	86,376	34,216	8,554	52,800	13,200	19.15	
55	1.000	110,288	110,288	12,104	12,104	13,200	13,200	17.36	
58				115,432					
65	1.100	108,452	98,593	12,992	11,811	14,520	13,200	17.82	
74	0.400	44,114	110,285	4,842	12,105	6,600	16,500	17.62	
79	2.600	258,184	99,302	30,735	11,821	34,320	13,200	18.18	
97	1.900	386,902	203,633	60,476	31,829	26,400	13,895	16.21	
Program 21 Instructional	25.033	2,337,378	93,372	317,956	12,701	348,480	13,921	19.80	
Program 21 Administrative	1.403	215,518	153,612	10,434	7,437	19,800	14,113	25.55	
K-12 Program 21 Instructional	22.533	2,093,763	92,920	280,295	12,439	315,480	14,001	20.02	
Program 31 Instructional	11.800	1,044,106	88,484	144,649	12,258	155,760	13,200	17.78	
Program 31 Administrative	0.655	95,829	146,304	3,833	5,852	9,240	14,107	17.40	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.600	59,489	99,148	6,529	10,882	7,920	13,200	17.81	
K-3 BEA Instructional	52.279	5,253,642	100,492	574,469	10,989	691,680	13,231	18.37	
4-6 BEA Instructional	30.900	2,881,222	93,243	318,107	10,295	407,880	13,200	19.51	
7-8 BEA Instructional	22.893	2,268,940	99,111	250,096	10,925	302,280	13,204	17.73	
9-12 BEA Instructional	40.793	3,651,062	89,502	418,164	10,251	543,840	13,332	18.58	
K-12 BEA Instructional	146.865	14,054,866	95,699	1,560,836	10,628	1,945,680	13,248	18.55	
K-12 BEA Administrative				700					
BEA	161.375	16,249,705	100,695	2,082,047	12,902	2,150,280	13,325	18.46	
Instructional	182.998	17,399,526	95,080	2,279,286	12,455	2,442,000	13,344	18.71	
Administrative	15.913	2,410,357	151,471	225,890	14,195	224,400	14,102	18.46	
Active	198.911	19,809,883	99,592	2,505,176	12,594	2,666,400	13,405	18.68	
K-12 Program 21 Contracted	1.000	82,928	82,928			13,200	13,200		
On Leave				159,692					
Certificated Total	199.911	19,892,811	99,508	2,664,868	13,330	2,679,600	13,404	18.74	
Instructional for Funding Purposes	183.998	17,482,454	95,014	2,279,286	12,388	2,455,200	13,344	18.78	
Instructional for Compliance Purposes	182.998	17,399,526	95,080	2,279,286	12,455	2,442,000	13,344	18.71	
K-3 Program 01 Teacher	47.700	4,785,452	100,324	507,970	10,649	630,960	13,228	18.31	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	4.400	399,492	90,794	34,256	7,785	58,080	13,200	19.92	

**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	3.224	301,570	93,539			42,557	13,200	17.31	
09	0.445	36,257	81,476			5,874	13,200	17.39	
21	0.230	25,384	110,365			3,036	13,200	17.21	
97	0.101	5,775	57,178			1,333	13,200	17.21	
Program 21 Instructional	0.218	23,111	106,014			2,878	13,200	17.21	
Program 21 Administrative	0.012	2,273	189,417			158	13,200	17.21	
K-12 Program 21 Instructional	0.218	23,111	106,014			2,878	13,200	17.21	
K-3 BEA Instructional	1.233	101,527	82,341			16,276	13,200	17.35	
4-6 BEA Instructional	0.894	77,443	86,625			11,801	13,200	17.31	
7-8 BEA Instructional	0.851	79,419	93,324			11,233	13,200	17.28	
K-12 BEA Instructional	2.978	258,389	86,766			39,310	13,200	17.32	
BEA	3.325	307,345	92,435			43,890	13,200	17.30	
Instructional	3.641	317,757	87,272			48,061	13,200	17.32	
Administrative	0.359	51,229	142,699			4,739	13,200	17.21	
Active	4.000	368,986	92,247			52,800	13,200	17.30	
Certificated Total	4.000	368,986	92,247			52,800	13,200	17.30	
Instructional for Funding Purposes	3.641	317,757	87,272			48,061	13,200	17.32	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.641	317,757	87,272			48,061	13,200	17.32	
K-3 Program 01 Teacher	1.233	101,527	82,341			16,276	13,200	17.35	
Grade T Program 09 Teacher	0.445	36,257	81,476			5,874	13,200	17.39	

Salary and Benefits by Program for 2023-2024

**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	44.066	3,845,205	87,260	149,673	3,397	594,792	13,498	18.30	
09	2.367	160,511	67,812	5,159	2,180	33,528	14,165	18.44	
13	3.150	178,274	56,595	4,807	1,526	43,560	13,829	18.76	
31	1.800	177,798	98,777	9,634	5,352	23,760	13,200	19.41	
34	0.800	76,352	95,440	5,170	6,463	10,560	13,200	18.89	
51	1.091	101,975	93,469	2,315	2,122	15,220	13,951	17.97	
52	0.091	11,000	120,879	110	1,209	1,320	14,505	18.06	
55	3.064	284,439	92,833	13,280	4,334	41,620	13,584	18.13	
65	0.200	17,812	89,060	534	2,670	2,640	13,200	18.26	
74	0.200	17,812	89,060	534	2,670	2,640	13,200	18.26	
97	0.800	140,000	175,000			16,160	20,200	16.72	
Program 31 Instructional	1.800	177,798	98,777	9,634	5,352	23,760	13,200	19.41	
Program 34 Instructional	0.800	76,352	95,440	5,170	6,463	10,560	13,200	18.89	
K-3 BEA Instructional	14.007	1,115,272	79,622	35,225	2,515	195,096	13,928	18.40	
4-6 BEA Instructional	7.581	689,266	90,920	18,073	2,384	101,376	13,372	18.37	
7-8 BEA Instructional	8.178	679,482	83,087	26,008	3,180	109,560	13,397	18.29	
9-12 BEA Instructional	13.900	1,223,043	87,989	41,665	2,997	183,480	13,200	18.51	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	43.666	3,707,063	84,896	120,971	2,770	589,512	13,500	18.41	
K-12 BEA Administrative	1.000	139,263	139,263			13,200	13,200	17.83	
BEA	47.466	4,239,355	89,314	164,477	3,465	645,272	13,594	18.31	
Instructional	52.379	4,381,490	83,650	177,710	3,393	707,520	13,508	18.40	
Administrative	4.364	611,292	140,076	13,506	3,095	65,080	14,913	17.64	
Other	0.886	18,396	20,763			13,200	14,898	19.27	
Active	57.629	5,011,178	86,956	191,216	3,318	785,800	13,635	18.32	
Certificated Total	57.629	5,011,178	86,956	191,216	3,318	785,800	13,635	18.32	
Instructional for Funding Purposes	52.379	4,381,490	83,650	177,710	3,393	707,520	13,508	18.40	
Instructional for Compliance Purposes	52.379	4,381,490	83,650	177,710	3,393	707,520	13,508	18.40	
K-3 Program 01 Teacher	13.127	1,051,686	80,116	31,551	2,404	183,480	13,977	18.40	

**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	104.198	11,256,813	108,033	244,751	2,349	1,379,938	13,243	14.73	
02	2.848	318,119	111,699	5,623	1,974	39,349	13,816	14.97	
09	1.000	77,819	77,819	1,556	1,556	13,200	13,200	17.11	
21	19.404	1,930,775	99,504	128,676	6,631	259,776	13,388	13.25	
24	0.150	17,673	117,820	353	2,353	1,980	13,200	16.54	
31	7.940	841,709	106,009	37,609	4,737	104,808	13,200	13.80	
51	1.100	143,215	130,195	6,591	5,992	14,520	13,200	16.95	
52	0.100	17,531	175,310			1,320	13,200	17.22	
55	3.484	386,474	110,928	7,591	2,179	46,085	13,227	15.73	
58				960					
65	1.100	119,361	108,510	2,038	1,853	14,520	13,200	9.16	
74	0.400	45,669	114,173	2,313	5,783	8,804	22,011	17.52	
97	1.000	229,310	229,310	12,340	12,340	13,200	13,200	15.88	
K-12 Program 02 Instructional	2.200	231,127	105,058			30,796	13,998	13.92	
Program 21 Instructional	18.404	1,733,875	94,212	128,676	6,992	246,576	13,398	12.90	
Program 21 Administrative	1.000	196,900	196,900			13,200	13,200	16.75	
K-12 Program 21 Instructional	16.704	1,553,072	92,976	5,000	299	224,136	13,418	12.82	
Program 31 Instructional	7.940	841,709	106,009	37,609	4,737	104,808	13,200	13.80	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	41.358	4,194,902	101,429	5,433	131	545,926	13,200	13.60	
4-6 BEA Instructional	15.236	1,612,207	105,816	1,983	130	201,115	13,200	14.03	
7-8 BEA Instructional	20.048	2,079,180	103,710			273,280	13,631	14.91	
9-12 BEA Instructional	29.096	3,079,081	105,825	1,983	68	381,701	13,119	15.53	
K-12 BEA Instructional	105.738	10,965,370	103,703	9,399	89	1,402,022	13,259	14.47	
BEA	115.986	12,645,951	109,030	300,323	2,589	1,537,295	13,254	14.69	
Instructional	131.076	13,436,863	102,512	425,445	3,246	1,743,746	13,303	14.30	
Administrative	11.648	1,947,605	167,205	24,956	2,143	153,754	13,200	16.33	
Active	142.724	15,384,468	107,792	450,401	3,156	1,897,500	13,295	14.54	
Certificated Total	142.724	15,384,468	107,792	450,401	3,156	1,897,500	13,295	14.54	
Instructional for Funding Purposes	131.076	13,436,863	102,512	425,445	3,246	1,743,746	13,303	14.30	
Instructional for Compliance Purposes	131.076	13,436,863	102,512	425,445	3,246	1,743,746	13,303	14.30	
K-3 Program 01 Teacher	39.358	4,004,565	101,747	2,347	60	519,526	13,200	13.94	
K-3 Program 21 Teacher	3.818	346,648	90,793			52,826	13,836	10.79	
Grade T Program 09 Teacher	1.000	77,819	77,819			13,200	13,200	17.11	



**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	22.654	2,073,218	91,517			292,433	12,909	19.27	
21	2.588	238,802	92,273			34,162	13,200	19.67	
24	1.412	124,810	88,392			18,638	13,200	19.67	
51	1.744	193,800	111,124			23,021	13,200	19.67	
55	1.112	123,314	110,894			14,678	13,200	19.67	
65	0.345	31,831	92,264			4,554	13,200	19.71	
74	0.145	16,081	110,903			1,914	13,200	19.67	
Program 21 Instructional	2.588	238,802	92,273			34,162	13,200	19.67	
K-12 Program 21 Instructional	2.588	238,802	92,273			34,162	13,200	19.67	
4-6 BEA Instructional	0.171	6,233	36,450			2,257	13,200	19.71	
7-8 BEA Instructional	9.136	828,954	90,735			117,401	12,850	19.16	
9-12 BEA Instructional	13.347	1,238,031	92,757			172,775	12,945	19.33	
K-12 BEA Instructional	22.654	2,073,218	91,517			292,433	12,909	19.27	
BEA	22.654	2,073,218	91,517			292,433	12,909	19.27	
Instructional	30.000	2,801,856	93,395			389,400	12,980	19.37	
Active	30.000	2,801,856	93,395			389,400	12,980	19.37	
Certificated Total	30.000	2,801,856	93,395			389,400	12,980	19.37	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	30.000	2,801,856	93,395			389,400	12,980	19.37	
Instructional for Compliance Purposes	30.000	2,801,856	93,395			389,400	12,980	19.37	

**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	8.271	654,421	79,122			89,377	10,806	16.05	
21	0.606	63,883	105,417			7,999	13,200	19.67	
24	0.318	33,475	105,267			4,198	13,200	19.67	
51	0.397	33,456	84,272			5,240	13,200	19.67	
55	1.202	97,419	81,047			15,866	13,200	19.67	
65	0.156	14,831	95,071			2,059	13,200	19.67	
74	0.050	4,219	84,380			660	13,200	19.67	
Program 21 Instructional	0.606	63,883	105,417			7,999	13,200	19.67	
K-12 Program 21 Instructional	0.606	63,883	105,417			7,999	13,200	19.67	
9-12 BEA Instructional	8.271	654,421	79,122			89,377	10,806	16.05	
K-12 BEA Instructional	8.271	654,421	79,122			89,377	10,806	16.05	
BEA	8.271	654,421	79,122			89,377	10,806	16.05	
Instructional	11.000	901,704	81,973			125,400	11,400	16.90	
Active	11.000	901,704	81,973			125,400	11,400	16.90	
Certificated Total	11.000	901,704	81,973			125,400	11,400	16.90	
Instructional for Funding Purposes	11.000	901,704	81,973			125,400	11,400	16.90	
Instructional for Compliance Purposes	11.000	901,704	81,973			125,400	11,400	16.90	

**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	9.652	834,110	86,418			126,086	13,063	15.27	
21	1.617	132,392	81,875			21,344	13,200	19.67	
24	0.383	38,219	99,789			5,056	13,200	19.67	
51	0.927	80,729	87,086			12,236	13,200	19.67	
55	0.556	48,302	86,874			7,339	13,200	19.67	
65	0.400	34,744	86,860			5,280	13,200	19.67	
74	0.065	6,427	98,877			858	13,200	19.67	
Program 21 Instructional	1.617	132,392	81,875			21,344	13,200	19.67	
K-12 Program 21 Instructional	1.617	132,392	81,875			21,344	13,200	19.67	
9-12 BEA Instructional	9.652	834,110	86,418			126,086	13,063	15.27	
K-12 BEA Instructional	9.652	834,110	86,418			126,086	13,063	15.27	
BEA	9.652	834,110	86,418			126,086	13,063	15.27	
Instructional	13.600	1,174,923	86,391			178,200	13,103	16.35	
Active	13.600	1,174,923	86,391			178,200	13,103	16.35	
Certificated Total	13.600	1,174,923	86,391			178,200	13,103	16.35	
Instructional for Funding Purposes	13.600	1,174,923	86,391			178,200	13,103	16.35	
Instructional for Compliance Purposes	13.600	1,174,923	86,391			178,200	13,103	16.35	

**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	5.636	343,863	61,012			75,715	13,434	16.39	
21	0.717	48,122	67,116			10,784	15,041	17.38	
51	0.168	8,705	51,815			2,218	13,200	15.90	
52	0.191	9,822	51,424			2,521	13,200	15.92	
97	0.088	11,250	127,841			1,162	13,200	16.65	
Program 21 Instructional	0.600	33,122	55,203			9,240	15,400	17.67	
Program 21 Administrative	0.117	15,000	128,205			1,544	13,200	16.65	
K-12 Program 21 Instructional	0.600	33,122	55,203			9,240	15,400	17.67	
K-3 BEA Instructional	2.536	148,650	58,616			34,795	13,721	17.44	
4-6 BEA Instructional	2.251	129,963	57,736			29,713	13,200	16.50	
7-8 BEA Instructional	0.761	54,000	70,959			10,045	13,200	13.87	
K-12 BEA Instructional	5.548	332,613	59,952			74,554	13,438	16.38	
BEA	5.724	355,113	62,039			76,877	13,431	16.39	
Instructional	6.507	384,262	59,054			88,532	13,606	16.46	
Administrative	0.293	37,500	127,986			3,868	13,200	16.65	
Active	6.800	421,762	62,024			92,400	13,588	16.48	
Certificated Total	6.800	421,762	62,024			92,400	13,588	16.48	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6.507	384,262	59,054			88,532	13,606	16.46	
Instructional for Compliance Purposes	6.507	384,262	59,054			88,532	13,606	16.46	
K-3 Program 01 Teacher	2.404	131,970	54,896			33,053	13,749	17.54	
K-3 Program 21 Teacher	0.510	28,489	55,861			8,052	15,788	17.71	

**Sumner-Bonney Lake 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	534.735	51,437,079	96,192	6,761,869	12,645	7,096,729	13,271	17.87	
02	2.940	303,954	103,386	53,212	18,099	41,976	14,278	17.13	
13	2.000	246,796	123,398	13,394	6,697	26,400	13,200	17.29	
21	106.426	9,505,424	89,315	1,383,445	12,999	1,406,579	13,216	17.93	
24	13.590	1,232,645	90,702	162,754	11,976	179,388	13,200	17.44	
31	29.250	2,664,595	91,097	372,107	12,722	399,300	13,651	18.06	
34	6.400	649,173	101,433	104,171	16,277	84,480	13,200	17.71	
39	2.000	164,412	82,206			26,400	13,200	18.18	
51	1.000	96,801	96,801	13,191	13,191	13,200	13,200	17.92	
52	1.150	124,885	108,596	18,379	15,982	15,180	13,200	18.04	
55	7.390	768,860	104,041	97,132	13,144	97,548	13,200	17.56	
58	0.650	79,781	122,740	561,039	863,137	8,580	13,200	17.68	
64	0.500	47,811	95,622	5,313	10,626	6,600	13,200	17.32	
65	2.000	209,556	104,778	24,465	12,233	26,400	13,200	17.45	
74	7.200	652,734	90,658	87,131	12,102	95,040	13,200	18.69	
88				3,000					
97	4.500	963,511	214,114	76,968	17,104	59,400	13,200	15.00	
K-12 Program 02 Instructional	2.740	270,750	98,814			39,336	14,356	17.19	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	103.066	8,921,149	86,558	1,305,094	12,663	1,362,227	13,217	17.95	
Program 21 Administrative	3.360	584,275	173,891	21,404	6,370	44,352	13,200	17.42	
K-12 Program 21 Instructional	94.516	8,167,189	86,411			1,238,807	13,107	17.95	
Program 31 Instructional	27.750	2,404,267	86,640	369,219	13,305	379,500	13,676	18.11	
Program 31 Administrative	1.500	260,328	173,552	1,617	1,078	19,800	13,200	17.53	
Program 34 Instructional	6.400	649,173	101,433	104,171	16,277	84,480	13,200	17.71	
K-3 BEA Instructional	189.005	16,370,031	86,612			2,506,218	13,260	18.09	
4-6 BEA Instructional	104.185	9,360,071	89,841			1,375,374	13,201	17.99	
7-8 BEA Instructional	73.619	6,779,896	92,094			971,771	13,200	17.89	
9-12 BEA Instructional	158.204	14,611,989	92,362	2,215	14	2,130,902	13,469	17.98	
K-12 BEA Instructional	525.013	47,121,987	89,754	2,215	4	6,984,265	13,303	18.01	
BEA	577.825	56,018,312	96,947	7,368,327	12,752	7,681,885	13,294	17.83	
Instructional	663.769	59,353,062	89,418	8,955,874	13,492	8,817,600	13,284	17.99	
Administrative	54.962	9,410,394	171,216	250,990	4,567	726,000	13,209	16.80	
Other	2.000	275,965	137,983	18,215	9,108	26,400	13,200	17.64	
Active	720.731	69,039,421	95,791	9,225,079	12,800	9,570,000	13,278	17.84	
On Leave	1.000	108,596	108,596	512,491	512,491	13,200	13,200	18.02	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	721.731	69,148,017	95,809	9,737,570	13,492	9,583,200	13,278	17.84	
Instructional for Funding Purposes	663.769	59,353,062	89,418	8,955,874	13,492	8,817,600	13,284	17.99	
Instructional for Compliance Purposes	663.769	59,353,062	89,418	8,955,874	13,492	8,817,600	13,284	17.99	
K-3 Program 01 Teacher	172.229	14,889,663	86,453			2,278,175	13,228	18.11	
K-3 Program 21 Teacher	12.680	969,339	76,446			171,323	13,511	17.26	

**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	322.679	28,808,210	89,278	1,012,428	3,138	4,280,549	13,266	17.32	
09	2.000	131,445	65,723			26,400	13,200	17.60	
19	0.750	116,477	155,303			9,900	13,200	14.99	
21	50.692	4,136,350	81,598	398,336	7,858	673,174	13,280	17.75	
31	15.000	1,362,562	90,837	151,362	10,091	198,000	13,200	17.63	
34	2.000	158,406	79,203	16,593	8,297	26,400	13,200	17.22	
51	11.173	1,083,790	97,001	904,403	80,945	147,484	13,200	17.40	
52	1.250	126,496	101,197	7,915	6,332	16,500	13,200	16.93	
53	1.050	96,367	91,778	1,000	952	13,860	13,200	16.12	
55	16.243	1,556,384	95,819	758,692	46,709	214,408	13,200	17.57	
58				526,682					
64	0.500	52,056	104,112	4,184	8,368	6,600	13,200	16.94	
65	8.252	742,225	89,945	3,914	474	108,926	13,200	17.75	
69	1.000	94,520	94,520			13,200	13,200	16.57	
74	1.000	84,928	84,928			13,200	13,200	17.29	
79	0.500	25,852	51,704			6,600	13,200	16.09	
97	2.000	387,221	193,611			26,400	13,200	12.70	
Program 21 Instructional	48.692	3,858,328	79,239	398,336	8,181	646,774	13,283	17.90	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	278,022	139,011			26,400	13,200	15.68	
K-12 Program 21 Instructional	46.692	3,661,068	78,409			620,374	13,287	17.91	
Program 31 Instructional	14.000	1,216,545	86,896	151,362	10,812	184,800	13,200	17.87	
Program 31 Administrative	1.000	146,017	146,017			13,200	13,200	15.61	
Program 34 Instructional	2.000	158,406	79,203	16,593	8,297	26,400	13,200	17.22	
K-3 BEA Instructional	112.773	9,513,723	84,362			1,509,724	13,387	17.60	
4-6 BEA Instructional	57.996	4,831,447	83,307			765,547	13,200	17.56	
7-8 BEA Instructional	50.715	4,301,284	84,813	234	5	669,438	13,200	17.14	
9-12 BEA Instructional	92.700	8,002,679	86,329			1,223,640	13,200	17.71	
K-12 BEA Instructional	314.184	26,649,133	84,820	234	1	4,168,349	13,267	17.55	
BEA	341.679	30,716,399	89,898	1,180,383	3,455	4,531,349	13,262	17.27	
Instructional	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	17.59	
Administrative	30.995	4,564,200	147,256	1,000	32	409,200	13,202	15.42	
Other	1.000	146,017	146,017	15,500	15,500	13,200	13,200	15.59	
Active	436.089	38,963,289	89,347	3,785,509	8,681	5,781,600	13,258	17.33	
Certificated Total	436.089	38,963,289	89,347	3,785,509	8,681	5,781,600	13,258	17.33	
Instructional for Funding Purposes	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	17.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	17.59	
K-3 Program 01 Teacher	94.553	7,971,742	84,310			1,267,900	13,409	17.59	
K-3 Program 21 Teacher	11.305	883,146	78,120			149,226	13,200	18.00	
Grade T Program 09 Teacher	2.000	131,445	65,723			26,400	13,200	17.60	

**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	13.000	1,084,711	83,439			101,576	7,814	61.82	
21	1.000	82,950	82,950			9,096	9,096		
Program 21 Instructional	1.000	82,950	82,950			9,096	9,096		
K-12 Program 21 Instructional	1.000	82,950	82,950			9,096	9,096		
7-8 BEA Instructional	7.000	629,112	89,873			55,336	7,905		
9-12 BEA Instructional	4.000	283,107	70,777			28,048	7,012		
K-12 BEA Instructional	11.000	912,219	82,929			83,384	7,580		
K-12 BEA Administrative	2.000	172,492	86,246			18,192	9,096	12.43	
BEA	13.000	1,084,711	83,439			101,576	7,814	61.82	
Instructional	12.000	995,169	82,931			92,480	7,707		
Administrative	2.000	172,492	86,246			18,192	9,096	12.43	
Active	14.000	1,167,661	83,404			110,672	7,905	68.04	
Certificated Total	14.000	1,167,661	83,404			110,672	7,905	68.04	
Instructional for Funding Purposes	12.000	995,169	82,931			92,480	7,707		
Instructional for Compliance Purposes	12.000	995,169	82,931			92,480	7,707		

**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	1,390.526	157,568,606	113,316	9,118,840	6,558	19,888,744	14,303	18.26	
02	54.901	6,351,036	115,682	384,403	7,002	776,081	14,136	18.35	
03	3.800	454,205	119,528	21,500	5,658	50,890	13,392	17.09	
09	14.391	1,405,261	97,649	90,886	6,315	203,431	14,136	18.51	
13	14.099	1,947,567	138,135	67,426	4,782	200,067	14,190	18.19	
14	12.400	1,286,518	103,751	85,302	6,879	178,580	14,402	18.24	
21	307.402	32,619,682	106,114	2,116,106	6,884	4,411,415	14,351	18.43	
24	29.400	3,057,115	103,984	203,095	6,908	415,598	14,136	18.29	
31	84.747	8,587,165	101,327	509,713	6,015	1,227,669	14,486	18.29	
34	17.600	1,916,188	108,874	105,293	5,983	248,794	14,136	18.49	
38	1.000	128,624	128,624	8,545	8,545	14,136	14,136	18.48	
51	53.316	5,863,075	109,968	381,370	7,153	785,552	14,734	18.36	
52	10.199	1,273,437	124,859	73,512	7,208	148,894	14,599	18.47	
55	89.100	10,260,606	115,158	671,368	7,535	1,267,999	14,231	18.26	
56	1.200	152,084	126,737	7,128	5,940	16,963	14,136	17.92	
57	1.400	140,148	100,106	9,312	6,651	19,790	14,136	18.58	
58	2.136	239,487	112,119	15,865	7,427	30,194	14,136	18.49	
61	4.000	471,700	117,925	31,335	7,834	56,544	14,136	18.51	
64	1.000	128,624	128,624	8,545	8,545	14,136	14,136	18.57	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
65	28.401	3,218,218	113,314	173,896	6,123	420,914	14,820	17.48	
68	1.000	190,260	190,260			14,136	14,136	17.23	
74	0.500	106,650	213,300			7,068	14,136	17.00	
79	3.000	207,039	69,013	14,377	4,792	42,408	14,136	18.80	
88	4.000	436,596	109,149	19,343	4,836	59,371	14,843	18.21	
89	1.300	176,327	135,636	5,534	4,257	18,377	14,136	18.55	
97	1.900	590,576	310,829			26,858	14,136	15.02	
CP	9.100	1,346,618	147,980	57,960	6,369	128,638	14,136	17.27	
K-12 Program 02 Instructional	51.901	5,786,380	111,489			733,673	14,136	18.49	
Program 21 Instructional	303.402	31,901,237	105,145	2,116,106	6,975	4,354,871	14,353	18.46	
Program 21 Administrative	4.000	718,445	179,611			56,544	14,136	16.91	
K-12 Program 21 Instructional	289.814	30,561,381	105,452			4,159,258	14,351	18.45	
Program 26, 56, and 59 Instructional	1.000	107,286	107,286	7,128	7,128	14,136	14,136	18.56	
Program 26, 56, and 59 Administrative	0.200	44,798	223,990			2,827	14,136	16.23	
Program 31 Instructional	80.447	7,668,165	95,319	509,713	6,336	1,166,884	14,505	18.52	
Program 31 Administrative	4.300	919,000	213,721			60,785	14,136	16.31	
Program 34 Instructional	15.600	1,584,986	101,602	105,293	6,750	220,522	14,136	18.57	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	2.000	331,202	165,601			28,272	14,136	18.06	
K-3 BEA Instructional	519.527	55,341,744	106,523			7,428,567	14,299	18.44	
4-6 BEA Instructional	313.432	33,567,853	107,098			4,490,159	14,326	18.48	
7-8 BEA Instructional	196.781	20,792,958	105,665			2,804,271	14,251	18.44	
9-12 BEA Instructional	405.934	42,673,487	105,124			5,830,817	14,364	18.47	
K-12 BEA Instructional	1,435.674	152,376,042	106,136			20,553,815	14,316	18.46	
BEA	1,553.474	175,467,776	112,952	10,139,749	6,527	22,219,035	14,303	18.26	
Instructional	1,994.418	212,295,179	106,445	14,091,916	7,066	28,587,722	14,334	18.44	
Administrative	132.000	26,242,451	198,806			1,865,952	14,136	16.87	
Other	9.400	971,764	103,379	64,502	6,862	134,758	14,336	18.24	
Active	2,135.818	239,509,394	112,139	14,156,418	6,628	30,588,432	14,322	18.27	
On Leave	6.000	614,018	102,336	24,236	4,039	84,816	14,136	16.93	
Certificated Total	2,141.818	240,123,412	112,112	14,180,654	6,621	30,673,248	14,321	18.27	
Instructional for Funding Purposes	1,993.418	212,187,893	106,444	14,084,788	7,066	28,573,586	14,334	18.44	
Instructional for Compliance Purposes	1,993.418	212,187,893	106,444	14,084,788	7,066	28,573,586	14,334	18.44	
K-3 Program 01 Teacher	451.897	48,315,884	106,918			6,415,836	14,198	18.44	
K-3 Program 21 Teacher	53.509	5,434,845	101,569			758,877	14,182	18.57	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	14.191	1,368,943	96,466			200,604	14,136	18.54	

**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	14.850	1,091,005	73,468	49,026	3,301	196,020	13,200	21.60	
14	1.000	69,512	69,512			13,200	13,200	17.66	
21	1.000	82,807	82,807			13,200	13,200	23.33	
31	1.000	96,163	96,163			13,200	13,200	22.28	
51	1.000	57,478	57,478			13,200	13,200	21.36	
55	0.750	57,882	77,176			9,900	13,200	23.15	
58	1.000	105,236	105,236			13,200	13,200	17.34	
68	0.400	38,440	96,100			5,280	13,200	22.40	
97	1.000	157,500	157,500			13,200	13,200	11.33	
Program 21 Instructional	1.000	82,807	82,807			13,200	13,200	23.33	
K-12 Program 21 Instructional	1.000	82,807	82,807			13,200	13,200	23.33	
Program 31 Instructional	1.000	96,163	96,163			13,200	13,200	22.28	
K-3 BEA Instructional	5.250	374,652	71,362			69,300	13,200	22.59	
4-6 BEA Instructional	1.000	64,608	64,608			13,200	13,200	22.00	
7-8 BEA Instructional	2.880	209,009	72,573	14,425	5,009	38,016	13,200	22.34	
9-12 BEA Instructional	5.520	409,608	74,204	10,000	1,812	72,864	13,200	22.59	
K-12 BEA Instructional	14.650	1,057,877	72,210	24,425	1,667	193,380	13,200	22.51	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	16.850	1,344,668	79,802	49,026	2,910	222,420	13,200	20.01	
Instructional	19.800	1,469,232	74,204	45,859	2,316	261,360	13,200	21.86	
Administrative	2.000	275,000	137,500			26,400	13,200	12.59	
Other	0.200	11,791	58,955	3,167	15,835	2,640	13,200	22.77	
Active	22.000	1,756,023	79,819	49,026	2,228	290,400	13,200	20.07	
Certificated Total	22.000	1,756,023	79,819	49,026	2,228	290,400	13,200	20.07	
Instructional for Funding Purposes	19.800	1,469,232	74,204	45,859	2,316	261,360	13,200	21.86	
Instructional for Compliance Purposes	19.800	1,469,232	74,204	45,859	2,316	261,360	13,200	21.86	
K-3 Program 01 Teacher	4.250	278,552	65,542			56,100	13,200	22.65	

**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	460.311	45,870,892	99,652	7,763,137	16,865	6,102,985	13,258	18.74	
09	1.180	84,627	71,718	10,726	9,090	22,000	18,644	19.16	
13	1.200	128,187	106,823	17,503	14,586	13,200	11,000	16.93	
21	80.631	7,807,953	96,836	1,500,736	18,612	1,026,300	12,728	18.30	
24	3.634	339,036	93,296	47,661	13,115	51,216	14,094	18.82	
31	26.114	2,509,908	96,114	724,271	27,735	348,612	13,350	18.56	
34	2.300	191,010	83,048	22,625	9,837	30,360	13,200	18.88	
52	1.000	107,959	107,959			13,200	13,200	18.66	
58				525,767					
65	8.261	811,797	98,269	125,317	15,170	114,127	13,815	18.99	
74	7.000	683,305	97,615	92,608	13,230	92,400	13,200	18.72	
79	2.245	215,758	96,106	38,797	17,282	33,000	14,699	18.84	
88				41,240					
89				12,177					
97	5.678	1,051,103	185,119	56,496	9,950	57,200	10,074	15.79	
Program 21 Instructional	75.131	7,041,979	93,729	1,479,178	19,688	1,003,860	13,361	18.84	
Program 21 Administrative	1.700	304,523	179,131	21,558	12,681	22,440	13,200	17.66	
K-12 Program 21 Instructional	66.681	6,197,534	92,943			894,564	13,416	18.87	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	25.114	2,339,843	93,169	710,176	28,278	335,412	13,356	18.59	
Program 31 Administrative	1.000	170,065	170,065	14,095	14,095	13,200	13,200	18.07	
Program 34 Instructional	2.300	191,010	83,048	22,625	9,837	30,360	13,200	18.88	
K-3 BEA Instructional	183.087	17,677,384	96,552			2,440,614	13,330	18.85	
4-6 BEA Instructional	87.317	8,439,138	96,649			1,167,223	13,368	18.86	
7-8 BEA Instructional	67.668	6,398,340	94,555	77,445	1,144	894,722	13,222	18.89	
9-12 BEA Instructional	125.221	12,166,139	97,157	122,784	981	1,674,037	13,369	18.74	
K-12 BEA Instructional	463.293	44,681,001	96,442	200,229	432	6,176,597	13,332	18.83	
BEA	494.403	49,622,913	100,369	8,566,529	17,327	6,539,157	13,226	18.67	
Instructional	562.744	54,062,649	96,070	10,561,285	18,767	7,519,600	13,362	18.83	
Administrative	28.578	4,946,943	173,103	361,056	12,634	360,800	12,625	17.27	
Other	2.205	157,956	71,635	56,720	25,723	18,700	8,481	15.87	
Active	593.527	59,167,548	99,688	10,979,061	18,498	7,899,100	13,309	18.71	
K-12 Program 21 Contracted	3.800	461,451	121,434					8.60	
K-12 BEA Contracted	1.000	81,750	81,750					9.52	
On Leave	1.027	59,786	58,214			5,500	5,355	18.82	
Certificated Total	599.554	59,801,535	99,743	10,979,061	18,312	7,904,600	13,184	18.63	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	567.744	54,636,850	96,235	10,561,285	18,602	7,519,600	13,245	18.74	
Instructional for Compliance Purposes	562.744	54,062,649	96,070	10,561,285	18,767	7,519,600	13,362	18.83	
K-3 Program 01 Teacher	155.824	14,797,745	94,964			2,080,003	13,348	18.88	
K-3 Program 21 Teacher	12.801	1,125,451	87,919			169,356	13,230	19.02	

**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	14.191	1,040,320	73,308	13,099	923	193,921	13,665	17.66	
09	0.700	34,299	48,999			9,240	13,200	18.18	
21	1.106	98,890	89,412	6,712	6,069	14,824	13,403	16.08	
31	1.570	76,747	48,883	11,881	7,568	20,724	13,200	17.92	
34	0.330	15,764	47,770	1,194	3,618	4,356	13,200	18.13	
51	0.325	18,299	56,305			3,960	12,185	18.08	
55	1.026	94,679	92,280			16,051	15,644	17.67	
58				6,019					
74	0.053	4,268	80,528			924	17,434	17.33	
97	0.450	64,800	144,000	720	1,600			17.72	
Program 21 Instructional	1.106	98,890	89,412	6,712	6,069	14,824	13,403	16.08	
K-12 Program 21 Instructional	1.106	98,890	89,412	6,712	6,069	14,824	13,403	16.08	
Program 31 Instructional	1.570	76,747	48,883	11,881	7,568	20,724	13,200	17.92	
Program 34 Instructional	0.330	15,764	47,770	1,194	3,618	4,356	13,200	18.13	
K-3 BEA Instructional	4.285	336,484	78,526	3,750	875	56,562	13,200	17.11	
4-6 BEA Instructional	3.215	240,058	74,668	1,250	389	42,438	13,200	17.35	
7-8 BEA Instructional	1.580	93,862	59,406	1,194	756	20,856	13,200	18.84	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	5.876	332,121	56,522	19,980	3,400	84,163	14,323	18.31	
K-12 BEA Instructional	14.956	1,002,525	67,032	26,174	1,750	204,019	13,641	17.73	
K-12 BEA Administrative	1.135	130,306	114,807			14,982	13,200	17.36	
BEA	16.541	1,197,631	72,404	26,894	1,626	219,001	13,240	17.69	
Instructional	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	17.59	
Administrative	1.635	202,306	123,735	720	440	14,982	9,163	17.49	
Active	19.751	1,448,066	73,316	39,625	2,006	264,000	13,366	17.58	
Certificated Total	19.751	1,448,066	73,316	39,625	2,006	264,000	13,366	17.58	
Instructional for Funding Purposes	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	17.59	
Instructional for Compliance Purposes	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	17.59	
K-3 Program 01 Teacher	4.285	336,484	78,526	3,750	875	56,562	13,200	17.11	
K-3 Program 21 Teacher	0.285	25,384	89,067			3,762	13,200	15.91	
Grade T Program 09 Teacher	0.700	34,299	48,999			9,240	13,200	18.18	



**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	68.352	5,783,346	84,611	385,724	5,643	930,600	13,615	18.33	
13	3.830	177,462	46,335			52,800	13,786	19.52	
21	10.920	940,780	86,152	63,658	5,829	144,144	13,200	18.21	
24	0.360	30,050	83,472	302	839	4,752	13,200	17.87	
31	4.120	386,136	93,722	48,311	11,726	54,384	13,200	17.42	
34	1.480	106,444	71,922	19,986	13,504	19,536	13,200	17.78	
51	0.270	29,021	107,485			3,564	13,200	17.81	
52				12,498					
55	1.200	128,918	107,432	5,905	4,921	15,840	13,200	18.25	
58				5,505					
65	0.100	12,147	121,470			1,320	13,200	17.70	
74	0.050	6,074	121,480			660	13,200	17.70	
79				12,329					
97	1.000	193,500	193,500			13,200	13,200	15.33	
Program 21 Instructional	10.520	878,878	83,544	62,998	5,988	138,864	13,200	18.27	
Program 21 Administrative	0.400	61,902	154,755	660	1,650	5,280	13,200	17.26	
K-12 Program 21 Instructional	10.520	878,878	83,544	53,157	5,053	138,864	13,200	18.27	
Program 31 Instructional	3.670	331,474	90,320	48,311	13,164	48,444	13,200	17.38	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.450	54,662	121,471			5,940	13,200	17.70	
Program 34 Instructional	1.480	106,444	71,922	19,986	13,504	19,536	13,200	17.78	
K-3 BEA Instructional	22.038	1,828,498	82,970	91,635	4,158	305,897	13,880	18.04	
4-6 BEA Instructional	8.937	730,834	81,776	34,675	3,880	126,707	14,178	17.60	
7-8 BEA Instructional	16.507	1,346,752	81,587	80,619	4,884	217,892	13,200	17.82	
9-12 BEA Instructional	16.620	1,332,545	80,177	106,103	6,384	223,344	13,438	18.99	
K-12 BEA Instructional	64.102	5,238,629	81,723	313,032	4,883	873,840	13,632	18.17	
K-12 BEA Administrative	3.800	499,793	131,524	6,000	1,579	50,160	13,200	17.89	
BEA	74.952	6,469,426	86,314	454,021	6,057	1,017,720	13,578	18.18	
Instructional	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.18	
Administrative	8.950	1,247,349	139,369	9,200	1,028	118,140	13,200	18.31	
Other	6.780	296,937	43,796			92,400	13,628	18.46	
Active	91.682	7,793,878	85,010	554,218	6,045	1,240,800	13,534	18.21	
Certificated Total	91.682	7,793,878	85,010	554,218	6,045	1,240,800	13,534	18.21	
Instructional for Funding Purposes	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.18	
Instructional for Compliance Purposes	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.18	
K-3 Program 01 Teacher	23.988	1,879,773	78,363	71,182	2,967	332,297	13,853	17.98	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	4.603	373,105	81,057	6,288	1,366	60,760	13,200	20.54	

**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	18.227	1,380,104	75,718	182,627	10,020	240,312	13,184	16.53	
09	1.000	63,736	63,736	3,187	3,187	12,000	12,000	17.07	
13									
21	1.412	136,280	96,516	15,854	11,228	16,944	12,000	17.41	
31	0.600	52,312	87,187	2,616	4,360	7,200	12,000	16.63	
34	0.150	14,172	94,480	709	4,727	1,800	12,000	17.21	
51	0.400	21,314	53,285			4,800	12,000	17.88	
52	0.353	39,540	112,011			4,236	12,000	17.51	
55	0.459	43,699	95,205	1,620	3,529	5,508	12,000	18.15	
58				1,000					
74	0.200	14,120	70,600	706	3,530	2,400	12,000	18.43	
97	1.000	192,573	192,573	10,000	10,000	12,000	12,000	16.24	
Program 21 Instructional	1.000	91,091	91,091	15,104	15,104	12,000	12,000	17.37	
Program 21 Administrative	0.412	45,189	109,682	750	1,820	4,944	12,000	17.51	
K-12 Program 21 Instructional	1.000	91,091	91,091	15,104	15,104	12,000	12,000	17.37	
Program 31 Instructional	0.600	52,312	87,187	2,616	4,360	7,200	12,000	16.63	
Program 34 Instructional	0.150	14,172	94,480	709	4,727	1,800	12,000	17.21	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6.349	442,284	69,662	32,266	5,082	83,814	13,201	15.49	
4-6 BEA Instructional	3.660	263,370	71,959	13,169	3,598	32,712	8,938	12.92	
7-8 BEA Instructional	2.045	161,380	78,914	7,464	3,650	28,724	14,046	16.78	
9-12 BEA Instructional	6.747	556,959	82,549	39,148	5,802	101,950	15,110	19.27	
K-12 BEA Instructional	18.801	1,423,993	75,740	92,047	4,896	247,200	13,148	16.53	
BEA	19.977	1,639,161	82,052	195,952	9,809	261,312	13,081	16.51	
Instructional	22.213	1,697,493	76,419	180,040	8,105	288,144	12,972	16.68	
Administrative	1.588	260,357	163,953	10,750	6,770	19,056	12,000	16.58	
Other				27,529					
Active	23.801	1,957,850	82,259	218,319	9,173	307,200	12,907	16.67	
Certificated Total	23.801	1,957,850	82,259	218,319	9,173	307,200	12,907	16.67	
Instructional for Funding Purposes	22.213	1,697,493	76,419	180,040	8,105	288,144	12,972	16.68	
Instructional for Compliance Purposes	22.213	1,697,493	76,419	180,040	8,105	288,144	12,972	16.68	
K-3 Program 01 Teacher	5.349	410,695	76,780	24,981	4,670	65,814	12,304	15.45	

**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	39.290	3,682,228	93,719	82,610	2,103	518,628	13,200	18.37	
02	1.000	63,643	63,643	2,400	2,400	13,200	13,200	18.86	
21	5.000	415,938	83,188	13,061	2,612	66,000	13,200	18.25	
31	4.785	413,238	86,361	914	191	63,162	13,200	17.42	
34	2.205	169,043	76,663	11,045	5,009	29,106	13,200	18.66	
51	1.200	80,414	67,012			15,840	13,200	18.63	
52				13,075					
55	0.500	54,696	109,392			6,600	13,200	18.30	
74	0.020	2,141	107,050			264	13,200	17.39	
97	1.000	142,000	142,000	12,376	12,376	13,200	13,200	16.15	
K-12 Program 02 Instructional	1.000	63,643	63,643			13,200	13,200	18.86	
Program 21 Instructional	5.000	415,938	83,188	11,686	2,337	66,000	13,200	18.25	
Program 21 Administrative				48					
K-12 Program 21 Instructional	4.857	407,089	83,815	11,489	2,365	64,112	13,200	18.24	
Program 31 Instructional	4.586	386,306	84,236	914	199	60,535	13,200	17.40	
Program 31 Administrative	0.199	26,932	135,337			2,627	13,200	17.74	
Program 34 Instructional	2.000	147,097	73,549	11,045	5,523	26,400	13,200	18.84	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	0.205	21,946	107,054			2,706	13,200	17.39	
K-3 BEA Instructional	15.460	1,419,720	91,832			204,072	13,200	18.70	
4-6 BEA Instructional	7.207	675,191	93,685			95,132	13,200	18.25	
7-8 BEA Instructional	7.473	567,078	75,884	15,641	2,093	98,644	13,200	18.49	
9-12 BEA Instructional	15.160	1,425,915	94,058	9,206	607	200,112	13,200	17.97	
K-12 BEA Instructional	45.300	4,087,904	90,241	24,847	548	597,960	13,200	18.33	
BEA	48.280	4,470,152	92,588	109,345	2,265	637,296	13,200	18.22	
Instructional	52.000	4,638,952	89,211	95,731	1,841	686,400	13,200	18.33	
Administrative	3.000	384,389	128,130	16,480	5,493	39,600	13,200	17.03	
Active	55.000	5,023,341	91,333	112,211	2,040	726,000	13,200	18.23	
On Leave				23,270					
Certificated Total	55.000	5,023,341	91,333	135,481	2,463	726,000	13,200	18.23	
Instructional for Funding Purposes	52.000	4,638,952	89,211	95,731	1,841	686,400	13,200	18.33	
Instructional for Compliance Purposes	52.000	4,638,952	89,211	95,731	1,841	686,400	13,200	18.33	
K-3 Program 01 Teacher	15.460	1,419,720	91,832			204,072	13,200	18.70	
K-3 Program 21 Teacher	1.239	82,128	66,286	1,826	1,474	16,355	13,200	18.56	

**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	59.324	4,809,193	81,067	168,055	2,833	794,429	13,391	17.94	
02	0.970	92,964	95,839	2,662	2,744	12,804	13,200	18.14	
21	4.981	381,551	76,601	9,414	1,890	67,716	13,595	17.70	
24	2.747	174,741	63,612	4,884	1,778	39,204	14,272	18.38	
31	3.521	334,296	94,943	80,401	22,835	46,477	13,200	18.43	
34	0.579	59,112	102,093	1,643	2,838	7,643	13,200	18.60	
51	4.082	346,611	84,912	2,692	659	53,962	13,219	17.72	
52	0.940	91,890	97,755	2,715	2,888	12,408	13,200	16.93	
53	0.040	5,547	138,675			528	13,200	17.95	
55	2.207	179,940	81,531	4,766	2,159	29,132	13,200	17.78	
58				56,030					
65	1.356	119,227	87,926	3,332	2,457	17,899	13,200	17.99	
74	0.115	14,029	121,991	554	4,817	1,518	13,200	17.39	
97	0.900	159,297	176,997	11,100	12,333	11,880	13,200	15.97	
K-12 Program 02 Instructional	0.970	92,964	95,839	2,662	2,744	12,804	13,200	18.14	
Program 21 Instructional	4.481	307,617	68,649	8,514	1,900	61,116	13,639	17.86	
Program 21 Administrative	0.500	73,934	147,868	900	1,800	6,600	13,200	17.04	
K-12 Program 21 Instructional	3.881	267,783	68,998	7,407	1,909	53,196	13,707	17.78	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.421	316,596	92,545	80,401	23,502	45,157	13,200	18.55	
Program 31 Administrative	0.100	17,700	177,000			1,320	13,200	15.97	
Program 34 Instructional	0.579	59,112	102,093	1,643	2,838	7,643	13,200	18.60	
K-3 BEA Instructional	18.846	1,486,687	78,886	61,831	3,281	248,767	13,200	18.00	
4-6 BEA Instructional	11.209	831,920	74,219	30,901	2,757	152,869	13,638	18.15	
7-8 BEA Instructional	7.729	637,386	82,467	22,082	2,857	102,023	13,200	17.93	
9-12 BEA Instructional	21.580	1,681,002	77,896	119,409	5,533	291,298	13,498	18.07	
K-12 BEA Instructional	59.364	4,636,995	78,111	234,223	3,946	794,957	13,391	18.04	
K-12 BEA Administrative	2.460	338,865	137,750	6,436	2,616	32,472	13,200	17.46	
BEA	65.294	5,454,862	83,543	263,861	4,041	873,233	13,374	17.93	
Instructional	74.792	5,797,117	77,510	329,812	4,410	1,003,596	13,418	18.01	
Administrative	6.470	912,501	141,036	18,436	2,849	85,404	13,200	17.21	
Other	0.500	58,780	117,560			6,600	13,200	17.16	
Active	81.762	6,768,398	82,782	348,248	4,259	1,095,600	13,400	17.90	
Certificated Total	81.762	6,768,398	82,782	348,248	4,259	1,095,600	13,400	17.90	
Instructional for Funding Purposes	74.792	5,797,117	77,510	329,812	4,410	1,003,596	13,418	18.01	
Instructional for Compliance Purposes	74.792	5,797,117	77,510	329,812	4,410	1,003,596	13,418	18.01	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	16.325	1,287,121	78,844	46,810	2,867	215,490	13,200	18.03	
K-3 Program 21 Teacher	1.000	65,663	65,663	1,824	1,824	13,200	13,200	18.21	

**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	148.056	12,705,694	85,817	2,082,105	14,063	1,937,700	13,088	16.40	
02	7.208	705,218	97,838	109,431	15,182	97,541	13,532	15.09	
21	24.850	2,047,712	82,403	355,385	14,301	330,000	13,280	15.93	
29	3.000	193,264	64,421	23,515	7,838	39,600	13,200	17.18	
31	28.704	2,148,074	74,835	305,357	10,638	356,971	12,436	15.61	
34	11.742	832,315	70,884	110,438	9,405	74,336	6,331	16.02	
51	6.750	601,591	89,125	87,232	12,923	89,100	13,200	16.56	
52	1.408	100,423	71,323	8,710	6,186	19,378	13,763	17.47	
53	1.150	105,105	91,396	15,547	13,519	15,180	13,200	16.78	
55	12.910	1,098,115	85,059	138,263	10,710	170,412	13,200	16.25	
58	2.250	210,300	93,467	202,794	90,131	29,700	13,200	16.41	
64	1.500	143,681	95,787	13,477	8,985	19,800	13,200	15.88	
65	3.855	361,119	93,675	41,674	10,810	56,483	14,652	16.00	
74				18,000					
86	0.250	39,418	157,672	10,729	42,916	3,300	13,200	13.92	
97	2.000	444,716	222,358	63,344	31,672	26,400	13,200	11.08	
K-12 Program 02 Instructional	5.429	479,059	88,241	58,089	10,700	79,200	14,588	14.38	
Program 21 Instructional	22.850	1,763,281	77,168	286,568	12,541	303,600	13,287	16.06	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	284,431	142,216	68,817	34,409	26,400	13,200	15.10	
K-12 Program 21 Instructional	21.850	1,707,802	78,160	225,144	10,304	290,400	13,291	16.02	
Program 31 Instructional	27.326	1,986,407	72,693	271,255	9,927	344,959	12,624	15.60	
Program 31 Administrative	1.378	161,667	117,320	34,102	24,747	12,012	8,717	15.66	
Program 34 Instructional	11.300	769,611	68,107	96,475	8,538	69,960	6,191	16.02	
Program 34 Administrative	0.442	62,704	141,864	13,963	31,590	4,376	9,900	15.99	
K-3 BEA Instructional	62.071	4,854,146	78,203	594,312	9,575	809,578	13,043	16.92	
4-6 BEA Instructional	31.776	2,320,368	73,023	305,535	9,615	419,443	13,200	16.48	
7-8 BEA Instructional	29.240	2,104,882	71,986	294,860	10,084	306,768	10,491	16.33	
9-12 BEA Instructional	52.448	4,134,839	78,837	592,505	11,297	683,905	13,040	15.78	
K-12 BEA Instructional	175.535	13,414,235	76,419	1,787,212	10,182	2,219,694	12,645	16.39	
K-12 BEA Administrative	17.029	2,487,210	146,057	313,569	18,414	213,041	12,511	15.41	
BEA	197.710	16,836,017	85,155	2,670,675	13,508	2,492,948	12,609	16.09	
Instructional	229.458	17,715,188	77,204	2,606,409	11,359	2,939,847	12,812	16.39	
Administrative	25.250	3,901,752	154,525	823,774	32,625	313,500	12,416	14.89	
Other	0.925	119,805	129,519	155,818	168,452	12,553	13,571	15.83	
Active	255.633	21,736,745	85,031	3,586,001	14,028	3,265,900	12,776	16.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	255.633	21,736,745	85,031	3,586,001	14,028	3,265,900	12,776	16.11	
Instructional for Funding Purposes	229.458	17,715,188	77,204	2,606,409	11,359	2,939,847	12,812	16.39	
Instructional for Compliance Purposes	229.458	17,715,188	77,204	2,606,409	11,359	2,939,847	12,812	16.39	
K-3 Program 01 Teacher	54.403	4,240,469	77,945	496,639	9,129	708,360	13,021	16.96	
K-3 Program 21 Teacher	4.056	331,972	81,847	41,224	10,164	53,539	13,200	15.73	

Salary and Benefits by Program for 2023-2024

**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	19.500	1,326,297	68,015	20,298	1,041	254,381	13,045	16.31	
21	1.350	84,291	62,438			16,710	12,378	12.17	
31	1.250	102,978	82,382			16,456	13,164	16.82	
34	0.550	43,919	79,853			7,216	13,119	16.64	
51	0.150	6,218	41,453			1,936	12,904	13.10	
55	0.100	5,500	55,000			1,231	12,312	11.98	
65	0.100	5,500	55,000			1,231	12,312	11.98	
97	1.000	147,254	147,254			13,200	13,200	15.71	
Program 21 Instructional	1.100	70,541	64,128			13,632	12,393	12.21	
Program 21 Administrative	0.250	13,750	55,000			3,078	12,312	11.98	
K-12 Program 21 Instructional	1.100	70,541	64,128			13,632	12,393	12.21	
Program 31 Instructional	1.200	100,228	83,523			15,840	13,200	16.99	
Program 31 Administrative	0.050	2,750	55,000			616	12,312	11.98	
Program 34 Instructional	0.500	41,169	82,338			6,600	13,200	17.03	
Program 34 Administrative	0.050	2,750	55,000			616	12,312	11.98	
K-3 BEA Instructional	6.000	524,778	87,463			77,424	12,904	15.61	
7-8 BEA Instructional	3.500	289,722	82,778			46,200	13,200	14.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	11.300	631,194	55,858			148,272	13,121	18.02	
K-12 BEA Instructional	20.800	1,445,694	69,505			271,896	13,072	16.46	
BEA	22.300	1,620,448	72,666	20,298	910	291,252	13,061	16.30	
Instructional	22.000	1,519,703	69,077	20,298	923	286,848	13,039	16.21	
Administrative	2.000	202,254	101,127			25,512	12,756	14.39	
Active	24.000	1,721,957	71,748	20,298	846	312,360	13,015	15.99	
Certificated Total	24.000	1,721,957	71,748	20,298	846	312,360	13,015	15.99	
Instructional for Funding Purposes	22.000	1,519,703	69,077	20,298	923	286,848	13,039	16.21	
Instructional for Compliance Purposes	22.000	1,519,703	69,077	20,298	923	286,848	13,039	16.21	
K-3 Program 01 Teacher	6.000	524,778	87,463			77,424	12,904	15.61	

**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	36.000	3,191,289	88,647	7,800	217	475,200	13,200	17.74	
31	3.140	198,797	63,311			28,248	8,996	17.24	
34	0.860	71,837	83,531			11,352	13,200	17.91	
51	0.600	63,235	105,392	5,855	9,758	7,920	13,200	16.67	
55	0.400	42,156	105,390			5,280	13,200	16.67	
97	1.000	135,000	135,000					8.40	
Program 31 Instructional	2.140	183,162	85,590			28,248	13,200	17.88	
Program 31 Administrative	1.000	15,635	15,635					8.49	
Program 34 Instructional	0.860	71,837	83,531			11,352	13,200	17.91	
K-3 BEA Instructional	13.160	1,060,758	80,605			173,712	13,200	17.73	
4-6 BEA Instructional	7.840	743,772	94,869			103,488	13,200	18.06	
7-8 BEA Instructional	4.260	402,845	94,565			56,232	13,200	17.95	
9-12 BEA Instructional	12.740	1,123,571	88,192			168,168	13,200	17.50	
K-12 BEA Instructional	38.000	3,330,946	87,656			501,600	13,200	17.75	
K-12 BEA Administrative	1.000	15,635	15,635					8.49	
BEA	41.000	3,596,923	87,730	7,800	190	514,800	12,556	17.38	
Instructional	39.000	3,436,337	88,111	13,655	350	514,800	13,200	17.71	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	3.000	265,977	88,659			13,200	4,400	12.51	
Active	42.000	3,702,314	88,150	13,655	325	528,000	12,571	17.36	
Certificated Total	42.000	3,702,314	88,150	13,655	325	528,000	12,571	17.36	
Instructional for Funding Purposes	39.000	3,436,337	88,111	13,655	350	514,800	13,200	17.71	
Instructional for Compliance Purposes	39.000	3,436,337	88,111	13,655	350	514,800	13,200	17.71	
K-3 Program 01 Teacher	12.160	1,007,415	82,847			160,512	13,200	17.73	

**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	16.194	1,443,017	89,108	17,324	1,070	218,196	13,474	17.30	
55	0.334	32,836	98,311			4,409	13,200	17.94	
65	0.136	13,385	98,419			1,795	13,200	17.25	
97	0.407	65,075	159,889	14,632	35,951			7.52	
99	0.045	7,231	160,689					7.52	
K-3 BEA Instructional	4.594	432,685	94,185			60,641	13,200	17.27	
4-6 BEA Instructional	2.426	182,797	75,349	550	227	32,023	13,200	17.98	
7-8 BEA Instructional	1.844	148,456	80,508			28,776	15,605	14.45	
9-12 BEA Instructional	6.330	554,639	87,621	10,774	1,702	83,556	13,200	17.70	
K-12 BEA Instructional	15.194	1,318,577	86,783	11,324	745	204,996	13,492	17.21	
K-12 BEA Administrative	1.000	124,440	124,440			13,200	13,200	18.38	
BEA	16.601	1,508,092	90,843	31,956	1,925	218,196	13,144	16.87	
Instructional	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.22	
Administrative	1.452	196,746	135,500	18,632	12,832	13,200	9,091	14.12	
Active	17.116	1,561,544	91,233	31,956	1,867	224,400	13,111	16.85	
Certificated Total	17.116	1,561,544	91,233	31,956	1,867	224,400	13,111	16.85	
Instructional for Funding Purposes	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.22	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.22	
K-3 Program 01 Teacher	4.424	417,633	94,402			58,397	13,200	17.26	

**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	143.477	14,580,157	101,620	1,930,027	13,452	1,920,838	13,388	17.62	
13	6.400	623,168	97,370	52,631	8,224	84,480	13,200	17.94	
14	1.000	108,116	108,116			13,200	13,200	17.05	
21	23.859	2,366,627	99,192	321,484	13,474	322,080	13,499	17.94	
31	8.420	845,447	100,409	69,544	8,259	113,414	13,470	18.04	
34	0.800	78,054	97,568	6,393	7,991	10,560	13,200	15.90	
51	2.097	251,471	119,919	27,463	13,096	27,680	13,200	15.48	
52	0.700	73,913	105,590	8,069	11,527	9,240	13,200	17.36	
55	5.103	486,780	95,391	38,331	7,511	67,360	13,200	15.83	
58	0.300	34,226	114,087	379,705	1,265,683	3,960	13,200	16.57	
61	0.050	8,022	160,440			660	13,200	18.90	
65	8.900	914,237	102,723	89,503	10,057	120,120	13,497	17.56	
74	0.400	45,630	114,075	4,985	12,463	5,280	13,200	16.57	
88	0.640	55,343	86,473	3,591	5,611	8,448	13,200	24.77	
89	0.400	49,252	123,130	5,379	13,448	5,280	13,200	17.32	
97	2.481	523,423	210,973	3,000	1,209	33,000	13,301	15.85	
Program 21 Instructional	23.111	2,248,910	97,309	321,484	13,910	310,200	13,422	18.10	
Program 21 Administrative	0.748	117,717	157,376			11,880	15,882	14.90	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	23.111	2,248,910	97,309	21,419	927	310,200	13,422	18.10	
Program 31 Instructional	7.828	735,857	94,003	69,544	8,884	105,600	13,490	18.06	
Program 31 Administrative	0.592	109,590	185,118			7,814	13,200	17.89	
Program 34 Instructional	0.800	78,054	97,568	6,393	7,991	10,560	13,200	15.90	
K-3 BEA Instructional	53.028	5,217,424	98,390	38,251	721	701,395	13,227	17.88	
4-6 BEA Instructional	24.965	2,348,928	94,089			329,723	13,207	17.48	
7-8 BEA Instructional	23.465	2,247,280	95,772			316,602	13,493	17.23	
9-12 BEA Instructional	40.400	3,855,968	95,445	6,770	168	550,440	13,625	17.93	
K-12 BEA Instructional	141.858	13,669,600	96,361	45,021	317	1,898,160	13,381	17.72	
BEA	155.178	16,027,081	103,282	2,008,964	12,946	2,077,812	13,390	17.58	
Instructional	190.469	18,490,055	97,076	2,916,611	15,313	2,547,600	13,375	17.68	
Administrative	14.558	2,553,811	175,423	23,494	1,614	198,000	13,601	16.66	
Active	205.027	21,043,866	102,639	2,940,105	14,340	2,745,600	13,391	17.57	
Certificated Total	205.027	21,043,866	102,639	2,940,105	14,340	2,745,600	13,391	17.57	
Instructional for Funding Purposes	190.469	18,490,055	97,076	2,916,611	15,313	2,547,600	13,375	17.68	
Instructional for Compliance Purposes	190.469	18,490,055	97,076	2,916,611	15,313	2,547,600	13,375	17.68	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	46.642	4,603,959	98,708	38,251	820	616,044	13,208	17.52	
K-3 Program 21 Teacher	3.840	393,048	102,356			50,688	13,200	20.27	

**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	302.390	29,423,955	97,305	2,469,877	8,168	4,057,703	13,419	17.28	
02	6.360	643,405	101,164	78,273	12,307	83,345	13,105	17.62	
19	0.352	22,092	62,761			6,600	18,750	29.75	
21	60.368	5,533,041	91,655	661,088	10,951	847,696	14,042	17.28	
24	6.600	548,616	83,124	51,815	7,851	92,400	14,000	17.65	
31	21.140	2,109,348	99,780	147,284	6,967	288,341	13,640	17.56	
34	7.060	637,827	90,344	39,508	5,596	88,519	12,538	17.15	
45	4.839	508,980	105,183	33,597	6,943	61,855	12,783	16.92	
51	5.426	551,480	101,637	29,355	5,410	72,613	13,382	17.50	
52	1.113	119,472	107,342	8,670	7,790	15,629	14,042	17.24	
55	3.963	384,954	97,137	22,795	5,752	51,968	13,113	17.39	
56	1.000	94,007	94,007	8,879	8,879	13,200	13,200	15.65	
58				225,556					
65	1.400	132,711	94,794	14,259	10,185	20,750	14,822	17.19	
74	2.000	182,244	91,122	12,138	6,069	26,400	13,200	19.10	
86	1.000	106,055	106,055	9,175	9,175	13,200	13,200	17.68	
97	1.600	285,614	178,509	13,292	8,308	21,120	13,200	15.71	
K-12 Program 02 Instructional	6.000	586,165	97,694	4,124	687	79,200	13,200	17.77	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	58.912	5,337,147	90,595	661,088	11,222	825,568	14,014	17.27	
Program 21 Administrative	1.000	168,725	168,725			13,200	13,200	17.16	
K-12 Program 21 Instructional	52.718	4,789,347	90,848	98,848	1,875	742,494	14,084	17.19	
Program 26, 56, and 59 Instructional	1.000	94,007	94,007	8,879	8,879	13,200	13,200	15.65	
Program 31 Instructional	20.446	1,995,813	97,614	147,284	7,204	279,180	13,655	17.73	
Program 31 Administrative	0.694	113,535	163,595			9,161	13,200	14.70	
Program 34 Instructional	7.004	628,613	89,751	39,508	5,641	87,780	12,533	17.19	
Program 34 Administrative	0.056	9,214	164,536			739	13,200	14.70	
K-3 BEA Instructional	108.878	9,824,309	90,232	118,388	1,087	1,464,190	13,448	17.37	
4-6 BEA Instructional	60.016	5,615,922	93,574	83,144	1,385	810,208	13,500	17.38	
7-8 BEA Instructional	50.192	4,629,968	92,245	82,854	1,651	676,597	13,480	17.52	
9-12 BEA Instructional	94.459	9,138,535	96,746	146,352	1,549	1,272,149	13,468	17.57	
K-12 BEA Instructional	313.545	29,208,734	93,156	430,738	1,374	4,223,143	13,469	17.46	
K-12 BEA Administrative	19.455	2,977,357	153,038	164,536	8,457	258,504	13,287	16.55	
BEA	343.389	33,609,129	97,875	2,781,831	8,101	4,600,883	13,398	17.28	
Instructional	395.311	36,687,512	92,807	3,503,066	8,862	5,361,472	13,563	17.44	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	26.454	4,187,749	158,303	186,823	7,062	348,700	13,181	16.44	
Other	3.846	321,049	83,476	57,025	14,827	43,248	11,245	14.61	
Active	425.611	41,196,310	96,793	3,746,914	8,804	5,753,420	13,518	17.31	
On Leave	1.000	87,491	87,491	78,647	78,647	7,920	7,920	11.00	
Certificated Total	426.611	41,283,801	96,772	3,825,561	8,967	5,761,340	13,505	17.30	
Instructional for Funding Purposes	394.311	36,593,505	92,804	3,494,187	8,862	5,348,272	13,564	17.45	
Instructional for Compliance Purposes	394.311	36,593,505	92,804	3,494,187	8,862	5,348,272	13,564	17.45	
K-3 Program 01 Teacher	99.513	8,984,795	90,288	113,337	1,139	1,331,028	13,375	17.28	
K-3 Program 21 Teacher	9.011	749,537	83,180	3,712	412	148,417	16,471	16.32	

**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	32.538	2,716,526	83,488	49,422	1,519	429,694	13,206	17.10	
09	1.000	28,713	28,713	645	645				
21	4.000	300,895	75,224	10,869	2,717	52,800	13,200	19.94	
24	1.702	128,125	75,279	2,646	1,555	22,466	13,200	16.28	
52				28,676					
55	0.760	48,649	64,012	1,351	1,778	10,032	13,200	23.27	
58				10,151					
65	2.000	112,965	56,483			26,400	13,200	17.48	
97	1.000	161,545	161,545	11,065	11,065	13,200	13,200	14.83	
Program 21 Instructional	4.000	300,895	75,224	10,369	2,592	52,800	13,200	19.94	
Program 21 Administrative				500					
K-12 Program 21 Instructional	2.000	189,910	94,955	1,158	579	26,400	13,200	21.04	
K-3 BEA Instructional	14.148	1,127,641	79,703	13,035	921	186,833	13,206	17.07	
4-6 BEA Instructional	9.320	729,569	78,280	9,693	1,040	123,076	13,206	17.31	
7-8 BEA Instructional	7.272	628,133	86,377	7,624	1,048	96,051	13,208	16.78	
K-12 BEA Instructional	30.740	2,485,343	80,850	30,352	987	405,960	13,206	17.06	
BEA	33.538	2,878,071	85,815	60,487	1,804	442,894	13,206	16.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	40.202	3,104,690	77,227	103,260	2,569	517,658	12,876	17.19	
Administrative	2.798	392,728	140,360	11,565	4,133	36,934	13,200	16.33	
Active	43.000	3,497,418	81,335	114,825	2,670	554,592	12,897	17.09	
Certificated Total	43.000	3,497,418	81,335	114,825	2,670	554,592	12,897	17.09	
Instructional for Funding Purposes	40.202	3,104,690	77,227	103,260	2,569	517,658	12,876	17.19	
Instructional for Compliance Purposes	40.202	3,104,690	77,227	103,260	2,569	517,658	12,876	17.19	
K-3 Program 01 Teacher	13.648	1,075,553	78,807	13,035	955	180,233	13,206	17.05	
K-3 Program 21 Teacher	0.812	69,660	85,788			10,718	13,200	28.02	

**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	274.076	26,928,236	98,251	3,004,384	10,962	3,598,980	13,131	17.72	
21	41.801	3,856,003	92,247	510,772	12,219	549,120	13,137	17.80	
24	4.000	431,359	107,840	66,645	16,661	52,800	13,200	17.63	
31	15.950	1,375,188	86,219	146,704	9,198	210,540	13,200	17.41	
51	5.300	533,206	100,605	50,666	9,560	69,960	13,200	18.15	
52	0.250	38,881	155,524	30,192	120,768	3,300	13,200	16.70	
55	10.350	1,061,079	102,520	120,674	11,659	136,620	13,200	17.58	
58				180,186					
65	5.000	463,782	92,756	38,262	7,652	66,000	13,200	17.03	
73				28,272					
74	1.000	107,840	107,840	11,897	11,897	13,200	13,200	17.37	
79				33,358					
97	2.000	391,011	195,506	92,441	46,221	26,400	13,200	16.16	
Program 21 Instructional	39.001	3,461,871	88,764	470,116	12,054	512,160	13,132	17.86	
Program 21 Administrative	2.800	394,132	140,761	18,026	6,438	36,960	13,200	17.28	
K-12 Program 21 Instructional	36.428	3,234,470	88,791			479,648	13,167	17.85	
Program 31 Instructional	15.200	1,256,469	82,662	134,159	8,826	200,640	13,200	17.43	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	118,719	158,292	2,580	3,440	9,900	13,200	17.21	
K-3 BEA Instructional	94.026	8,464,594	90,024	326,014	3,467	1,222,927	13,006	17.92	
4-6 BEA Instructional	52.237	4,816,823	92,211	181,593	3,476	688,921	13,188	17.61	
7-8 BEA Instructional	40.012	3,826,852	95,643	159,399	3,984	528,158	13,200	17.81	
9-12 BEA Instructional	78.801	7,249,765	92,001	369,405	4,688	1,040,173	13,200	17.75	
K-12 BEA Instructional	265.076	24,358,034	91,891	1,036,411	3,910	3,480,180	13,129	17.79	
K-12 BEA Administrative	18.250	2,877,641	157,679			240,900	13,200	17.45	
BEA	292.026	28,694,435	98,260	3,243,529	11,107	3,835,920	13,136	17.68	
Instructional	329.727	30,417,171	92,250	3,580,026	10,858	4,330,920	13,135	17.78	
Administrative	30.000	4,769,414	158,980	270,595	9,020	396,000	13,200	17.07	
Active	359.727	35,186,585	97,815	3,850,621	10,704	4,726,920	13,140	17.69	
On Leave				463,832					
Certificated Total	359.727	35,186,585	97,815	4,314,453	11,994	4,726,920	13,140	17.69	
Instructional for Funding Purposes	329.727	30,417,171	92,250	3,580,026	10,858	4,330,920	13,135	17.78	
Instructional for Compliance Purposes	329.727	30,417,171	92,250	3,580,026	10,858	4,330,920	13,135	17.78	
K-3 Program 01 Teacher	85.436	7,655,424	89,604	287,904	3,370	1,109,539	12,987	17.94	
K-3 Program 21 Teacher	7.030	627,330	89,236			92,796	13,200	17.26	

**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	23.403	1,700,910	72,679	12,599	538	308,920	13,200	18.78	
02	26.994	2,190,263	81,139			356,400	13,203	18.94	
09	1.000	49,495	49,495			13,200	13,200	17.45	
13	1.000	93,290	93,290	7,774	7,774	13,200	13,200	17.92	
21	5.000	405,233	81,047			66,000	13,200	17.68	
51	0.597	54,648	91,538			7,880	13,200	17.03	
55	1.000	83,868	83,868			13,200	13,200	18.33	
74				9,132					
97	1.000	158,143	158,143			13,200	13,200	17.03	
K-12 Program 02 Instructional	24.994	1,962,213	78,507			330,000	13,203	19.05	
Program 21 Instructional	4.749	380,267	80,073			62,687	13,200	17.65	
Program 21 Administrative	0.251	24,966	99,466			3,313	13,200	18.22	
K-12 Program 21 Instructional	4.620	372,109	80,543			60,984	13,200	17.64	
K-3 BEA Instructional	14.695	931,645	63,399			194,027	13,204	19.33	
4-6 BEA Instructional	11.931	886,155	74,273			157,502	13,201	19.18	
7-8 BEA Instructional	12.571	1,029,062	81,860	3,165	252	165,950	13,201	19.48	
9-12 BEA Instructional	7.200	559,133	77,657			95,040	13,200	17.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	46.397	3,405,995	73,410	3,165	68	612,520	13,202	19.03	
BEA	51.397	4,049,316	78,785	12,599	245	678,520	13,202	18.80	
Instructional	53.743	3,974,273	73,950	15,401	287	709,487	13,201	18.83	
Administrative	6.251	761,577	121,833	7,774	1,244	82,513	13,200	17.63	
Other				6,330					
Active	59.994	4,735,850	78,939	29,505	492	792,000	13,201	18.64	
Certificated Total	59.994	4,735,850	78,939	29,505	492	792,000	13,201	18.64	
Instructional for Funding Purposes	53.743	3,974,273	73,950	15,401	287	709,487	13,201	18.83	
Instructional for Compliance Purposes	53.743	3,974,273	73,950	15,401	287	709,487	13,201	18.83	
K-3 Program 01 Teacher	6.602	351,048	53,173			87,146	13,200	19.03	
K-3 Program 21 Teacher	0.666	45,281	67,989			8,791	13,200	17.69	
Grade T Program 09 Teacher	1.000	49,495	49,495			13,200	13,200	17.45	

**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	1,092.651	101,765,300	93,136	11,891,864	10,883	14,545,133	13,312	14.30	
02	36.903	3,383,818	91,695	350,139	9,488	512,160	13,879	14.54	
03	4.074	399,215	97,991	45,512	11,171	56,377	13,838	18.77	
09	8.932	731,734	81,923	83,840	9,386	119,064	13,330	13.75	
13	35.000	3,360,000	96,000	347,329	9,924	462,000	13,200	14.18	
21	239.663	20,330,468	84,829	2,220,766	9,266	3,169,082	13,223	13.36	
24	46.000	3,770,228	81,961	506,815	11,018	607,200	13,200	13.54	
31	79.805	6,648,909	83,314	971,158	12,169	1,079,509	13,527	13.75	
34	15.172	1,319,443	86,966	177,846	11,722	205,300	13,531	14.46	
51	32.327	2,832,053	87,606	323,771	10,015	439,666	13,601	13.33	
52	6.000	566,300	94,383	64,559	10,760	79,200	13,200	12.44	
55	64.783	5,924,620	91,453	661,902	10,217	886,406	13,683	14.77	
58	1.301	97,734	75,122	11,141	8,563	24,143	18,557	14.42	
64	2.300	224,929	97,795	25,644	11,150	30,360	13,200	14.00	
65	33.764	3,080,462	91,235	332,836	9,858	458,040	13,566	14.06	
74	3.300	316,947	96,045	36,138	10,951	43,560	13,200	14.90	
97	2.000	461,733	230,867	15,000	7,500	26,400	13,200	14.60	
K-12 Program 02 Instructional	34.903	3,052,572	87,459			485,760	13,917	14.28	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	223.964	18,477,231	82,501	2,220,766	9,916	3,033,122	13,543	13.08	
Program 21 Administrative	9.300	1,420,745	152,768			122,760	13,200	14.76	
K-12 Program 21 Instructional	214.983	17,732,766	82,485			2,906,270	13,519	13.15	
Program 31 Instructional	77.405	6,258,334	80,852	971,158	12,546	1,047,829	13,537	13.58	
Program 31 Administrative	2.400	390,575	162,740			31,680	13,200	16.91	
Program 34 Instructional	15.072	1,303,337	86,474	177,846	11,800	203,980	13,534	14.43	
Program 34 Administrative	0.100	16,106	161,060			1,320	13,200	17.61	
K-3 BEA Instructional	440.611	38,146,742	86,577	1,171	3	5,886,157	13,359	14.04	
4-6 BEA Instructional	197.477	17,131,209	86,750			2,634,416	13,340	14.81	
7-8 BEA Instructional	169.155	14,686,707	86,824			2,270,730	13,424	14.23	
9-12 BEA Instructional	330.323	28,596,344	86,571			4,423,135	13,390	13.99	
K-12 BEA Instructional	1,137.566	98,561,002	86,642	1,171	1	15,214,439	13,375	14.18	
BEA	1,230.605	113,978,418	92,620	13,451,519	10,931	16,424,879	13,347	14.29	
Instructional	1,590.692	137,221,314	86,265	16,627,819	10,453	21,337,206	13,414	14.02	
Administrative	104.084	17,368,916	166,874	1,438,441	13,820	1,379,994	13,258	14.88	
Active	1,694.776	154,590,230	91,216	18,066,260	10,660	22,717,200	13,404	14.11	
K-12 Program 21 Contracted	6.399	432,492	67,587			13,200	2,063	2,606.41	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Contracted	1.800	106,718	59,288						
On Leave	1.000	84,453	84,453			13,200	13,200	8.32	
Certificated Total	1,703.975	155,213,893	91,089	18,066,260	10,602	22,743,600	13,347	14.14	
Instructional for Funding Purposes	1,598.891	137,760,524	86,160	16,627,819	10,400	21,350,406	13,353	14.05	
Instructional for Compliance Purposes	1,590.692	137,221,314	86,265	16,627,819	10,453	21,337,206	13,414	14.02	
K-3 Program 01 Teacher	355.557	30,813,657	86,663			4,727,606	13,296	14.20	
K-3 Program 21 Teacher	42.243	3,259,832	77,169			562,307	13,311	13.20	
Grade T Program 09 Teacher	8.932	731,734	81,923			119,064	13,330	13.75	

Salary and Benefits by Program for 2023-2024

**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	68.771	7,240,496	105,284	417,765	6,075	942,467	13,704	17.75	
02	3.600	400,239	111,178	22,344	6,207	50,160	13,933	18.72	
21	10.875	1,163,243	106,965	99,158	9,118	154,110	14,171	18.08	
24	1.175	90,949	77,403	719	612	15,510	13,200	17.86	
31	4.709	427,346	90,751	22,773	4,836	87,410	18,562	16.74	
34	3.160	326,592	103,352	15,843	5,014	45,263	14,324	18.49	
51	0.600	52,733	87,888	2,588	4,313	14,520	24,200	16.31	
52				24,000					
55	1.360	119,067	87,549	8,988	6,609	31,680	23,294	19.83	
65	0.740	58,987	79,712	7,572	10,232	10,560	14,270	18.14	
74	0.200	24,274	121,370	1,214	6,070	2,640	13,200	17.47	
79	0.360	38,328	106,467	878	2,439	5,280	14,667	17.80	
97	1.000	198,158	198,158	11,890	11,890	13,200	13,200	13.22	
K-12 Program 02 Instructional	3.600	400,239	111,178			50,160	13,933	18.72	
Program 21 Instructional	10.125	1,038,281	102,546	99,158	9,793	144,210	14,243	18.24	
Program 21 Administrative	0.750	124,962	166,616			9,900	13,200	16.54	
K-12 Program 21 Instructional	9.080	929,463	102,364			129,360	14,247	18.41	
Program 31 Instructional	4.409	374,730	84,992	22,773	5,165	83,450	18,927	16.82	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	52,616	175,387			3,960	13,200	16.10	
Program 34 Instructional	3.060	309,667	101,198	15,843	5,177	43,943	14,360	18.62	
Program 34 Administrative	0.100	16,925	169,250			1,320	13,200	15.95	
K-3 BEA Instructional	21.700	2,059,688	94,916			298,320	13,747	18.18	
4-6 BEA Instructional	12.100	1,293,202	106,876			159,720	13,200	17.59	
7-8 BEA Instructional	13.440	1,373,597	102,202			195,413	14,540	17.51	
9-12 BEA Instructional	26.950	2,684,820	99,622			391,987	14,545	18.15	
K-12 BEA Instructional	74.190	7,411,307	99,896			1,045,440	14,091	17.94	
K-12 BEA Administrative	0.330	57,878	175,388			4,356	13,200	16.10	
BEA	81.240	8,592,831	105,771	490,615	6,039	1,138,500	14,014	17.66	
Instructional	88.550	8,800,602	99,386	620,342	7,006	1,267,200	14,311	17.99	
Administrative	8.000	1,339,810	167,476	15,390	1,924	105,600	13,200	15.92	
Active	96.550	10,140,412	105,028	635,732	6,584	1,372,800	14,219	17.73	
Certificated Total	96.550	10,140,412	105,028	635,732	6,584	1,372,800	14,219	17.73	
Instructional for Funding Purposes	88.550	8,800,602	99,386	620,342	7,006	1,267,200	14,311	17.99	
Instructional for Compliance Purposes	88.550	8,800,602	99,386	620,342	7,006	1,267,200	14,311	17.99	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 01 Teacher	18.300	1,725,673	94,299			245,520	13,416	18.26	

**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	9.967	780,227	78,281	29,818	2,992	100,860	10,119	14.75	
13				5,000					
14				3,000					
21	1.000	60,683	60,683	3,500	3,500	10,016	10,016	7.85	
55	1.000	80,215	80,215	18,913	18,913	1,019	1,019	14.09	
58	1.000	30,000	30,000						
79									
Program 21 Instructional	1.000	60,683	60,683	3,500	3,500	10,016	10,016	7.85	
K-12 Program 21 Instructional	1.000	60,683	60,683			10,016	10,016	7.85	
K-3 BEA Instructional	4.670	366,646	78,511			47,125	10,091	13.47	
4-6 BEA Instructional	2.966	212,226	71,553			30,388	10,245	14.72	
7-8 BEA Instructional	2.331	201,355	86,381			23,347	10,016	17.09	
K-12 BEA Instructional	9.967	780,227	78,281			100,860	10,119	14.75	
BEA	9.967	780,227	78,281	29,818	2,992	100,860	10,119	14.75	
Instructional	12.967	951,125	73,350	60,231	4,645	111,895	8,629	14.46	
Active	12.967	951,125	73,350	60,231	4,645	111,895	8,629	14.46	
Certificated Total	12.967	951,125	73,350	60,231	4,645	111,895	8,629	14.46	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.967	951,125	73,350	60,231	4,645	111,895	8,629	14.46	
Instructional for Compliance Purposes	12.967	951,125	73,350	60,231	4,645	111,895	8,629	14.46	
K-3 Program 01 Teacher	4.000	321,121	80,280			40,414	10,104	12.71	
K-3 Program 21 Teacher	0.445	26,968	60,602			4,457	10,016	7.85	

**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	21.620	1,711,011	79,140	57,236	2,647	285,384	13,200	18.96	
02	0.180	11,402	63,344	253	1,406	2,376	13,200	18.42	
13	3.141	261,075	83,118	1,514	482	41,461	13,200	18.27	
31	1.180	104,128	88,244	39,555	33,521	15,576	13,200	18.13	
51	0.580	44,543	76,798	1,847	3,184	7,656	13,200	18.47	
52	0.500	45,913	91,826			6,600	13,200	18.23	
55	0.799	73,341	91,791	15,053	18,840	10,547	13,200	18.51	
58				1,420					
71				5,175					
97	1.000	133,911	133,911			13,200	13,200	17.25	
K-12 Program 02 Instructional	0.180	11,402	63,344			2,376	13,200	18.42	
Program 31 Instructional	1.180	104,128	88,244	39,555	33,521	15,576	13,200	18.13	
K-3 BEA Instructional	7.039	524,913	74,572			92,915	13,200	18.67	
4-6 BEA Instructional	4.470	306,562	68,582			59,004	13,200	18.40	
7-8 BEA Instructional	2.029	153,809	75,805	1,376	678	26,783	13,200	18.34	
9-12 BEA Instructional	7.262	583,376	80,333	54,093	7,449	95,858	13,200	20.02	
K-12 BEA Instructional	20.800	1,568,660	75,416	55,469	2,667	274,560	13,200	19.10	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	23.980	1,960,452	81,754	97,044	4,047	316,536	13,200	18.78	
Instructional	25.820	1,993,532	77,209	114,726	4,443	340,824	13,200	18.93	
Administrative	3.000	379,365	126,455			39,600	13,200	17.50	
Other	0.180	12,427	69,039	7,327	40,706	2,376	13,200	18.28	
Active	29.000	2,385,324	82,253	122,053	4,209	382,800	13,200	18.70	
Certificated Total	29.000	2,385,324	82,253	122,053	4,209	382,800	13,200	18.70	
Instructional for Funding Purposes	25.820	1,993,532	77,209	114,726	4,443	340,824	13,200	18.93	
Instructional for Compliance Purposes	25.820	1,993,532	77,209	114,726	4,443	340,824	13,200	18.93	
K-3 Program 01 Teacher	7.039	524,913	74,572			92,915	13,200	18.67	

**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	113.099	9,591,429	84,806	1,037,630	9,175	1,490,929	13,183	17.48	
02	0.850	80,997	95,291	11,270	13,259	11,220	13,200	18.04	
09	2.000	144,426	72,213	14,036	7,018	26,400	13,200	17.17	
13	4.000	417,450	104,363	38,191	9,548	52,800	13,200	16.64	
14	0.450	25,990	57,756			5,940	13,200	16.55	
21	16.386	1,315,070	80,256	123,731	7,551	218,196	13,316	18.10	
31	10.860	884,216	81,420	132,957	12,243	144,452	13,301	18.28	
34	3.020	252,593	83,640	57,495	19,038	39,864	13,200	17.78	
51	3.494	305,476	87,429	41,937	12,003	46,121	13,200	18.40	
53	0.505	70,734	140,067			6,666	13,200	16.92	
55	17.331	1,448,812	83,597	121,582	7,015	228,769	13,200	17.62	
58	0.095	13,306	140,063	16,860	177,474	1,254	13,200	16.92	
64				8,000					
65	5.400	480,049	88,898	45,249	8,379	71,280	13,200	17.63	
74	0.516	31,916	61,853			6,809	13,196	17.63	
97	1.000	180,516	180,516			20,421	20,421	16.16	
K-12 Program 02 Instructional	0.850	80,997	95,291			11,220	13,200	18.04	
Program 21 Instructional	15.386	1,175,003	76,368	120,731	7,847	204,996	13,324	18.21	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	140,067	140,067	3,000	3,000	13,200	13,200	17.12	
K-12 Program 21 Instructional	15.296	1,165,461	76,194			203,808	13,324	18.21	
Program 31 Instructional	9.500	712,742	75,025	130,004	13,685	126,500	13,316	18.28	
Program 31 Administrative	1.360	171,474	126,084	2,953	2,171	17,952	13,200	18.28	
Program 34 Instructional	2.680	211,500	78,918	56,673	21,147	35,376	13,200	17.46	
Program 34 Administrative	0.340	41,093	120,862	822	2,418	4,488	13,200	20.09	
K-3 BEA Instructional	42.824	3,478,033	81,217	346	8	565,970	13,216	17.44	
4-6 BEA Instructional	24.180	1,934,365	79,999			316,505	13,090	17.77	
7-8 BEA Instructional	15.600	1,259,909	80,763			205,920	13,200	17.22	
9-12 BEA Instructional	34.670	2,794,578	80,605			458,744	13,232	17.89	
K-12 BEA Instructional	117.274	9,466,885	80,724	346	3	1,547,139	13,193	17.61	
BEA	128.829	10,989,751	85,305	1,239,352	9,620	1,706,886	13,249	17.53	
Instructional	164.101	13,268,507	80,856	1,618,828	9,865	2,167,154	13,206	17.65	
Administrative	14.905	1,974,473	132,471	30,110	2,020	203,967	13,684	17.00	
Active	179.006	15,242,980	85,153	1,648,938	9,212	2,371,121	13,246	17.57	
Certificated Total	179.006	15,242,980	85,153	1,648,938	9,212	2,371,121	13,246	17.57	
Instructional for Funding Purposes	164.101	13,268,507	80,856	1,618,828	9,865	2,167,154	13,206	17.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	164.101	13,268,507	80,856	1,618,828	9,865	2,167,154	13,206	17.65	
K-3 Program 01 Teacher	37.164	3,042,116	81,857			491,258	13,219	17.48	
K-3 Program 21 Teacher	3.278	225,793	68,881			45,170	13,780	17.47	
Grade T Program 09 Teacher	2.000	144,426	72,213			26,400	13,200	17.17	

**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	18.300	1,267,804	69,279	80,163	4,380	241,560	13,200	17.76	
21	1.000	66,159	66,159	3,728	3,728	13,200	13,200	18.10	
31	1.910	132,453	69,347	20,574	10,772	25,212	13,200	18.27	
34	0.190	17,352	91,326	753	3,963	2,508	13,200	17.80	
51	0.300	27,791	92,637	865	2,883	3,960	13,200	17.94	
55	0.850	87,325	102,735	4,076	4,795	11,220	13,200	17.37	
58				5,046					
97	0.450	67,439	149,864	984	2,187	5,940	13,200	15.64	
Program 21 Instructional	1.000	66,159	66,159	3,528	3,528	13,200	13,200	18.10	
K-12 Program 21 Instructional	0.970	64,207	66,193			12,804	13,200	18.10	
Program 31 Instructional	1.830	126,038	68,873	20,374	11,133	24,156	13,200	18.27	
Program 31 Administrative	0.080	6,415	80,188			1,056	13,200	18.24	
Program 34 Instructional	0.170	15,748	92,635	753	4,429	2,244	13,200	17.76	
Program 34 Administrative	0.020	1,604	80,200			264	13,200	18.24	
K-3 BEA Instructional	4.650	322,617	69,380	713	153	61,380	13,200	17.95	
4-6 BEA Instructional	4.595	252,386	54,926	1,133	247	60,654	13,200	18.24	
7-8 BEA Instructional	3.629	232,710	64,125	1,207	333	47,903	13,200	18.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	6.126	469,757	76,683			80,863	13,200	17.57	
K-12 BEA Instructional	19.000	1,277,470	67,235	3,053	161	250,800	13,200	17.88	
K-12 BEA Administrative	1.000	80,193	80,193			13,200	13,200	18.24	
BEA	20.850	1,485,048	71,225	102,474	4,915	275,220	13,200	17.72	
Instructional	21.000	1,436,265	68,394	94,625	4,506	277,200	13,200	17.89	
Administrative	2.000	230,058	115,029			26,400	13,200	16.64	
Active	23.000	1,666,323	72,449	94,625	4,114	303,600	13,200	17.72	
On Leave				21,564					
Certificated Total	23.000	1,666,323	72,449	116,189	5,052	303,600	13,200	17.72	
Instructional for Funding Purposes	21.000	1,436,265	68,394	94,625	4,506	277,200	13,200	17.89	
Instructional for Compliance Purposes	21.000	1,436,265	68,394	94,625	4,506	277,200	13,200	17.89	
K-3 Program 01 Teacher	4.650	322,617	69,380	713	153	61,380	13,200	17.95	
K-3 Program 21 Teacher	0.412	27,237	66,109			5,438	13,200	18.10	

**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	245.306	21,934,582	89,417	942,882	3,844	3,556,730	14,499	17.71	
02	17.252	1,529,974	88,684	51,938	3,011	254,060	14,726	18.02	
03	4.184	360,298	86,113	10,196	2,437	61,509	14,701	17.87	
09	5.000	414,261	82,852	11,771	2,354	71,636	14,327	17.31	
13	14.820	1,162,964	78,473	55,198	3,725	211,799	14,291	18.33	
21	61.057	4,915,431	80,506	219,977	3,603	836,512	13,701	17.66	
31	16.190	1,306,816	80,717	118,915	7,345	233,220	14,405	17.70	
34	3.147	265,793	84,459	13,650	4,337	45,305	14,396	17.74	
45	5.230	435,989	83,363	24,615	4,707	75,113	14,362	16.97	
51	3.161	279,075	88,287	13,787	4,362	45,646	14,440	18.65	
52	0.901	87,436	97,043	2,797	3,104	13,083	14,520	16.90	
55	15.254	1,404,434	92,070	99,106	6,497	221,886	14,546	17.68	
56	1.195	86,311	72,227	12,487	10,449	17,216	14,406	17.70	
58	0.100	8,835	88,350	391,500	3,915,000	1,444	14,440	17.92	
61	1.000	117,122	117,122			14,739	14,739	18.20	
64	0.500	44,776	89,552	2,936	5,872	7,292	14,584	17.52	
65	6.320	550,098	87,041	22,072	3,492	91,031	14,404	17.78	
71	0.400	33,202	83,005	2,523	6,308	481	1,203	9.97	
74	3.015	281,655	93,418	13,186	4,373	46,684	15,484	17.50	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	87,619	87,619	12,381	12,381	14,455	14,455	17.86	
97	2.000	406,708	203,354	1,500	750	31,751	15,875	15.70	
K-12 Program 02 Instructional	15.420	1,270,438	82,389			225,970	14,654	18.15	
Program 21 Instructional	55.956	4,408,727	78,789	219,977	3,931	806,354	14,410	17.70	
Program 21 Administrative	2.000	286,538	143,269			30,158	15,079	17.00	
K-12 Program 21 Instructional	55.956	4,408,727	78,789			806,354	14,410	17.70	
Program 26, 56, and 59 Instructional	1.000	55,973	55,973	12,487	12,487	14,244	14,244	17.98	
Program 26, 56, and 59 Administrative	0.195	30,338	155,579			2,972	15,239	17.00	
Program 31 Instructional	15.560	1,214,182	78,032	118,915	7,642	223,689	14,376	17.74	
Program 31 Administrative	0.630	92,634	147,038			9,531	15,128	17.23	
Program 34 Instructional	3.007	245,208	81,546	13,650	4,539	43,187	14,362	17.78	
Program 34 Administrative	0.140	20,585	147,036			2,118	15,128	17.23	
K-3 BEA Instructional	84.085	7,073,535	84,124			1,209,547	14,385	17.80	
4-6 BEA Instructional	55.369	4,609,066	83,243			798,182	14,416	17.74	
7-8 BEA Instructional	36.898	3,020,212	81,853			535,775	14,520	18.03	
9-12 BEA Instructional	90.860	7,754,516	85,346	1,483	16	1,319,546	14,523	17.67	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	267.212	22,457,329	84,043	1,483	6	3,863,051	14,457	17.77	
K-12 BEA Administrative	0.808	108,718	134,552			12,428	15,381	17.55	
BEA	293.309	26,240,160	89,463	1,163,696	3,967	4,257,688	14,516	17.68	
Instructional	373.534	31,129,485	83,338	2,018,917	5,405	5,392,570	14,437	17.77	
Administrative	28.397	4,133,983	145,578	4,500	158	429,375	15,120	17.15	
Other	1.000	130,135	130,135			14,909	14,909	17.00	
Active	402.931	35,393,603	87,840	2,023,417	5,022	5,836,854	14,486	17.70	
K-12 Program 21 Contracted	3.101	220,166	70,998						
On Leave	1.000	99,610	99,610			14,738	14,738	17.48	
Certificated Total	407.032	35,713,379	87,741	2,023,417	4,971	5,851,592	14,376	17.69	
Instructional for Funding Purposes	375.635	31,293,678	83,309	2,006,430	5,341	5,378,326	14,318	17.77	
Instructional for Compliance Purposes	372.534	31,073,512	83,411	2,006,430	5,386	5,378,326	14,437	17.77	
K-3 Program 01 Teacher	78.862	6,614,230	83,871			1,132,993	14,367	17.81	
K-3 Program 21 Teacher	11.664	832,956	71,413			165,614	14,199	17.41	
Grade T Program 09 Teacher	4.000	283,698	70,925			56,722	14,181	17.12	

**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	159.881	15,192,170	95,022	786	5	2,130,282	13,324	16.38	
09	6.400	426,921	66,706			84,480	13,200	16.39	
13	8.350	724,790	86,801			110,220	13,200	16.13	
19	0.525	34,211	65,164			6,930	13,200	15.53	
21	18.250	1,662,959	91,121	510	28	240,900	13,200	15.56	
24	0.250	13,437	53,748			3,300	13,200	15.13	
31	13.630	1,253,774	91,986			179,916	13,200	15.05	
34	3.100	284,180	91,671			40,920	13,200	15.95	
51	9.510	902,632	94,914	678	71	125,532	13,200	16.54	
52	0.100	16,883	168,830	120	1,200	1,320	13,200	14.91	
53	1.280	139,335	108,855	168	131	16,896	13,200	14.78	
55	11.022	1,013,454	91,948	558	51	145,728	13,222	16.66	
64	1.000	104,295	104,295			13,200	13,200	16.03	
65	3.300	288,522	87,431	180	55	43,560	13,200	16.59	
68	0.880	80,893	91,924			11,616	13,200	16.04	
74	1.000	55,293	55,293			13,200	13,200	17.42	
97	5.000	936,720	187,344	12,600	2,520	66,000	13,200	14.29	
Program 21 Instructional	17.400	1,536,279	88,292			229,680	13,200	15.44	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.850	126,680	149,035	510	600	11,220	13,200	17.08	
K-12 Program 21 Instructional	16.100	1,463,096	90,876			212,520	13,200	15.46	
Program 31 Instructional	13.480	1,229,534	91,212			177,936	13,200	15.03	
Program 31 Administrative	0.150	24,240	161,600			1,980	13,200	16.19	
Program 34 Instructional	3.000	268,020	89,340			39,600	13,200	15.94	
Program 34 Administrative	0.100	16,160	161,600			1,320	13,200	16.19	
K-3 BEA Instructional	53.655	4,802,359	89,504			708,246	13,200	16.77	
4-6 BEA Instructional	29.987	2,670,195	89,045			402,864	13,435	16.50	
7-8 BEA Instructional	25.911	2,247,709	86,747			342,078	13,202	16.64	
9-12 BEA Instructional	51.815	4,749,758	91,668			690,558	13,327	15.59	
K-12 BEA Instructional	161.368	14,470,021	89,671			2,143,746	13,285	16.30	
K-12 BEA Administrative	2.000	292,620	146,310			26,400	13,200	15.89	
BEA	181.611	17,666,844	97,278	13,386	74	2,417,118	13,309	16.16	
Instructional	219.945	19,421,126	88,300			2,917,200	13,263	16.23	
Administrative	23.000	3,674,376	159,755	15,600	678	303,600	13,200	15.79	
Other	0.533	34,967	65,604			13,200	24,765	7.21	
Active	243.478	23,130,469	95,000	15,600	64	3,234,000	13,283	16.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	243.478	23,130,469	95,000	15,600	64	3,234,000	13,283	16.15	
Instructional for Funding Purposes	219.945	19,421,126	88,300			2,917,200	13,263	16.23	
Instructional for Compliance Purposes	219.945	19,421,126	88,300			2,917,200	13,263	16.23	
K-3 Program 01 Teacher	50.440	4,540,919	90,026			665,808	13,200	16.64	
K-3 Program 21 Teacher	4.910	421,042	85,752			64,812	13,200	15.71	
Grade T Program 09 Teacher	5.500	368,274	66,959			72,600	13,200	16.34	

Salary and Benefits by Program for 2023-2024

**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	46.865	3,862,789	82,424	278,079	5,934	618,618	13,200	18.05	
12				5,516					
13	1.000	115,999	115,999			13,200	13,200	17.83	
14	1.000	57,451	57,451			13,200	13,200	18.13	
21	8.368	678,999	81,142	15,270	1,825	115,738	13,831	18.34	
24	0.499	28,726	57,567	689	1,381	6,587	13,200	17.18	
31	4.080	303,119	74,294	37,706	9,242	53,856	13,200	19.22	
34	0.400	38,247	95,618	2,145	5,363	5,280	13,200	19.11	
51	2.338	234,326	100,225	19,511	8,345	30,862	13,200	17.66	
53	0.050	6,750	135,000			660	13,200	17.78	
55	2.350	257,425	109,543	5,091	2,166	31,020	13,200	17.47	
64	0.290	22,912	79,007	554	1,910	3,828	13,200	18.33	
65	1.910	161,144	84,369	2,772	1,451	25,212	13,200	17.82	
74	0.080	10,800	135,000	1,500	18,750	1,056	13,200	17.78	
97	1.195	189,325	158,431	900	753	15,774	13,200	17.10	
98	0.175	23,625	135,000			2,310	13,200	17.78	
Program 21 Instructional	7.768	609,399	78,450	15,270	1,966	107,818	13,880	18.51	
Program 21 Administrative	0.600	69,600	116,000			7,920	13,200	16.80	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	6.861	517,762	75,465	11,781	1,717	95,845	13,970	18.67	
Program 31 Instructional	3.780	262,619	69,476	37,706	9,975	49,896	13,200	19.40	
Program 31 Administrative	0.300	40,500	135,000			3,960	13,200	17.78	
Program 34 Instructional	0.200	11,247	56,235	2,145	10,725	2,640	13,200	21.65	
Program 34 Administrative	0.200	27,000	135,000			2,640	13,200	17.78	
K-3 BEA Instructional	14.874	1,130,354	75,995	26,503	1,782	196,337	13,200	17.90	
4-6 BEA Instructional	8.245	615,404	74,640	10,595	1,285	108,834	13,200	19.04	
7-8 BEA Instructional	9.047	708,041	78,263	27,513	3,041	119,420	13,200	18.08	
9-12 BEA Instructional	14.829	1,207,418	81,423	56,365	3,801	195,743	13,200	18.06	
K-12 BEA Instructional	46.995	3,661,217	77,907	120,976	2,574	620,334	13,200	18.17	
K-12 BEA Administrative	3.000	371,000	123,667			39,600	13,200	18.23	
BEA	52.540	4,393,480	83,622	318,830	6,068	693,528	13,200	18.11	
Instructional	62.100	4,893,550	78,801	367,038	5,910	825,000	13,285	18.16	
Administrative	8.000	1,039,999	130,000	2,695	337	105,600	13,200	17.60	
Other	0.500	58,088	116,176			6,600	13,200	18.40	
Active	70.600	5,991,637	84,867	369,733	5,237	937,200	13,275	18.07	
Certificated Total	70.600	5,991,637	84,867	369,733	5,237	937,200	13,275	18.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	62.100	4,893,550	78,801	367,038	5,910	825,000	13,285	18.16	
Instructional for Compliance Purposes	62.100	4,893,550	78,801	367,038	5,910	825,000	13,285	18.16	
K-3 Program 01 Teacher	14.374	1,077,336	74,950	25,230	1,755	189,737	13,200	17.88	

**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	134.170	12,937,809	96,428	1,782,239	13,283	1,782,475	13,285	17.98	
02	0.988	107,327	108,631	8,687	8,793	13,042	13,200	18.10	
09	2.978	283,785	95,294	28,101	9,436	39,310	13,200	17.66	
21	28.976	2,730,683	94,239	374,598	12,928	405,464	13,993	17.36	
24	3.914	422,882	108,043	38,543	9,847	51,665	13,200	17.63	
31	11.366	1,041,919	91,670	143,118	12,592	162,716	14,316	21.81	
34	1.996	207,158	103,787	27,134	13,594	26,347	13,200	17.89	
51	0.978	106,240	108,630	8,817	9,015	12,910	13,200	18.03	
52				8,452					
55	2.862	281,034	98,195	57,336	20,034	38,993	13,624	18.52	
58				73,376					
65	0.988	96,552	97,725	7,815	7,910	13,042	13,200	18.10	
89				2,627					
97	2.000	373,682	186,841	63,108	31,554	26,400	13,200	16.86	
98	0.124	19,129	154,266	725	5,847	1,637	13,200	19.46	



Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	0.988	107,327	108,631	8,687	8,793	13,042	13,200	18.10	
Program 21 Instructional	27.976	2,581,408	92,272	364,353	13,024	392,264	14,021	17.23	
Program 21 Administrative	1.000	149,275	149,275	5,550	5,550	13,200	13,200	19.84	
K-12 Program 21 Instructional	27.026	2,480,494	91,782	142,407	5,269	379,724	14,050	17.24	
Program 31 Instructional	10.616	927,146	87,335	135,184	12,734	152,816	14,395	22.07	
Program 31 Administrative	0.750	114,773	153,031	4,500	6,000	9,900	13,200	19.46	
Program 34 Instructional	1.870	188,030	100,551	26,131	13,974	24,684	13,200	17.74	
Program 34 Administrative	0.126	19,128	151,810	576	4,571	1,663	13,200	19.46	
K-3 BEA Instructional	45.199	4,071,631	90,082	541,057	11,971	601,933	13,317	17.83	
4-6 BEA Instructional	30.095	2,635,769	87,582	121,909	4,051	402,996	13,391	18.12	
7-8 BEA Instructional	20.917	1,962,226	93,810	235,741	11,270	276,118	13,201	17.32	
9-12 BEA Instructional	40.433	3,777,062	93,415	390,287	9,653	546,770	13,523	18.61	
K-12 BEA Instructional	136.644	12,446,688	91,088	1,288,994	9,433	1,827,817	13,376	18.05	
K-12 BEA Administrative	4.126	623,328	151,073	23,826	5,775	54,463	13,200	20.17	
BEA	150.520	14,667,895	97,448	2,024,286	13,449	2,010,980	13,360	18.23	
Instructional	176.340	16,218,589	91,973	2,503,890	14,199	2,376,000	13,474	17.91	
Administrative	15.000	2,389,611	159,307	69,283	4,619	198,000	13,200	19.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				2,217					
Active	191.340	18,608,200	97,252	2,575,390	13,460	2,574,000	13,452	18.09	
On Leave				49,286					
Certificated Total	191.340	18,608,200	97,252	2,624,676	13,717	2,574,000	13,452	18.09	
Instructional for Funding Purposes	176.340	16,218,589	91,973	2,503,890	14,199	2,376,000	13,474	17.91	
Instructional for Compliance Purposes	176.340	16,218,589	91,973	2,503,890	14,199	2,376,000	13,474	17.91	
K-3 Program 01 Teacher	41.175	3,658,112	88,843	329,537	8,003	547,483	13,296	17.75	
K-3 Program 21 Teacher	5.574	472,951	84,849	9,579	1,719	73,577	13,200	17.62	
Grade T Program 09 Teacher	2.978	283,785	95,294	23,206	7,792	39,310	13,200	17.66	

Salary and Benefits by Program for 2023-2024

**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	10.333	825,772	79,916	32,616	3,156	136,396	13,200	18.35	
21	0.833	60,841	73,038	3,377	4,054	10,996	13,200	17.54	
31	0.500	43,062	86,124	9,457	18,914	6,600	13,200	17.61	
34	0.167	14,357	85,970	319	1,910	2,204	13,200	17.61	
55	0.167	15,709	94,066	349	2,090	2,204	13,200	17.52	
58				6,700					
97	0.423	55,652	131,565	420	993	11,000	26,005	8.92	
Program 21 Instructional	0.833	60,841	73,038	3,377	4,054	10,996	13,200	17.54	
K-12 Program 21 Instructional	0.773	56,497	73,088	3,281	4,245	10,204	13,200	17.54	
Program 31 Instructional	0.500	43,062	86,124	957	1,914	6,600	13,200	17.61	
Program 34 Instructional	0.167	14,357	85,970	319	1,910	2,204	13,200	17.61	
K-3 BEA Instructional	2.335	178,621	76,497	3,966	1,699	30,822	13,200	17.39	
4-6 BEA Instructional	1.554	124,586	80,171	3,168	2,039	20,513	13,200	17.42	
7-8 BEA Instructional	1.295	110,020	84,958	2,199	1,698	17,094	13,200	17.58	
9-12 BEA Instructional	3.916	319,045	81,472	23,072	5,892	51,691	13,200	17.38	
K-12 BEA Instructional	9.100	732,272	80,469	32,405	3,561	120,120	13,200	17.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	1.323	155,350	117,423	350	265	22,880	17,294	15.93	
BEA	11.423	938,843	82,189	42,812	3,748	156,200	13,674	17.74	
Instructional	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.43	
Administrative	1.323	155,350	117,423	770	582	22,880	17,294	15.93	
Other	1.000	51,221	51,221	9,637	9,637	13,200	13,200	43.22	
Active	12.423	1,015,393	81,735	53,238	4,285	169,400	13,636	17.72	
On Leave									
Certificated Total	12.423	1,015,393	81,735	53,238	4,285	169,400	13,636	17.72	
Instructional for Funding Purposes	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.43	
Instructional for Compliance Purposes	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.43	
K-3 Program 01 Teacher	2.335	178,621	76,497	3,966	1,699	30,822	13,200	17.39	
K-3 Program 21 Teacher	0.236	17,376	73,627	385	1,631	3,115	13,200	17.54	

**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	16.840	1,356,062	80,526	8,780	521	224,400	13,325	17.83	
09	1.000	47,771	47,771			13,200	13,200	17.76	
31	1.610	130,485	81,047			21,252	13,200	17.15	
34	0.160	15,387	96,169			2,112	13,200	16.92	
38	0.230	14,847	64,552			3,036	13,200	17.53	
51	0.690	62,528	90,620	1,420	2,058	9,108	13,200	15.94	
52	0.122	16,130	132,213	2,500	20,492	1,610	13,200	14.88	
55	1.000	86,769	86,769			13,200	13,200	17.98	
65	0.189	17,219	91,106			2,495	13,200	17.83	
74				2,000					
79	0.555	43,054	77,575			7,326	13,200	17.63	
97	0.444	58,652	132,099	500	1,126	5,861	13,200	14.88	
Program 31 Instructional	1.610	130,485	81,047			21,252	13,200	17.15	
Program 34 Instructional	0.160	15,387	96,169			2,112	13,200	16.92	
K-3 BEA Instructional	5.080	387,968	76,372	1,500	295	67,056	13,200	17.78	
4-6 BEA Instructional	2.660	199,116	74,856			35,112	13,200	17.69	
7-8 BEA Instructional	2.907	257,598	88,613			38,372	13,200	17.40	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	6.529	480,104	73,534	1,900	291	88,295	13,523	17.99	
K-12 BEA Instructional	17.176	1,324,786	77,130	3,400	198	228,835	13,323	17.77	
BEA	19.054	1,560,586	81,903	9,280	487	253,625	13,311	17.63	
Instructional	20.840	1,596,974	76,630	13,200	633	277,200	13,301	17.69	
Administrative	2.000	251,930	125,965	2,000	1,000	26,400	13,200	16.82	
Active	22.840	1,848,904	80,950	15,200	665	303,600	13,292	17.56	
Certificated Total	22.840	1,848,904	80,950	15,200	665	303,600	13,292	17.56	
Instructional for Funding Purposes	20.840	1,596,974	76,630	13,200	633	277,200	13,301	17.69	
Instructional for Compliance Purposes	20.840	1,596,974	76,630	13,200	633	277,200	13,301	17.69	
K-3 Program 01 Teacher	4.880	372,452	76,322	1,500	307	64,416	13,200	17.79	
Grade T Program 09 Teacher	1.000	47,771	47,771			13,200	13,200	17.76	

**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	31.189	2,685,139	86,093	25,530	819	412,698	13,232	21.92	
03	3.288	313,770	95,429	73,316	22,298	39,600	12,044	21.28	
21	3.000	279,805	93,268	33,331	11,110	39,600	13,200	22.29	
24	1.000	82,743	82,743			13,200	13,200	21.98	
31	2.735	242,392	88,626	1,200	439	36,102	13,200	21.59	
51	0.249	21,906	87,976			3,287	13,200	17.94	
55	0.751	65,718	87,507			9,913	13,200	17.94	
58				63,096					
97	1.000	205,780	205,780	21,680	21,680	13,200	13,200	16.82	
Program 21 Instructional	3.000	279,805	93,268	22,033	7,344	39,600	13,200	22.29	
Program 21 Administrative				11,298					
K-12 Program 21 Instructional	3.000	279,805	93,268	22,033	7,344	39,600	13,200	22.29	
Program 31 Instructional	2.735	242,392	88,626			36,102	13,200	21.59	
Program 31 Administrative				1,200					
K-3 BEA Instructional	10.577	851,029	80,460			140,052	13,241	23.89	
4-6 BEA Instructional	5.076	426,370	83,997			67,003	13,200	21.05	
7-8 BEA Instructional	4.688	368,587	78,624			62,159	13,259	20.89	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	13.871	1,166,538	84,099	76,216	5,495	182,305	13,143	21.14	
K-12 BEA Instructional	34.212	2,812,524	82,209	76,216	2,228	451,519	13,198	21.93	
K-12 BEA Administrative	2.000	272,896	136,448	16,375	8,188	23,681	11,840	21.39	
BEA	38.212	3,447,081	90,209	121,726	3,186	501,600	13,127	21.47	
Instructional	39.212	3,262,696	83,207	161,345	4,115	517,519	13,198	21.83	
Administrative	4.000	634,557	158,639	56,808	14,202	50,081	12,520	19.51	
Active	43.212	3,897,253	90,189	218,153	5,048	567,600	13,135	21.43	
Certificated Total	43.212	3,897,253	90,189	218,153	5,048	567,600	13,135	21.43	
Instructional for Funding Purposes	39.212	3,262,696	83,207	161,345	4,115	517,519	13,198	21.83	
Instructional for Compliance Purposes	39.212	3,262,696	83,207	161,345	4,115	517,519	13,198	21.83	
K-3 Program 01 Teacher	9.170	727,834	79,371			121,044	13,200	24.24	
K-3 Program 21 Teacher	0.260	25,618	98,531			3,432	13,200	22.27	



**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	330.827	30,462,753	92,081	1,929,890	5,834	4,438,166	13,415	17.96	
02	12.150	1,116,206	91,869	55,432	4,562	167,640	13,798	17.59	
09	3.250	284,659	87,587	13,643	4,198	42,900	13,200	17.17	
13	7.800	670,988	86,024	25,084	3,216	102,960	13,200	17.21	
14	8.100	733,971	90,614	24,232	2,992	106,920	13,200	18.27	
19	2.703	188,413	69,705	5,780	2,138	35,680	13,200	17.74	
21	68.350	5,529,882	80,905	456,306	6,676	930,560	13,615	17.86	
24	6.344	508,946	80,225	24,868	3,920	73,260	11,548	14.88	
31	33.906	2,927,605	86,345	390,432	11,515	467,861	13,799	18.13	
34	17.874	1,594,346	89,199	105,105	5,880	236,729	13,244	17.27	
45	10.200	849,994	83,333	114,319	11,208	134,640	13,200	18.72	
51	9.446	878,258	92,977	30,480	3,227	112,543	11,914	18.39	
52	1.500	151,875	101,250	5,230	3,487	19,800	13,200	17.98	
53	3.680	305,528	83,024	14,405	3,914	49,672	13,498	18.00	
55	17.187	1,580,211	91,942	53,030	3,085	245,084	14,260	18.20	
56	1.000	102,251	102,251	4,340	4,340	13,200	13,200	17.10	
58				896,472					
64	1.003	83,612	83,362	2,407	2,400	13,240	13,200	18.05	
65	10.447	931,425	89,157	33,166	3,175	137,900	13,200	16.97	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	4.000	383,712	95,928	14,294	3,574	52,800	13,200	18.08	
79	2.458	245,882	100,033	31,047	12,631	32,446	13,200	16.34	
97	1.000	220,233	220,233	35,859	35,859	13,200	13,200	15.55	
K-12 Program 02 Instructional	11.000	955,782	86,889	4,544	413	152,460	13,860	17.53	
Program 21 Instructional	65.550	5,196,381	79,274	437,334	6,672	893,600	13,632	17.89	
Program 21 Administrative	2.800	333,501	119,108			36,960	13,200	17.46	
K-12 Program 21 Instructional	53.656	4,183,962	77,978	173,374	3,231	719,360	13,407	17.88	
Program 26, 56, and 59 Instructional	1.000	102,251	102,251	4,340	4,340	13,200	13,200	17.10	
Program 31 Instructional	33.084	2,830,618	85,559	376,725	11,387	448,061	13,543	18.27	
Program 31 Administrative	0.500	79,506	159,012	500	1,000	6,600	13,200	17.74	
Program 34 Instructional	17.374	1,514,840	87,190	93,537	5,384	230,129	13,246	17.25	
Program 34 Administrative	0.500	79,506	159,012	500	1,000	6,600	13,200	17.74	
K-3 BEA Instructional	120.120	10,480,560	87,251	8,160	68	1,587,617	13,217	18.07	
4-6 BEA Instructional	72.226	6,302,318	87,258	24,227	335	965,408	13,366	17.91	
7-8 BEA Instructional	62.804	5,353,347	85,239	6,945	111	842,235	13,411	18.17	
9-12 BEA Instructional	115.373	9,853,954	85,410	129,629	1,124	1,560,200	13,523	17.68	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	370.523	31,990,179	86,338	168,961	456	4,955,460	13,374	17.93	
K-12 BEA Administrative	1.000	180,441	180,441			13,200	13,200	16.75	
BEA	405.957	37,171,137	91,564	2,631,037	6,481	5,458,235	13,445	17.93	
Instructional	508.880	43,453,922	85,391	3,604,735	7,084	6,806,800	13,376	17.86	
Administrative	37.000	5,604,271	151,467	63,250	1,709	488,400	13,200	17.73	
Other	1.322	179,867	136,057	1,500	1,135	26,400	19,970	16.96	
Active	547.202	49,238,060	89,982	3,669,485	6,706	7,321,600	13,380	17.85	
On Leave	6.023	512,690	85,122	596,336	99,010	105,600	17,533	20.57	
Certificated Total	553.225	49,750,750	89,929	4,265,821	7,711	7,427,200	13,425	17.87	
Instructional for Funding Purposes	507.880	43,351,671	85,358	3,600,395	7,089	6,793,600	13,376	17.86	
Instructional for Compliance Purposes	507.880	43,351,671	85,358	3,600,395	7,089	6,793,600	13,376	17.86	
K-3 Program 01 Teacher	105.110	9,229,914	87,812	8,160	78	1,393,194	13,255	17.89	
K-3 Program 21 Teacher	10.158	734,487	72,306			138,151	13,600	17.74	
Grade T Program 09 Teacher	3.000	261,678	87,226	1,588	529	39,600	13,200	17.29	

**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	139.474	12,943,902	92,805	831,196	5,960	1,864,830	13,370	17.38	
02	32.300	2,896,008	89,660	148,562	4,599	434,280	13,445	17.20	
13	4.216	415,364	98,521	25,190	5,975	62,700	14,872	17.59	
14	2.250	191,278	85,012	4,620	2,053	29,700	13,200	18.11	
21	32.827	2,892,641	88,118	114,391	3,485	440,220	13,410	17.15	
24	5.000	408,423	81,685	10,052	2,010	66,000	13,200	17.08	
31	11.950	1,009,536	84,480	38,608	3,231	165,660	13,863	17.10	
34	5.050	450,419	89,192	10,326	2,045	66,660	13,200	17.13	
51	4.373	371,161	84,876	12,437	2,844	71,412	16,330	17.40	
52	0.500	52,000	104,000	43,005	86,010	6,600	13,200	17.45	
55	8.191	778,332	95,023	30,202	3,687	109,758	13,400	17.21	
58				89,084					
65	1.950	168,281	86,298	3,978	2,040	25,740	13,200	17.45	
74	0.500	52,000	104,000	1,006	2,012	6,600	13,200	17.45	
79	0.500	52,000	104,000	1,005	2,010	6,600	13,200	16.89	
88	0.660	60,001	90,911	1,366	2,070	9,240	14,000	20.41	
97	1.000	192,862	192,862	11,572	11,572	13,200	13,200	13.91	
K-12 Program 02 Instructional	29.800	2,487,518	83,474	58,569	1,965	401,280	13,466	17.23	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	31.927	2,755,544	86,308	112,231	3,515	428,340	13,416	17.17	
Program 21 Administrative	0.900	137,097	152,330	2,160	2,400	11,880	13,200	16.75	
K-12 Program 21 Instructional	27.298	2,373,197	86,937	23,261	852	362,485	13,279	17.30	
Program 31 Instructional	11.700	970,527	82,951	29,187	2,495	162,360	13,877	17.09	
Program 31 Administrative	0.250	39,009	156,036	600	2,400	3,300	13,200	17.22	
Program 34 Instructional	4.600	382,299	83,108	9,246	2,010	60,720	13,200	17.08	
Program 34 Administrative	0.450	68,120	151,378	1,080	2,400	5,940	13,200	17.42	
K-3 BEA Instructional	53.231	4,678,353	87,888	32,334	607	710,582	13,349	17.52	
4-6 BEA Instructional	32.062	2,754,859	85,923	23,098	720	423,218	13,200	17.25	
7-8 BEA Instructional	25.382	2,168,682	85,442	41,583	1,638	335,042	13,200	17.10	
9-12 BEA Instructional	63.874	5,514,838	86,339	92,793	1,453	874,817	13,696	17.48	
K-12 BEA Instructional	174.549	15,116,732	86,605	189,808	1,087	2,343,660	13,427	17.39	
K-12 BEA Administrative	11.000	1,728,985	157,180			145,200	13,200	17.10	
BEA	189.774	17,492,727	92,177	1,040,264	5,482	2,544,630	13,409	17.28	
Instructional	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.35	
Administrative	17.500	2,771,002	158,343	60,172	3,438	237,600	13,577	16.79	
Other	1.000	104,000	104,000	345,021	345,021	13,200	13,200	17.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	250.741	22,934,208	91,466	1,376,600	5,490	3,379,200	13,477	17.28	
Certificated Total	250.741	22,934,208	91,466	1,376,600	5,490	3,379,200	13,477	17.28	
Instructional for Funding Purposes	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.35	
Instructional for Compliance Purposes	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.35	
K-3 Program 01 Teacher	47.191	4,179,763	88,571	19,575	415	630,854	13,368	17.53	
K-3 Program 21 Teacher	5.800	517,001	89,138			76,560	13,200	17.21	

**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	233.973	22,331,561	95,445	1,047,112	4,475	3,094,076	13,224	22.23	
03	1.000	93,948	93,948	4,176	4,176	13,200	13,200	57.36	
09	3.000	217,904	72,635	9,684	3,228	39,600	13,200	18.70	
13	7.450	653,119	87,667	26,196	3,516	98,001	13,154	23.07	
21	36.900	3,058,212	82,878	220,283	5,970	491,568	13,322	21.21	
24	6.600	663,909	100,592	36,544	5,537	92,400	14,000	21.34	
31	18.550	1,761,963	94,985	69,681	3,756	244,094	13,159	21.38	
34	15.020	1,366,850	91,002	61,114	4,069	197,203	13,129	20.49	
51	5.620	560,071	99,657	22,040	3,922	73,996	13,167	21.78	
55	6.260	662,337	105,805	27,654	4,418	82,632	13,200	22.87	
58				180,570					
64	0.300	27,356	91,187	1,216	4,053	3,960	13,200	22.43	
65	1.920	178,316	92,873	6,542	3,407	25,344	13,200	20.50	
74	0.810	84,593	104,436	3,296	4,069	10,692	13,200	22.67	
79	0.430	54,367	126,435			5,676	13,200	18.39	
97	2.000	462,707	231,354			26,400	13,200	18.87	
Program 21 Instructional	34.900	2,777,812	79,593	220,283	6,312	465,168	13,329	21.21	
Program 21 Administrative	2.000	280,400	140,200			26,400	13,200	21.22	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	30.400	2,454,865	80,752			405,768	13,348	20.77	
Program 31 Instructional	16.790	1,479,534	88,120	66,741	3,975	220,862	13,154	21.68	
Program 31 Administrative	1.760	282,429	160,471	2,940	1,670	23,232	13,200	19.68	
Program 34 Instructional	13.780	1,169,707	84,884	58,954	4,278	180,835	13,123	20.66	
Program 34 Administrative	1.240	197,143	158,986	2,160	1,742	16,368	13,200	19.40	
K-3 BEA Instructional	91.450	8,143,930	89,053			1,213,659	13,271	22.47	
4-6 BEA Instructional	34.690	2,950,253	85,046			457,908	13,200	21.68	
7-8 BEA Instructional	56.520	5,252,538	92,932			744,069	13,165	22.07	
9-12 BEA Instructional	67.883	6,251,273	92,089			895,337	13,189	22.24	
K-12 BEA Instructional	250.543	22,597,994	90,196			3,310,973	13,215	22.21	
BEA	270.543	26,017,029	96,166	1,182,083	4,369	3,574,973	13,214	22.07	
Instructional	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.07	
Administrative	23.000	3,840,885	166,995	26,100	1,135	303,600	13,200	21.19	
Other				48,521					
Active	339.833	32,177,213	94,685	1,716,108	5,050	4,498,842	13,238	21.97	
Certificated Total	339.833	32,177,213	94,685	1,716,108	5,050	4,498,842	13,238	21.97	
Instructional for Funding Purposes	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.07	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.07	
K-3 Program 01 Teacher	85.000	7,555,455	88,888			1,128,519	13,277	22.49	
K-3 Program 21 Teacher	14.000	1,118,889	79,921			181,368	12,955	20.83	
Grade T Program 09 Teacher	3.000	217,904	72,635			39,600	13,200	18.70	

**Whatcom Intergenerational High School (37902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.650	435,914	77,153			73,822	13,066	19.12	
21	0.800	57,738	72,173			10,530	13,163	19.26	
24	0.200	14,434	72,170			2,633	13,163	19.26	
51	0.600	40,996	68,327			7,821	13,035	19.88	
55	0.300	21,541	71,803			3,954	13,182	18.94	
65	0.050	4,079	81,580			658	13,163	18.87	
74	0.050	6,222	124,440			658	13,163	17.81	
79	1.350	98,318	72,828			17,402	12,890	19.01	
Program 21 Instructional	0.800	57,738	72,173			10,530	13,163	19.26	
K-12 Program 21 Instructional	0.800	57,738	72,173			10,530	13,163	19.26	
9-12 BEA Instructional	4.825	333,251	69,068			62,962	13,049	19.52	
K-12 BEA Instructional	4.825	333,251	69,068			62,962	13,049	19.52	
BEA	5.650	435,914	77,153			73,822	13,066	19.12	
Instructional	8.000	554,802	69,350			104,315	13,039	19.44	
Administrative	1.000	124,440	124,440			13,163	13,163	17.81	
Active	9.000	679,242	75,471			117,478	13,053	19.14	
Certificated Total	9.000	679,242	75,471			117,478	13,053	19.14	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	8.000	554,802	69,350			104,315	13,039	19.44	
Instructional for Compliance Purposes	8.000	554,802	69,350			104,315	13,039	19.44	

Salary and Benefits by Program for 2023-2024

**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	20.104	1,619,425	80,552	43,826	2,180	276,281	13,743	19.17	
14	0.566	37,718	66,640			7,811	13,800	17.96	
21	2.000	144,091	72,046	3,769	1,885	27,600	13,800	20.51	
31	2.167	151,840	70,069	7,892	3,642	30,604	14,123	17.59	
34	0.668	44,534	66,668			9,419	14,100	17.47	
51	0.301	29,167	96,900	5,737	19,060	6,872	22,832	17.36	
52	1.000	53,870	53,870			13,800	13,800	18.07	
55	1.071	78,851	73,624			17,612	16,445	18.57	
58				22,412					
97	1.000	158,200	158,200	6,085	6,085	13,200	13,200	17.28	
Program 21 Instructional	2.000	144,091	72,046	3,256	1,628	27,600	13,800	20.51	
K-12 Program 21 Instructional	1.870	136,994	73,259	3,256	1,741	25,806	13,800	20.17	
Program 31 Instructional	2.167	151,840	70,069	7,892	3,642	30,604	14,123	17.59	
Program 34 Instructional	0.668	44,534	66,668			9,419	14,100	17.47	
K-3 BEA Instructional	6.573	441,271	67,134	770	117	88,138	13,409	18.93	
4-6 BEA Instructional	3.268	241,684	73,955			47,465	14,524	17.71	
7-8 BEA Instructional	3.250	254,380	78,271	885	272	44,475	13,685	16.65	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	7.581	585,914	77,287	26,818	3,538	106,142	14,001	18.31	
K-12 BEA Instructional	20.672	1,523,249	73,687	28,473	1,377	286,220	13,846	18.09	
K-12 BEA Administrative	2.000	265,470	132,735			26,400	13,200	25.15	
BEA	23.939	1,973,999	82,460	57,803	2,415	329,504	13,764	18.85	
Instructional	25.444	1,851,066	72,751	66,500	2,614	357,625	14,055	18.28	
Administrative	3.166	439,550	138,834			41,891	13,231	21.70	
Other	0.267	27,080	101,423	12,771	47,831	3,685	13,800	17.39	
Active	28.877	2,317,696	80,261	79,271	2,745	403,200	13,963	18.88	
On Leave				10,450					
Certificated Total	28.877	2,317,696	80,261	89,721	3,107	403,200	13,963	18.88	
Instructional for Funding Purposes	25.444	1,851,066	72,751	66,500	2,614	357,625	14,055	18.28	
Instructional for Compliance Purposes	25.444	1,851,066	72,751	66,500	2,614	357,625	14,055	18.28	
K-3 Program 01 Teacher	6.335	425,483	67,164	770	122	87,423	13,800	18.95	
K-3 Program 21 Teacher	0.510	27,845	54,598			7,038	13,800	30.43	

**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	215.608	19,935,644	92,462	1,085,586	5,035	2,875,928	13,339	18.17	
02	2.000	222,036	111,018	9,385	4,693	26,400	13,200	20.30	
13	0.650	72,318	111,258	6,830	10,508	8,580	13,200	17.85	
14	0.350	38,940	111,257	3,678	10,509	4,620	13,200	17.85	
21	38.406	3,306,477	86,093	270,619	7,046	518,760	13,507	17.47	
24	6.555	492,715	75,166	29,172	4,450	106,656	16,271	16.89	
31	16.052	1,372,300	85,491	119,709	7,458	226,424	14,106	17.60	
34	1.800	169,953	94,418	15,649	8,694	23,760	13,200	17.87	
51	2.340	214,084	91,489	18,415	7,870	19,888	8,499	18.12	
55	0.370	31,076	83,989	4,262	11,519	4,884	13,200	18.10	
58				71,104					
65	1.500	129,281	86,187	11,810	7,873	19,800	13,200	18.02	
74				34,500					
88	1.000	100,458	100,458	3,349	3,349	13,200	13,200	17.81	
97	2.000	394,395	197,198	50,510	25,255	26,400	13,200	14.90	
K-12 Program 02 Instructional	1.000	65,543	65,543			13,200	13,200	35.80	
Program 21 Instructional	37.006	3,122,298	84,373	255,166	6,895	505,560	13,662	17.53	
Program 21 Administrative	1.000	155,432	155,432	15,453	15,453	13,200	13,200	16.46	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	32.846	2,780,273	84,646	36,747	1,119	450,120	13,704	17.28	
Program 31 Instructional	15.024	1,250,163	83,211	113,575	7,560	203,324	13,533	17.84	
Program 31 Administrative	0.750	105,724	140,965	6,134	8,179	9,900	13,200	20.26	
Program 34 Instructional	1.550	134,712	86,911	10,415	6,719	20,460	13,200	17.35	
Program 34 Administrative	0.250	35,241	140,964	5,234	20,936	3,300	13,200	20.26	
K-3 BEA Instructional	85.038	7,413,226	87,175	2,420	28	1,153,020	13,559	18.47	
4-6 BEA Instructional	43.600	3,659,575	83,935			575,520	13,200	18.33	
7-8 BEA Instructional	30.466	2,587,032	84,915			398,772	13,089	18.40	
9-12 BEA Instructional	53.250	4,665,143	87,608	16,577	311	708,400	13,303	17.97	
K-12 BEA Instructional	212.354	18,324,976	86,294	18,997	89	2,835,712	13,354	18.30	
K-12 BEA Administrative	3.000	433,530	144,510			39,600	13,200	18.32	
BEA	237.460	22,094,328	93,044	1,280,839	5,394	3,178,912	13,387	18.09	
Instructional	261.780	22,505,793	85,972	1,490,295	5,693	3,505,700	13,392	18.16	
Administrative	24.000	3,799,993	158,333	240,327	10,014	316,800	13,200	17.39	
Other	2.173	128,731	59,241	3,956	1,821	39,600	18,224	10.77	
Active	287.953	26,434,517	91,801	1,734,578	6,024	3,862,100	13,412	18.00	
K-12 Program 21 Contracted	0.400	28,747	71,868						

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	0.278	16,413	59,040			13,200	47,482	6.12	
Certificated Total	288.631	26,479,677	91,742	1,734,578	6,010	3,875,300	13,426	17.98	
Instructional for Funding Purposes	262.180	22,534,540	85,951	1,490,295	5,684	3,505,700	13,371	18.16	
Instructional for Compliance Purposes	261.780	22,505,793	85,972	1,490,295	5,693	3,505,700	13,392	18.16	
K-3 Program 01 Teacher	77.544	6,657,036	85,848	2,420	31	1,047,420	13,507	18.30	
K-3 Program 21 Teacher	3.230	238,875	73,955			39,996	12,383	17.84	



**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	57.520	5,173,565	89,944	351,746	6,115	990,370	17,218	9.93	
02	1.122	95,967	85,532	14,424	12,856	52,800	47,059	9.11	
13	0.082	6,741	82,207	249	3,037	2,878	35,093	9.64	
31	3.400	270,608	79,591	49,014	14,416	71,280	20,965	9.22	
51	1.000	94,760	94,760	13,353	13,353	26,400	26,400	9.21	
52	0.668	55,048	82,407	2,037	3,049	23,522	35,213	9.64	
55	1.036	86,740	83,726	10,012	9,664	20,750	20,029	9.36	
58				74,420					
65				11,432					
74				5,000					
79				5,637					
97	1.000	181,773	181,773	6,773	6,773	26,400	26,400	7.60	
K-12 Program 02 Instructional	1.122	95,967	85,532	9,178	8,180	52,800	47,059	9.11	
Program 31 Instructional	3.400	270,608	79,591	31,524	9,272	71,280	20,965	9.22	
Program 31 Administrative				17,490					
K-3 BEA Instructional	17.708	1,457,325	82,298	83,627	4,723	427,970	24,168	9.74	
4-6 BEA Instructional	12.872	1,154,909	89,723	59,457	4,619	196,310	15,251	10.15	

Salary and Benefits by Program for 2023-2024

10/24/2024

Program	FTE	Base Salary Total	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	8.634	756,359	87,602	37,844	4,383	120,569	13,964	11.41	
9-12 BEA Instructional	18.872	1,619,087	85,793	146,359	7,755	316,800	16,787	9.36	
K-12 BEA Instructional	58.086	4,987,680	85,867	327,287	5,635	1,061,650	18,277	9.95	
K-12 BEA Administrative	3.956	552,460	139,651	33,472	8,461	52,800	13,347	9.16	
BEA	63.042	5,721,913	90,764	421,957	6,693	1,140,850	18,097	9.80	
Instructional	60.122	5,169,180	85,978	430,474	7,160	1,108,800	18,443	9.93	
Administrative	5.706	796,022	139,506	83,698	14,668	105,600	18,507	8.84	
Active	65.828	5,965,202	90,618	514,172	7,811	1,214,400	18,448	9.78	
On Leave				29,925					
Certificated Total	65.828	5,965,202	90,618	544,097	8,265	1,214,400	18,448	9.78	
Instructional for Funding Purposes	60.122	5,169,180	85,978	430,474	7,160	1,108,800	18,443	9.93	
Instructional for Compliance Purposes	60.122	5,169,180	85,978	430,474	7,160	1,108,800	18,443	9.93	
K-3 Program 01 Teacher	17.708	1,457,325	82,298	60,234	3,402	427,970	24,168	9.74	

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.280	454,794	72,419			83,160	13,242	19.03	
21	0.150	11,309	75,393			2,310	15,400	19.20	
24	0.350	26,387	75,391			5,390	15,400	19.20	
51	0.400	29,015	72,538			5,280	13,200	18.67	
74	0.030	3,167	105,567			440	14,667	17.78	
79	0.090	9,500	105,556			1,320	14,667	17.78	
97	1.000	120,351	120,351			13,200	13,200	17.89	
Program 21 Instructional	0.150	11,309	75,393			2,310	15,400	19.20	
K-12 Program 21 Instructional	0.150	11,309	75,393			2,310	15,400	19.20	
9-12 BEA Instructional	6.100	435,794	71,442			80,520	13,200	19.09	
K-12 BEA Instructional	6.100	435,794	71,442			80,520	13,200	19.09	
BEA	7.280	575,145	79,003			96,360	13,236	18.79	
Instructional	7.000	502,505	71,786			93,500	13,357	19.07	
Administrative	1.300	152,018	116,937			17,600	13,538	17.87	
Active	8.300	654,523	78,858			111,100	13,386	18.79	
Certificated Total	8.300	654,523	78,858			111,100	13,386	18.79	
Instructional for Funding Purposes	7.000	502,505	71,786			93,500	13,357	19.07	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	7.000	502,505	71,786			93,500	13,357	19.07	

Salary and Benefits by Program for 2023-2024

**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	15.602	1,194,784	76,579	41,634	2,669	202,356	12,970	17.10	
09	1.288	89,676	69,624	250	194	17,015	13,210	17.43	
21	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.36	
31	1.690	145,097	85,856			22,308	13,200	16.61	
34	0.270	24,386	90,319			3,564	13,200	17.15	
52	0.380	28,410	74,763			5,016	13,200	17.10	
55	0.079	9,032	114,329			1,069	13,534	17.67	
58				18,057					
Program 21 Instructional	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.36	
K-12 Program 21 Instructional	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.36	
Program 31 Instructional	1.690	145,097	85,856			22,308	13,200	16.61	
Program 34 Instructional	0.270	24,386	90,319			3,564	13,200	17.15	
K-3 BEA Instructional	3.285	248,075	75,518	250	76	43,362	13,200	16.81	
4-6 BEA Instructional	4.079	254,409	62,370			53,843	13,200	18.20	
9-12 BEA Instructional	8.923	743,750	83,352	34,384	3,853	117,784	13,200	16.86	
K-12 BEA Instructional	16.287	1,246,234	76,517	34,634	2,126	214,988	13,200	17.10	
K-12 BEA Administrative	0.426	46,401	108,923			5,742	13,479	17.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	17.562	1,364,267	77,683	41,634	2,371	228,228	12,996	17.04	
Instructional	20.813	1,591,690	76,476	58,419	2,807	276,514	13,286	17.16	
Administrative	0.900	97,996	108,884			12,131	13,479	17.67	
Other	0.423	25,231	59,648	7,000	16,548	1,756	4,150	12.01	
Active	22.136	1,714,917	77,472	65,419	2,955	290,400	13,119	17.11	
Certificated Total	22.136	1,714,917	77,472	65,419	2,955	290,400	13,119	17.11	
Instructional for Funding Purposes	20.813	1,591,690	76,476	58,419	2,807	276,514	13,286	17.16	
Instructional for Compliance Purposes	20.813	1,591,690	76,476	58,419	2,807	276,514	13,286	17.16	
K-3 Program 01 Teacher	3.285	248,075	75,518	250	76	43,362	13,200	16.81	
K-3 Program 21 Teacher	1.052	86,284	82,019			14,890	14,154	17.38	

**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	21.183	1,725,918	81,477	103,167	4,870	286,730	13,536	17.99	
13	2.092	212,967	101,801			36,300	17,352	18.78	
21	2.970	266,980	89,892	2,845	958	40,260	13,556	17.63	
31	1.572	118,812	75,580	24,951	15,872	21,120	13,435	18.19	
34	0.394	29,703	75,388	504	1,279	5,280	13,401	18.19	
55	0.440	34,925	79,375			5,940	13,500	18.09	
58				6,206					
65	0.028	2,593	92,607	1,500	53,571	370	13,200	17.89	
97	1.000	144,674	144,674			13,200	13,200	18.21	
Program 21 Instructional	2.770	246,417	88,959	2,845	1,027	36,960	13,343	17.56	
Program 21 Administrative	0.200	20,563	102,815			3,300	16,500	18.38	
K-12 Program 21 Instructional	2.770	246,417	88,959	2,845	1,027	36,960	13,343	17.56	
Program 31 Instructional	1.572	118,812	75,580	24,951	15,872	21,120	13,435	18.19	
Program 34 Instructional	0.394	29,703	75,388	504	1,279	5,280	13,401	18.19	
K-3 BEA Instructional	7.094	566,887	79,911	22,676	3,197	95,225	13,423	17.95	
4-6 BEA Instructional	2.070	176,290	85,164	6,565	3,171	27,799	13,430	17.96	
7-8 BEA Instructional	5.611	442,072	78,787	9,912	1,767	77,933	13,889	17.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.374	571,370	77,484	37,300	5,058	98,974	13,422	18.08	
K-12 BEA Instructional	22.149	1,756,619	79,309	76,453	3,452	299,930	13,541	17.99	
BEA	24.149	2,019,107	83,610	128,622	5,326	326,330	13,513	18.02	
Instructional	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	17.99	
Administrative	3.800	469,179	123,468			52,800	13,895	18.31	
Other				48,181					
Active	29.679	2,536,572	85,467	135,185	4,555	409,200	13,788	18.05	
On Leave				3,988					
Certificated Total	29.679	2,536,572	85,467	139,173	4,689	409,200	13,788	18.05	
Instructional for Funding Purposes	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	17.99	
Instructional for Compliance Purposes	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	17.99	
K-3 Program 01 Teacher	6.701	532,346	79,443	22,676	3,384	89,945	13,423	18.02	
K-3 Program 21 Teacher	0.668	63,694	95,350			8,818	13,200	17.45	



**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	8.886	588,782	66,260	16,768	1,887	125,057	14,073	17.04	
09	0.526	45,960	87,376			6,943	13,200	17.77	
21	1.000	91,254	91,254	27,039	27,039	13,200	13,200	15.27	
31	2.268	167,990	74,070	8,518	3,756	34,320	15,132	19.39	
34	0.400	30,119	75,298	507	1,268	5,280	13,200	18.31	
51	0.200	18,251	91,255	2,421	12,105			14.75	
55	0.250	22,814	91,256	2,535	10,140			14.75	
58	0.450	41,064	91,253					14.75	
65	0.050	4,563	91,260					14.75	
74	0.050	4,563	91,260					14.75	
97	0.800	88,338	110,423			13,200	16,500	17.26	
Program 21 Instructional	1.000	91,254	91,254	2,534	2,534	13,200	13,200	15.27	
Program 21 Administrative				24,505					
K-12 Program 21 Instructional	1.000	91,254	91,254	2,534	2,534	13,200	13,200	15.27	
Program 31 Instructional	2.268	167,990	74,070	8,518	3,756	34,320	15,132	19.39	
Program 34 Instructional	0.400	30,119	75,298	507	1,268	5,280	13,200	18.31	
K-3 BEA Instructional	2.174	162,682	74,831	6,681	3,073	28,697	13,200	17.15	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.706	109,710	64,308	1,344	788	26,400	15,475	17.22	
7-8 BEA Instructional	0.550	39,159	71,198			7,260	13,200	18.25	
9-12 BEA Instructional	7.124	475,340	66,724	15,347	2,154	102,300	14,360	17.82	
K-12 BEA Instructional	11.554	786,891	68,106	23,372	2,023	164,657	14,251	17.62	
BEA	12.354	875,229	70,846	25,793	2,088	177,857	14,397	17.58	
Instructional	14.080	1,015,360	72,114	30,862	2,192	184,800	13,125	17.12	
Administrative	0.800	88,338	110,423	26,926	33,658	13,200	16,500	17.26	
Active	14.880	1,103,698	74,173	57,788	3,884	198,000	13,306	17.13	
Certificated Total	14.880	1,103,698	74,173	57,788	3,884	198,000	13,306	17.13	
Instructional for Funding Purposes	14.080	1,015,360	72,114	30,862	2,192	184,800	13,125	17.12	
Instructional for Compliance Purposes	14.080	1,015,360	72,114	30,862	2,192	184,800	13,125	17.12	
K-3 Program 01 Teacher	2.174	162,682	74,831	6,681	3,073	28,697	13,200	17.15	
K-3 Program 21 Teacher	0.500	45,627	91,254	1,267	2,534	6,600	13,200	15.27	
Grade T Program 09 Teacher	0.526	45,960	87,376			6,943	13,200	17.77	

Salary and Benefits by Program for 2023-2024

**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	39.110	3,030,911	77,497	356,440	9,114	484,704	12,393	18.38	
09	2.000	134,241	67,121			26,400	13,200	18.53	
21	3.451	224,101	64,938	1,731	502	39,600	11,475	13.75	
31	3.874	330,052	85,197	12,496	3,226	40,920	10,563	17.08	
34	1.159	102,987	88,858			13,200	11,389	17.47	
51	0.760	62,371	82,067			10,032	13,200	21.31	
52				15,257					
55	3.790	299,747	79,089	1,872	494	31,944	8,428	11.64	
58				15,206					
65	0.300	19,484	64,947					1.30	
74				6,000					
97	1.000	82,805	82,805						
Program 21 Instructional	2.951	166,111	56,290	1,731	587	39,600	13,419	18.43	
Program 21 Administrative	0.500	57,990	115,980						
K-12 Program 21 Instructional	2.951	166,111	56,290	1,731	587	39,600	13,419	18.43	
Program 31 Instructional	3.774	316,179	83,778	12,496	3,311	39,600	10,493	16.94	
Program 31 Administrative	0.100	13,873	138,730			1,320	13,200	20.62	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	1.159	102,987	88,858			13,200	11,389	17.47	
K-3 BEA Instructional	15.711	1,159,447	73,798	23,790	1,514	206,778	13,161	18.51	
4-6 BEA Instructional	5.625	375,044	66,674	400	71	67,610	12,020	17.99	
7-8 BEA Instructional	8.288	661,964	79,870	17,037	2,056	92,400	11,149	15.69	
9-12 BEA Instructional	11.687	943,040	80,691	59,536	5,094	136,488	11,679	19.53	
K-12 BEA Instructional	41.311	3,139,495	75,997	100,763	2,439	503,276	12,183	18.13	
K-12 BEA Administrative	2.650	318,855	120,323	25,000	9,434	34,980	13,200	18.90	
BEA	45.143	3,546,755	78,567	368,936	8,173	538,824	11,936	17.87	
Instructional	50.262	3,721,585	74,044	355,489	7,073	606,632	12,069	17.84	
Administrative	5.000	559,514	111,903	25,000	5,000	39,600	7,920	12.33	
Other	0.182	5,600	30,769			568	3,119	180.45	
Active	55.444	4,286,699	77,316	380,489	6,863	646,800	11,666	17.16	
On Leave				28,513					
Certificated Total	55.444	4,286,699	77,316	409,002	7,377	646,800	11,666	17.16	
Instructional for Funding Purposes	50.262	3,721,585	74,044	355,489	7,073	606,632	12,069	17.84	
Instructional for Compliance Purposes	50.262	3,721,585	74,044	355,489	7,073	606,632	12,069	17.84	
K-3 Program 01 Teacher	15.211	1,133,483	74,517	4,331	285	193,578	12,726	18.99	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	0.855	44,397	51,926	1,731	2,025	11,880	13,895	17.81	
Grade T Program 09 Teacher	2.000	134,241	67,121			26,400	13,200	18.53	

**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	14.300	1,225,071	85,669	29,267	2,047	195,360	13,662	18.37	
09	1.000	58,271	58,271	971	971	13,200	13,200	25.74	
14				4,500					
21	1.000	59,412	59,412	990	990	13,200	13,200	18.54	
31	1.634	115,601	70,747	2,426	1,485	21,569	13,200	19.46	
34	0.566	40,845	72,164	681	1,203	7,471	13,200	19.64	
97	0.751	87,376	116,346	12,546	16,706	13,200	17,577	17.26	
Program 21 Instructional	1.000	59,412	59,412	990	990	13,200	13,200	18.54	
K-12 Program 21 Instructional	1.000	59,412	59,412	990	990	13,200	13,200	18.54	
Program 31 Instructional	1.634	115,601	70,747	2,426	1,485	21,569	13,200	19.46	
Program 34 Instructional	0.566	40,845	72,164	681	1,203	7,471	13,200	19.64	
K-3 BEA Instructional	4.000	318,141	79,535	12,696	3,174	52,800	13,200	18.74	
4-6 BEA Instructional	3.000	271,154	90,385			39,600	13,200	18.58	
7-8 BEA Instructional	2.133	174,469	81,795			28,156	13,200	18.71	
9-12 BEA Instructional	6.367	505,753	79,433	12,205	1,917	90,644	14,237	18.25	
K-12 BEA Instructional	15.500	1,269,517	81,904	24,901	1,607	211,200	13,626	18.50	
BEA	17.251	1,468,893	85,148	44,920	2,604	237,600	13,773	18.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.72	
Administrative	1.751	199,376	113,864			26,400	15,077	17.89	
Other				4,500					
Active	19.251	1,586,576	82,415	35,862	1,863	264,000	13,714	18.62	
On Leave				15,519					
Certificated Total	19.251	1,586,576	82,415	51,381	2,669	264,000	13,714	18.62	
Instructional for Funding Purposes	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.72	
Instructional for Compliance Purposes	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.72	
K-3 Program 01 Teacher	4.000	318,141	79,535	1,384	346	52,800	13,200	18.74	

Salary and Benefits by Program for 2023-2024

**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	8.370	694,608	82,988	80,348	9,600	110,484	13,200	16.21	
31	0.630	54,762	86,924			8,316	13,200	17.85	
51				7,753					
69	0.500	29,208	58,416			6,600	13,200	17.95	
97	0.500	68,000	136,000			6,600	13,200	21.35	
Program 31 Instructional	0.630	54,762	86,924			8,316	13,200	17.85	
K-3 BEA Instructional	2.249	178,246	79,256	3,346	1,488	29,687	13,200	19.10	
4-6 BEA Instructional	1.000	86,924	86,924	8,776	8,776	13,200	13,200	17.81	
7-8 BEA Instructional	2.010	165,948	82,561			26,532	13,200	15.50	
9-12 BEA Instructional	3.241	250,252	77,214	23,536	7,262	42,781	13,200	13.66	
K-12 BEA Instructional	8.500	681,370	80,161	35,658	4,195	112,200	13,200	15.94	
K-12 BEA Administrative	1.000	136,000	136,000	19,167	19,167	13,200	13,200	21.35	
BEA	9.500	817,370	86,039	80,348	8,458	125,400	13,200	16.65	
Instructional	9.000	710,578	78,953	51,745	5,749	118,800	13,200	16.02	
Administrative	1.000	136,000	136,000	19,167	19,167	13,200	13,200	21.35	
Active	10.000	846,578	84,658	70,912	7,091	132,000	13,200	16.69	
On Leave				17,189					



Program	FTE	Base Salary Total	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	10.000	846,578	84,658	88,101	8,810	132,000	13,200	16.69	
Instructional for Funding Purposes	9.000	710,578	78,953	51,745	5,749	118,800	13,200	16.02	
Instructional for Compliance Purposes	9.000	710,578	78,953	51,745	5,749	118,800	13,200	16.02	
K-3 Program 01 Teacher	2.249	178,246	79,256	3,346	1,488	29,687	13,200	19.10	

**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	119.740	10,730,592	89,616	94,995	793	1,671,668	13,961	17.62	
02	3.860	388,705	100,701			57,290	14,842	16.68	
13	2.196	177,005	80,603			34,865	15,877	16.54	
14	0.800	50,187	62,734			10,560	13,200	17.53	
21	22.047	1,907,138	86,503	145,343	6,592	307,168	13,932	18.04	
24	1.968	211,844	107,644			26,514	13,473	17.46	
31	2.983	239,421	80,262			45,525	15,261	16.53	
34	0.700	67,532	96,474	1,500	2,143	9,273	13,248	17.59	
51	1.984	180,878	91,168			26,519	13,367	17.41	
52	0.946	89,099	94,185			12,487	13,200	16.18	
55	3.022	295,452	97,767			40,699	13,468	16.99	
58				70,460					
65	1.288	128,119	99,471			17,695	13,738	16.79	
74	0.384	34,459	89,737			5,069	13,200	18.02	
97	0.800	163,169	203,961			10,560	13,200	12.47	
K-12 Program 02 Instructional	3.610	347,708	96,318			53,890	14,928	16.61	
Program 21 Instructional	21.247	1,775,433	83,562	145,343	6,841	296,608	13,960	18.10	
Program 21 Administrative	0.800	131,705	164,631			10,560	13,200	17.20	



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	162.718	14,663,600	90,117	312,298	1,919	2,275,893	13,987	17.51	
Instructional for Funding Purposes	153.718	13,245,251	86,166	312,298	2,032	2,154,425	14,015	17.61	
Instructional for Compliance Purposes	153.718	13,245,251	86,166	312,298	2,032	2,154,425	14,015	17.61	
K-3 Program 01 Teacher	41.798	3,360,100	80,389			573,803	13,728	17.85	
K-3 Program 21 Teacher	2.791	215,179	77,097			42,443	15,207	17.12	

**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	9.000	589,852	65,539			14,142	1,571	21.88	
21	1.000	66,830	66,830			3,226	3,226	29.92	
79	1.000	68,827	68,827			1,207	1,207	15.94	
97	2.000	230,983	115,492			7,854	3,927	15.53	
Program 21 Instructional	1.000	66,830	66,830			3,226	3,226	29.92	
K-12 Program 21 Instructional	1.000	66,830	66,830			3,226	3,226	29.92	
7-8 BEA Instructional	1.000	64,875	64,875			1,233	1,233	18.74	
9-12 BEA Instructional	8.000	524,977	65,622			12,909	1,614	22.27	
K-12 BEA Instructional	9.000	589,852	65,539			14,142	1,571	21.88	
BEA	11.000	820,835	74,621			21,996	2,000	20.09	
Instructional	11.000	725,509	65,955			18,575	1,689	22.06	
Administrative	2.000	230,983	115,492			7,854	3,927	15.53	
Active	13.000	956,492	73,576			26,429	2,033	20.48	
Certificated Total	13.000	956,492	73,576			26,429	2,033	20.48	
Instructional for Funding Purposes	11.000	725,509	65,955			18,575	1,689	22.06	
Instructional for Compliance Purposes	11.000	725,509	65,955			18,575	1,689	22.06	

**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	767.647	70,131,185	91,359	5,208,024	6,784	10,144,926	13,216	17.71	
02	6.200	556,945	89,830	48,454	7,815	81,840	13,200	17.89	
03	1.350	163,011	120,749	9,082	6,727	17,820	13,200	18.25	
21	157.400	13,913,973	88,399	1,245,890	7,915	2,016,960	12,814	17.03	
24	12.600	998,489	79,245	88,757	7,044	166,320	13,200	17.32	
31	55.700	5,030,090	90,307	381,276	6,845	735,240	13,200	17.21	
34	12.700	1,140,549	89,807	105,201	8,284	167,640	13,200	17.14	
45	21.000	2,033,982	96,856	142,922	6,806	277,200	13,200	16.61	
51	24.250	2,439,080	100,581	1,517,332	62,570	326,700	13,472	16.78	
52	7.000	692,109	98,873	47,432	6,776	92,400	13,200	17.04	
53	3.375	278,206	82,431	45,651	13,526	44,550	13,200	17.31	
55	53.400	4,970,008	93,071	352,937	6,609	704,880	13,200	17.73	
56	4.000	388,292	97,073	26,750	6,688	52,800	13,200	17.36	
58	0.650	67,600	104,000	5,307	8,165	8,580	13,200	16.37	
65	30.500	2,976,478	97,589	208,792	6,846	402,600	13,200	17.43	
79	3.300	313,841	95,103	15,568	4,718	43,560	13,200	17.80	
97	7.000	1,483,362	211,909	139,454	19,922	92,400	13,200	15.93	
K-12 Program 02 Instructional	5.900	508,945	86,262	30,977	5,250	77,880	13,200	17.91	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	150.000	12,834,998	85,567	1,195,291	7,969	1,919,280	12,795	16.86	
Program 21 Administrative	7.400	1,078,975	145,807	7,680	1,038	97,680	13,200	19.64	
K-12 Program 21 Instructional	130.440	11,093,936	85,050	153,812	1,179	1,661,088	12,734	16.77	
Program 26, 56, and 59 Instructional	4.000	388,292	97,073	26,750	6,688	52,800	13,200	17.36	
Program 31 Instructional	55.700	5,030,090	90,307	374,463	6,723	735,240	13,200	17.21	
Program 34 Instructional	12.700	1,140,549	89,807	104,401	8,221	167,640	13,200	17.14	
K-3 BEA Instructional	288.558	24,277,983	84,136			3,819,895	13,238	17.86	
4-6 BEA Instructional	152.564	12,844,166	84,189			2,013,845	13,200	17.93	
7-8 BEA Instructional	106.885	9,363,379	87,602			1,410,882	13,200	17.48	
9-12 BEA Instructional	251.565	22,516,475	89,506	1,764,639	7,015	3,321,714	13,204	17.27	
K-12 BEA Instructional	799.572	69,002,003	86,299	1,764,639	2,207	10,566,336	13,215	17.62	
BEA	871.597	80,539,124	92,404	6,034,413	6,923	11,517,066	13,214	17.61	
Instructional	1,086.072	94,553,359	87,060	8,997,834	8,285	14,294,016	13,161	17.48	
Administrative	80.000	12,757,830	159,473	176,015	2,200	1,056,000	13,200	17.78	
Other	1.000	159,000	159,000	1,200	1,200	13,200	13,200	17.64	
Active	1,167.072	107,470,189	92,085	9,175,049	7,862	15,363,216	13,164	17.51	
On Leave	1.000	107,011	107,011	413,780	413,780	13,200	13,200	12.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,168.072	107,577,200	92,098	9,588,829	8,209	15,376,416	13,164	17.51	
Instructional for Funding Purposes	1,082.072	94,165,067	87,023	8,971,084	8,291	14,241,216	13,161	17.48	
Instructional for Compliance Purposes	1,082.072	94,165,067	87,023	8,971,084	8,291	14,241,216	13,161	17.48	
K-3 Program 01 Teacher	252.612	21,029,995	83,250			3,345,408	13,243	17.94	
K-3 Program 21 Teacher	24.890	2,033,611	81,704			328,548	13,200	17.84	



**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	280.780	24,613,147	87,660	1,253,528	4,464	3,746,688	13,344	17.22	
02	5.000	510,472	102,094	14,814	2,963	66,000	13,200	16.33	
09	2.000	163,771	81,886	1,562	781	26,400	13,200	17.57	
13	3.670	383,318	104,446	16,539	4,507	48,444	13,200	17.00	
21	58.211	5,157,574	88,601	375,113	6,444	668,580	11,485	14.96	
24	6.350	486,541	76,621	32,433	5,108	83,820	13,200	16.43	
31	21.300	1,875,891	88,070	355,896	16,709	275,880	12,952	16.83	
34	1.700	129,890	76,406	18,145	10,674	22,440	13,200	17.43	
51	6.300	595,941	94,594	5,514	875	83,160	13,200	17.55	
52	3.000	280,370	93,457	4,673	1,558	39,600	13,200	16.16	
55	10.000	921,479	92,148	7,234	723	132,000	13,200	17.13	
58				129,234					
65	0.600	46,387	77,312	773	1,288	7,920	13,200	17.26	
69	1.000	107,531	107,531	11,102	11,102	13,200	13,200	18.35	
74	0.990	111,030	112,152			13,068	13,200	18.34	
79	1.000	110,757	110,757	18,312	18,312	13,200	13,200	18.34	
97	1.000	213,572	213,572	21,587	21,587	19,200	19,200	17.62	
K-12 Program 02 Instructional	5.000	510,472	102,094			66,000	13,200	16.33	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	47.211	3,796,742	80,421	331,779	7,028	628,980	13,323	17.34	
Program 21 Administrative	3.000	430,682	143,561	43,334	14,445	39,600	13,200	17.85	
K-12 Program 21 Instructional	38.972	3,200,668	82,127	5,341	137	514,800	13,209	17.35	
Program 31 Instructional	20.400	1,740,827	85,335	344,137	16,869	264,000	12,941	16.75	
Program 31 Administrative	0.900	135,064	150,071	11,759	13,066	11,880	13,200	18.12	
Program 34 Instructional	1.600	114,882	71,801	16,839	10,524	21,120	13,200	17.34	
Program 34 Administrative	0.100	15,008	150,080	1,306	13,060	1,320	13,200	18.12	
K-3 BEA Instructional	104.368	8,568,509	82,099	2,972	28	1,396,692	13,382	17.24	
4-6 BEA Instructional	39.400	3,228,412	81,939			525,730	13,343	17.26	
7-8 BEA Instructional	63.195	5,478,602	86,694	10,814	171	838,913	13,275	17.23	
9-12 BEA Instructional	80.477	6,853,042	85,155	59,767	743	1,067,986	13,271	16.81	
K-12 BEA Instructional	287.440	24,128,565	83,943	73,553	256	3,829,320	13,322	17.11	
BEA	309.780	27,342,972	88,266	1,663,970	5,371	4,130,208	13,333	17.17	
Instructional	364.901	30,613,892	83,896	1,843,030	5,051	4,857,600	13,312	17.12	
Administrative	29.000	4,056,799	139,890	401,745	13,853	388,800	13,407	17.76	
Other	1.000	106,830	106,830	21,684	21,684	13,200	13,200	17.29	
Active	394.901	34,777,521	88,066	2,266,459	5,739	5,259,600	13,319	17.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	8.000	930,150	116,269						
Certificated Total	402.901	35,707,671	88,626	2,266,459	5,625	5,259,600	13,054	16.85	
Instructional for Funding Purposes	372.901	31,544,042	84,591	1,843,030	4,942	4,857,600	13,027	16.73	
Instructional for Compliance Purposes	364.901	30,613,892	83,896	1,843,030	5,051	4,857,600	13,312	17.12	
K-3 Program 01 Teacher	93.316	7,649,847	81,978	2,972	32	1,241,275	13,302	17.29	
K-3 Program 21 Teacher	9.366	766,064	81,792			123,631	13,200	17.28	
Grade T Program 09 Teacher	2.000	163,771	81,886			26,400	13,200	17.57	

**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	69.870	6,370,059	91,170	237,675	3,402	959,192	13,728	17.89	
09	2.952	190,059	64,383			38,966	13,200	17.89	
21	4.286	417,995	97,526	12,020	2,804	56,575	13,200	17.29	
24	1.968	144,090	73,216			25,978	13,200	18.72	
31	3.602	269,229	74,744	17,023	4,726	48,796	13,547	17.70	
51	1.473	149,211	101,297	18,690	12,688	19,444	13,200	17.85	
52				37,712					
55	2.063	198,537	96,237	93,950	45,540	27,232	13,200	16.54	
64				37,187					
65	2.367	199,144	84,134			40,709	17,198	18.06	
69	0.650	55,174	84,883			8,580	13,200	17.21	
74	0.100	17,500	175,000	6,232	62,320	1,320	13,200	14.95	
79	0.590	60,150	101,949	37,721	63,934	12,989	22,015	18.26	
97	1.100	203,750	185,227	26,038	23,671	14,520	13,200	14.67	
99	0.250	47,500	190,000			3,300	13,200	14.55	
Program 21 Instructional	3.936	356,745	90,636	12,020	3,054	51,955	13,200	17.73	
Program 21 Administrative	0.350	61,250	175,000			4,620	13,200	14.95	
K-12 Program 21 Instructional	3.936	356,745	90,636	12,020	3,054	51,955	13,200	17.73	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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	3.352	233,133	69,550	17,023	5,078	44,246	13,200	17.69	
Program 31 Administrative	0.250	36,096	144,384			4,550	18,200	17.76	
K-3 BEA Instructional	20.307	1,674,813	82,475	3,040	150	270,613	13,326	18.08	
4-6 BEA Instructional	14.221	1,276,789	89,782	2,295	161	193,076	13,577	18.16	
7-8 BEA Instructional	11.813	1,036,103	87,709	44,828	3,795	155,932	13,200	17.84	
9-12 BEA Instructional	21.131	1,817,376	86,005	130,129	6,158	279,167	13,211	17.60	
K-12 BEA Instructional	67.472	5,805,081	86,037	180,292	2,672	898,788	13,321	17.89	
K-12 BEA Administrative	6.000	834,207	139,035	58,746	9,791	109,200	18,200	17.83	
BEA	74.572	6,843,038	91,764	280,736	3,765	1,022,508	13,712	17.78	
Instructional	83.271	7,123,191	85,542	417,572	5,015	1,122,000	13,474	17.88	
Administrative	8.000	1,199,207	149,901	91,016	11,377	135,600	16,950	16.83	
Other				15,660					
Active	91.271	8,322,398	91,183	524,248	5,744	1,257,600	13,779	17.72	
Certificated Total	91.271	8,322,398	91,183	524,248	5,744	1,257,600	13,779	17.72	
Instructional for Funding Purposes	83.271	7,123,191	85,542	417,572	5,015	1,122,000	13,474	17.88	
Instructional for Compliance Purposes	83.271	7,123,191	85,542	417,572	5,015	1,122,000	13,474	17.88	
K-3 Program 01 Teacher	18.932	1,569,314	82,892			252,463	13,335	17.94	

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	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 Program 21 Teacher	1.308	118,571	90,651	6,010	4,595	17,266	13,200	18.17	
Grade T Program 09 Teacher	2.952	190,059	64,383			38,966	13,200	17.89	