

Salary and Benefits by Program for 2024-2025

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	52,969.823	5,462,948,671	103,133	485,303,981	9,162	761,629,098	14,379	18.24	
02	1,533.698	154,258,119	100,579	9,842,139	6,417	19,973,430	13,023	16.91	
03	74.661	7,506,431	100,540	492,329	6,594	1,040,326	13,934	18.49	
09	446.085	40,049,322	89,780	1,879,681	4,214	6,347,191	14,229	18.30	
11	0.763	98,550	129,161	5,514	7,227	10,786	14,136	17.98	
13	4.297	573,645	133,499	58,353	13,580	60,742	14,136	18.73	
14	0.500	44,617	89,234	3,000	6,000	14,136	28,272	19.71	
21	11,057.503	1,066,442,768	96,445	103,386,899	9,350	160,617,949	14,526	18.27	
22	5.400	548,642	101,600	12,216	2,262	76,334	14,136	18.39	
23	6.000	451,986	75,331						
24	1,075.459	106,178,183	98,728	8,945,948	8,318	15,748,995	14,644	18.16	
25	0.197	30,238	153,492			3,251	16,504	18.48	
26	16.484	1,565,091	94,946	124,385	7,546	233,074	14,139	20.67	
29	6.245	665,921	106,633	1,957	313	90,753	14,532	17.20	
31	3,445.799	338,260,091	98,166	34,703,978	10,071	50,181,100	14,563	18.42	
34	787.572	78,809,403	100,066	6,468,163	8,213	11,140,730	14,146	18.34	
38	6.552	690,828	105,438	56,759	8,663	98,684	15,062	19.78	
39	2.000	170,985	85,493	12,335	6,168	28,272	14,136	18.38	
45	267.846	26,250,629	98,006	1,547,940	5,779	3,914,157	14,613	17.88	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
46	4.000	430,118	107,530	5,347	1,337	56,544	14,136	17.90	
51	1,149.652	119,424,353	103,879	10,274,719	8,937	16,703,848	14,529	18.39	
52	165.713	18,406,937	111,077	2,326,418	14,039	2,386,144	14,399	18.26	
53	42.998	4,080,645	94,903	158,430	3,685	598,930	13,929	19.47	
55	2,085.978	217,721,559	104,374	17,335,883	8,311	30,334,647	14,542	18.30	
56	53.909	5,487,276	101,788	393,520	7,300	812,485	15,071	18.65	
57	4.833	509,326	105,385	21,978	4,547	73,311	15,169	18.45	
58	56.968	5,853,398	102,749	13,703,059	240,540	815,233	14,310	19.14	
59	0.102	16,767	164,382	100	980	1,442	14,136	17.75	
61	6.522	816,599	125,207	62,878	9,641	99,827	15,306	19.01	
62	1.527	187,967	123,096	13,594	8,902	21,586	14,136	17.63	
64	59.529	6,699,199	112,537	801,599	13,466	839,668	14,105	18.72	
65	1,329.605	134,288,482	100,999	12,700,272	9,552	19,312,033	14,525	18.46	
68	40.375	3,717,884	92,084	44,544	1,103	603,175	14,939	16.61	
69	19.314	1,918,232	99,318	95,303	4,934	295,140	15,281	15.09	
71	2.350	207,760	88,409	21,688	9,229	40,021	17,030	16.86	
73				21,853					
74	219.121	23,437,938	106,963	2,050,917	9,360	3,201,640	14,611	18.49	
78	1.467	155,675	106,118	43,388	29,576	18,377	12,527	18.17	
79	255.541	25,178,967	98,532	10,033,590	39,264	3,858,538	15,099	19.07	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
86	1.250	140,847	112,678	17,098	13,678	15,186	12,149	24.89	
88	123.785	11,602,451	93,731	473,192	3,823	1,763,639	14,248	18.41	
89	14.264	1,696,764	118,954	206,396	14,470	208,637	14,627	17.89	
97	421.346	82,995,119	196,976	4,930,302	11,701	6,500,280	15,427	16.20	
98	1.614	285,983	177,189	21,526	13,337	23,323	14,451	18.06	
99	3.874	627,659	162,018	16,924	4,369	53,424	13,790	17.22	
CP	43.001	5,918,356	137,633	554,427	12,893	626,914	14,579	21.59	
K-12 Program 02 Instructional	1,433.591	137,896,357	96,189	1,204,264	840	18,586,735	12,965	16.89	
Program 21 Instructional	10,583.427	997,581,889	94,259	102,321,881	9,668	154,846,604	14,631	18.42	
Program 21 Administrative	293.698	49,335,209	167,979	973,122	3,313	4,358,821	14,841	17.50	
K-12 Program 21 Instructional	9,767.379	920,958,866	94,289	7,709,338	789	142,836,368	14,624	18.42	
Program 26, 56, and 59 Instructional	65.292	6,212,761	95,153	497,434	7,619	969,272	14,845	19.12	
Program 26, 56, and 59 Administrative	4.203	737,234	175,407	15,211	3,619	63,593	15,130	18.81	
Program 31 Instructional	3,300.743	314,164,162	95,180	34,059,760	10,319	48,062,928	14,561	18.46	
Program 31 Administrative	144.456	24,058,523	166,546	582,239	4,031	2,094,612	14,500	17.96	
Program 34 Instructional	745.926	72,131,294	96,700	6,317,653	8,470	10,539,917	14,130	18.39	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	41.646	6,678,109	160,354	144,507	3,470	600,813	14,427	17.75	
K-3 BEA Instructional	19,855.099	1,915,550,174	96,476	17,231,985	868	284,909,769	14,349	18.35	
4-6 BEA Instructional	10,077.456	980,062,873	97,253	7,153,594	710	144,187,736	14,308	18.34	
7-8 BEA Instructional	8,685.310	853,260,102	98,242	8,759,699	1,009	125,085,274	14,402	18.33	
9-12 BEA Instructional	15,870.758	1,576,797,017	99,352	20,114,821	1,267	229,968,657	14,490	18.34	
K-12 BEA Instructional	54,492.202	5,326,019,066	97,739	53,292,748	978	784,203,902	14,391	18.34	
K-12 BEA Administrative	933.328	152,910,370	163,833	1,243,612	1,332	13,444,074	14,404	17.36	
BEA	59,500.745	6,151,028,463	103,377	543,288,832	9,131	854,379,120	14,359	18.19	
Instructional	72,053.517	7,019,698,842	97,423	701,423,771	9,735	1,040,629,499	14,442	18.36	
Administrative	5,061.359	864,448,682	170,794	22,702,653	4,485	73,631,179	14,548	17.47	
Other	244.850	31,321,409	127,921	4,170,602	17,033	3,567,532	14,570	15.06	
Active	77,359.726	7,915,468,933	102,320	728,297,026	9,414	1,117,828,210	14,450	18.26	
K-12 Program 21 Contracted	160.556	17,864,340	111,265			1,127,656	7,023	9.06	
K-12 BEA Contracted	186.006	12,888,239	69,289			177,564	955	1.04	
On Leave	79.107	8,724,570	110,288	875,761	11,071	1,102,429	13,936	18.30	
Certificated Total	77,815.522	7,957,350,381	102,259	729,172,787	9,371	1,120,472,998	14,399	18.22	
Instructional for Funding Purposes	72,364.914	7,046,642,959	97,377	700,926,337	9,686	1,041,202,586	14,388	18.31	

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	130.157	13,545,197	104,068	361,571	2,778	1,993,006	15,312	18.61	
02	1.590	176,785	111,186			22,476	14,136	18.25	
03	1.390	175,444	126,219			19,649	14,136	18.20	
21	35.907	3,828,140	106,613	127,814	3,560	338,557	9,429	12.09	
24	6.850	707,436	103,275			96,832	14,136	18.77	
31	13.162	1,262,098	95,890	85,055	6,462	263,608	20,028	18.83	
34	4.094	382,607	93,456	12,742	3,112	88,265	21,560	18.60	
45	1.800	160,156	88,976	8,205	4,558	33,926	18,848	19.26	
51	2.450	282,857	115,452			34,633	14,136	18.51	
53	0.100	15,321	153,210			1,414	14,136	18.14	
55	6.256	683,065	109,186	9,209	1,472	91,969	14,701	18.50	
56	1.833	177,366	96,763	3,143	1,715	25,911	14,136	18.69	
58	0.167	11,203	67,084	240,929	1,442,689	2,361	14,136	19.03	
65	3.433	309,526	90,162	5,241	1,527	56,544	16,471	18.86	
74	0.420	55,149	131,307			5,937	14,136	18.22	
88	6.760	627,044	92,758	7,619	1,127	115,915	17,147	18.84	
97	1.119	226,158	202,107			32,004	28,600	16.90	
K-12 Program 02 Instructional	1.200	110,472	92,060			16,963	14,136	18.71	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	22.926	2,278,549	99,387	127,814	5,575	324,421	14,151	18.66	
Program 21 Administrative	0.981	169,711	172,998			14,136	14,410	17.48	
K-12 Program 21 Instructional	20.186	1,973,290	97,755	3,085	153	284,840	14,111	18.67	
Program 26, 56, and 59 Instructional	1.833	177,366	96,763	3,143	1,715	25,911	14,136	18.69	
Program 31 Instructional	12.664	1,179,863	93,167	85,055	6,716	254,448	20,092	18.92	
Program 31 Administrative	0.498	82,235	165,131			9,160	18,394	17.48	
Program 34 Instructional	3.600	298,874	83,021	12,742	3,539	76,334	21,204	19.00	
Program 34 Administrative	0.494	83,733	169,500			11,931	24,151	17.13	
K-3 BEA Instructional	47.350	4,613,679	97,438			669,340	14,136	18.68	
4-6 BEA Instructional	18.207	1,752,080	96,231			289,420	15,896	18.70	
7-8 BEA Instructional	28.483	2,906,567	102,046	33,421	1,173	480,850	16,882	18.71	
9-12 BEA Instructional	45.881	4,505,727	98,205	134,622	2,934	800,776	17,453	18.81	
K-12 BEA Instructional	139.921	13,778,053	98,470	168,043	1,201	2,240,386	16,012	18.73	
K-12 BEA Administrative	8.692	1,352,308	155,581			129,938	14,949	17.83	
BEA	153.312	15,928,445	103,896	467,573	3,050	2,452,935	16,000	18.61	
Instructional	190.408	18,817,495	98,827	861,528	4,525	2,979,360	15,647	18.72	

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	15.080	2,428,177	161,020			243,648	16,157	17.73	
Active	205.488	21,245,672	103,391	861,528	4,193	3,223,008	15,685	18.61	
K-12 Program 21 Contracted	12.000	1,379,880	114,990						
Certificated Total	217.488	22,625,552	104,031	861,528	3,961	3,223,008	14,819	17.53	
Instructional for Funding Purposes	200.575	20,020,009	99,813	858,385	4,280	2,953,449	14,725	17.50	
Instructional for Compliance Purposes	188.575	18,640,129	98,847	858,385	4,552	2,953,449	15,662	18.72	
K-3 Program 01 Teacher	42.500	4,094,591	96,343			600,780	14,136	18.69	
K-3 Program 21 Teacher	6.275	605,237	96,452			92,336	14,715	18.67	
PSES Program 01 Certificated	8.744	868,842	99,364			119,449	13,661	18.75	
PSES Program 21 Certificated	12.586	1,449,072	115,134			2,120	168	0.95	

Adna School District (21226)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.156	2,821,788	90,570	100,526	3,227	440,572	14,141	8.54	
21	4.888	493,371	100,935			42,408	8,676	5.77	
31	3.670	348,921	95,074	29,930	8,155	51,879	14,136	8.51	
34	0.670	63,847	95,294	3,060	4,567	9,471	14,136	8.50	
51	0.160	13,536	84,600			2,262	14,136	8.57	
52				16,322					
58				20,172					
74				3,678					
79				6,999					
97	1.000	154,105	154,105			14,136	14,136	8.44	
Program 21 Instructional	3.000	332,823	110,941			42,408	14,136	8.50	
K-12 Program 21 Instructional	3.000	332,823	110,941			42,408	14,136	8.50	
Program 31 Instructional	3.670	348,921	95,074	21,930	5,975	51,879	14,136	8.51	
Program 31 Administrative				8,000					
Program 34 Instructional	0.670	63,847	95,294	3,060	4,567	9,471	14,136	8.50	
K-3 BEA Instructional	10.164	909,028	89,436	38,003	3,739	143,829	14,151	8.54	
4-6 BEA Instructional	4.332	378,262	87,318	5,362	1,238	61,237	14,136	8.55	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.000	239,349	79,783	4,990	1,663	42,408	14,136	8.59	
9-12 BEA Instructional	15.500	1,406,423	90,737	63,797	4,116	219,108	14,136	8.53	
K-12 BEA Instructional	32.996	2,933,062	88,891	112,152	3,399	466,582	14,141	8.54	
BEA	36.496	3,388,661	92,850	133,516	3,658	516,058	14,140	8.53	
Instructional	36.156	3,279,421	90,702	166,279	4,599	511,252	14,140	8.54	
Administrative	3.000	403,455	134,485	8,000	2,667	42,408	14,136	8.48	
Other	0.500	52,144	104,288	6,408	12,816	7,068	14,136	8.49	
Active	39.656	3,735,020	94,185	180,687	4,556	560,728	14,140	8.53	
K-12 Program 21 Contracted	1.888	160,548	85,036						
Certificated Total	41.544	3,895,568	93,770	180,687	4,349	560,728	13,497	8.20	
Instructional for Funding Purposes	38.044	3,439,969	90,421	166,279	4,371	511,252	13,438	8.16	
Instructional for Compliance Purposes	36.156	3,279,421	90,702	166,279	4,599	511,252	14,140	8.54	
K-3 Program 01 Teacher	10.164	909,028	89,436			143,829	14,151	8.54	
K-3 Program 21 Teacher	1.000	104,288	104,288			14,136	14,136	8.50	
PSES Program 01 Certificated	1.000	104,288	104,288			14,136	14,136	8.48	
PSES Program 21 Certificated	2.888	300,548	104,068			14,136	4,895	3.95	

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	12.080	890,710	73,734			176,417	14,604	17.70	
21	1.300	94,430	72,638			18,377	14,136	17.79	
55	0.220	18,744	85,200			3,110	14,136	17.79	
97	1.000	80,000	80,000			14,136	14,136	17.80	
Program 21 Instructional	1.000	60,555	60,555			14,136	14,136	17.80	
Program 21 Administrative	0.300	33,875	112,917			4,241	14,136	17.78	
K-12 Program 21 Instructional	1.000	60,555	60,555			14,136	14,136	17.80	
K-3 BEA Instructional	3.599	239,245	66,475			53,575	14,886	17.66	
4-6 BEA Instructional	3.717	275,235	74,048			54,282	14,604	17.77	
7-8 BEA Instructional	4.064	297,187	73,127			58,664	14,435	17.65	
K-12 BEA Instructional	11.380	811,667	71,324			166,522	14,633	17.69	
K-12 BEA Administrative	0.700	79,043	112,919			9,895	14,136	17.78	
BEA	13.080	970,710	74,213			190,553	14,568	17.71	
Instructional	12.600	890,966	70,712			183,768	14,585	17.70	
Administrative	2.000	192,918	96,459			28,272	14,136	17.79	
Active	14.600	1,083,884	74,239			212,040	14,523	17.72	
Certificated Total	14.600	1,083,884	74,239			212,040	14,523	17.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.600	890,966	70,712			183,768	14,585	17.70	
Instructional for Compliance Purposes	12.600	890,966	70,712			183,768	14,585	17.70	
K-3 Program 01 Teacher	3.323	225,485	67,856			47,356	14,251	17.65	
K-3 Program 21 Teacher	0.440	26,644	60,555			6,220	14,136	17.80	
PSES Program 01 Certificated	0.627	31,273	49,877			14,136	22,545	17.79	

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	132.893	15,182,093	114,243	1,311,114	9,866	1,928,108	14,509	17.64	
02	2.200	230,296	104,680	30,281	13,764	31,099	14,136	17.63	
21	25.903	2,868,100	110,725	60,476	2,335	381,672	14,735	17.51	
24	1.000	121,188	121,188			14,136	14,136	17.69	
31	5.395	543,428	100,728	9,480	1,757	82,498	15,292	17.77	
34	1.300	158,143	121,648	3,946	3,035	18,377	14,136	17.67	
51	2.000	246,359	123,180	4,106	2,053	28,272	14,136	17.67	
55	1.000	121,188	121,188	4,020	4,020	14,136	14,136	17.69	
58	0.300	29,676	98,920			14,136	47,120	17.87	
65	0.770	93,316	121,190	1,555	2,019	10,885	14,136	17.69	
74	0.497	60,231	121,189			7,026	14,136	17.69	
97	1.500	339,028	226,019	6,500	4,333	21,204	14,136	15.11	
K-12 Program 02 Instructional	2.000	193,146	96,573	24,412	12,206	28,272	14,136	17.84	
Program 21 Instructional	24.403	2,576,092	105,565	58,976	2,417	360,468	14,771	17.69	
Program 21 Administrative	1.500	292,008	194,672	1,500	1,000	21,204	14,136	15.80	
K-12 Program 21 Instructional	24.403	2,576,092	105,565	23,392	959	360,468	14,771	17.69	
Program 31 Instructional	5.062	502,409	99,251	9,480	1,873	77,790	15,368	17.77	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	41,019	123,180			4,707	14,136	17.67	
Program 34 Instructional	1.300	158,143	121,648	3,946	3,035	18,377	14,136	17.67	
K-3 BEA Instructional	46.060	5,063,851	109,940	210,456	4,569	672,789	14,607	17.83	
4-6 BEA Instructional	22.815	2,439,213	106,913	72,159	3,163	331,461	14,528	17.74	
7-8 BEA Instructional	24.864	2,858,098	114,949	274,183	11,027	353,174	14,204	17.67	
9-12 BEA Instructional	38.808	4,235,472	109,139	359,018	9,251	570,727	14,706	17.73	
K-12 BEA Instructional	132.547	14,596,634	110,124	915,816	6,909	1,928,150	14,547	17.75	
K-12 BEA Administrative	1.333	215,684	161,803	1,558	1,169	18,843	14,136	16.59	
BEA	143.288	16,452,988	114,825	1,361,321	9,501	2,081,286	14,525	17.59	
Instructional	162.517	17,844,684	109,802	1,405,666	8,649	2,377,209	14,627	17.74	
Administrative	10.241	1,902,002	185,724	25,812	2,520	146,067	14,263	16.01	
Active	172.758	19,746,686	114,303	1,431,478	8,286	2,523,276	14,606	17.58	
On Leave	2.000	246,360	123,180			28,272	14,136	17.67	
Certificated Total	174.758	19,993,046	114,404	1,431,478	8,191	2,551,548	14,600	17.58	
Instructional for Funding Purposes	162.517	17,844,684	109,802	1,405,666	8,649	2,377,209	14,627	17.74	
Instructional for Compliance Purposes	162.517	17,844,684	109,802	1,405,666	8,649	2,377,209	14,627	17.74	
K-3 Program 01 Teacher	44.055	4,879,293	110,755	210,456	4,777	638,481	14,493	17.83	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.062	432,203	106,402			62,114	15,291	17.74	
PSES Program 01 Certificated	9.851	1,010,222	102,550			149,446	15,171	17.73	
PSES Program 21 Certificated	9.900	1,013,023	102,326			148,428	14,993	17.62	

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	249.245	29,905,424	119,984	2,988,466	11,990	3,584,466	14,381	17.93	
02	10.445	962,553	92,154	82,388	7,888	152,103	14,562	18.04	
03	1.379	141,614	102,693	13,585	9,851	19,508	14,146	18.00	
21	51.641	5,422,106	104,996	704,204	13,637	750,622	14,535	18.02	
24	5.693	655,794	115,193	88,470	15,540	83,402	14,650	18.03	
31	18.217	2,108,554	115,747	303,270	16,648	257,699	14,146	17.95	
34	2.189	217,262	99,252	27,543	12,582	30,958	14,142	18.01	
51	2.500	257,678	103,071	26,550	10,620	35,340	14,136	18.04	
52	0.400	51,183	127,958	42,477	106,193	5,654	14,136	17.97	
55	7.248	819,679	113,090	81,552	11,252	102,486	14,140	17.99	
58				156,452					
64	0.470	59,718	127,060	6,154	13,094	6,644	14,136	18.00	
65	1.450	185,697	128,067	19,135	13,197	20,497	14,136	17.99	
74	1.000	126,014	126,014	12,984	12,984	14,136	14,136	17.97	
78	0.800	88,715	110,894	16,856	21,070	11,309	14,136	18.01	
97	2.478	578,988	233,651	15,133	6,107	35,340	14,262	16.14	
98	0.493	94,137	190,947			7,068	14,337	17.39	
K-12 Program 02 Instructional	9.460	776,253	82,056	82,388	8,709	137,967	14,584	18.17	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	50.163	5,141,374	102,493	704,204	14,038	729,418	14,541	18.05	
Program 21 Administrative	1.478	280,732	189,940			21,204	14,346	17.39	
K-12 Program 21 Instructional	47.335	4,849,066	102,441	665,621	14,062	687,010	14,514	18.05	
Program 31 Instructional	17.330	1,939,107	111,893	303,270	17,500	244,977	14,136	18.00	
Program 31 Administrative	0.887	169,447	191,034			12,722	14,343	17.39	
Program 34 Instructional	2.100	200,317	95,389	27,543	13,116	29,686	14,136	18.06	
Program 34 Administrative	0.089	16,945	190,393			1,272	14,295	17.39	
K-3 BEA Instructional	95.349	10,533,008	110,468	1,098,313	11,519	1,392,679	14,606	17.96	
4-6 BEA Instructional	37.240	4,349,065	116,785	454,150	12,195	526,425	14,136	18.00	
7-8 BEA Instructional	51.690	5,760,780	111,449	651,801	12,610	738,182	14,281	18.01	
9-12 BEA Instructional	76.300	8,762,275	114,840	1,191,321	15,614	1,078,577	14,136	17.99	
K-12 BEA Instructional	260.579	29,405,128	112,845	3,395,585	13,031	3,735,862	14,337	17.99	
K-12 BEA Administrative	13.558	2,513,699	185,403			197,904	14,597	17.55	
BEA	283.953	33,914,395	119,437	3,430,385	12,081	4,080,074	14,369	17.91	
Instructional	329.662	36,679,714	111,265	4,570,086	13,863	4,735,560	14,365	18.00	
Administrative	25.986	4,995,402	192,234	15,133	582	381,672	14,688	17.34	
Active	355.648	41,675,116	117,181	4,585,219	12,893	5,117,232	14,388	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
Certificated Total	355.648	41,675,116	117,181	4,585,219	12,893	5,117,232	14,388	17.93	
Instructional for Funding Purposes	329.662	36,679,714	111,265	4,570,086	13,863	4,735,560	14,365	18.00	
Instructional for Compliance Purposes	329.662	36,679,714	111,265	4,570,086	13,863	4,735,560	14,365	18.00	
K-3 Program 01 Teacher	85.989	9,585,148	111,469	994,023	11,560	1,258,952	14,641	17.95	
K-3 Program 21 Teacher	8.471	766,145	90,443	104,376	12,322	123,761	14,610	18.12	
PSES Program 01 Certificated	12.200	1,325,796	108,672			172,459	14,136	18.01	
PSES Program 21 Certificated	15.619	1,633,174	104,563			234,658	15,024	18.06	

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	32.152	2,704,306	84,110	148,944	4,632	454,034	14,121	18.22	
09	2.200	171,124	77,784	4,718	2,145	31,099	14,136	18.28	
21	4.301	316,275	73,535	84,398	19,623	63,626	14,793	18.31	
31	2.800	266,502	95,179	44,484	15,887	39,581	14,136	18.87	
34	0.200	19,748	98,740	768	3,840	2,827	14,136	18.13	
51	0.570	55,180	96,807	1,076	1,888	8,058	14,136	18.18	
52	0.180	15,978	88,767			2,544	14,136	18.22	
55	0.430	41,627	96,807	2,689	6,253	6,078	14,136	18.18	
58				6,436					
74				6,000					
Program 21 Instructional	4.301	316,275	73,535	84,398	19,623	63,626	14,793	18.31	
K-12 Program 21 Instructional	4.301	316,275	73,535	81,930	19,049	63,626	14,793	18.31	
Program 31 Instructional	2.800	266,502	95,179	44,484	15,887	39,581	14,136	18.87	
Program 34 Instructional	0.200	19,748	98,740	768	3,840	2,827	14,136	18.13	
K-3 BEA Instructional	10.319	895,295	86,762	41,455	4,017	145,869	14,136	18.21	
4-6 BEA Instructional	5.580	464,703	83,280	15,114	2,709	78,723	14,108	18.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.253	536,941	74,030	22,664	3,125	102,217	14,093	18.28	
9-12 BEA Instructional	12.000	1,093,617	91,135	79,437	6,620	169,632	14,136	18.35	
K-12 BEA Instructional	35.152	2,990,556	85,075	158,670	4,514	496,442	14,123	18.28	
BEA	35.152	2,990,556	85,075	194,196	5,524	496,442	14,123	18.28	
Instructional	42.833	3,590,740	83,831	299,513	6,993	607,848	14,191	18.28	
Active	42.833	3,590,740	83,831	299,513	6,993	607,848	14,191	18.28	
Certificated Total	42.833	3,590,740	83,831	299,513	6,993	607,848	14,191	18.28	
Instructional for Funding Purposes	42.833	3,590,740	83,831	299,513	6,993	607,848	14,191	18.28	
Instructional for Compliance Purposes	42.833	3,590,740	83,831	299,513	6,993	607,848	14,191	18.28	
K-3 Program 01 Teacher	9.820	850,868	86,646	26,413	2,690	138,816	14,136	18.21	
K-3 Program 21 Teacher	0.540	34,177	63,291			7,633	14,136	18.41	
Grade T Program 09 Teacher	1.600	111,879	69,924			22,618	14,136	18.35	
PSES Program 01 Certificated	1.499	143,168	95,509			21,190	14,136	18.16	
PSES Program 21 Certificated	1.301	123,420	94,865			21,218	16,309	18.22	

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	931.971	93,682,345	100,521	14,816,894	15,898	13,389,223	14,367	17.98	
02	6.050	650,938	107,593	104,659	17,299	85,523	14,136	18.09	
09	8.750	883,870	101,014	132,416	15,133	123,690	14,136	18.10	
21	190.550	17,982,435	94,371	3,442,828	18,068	2,814,209	14,769	17.98	
24	9.200	1,145,326	124,492	165,518	17,991	130,051	14,136	17.60	
29	0.175	13,413	76,646	1,752	10,011	4,948	28,272	18.11	
31	43.823	4,312,169	98,400	857,579	19,569	638,113	14,561	18.03	
34	12.410	1,270,388	102,368	229,632	18,504	175,428	14,136	17.92	
51	27.703	2,954,258	106,640	410,334	14,812	403,964	14,582	17.92	
52	3.227	388,609	120,424	48,635	15,071	45,617	14,136	17.44	
55	30.148	3,261,187	108,173	511,470	16,965	433,495	14,379	17.95	
64	1.194	129,894	108,789	19,524	16,352	16,878	14,136	18.10	
65	62.312	5,557,382	89,186	780,912	12,532	915,900	14,699	18.10	
68	0.525	48,028	91,482	7,125	13,571	12,016	22,887	18.10	
69	1.000	60,663	60,663	9,946	9,946	14,136	14,136	18.11	
74	1.660	190,249	114,608	41,050	24,729	23,466	14,136	17.79	
79	0.180	32,967	183,150	3,132	17,400	2,544	14,136	16.96	
97	4.200	943,438	224,628	175,079	41,685	59,371	14,136	15.61	
98	0.250	52,884	211,536	7,221	28,884	3,534	14,136	16.05	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
99	0.250	52,884	211,536	7,221	28,884	3,534	14,136	16.05	
K-12 Program 02 Instructional	6.050	650,938	107,593			85,523	14,136	18.09	
Program 21 Instructional	187.828	17,564,587	93,514	3,403,386	18,120	2,761,468	14,702	18.04	
Program 21 Administrative	1.731	334,453	193,214	39,442	22,786	24,469	14,136	16.62	
K-12 Program 21 Instructional	170.917	15,969,668	93,435	160,302	938	2,515,501	14,718	18.04	
Program 31 Instructional	42.022	3,994,803	95,065	820,002	19,514	612,654	14,579	18.10	
Program 31 Administrative	1.801	317,366	176,217	37,577	20,865	25,459	14,136	17.10	
Program 34 Instructional	10.760	986,138	91,649	198,784	18,474	152,103	14,136	18.10	
Program 34 Administrative	1.650	284,250	172,273	30,848	18,696	23,324	14,136	17.26	
K-3 BEA Instructional	341.564	32,590,160	95,415	152,221	446	4,972,875	14,559	18.03	
4-6 BEA Instructional	145.022	13,947,315	96,174	13,840	95	2,079,095	14,336	18.08	
7-8 BEA Instructional	164.450	15,451,266	93,957	88,224	536	2,355,835	14,326	18.10	
9-12 BEA Instructional	269.567	26,215,762	97,251	293,075	1,087	3,876,360	14,380	18.09	
K-12 BEA Instructional	920.603	88,204,503	95,812	547,360	595	13,284,165	14,430	18.07	
BEA	998.454	100,859,278	101,015	16,183,843	16,209	14,347,658	14,370	17.96	
Instructional	1,244.944	118,837,124	95,456	20,030,512	16,089	18,049,863	14,499	18.07	
Administrative	84.124	14,278,514	169,732	1,718,736	20,431	1,190,251	14,149	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
Other	6.510	497,689	76,450	23,679	3,637	55,526	8,529	11.13	
Active	1,335.578	133,613,327	100,042	21,772,927	16,302	19,295,640	14,447	17.96	
Certificated Total	1,335.578	133,613,327	100,042	21,772,927	16,302	19,295,640	14,447	17.96	
Instructional for Funding Purposes	1,244.944	118,837,124	95,456	20,030,512	16,089	18,049,863	14,499	18.07	
Instructional for Compliance Purposes	1,244.944	118,837,124	95,456	20,030,512	16,089	18,049,863	14,499	18.07	
K-3 Program 01 Teacher	294.570	27,810,188	94,409	65,891	224	4,230,622	14,362	17.99	
K-3 Program 21 Teacher	31.036	2,639,444	85,045	21,088	679	462,982	14,918	17.92	
Grade T Program 09 Teacher	8.750	883,870	101,014			123,690	14,136	18.10	
PSES Program 01 Certificated	67.811	6,388,734	94,214			1,010,724	14,905	18.05	
PSES Program 21 Certificated	72.211	7,023,243	97,260			1,089,886	15,093	17.99	

Salary and Benefits by Program for 2024-2025

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	180.027	20,619,549	114,536	1,527,938	8,487	2,707,412	15,039	17.98	
02	5.456	563,338	103,251	24,419	4,476	94,103	17,248	18.16	
21	33.967	3,774,332	111,118	211,637	6,231	514,692	15,153	18.11	
24	3.170	372,115	117,386	418	132	39,157	12,352	17.42	
31	14.895	1,632,188	109,580	115,302	7,741	220,762	14,821	18.15	
34	3.200	342,030	106,884	24,438	7,637	48,062	15,020	18.20	
51	0.670	84,765	126,515	1,518	2,266	9,471	14,136	18.12	
55	1.400	177,120	126,514	9,071	6,479	19,790	14,136	18.11	
58				18,800					
65	0.620	52,827	85,205	3,174	5,119	8,764	14,136	18.28	
74	0.850	87,457	102,891	2,028	2,386	16,680	19,624	15.53	
97	1.000	229,272	229,272	48,547	48,547	14,136	14,136	15.49	
K-12 Program 02 Instructional	5.046	489,033	96,915	14,370	2,848	88,308	17,501	18.31	
Program 21 Instructional	31.967	3,401,164	106,396	211,637	6,620	486,420	15,216	18.18	
Program 21 Administrative	2.000	373,168	186,584			28,272	14,136	17.49	
K-12 Program 21 Instructional	28.674	3,007,666	104,892	169,092	5,897	437,778	15,267	18.21	
Program 31 Instructional	13.895	1,455,251	104,732	115,302	8,298	206,626	14,871	18.19	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	176,937	176,937			14,136	14,136	17.82	
Program 34 Instructional	3.000	308,895	102,965	24,438	8,146	45,235	15,078	18.20	
Program 34 Administrative	0.200	33,135	165,675			2,827	14,136	18.15	
K-3 BEA Instructional	62.729	6,715,604	107,057	423,543	6,752	965,503	15,392	18.10	
4-6 BEA Instructional	38.392	4,142,887	107,910	158,256	4,122	590,517	15,381	17.95	
7-8 BEA Instructional	28.821	3,204,417	111,183	182,798	6,343	429,056	14,887	18.12	
9-12 BEA Instructional	60.509	6,704,108	110,795	401,175	6,630	901,495	14,899	18.14	
K-12 BEA Instructional	190.451	20,767,016	109,041	1,166,472	6,125	2,886,571	15,157	18.09	
K-12 BEA Administrative	8.927	1,618,133	181,263	620	69	124,397	13,935	17.05	
BEA	204.578	23,386,377	114,315	1,740,644	8,508	3,084,475	15,077	17.97	
Instructional	229.128	24,942,464	108,858	1,902,923	8,305	3,466,854	15,131	18.08	
Administrative	16.127	2,992,529	185,560	84,367	5,231	226,176	14,025	17.07	
Active	245.255	27,934,993	113,902	1,987,290	8,103	3,693,030	15,058	17.98	
Certificated Total	245.255	27,934,993	113,902	1,987,290	8,103	3,693,030	15,058	17.98	
Instructional for Funding Purposes	229.128	24,942,464	108,858	1,902,923	8,305	3,466,854	15,131	18.08	
Instructional for Compliance Purposes	229.128	24,942,464	108,858	1,902,923	8,305	3,466,854	15,131	18.08	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	51.906	5,546,292	106,853	201,057	3,873	784,788	15,119	18.15	
K-3 Program 21 Teacher	4.939	463,250	93,794			74,073	14,997	18.26	
PSES Program 01 Certificated	13.540	1,439,866	106,342			219,108	16,182	17.92	
PSES Program 21 Certificated	9.324	1,029,122	110,373			141,629	15,190	18.19	

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	532.332	53,900,377	101,253	4,910,866	9,225	7,553,162	14,189	21.75	
02	93.527	9,993,865	106,855	856,254	9,155	1,330,579	14,227	21.38	
03	0.590	61,060	103,492	3,924	6,651	8,340	14,136	18.02	
09	7.000	601,458	85,923	34,252	4,893	98,952	14,136	20.34	
13	1.495	238,417	159,476			21,133	14,136	19.79	
21	141.700	13,329,090	94,066	1,922,300	13,566	1,993,176	14,066	23.08	
31	52.881	4,907,614	92,805	906,113	17,135	767,316	14,510	23.18	
34	3.292	320,765	97,438	33,790	10,264	46,536	14,136	20.85	
38	1.177	107,110	91,003			16,638	14,136	26.72	
51	5.000	562,291	112,458	53,043	10,609	70,680	14,136	20.16	
52	0.500	57,182	114,364	4,618	9,236	7,068	14,136	37.31	
55	13.000	1,505,835	115,833	99,204	7,631	183,768	14,136	26.15	
58				259,284					
64	1.000	106,230	106,230	12,479	12,479	14,136	14,136	18.05	
65	10.500	1,031,066	98,197	79,113	7,535	148,428	14,136	20.85	
74	1.717	183,699	106,988	9,822	5,720	24,272	14,136	18.05	
79	3.000	336,202	112,067	17,709	5,903	42,408	14,136	28.96	
97	4.750	947,293	199,430	18,300	3,853	67,146	14,136	16.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
99	0.250	43,624	174,496			3,534	14,136	17.69	
K-12 Program 02 Instructional	88.597	9,165,048	103,446	175,945	1,986	1,260,889	14,232	21.34	
Program 21 Instructional	139.700	12,979,091	92,907	1,908,419	13,661	1,964,904	14,065	23.20	
Program 21 Administrative	2.000	349,999	175,000	13,881	6,941	28,272	14,136	17.68	
K-12 Program 21 Instructional	134.600	12,490,814	92,800	98,079	729	1,892,810	14,062	23.35	
Program 31 Instructional	49.073	4,339,304	88,425	904,193	18,425	713,486	14,539	23.10	
Program 31 Administrative	3.808	568,310	149,241	1,920	504	53,830	14,136	23.95	
Program 34 Instructional	3.100	287,314	92,682	33,790	10,900	43,822	14,136	21.18	
Program 34 Administrative	0.192	33,451	174,224			2,714	14,136	17.69	
K-3 BEA Instructional	217.432	20,660,369	95,020	360,874	1,660	3,077,238	14,153	22.59	
4-6 BEA Instructional	127.500	12,595,504	98,788	201,016	1,577	1,803,358	14,144	21.93	
7-8 BEA Instructional	98.655	9,558,294	96,886	223,733	2,268	1,401,104	14,202	21.52	
9-12 BEA Instructional	191.876	18,787,464	97,915	470,081	2,450	2,757,594	14,372	21.52	
K-12 BEA Instructional	635.463	61,601,631	96,940	1,255,704	1,976	9,039,293	14,225	21.96	
K-12 BEA Administrative	4.605	789,948	171,541	8,040	1,746	65,096	14,136	17.59	
BEA	687.372	70,130,974	102,028	6,729,247	9,790	9,773,079	14,218	21.74	
Instructional	815.940	78,748,497	96,513	9,044,754	11,085	11,580,621	14,193	22.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	56.771	9,376,793	165,169	176,317	3,106	802,515	14,136	19.81	
Active	872.711	88,125,290	100,979	9,221,071	10,566	12,383,136	14,189	22.02	
On Leave	1.000	107,888	107,888			14,136	14,136	21.09	
Certificated Total	873.711	88,233,178	100,987	9,221,071	10,554	12,397,272	14,189	22.02	
Instructional for Funding Purposes	815.940	78,748,497	96,513	9,044,754	11,085	11,580,621	14,193	22.26	
Instructional for Compliance Purposes	815.940	78,748,497	96,513	9,044,754	11,085	11,580,621	14,193	22.26	
K-3 Program 01 Teacher	181.699	17,263,235	95,010	343,832	1,892	2,569,289	14,140	22.18	
K-3 Program 21 Teacher	20.950	1,766,558	84,323	9,210	440	296,149	14,136	23.84	
Grade T Program 09 Teacher	7.000	601,458	85,923			98,952	14,136	20.34	
PSES Program 01 Certificated	31.333	2,796,235	89,242			442,923	14,136	25.17	
PSES Program 21 Certificated	45.500	4,453,875	97,887			620,570	13,639	24.51	

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	1,095.447	118,527,955	108,201	9,525,592	8,696	15,781,473	14,406	19.98	
02	7.336	629,053	85,749	63,155	8,609	90,513	12,338	19.83	
21	227.189	21,892,352	96,362	2,295,778	10,105	3,295,059	14,504	19.70	
24	26.000	2,833,354	108,975	312,363	12,014	361,882	13,919	19.37	
31	36.033	3,723,043	103,323	357,320	9,916	522,085	14,489	20.14	
34	14.574	1,457,557	100,011	94,097	6,456	186,228	12,778	19.47	
38	0.600	71,613	119,355	10,124	16,873	8,482	14,136	18.73	
51	13.165	1,215,029	92,292	73,011	5,546	188,928	14,351	20.84	
52	1.802	184,139	102,186	14,002	7,770	25,473	14,136	19.45	
55	17.271	1,991,758	115,324	146,423	8,478	282,310	16,346	19.62	
58	2.000	252,043	126,022	11,582	5,791	28,272	14,136	20.08	
64	2.250	331,866	147,496	31,932	14,192	33,220	14,764	28.32	
65	42.555	4,385,767	103,061	254,857	5,989	592,708	13,928	20.60	
74	5.904	719,051	121,790	63,476	10,751	91,884	15,563	21.10	
79	6.000	612,863	102,144	27,495	4,583	84,816	14,136	22.09	
88	3.500	446,999	127,714	23,092	6,598	49,476	14,136	25.70	
97	4.500	901,440	200,320	71,492	15,887	63,612	14,136	18.63	
CP	0.781	155,773	199,453	9,918	12,699	12,341	15,801	25.44	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.336	629,053	85,749			90,513	12,338	19.83	
Program 21 Instructional	222.189	21,040,652	94,697	2,251,758	10,134	3,224,379	14,512	19.56	
Program 21 Administrative	5.000	851,700	170,340	44,020	8,804	70,680	14,136	23.35	
K-12 Program 21 Instructional	209.189	20,049,796	95,845			3,040,611	14,535	19.58	
Program 31 Instructional	33.933	3,371,977	99,372	352,820	10,398	492,399	14,511	19.97	
Program 31 Administrative	2.100	351,066	167,174	4,500	2,143	29,686	14,136	21.87	
Program 34 Instructional	14.074	1,382,557	98,235	94,097	6,686	179,160	12,730	19.29	
Program 34 Administrative	0.500	75,000	150,000			7,068	14,136	22.81	
K-3 BEA Instructional	347.416	35,644,866	102,600			4,961,764	14,282	19.90	
4-6 BEA Instructional	203.176	20,983,450	103,277			2,917,925	14,362	19.53	
7-8 BEA Instructional	165.458	17,049,791	103,046			2,407,219	14,549	19.69	
9-12 BEA Instructional	358.440	37,160,175	103,672			5,178,059	14,446	19.79	
K-12 BEA Instructional	1,074.490	110,838,282	103,154			15,464,968	14,393	19.76	
BEA	1,157.890	125,239,048	108,161	10,111,656	8,733	16,643,910	14,374	19.97	
Instructional	1,412.405	144,028,239	101,974	12,758,279	9,033	20,362,880	14,417	19.79	
Administrative	91.000	15,947,925	175,252	601,471	6,610	1,286,376	14,136	21.94	
Other	1.502	148,333	98,757	10,673	7,106	21,232	14,136	20.51	

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
Active	1,504.907	160,124,497	106,402	13,370,423	8,885	21,670,488	14,400	19.99	
On Leave	2.000	207,158	103,579	15,286	7,643	28,272	14,136	18.74	
Certificated Total	1,506.907	160,331,655	106,398	13,385,709	8,883	21,698,760	14,400	19.98	
Instructional for Funding Purposes	1,412.405	144,028,239	101,974	12,758,279	9,033	20,362,880	14,417	19.79	
Instructional for Compliance Purposes	1,412.405	144,028,239	101,974	12,758,279	9,033	20,362,880	14,417	19.79	
K-3 Program 01 Teacher	278.775	28,573,649	102,497			3,938,148	14,127	19.63	
K-3 Program 21 Teacher	27.729	2,551,019	91,998			398,777	14,381	19.88	
PSES Program 01 Certificated	90.320	8,748,434	96,860			1,343,203	14,872	20.34	
PSES Program 21 Certificated	96.000	9,181,105	95,637			1,405,118	14,637	19.01	

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	532.838	62,865,905	117,983	4,423,399	8,302	7,959,628	14,938	17.78	
02	14.200	1,823,905	128,444	28,598	2,014	224,324	15,797	17.72	
09	15.000	1,456,685	97,112	23,926	1,595	226,176	15,078	18.14	
21	130.302	13,831,443	106,149	543,775	4,173	1,975,859	15,164	17.95	
24	17.700	1,754,263	99,111	67,106	3,791	255,862	14,455	18.04	
31	48.484	5,079,873	104,774	94,508	1,949	760,616	15,688	18.12	
34	10.433	1,136,905	108,972	20,863	2,000	157,037	15,052	18.22	
38	0.334	35,972	107,701	321	961	4,721	14,136	19.02	
51	17.284	1,927,389	111,513	33,905	1,962	251,112	14,529	17.86	
52	2.000	247,110	123,555	4,051	2,026	30,209	15,104	17.91	
55	22.538	2,657,466	117,910	58,648	2,602	342,826	15,211	17.87	
58	0.820	85,286	104,007	2,056	2,507	6,573	8,016	18.14	
65	16.536	1,879,499	113,661	47,171	2,853	259,155	15,672	17.95	
71	0.750	59,576	79,435	977	1,303	16,483	21,977	19.26	
74	2.700	338,642	125,423	11,741	4,349	41,192	15,256	17.82	
79	1.400	206,154	147,253	2,153	1,538	19,790	14,136	17.18	
88	2.500	255,187	102,075	4,183	1,673	35,340	14,136	18.14	
97	3.000	730,213	243,404	45,100	15,033	42,408	14,136	14.71	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	13.200	1,645,137	124,632			210,188	15,923	17.87	
Program 21 Instructional	128.302	13,462,198	104,926	543,775	4,238	1,947,587	15,180	18.00	
Program 21 Administrative	2.000	369,245	184,623			28,272	14,136	16.20	
K-12 Program 21 Instructional	124.219	13,085,314	105,341			1,889,870	15,214	17.99	
Program 31 Instructional	47.208	4,852,407	102,788	94,508	2,002	742,522	15,729	18.20	
Program 31 Administrative	1.276	227,466	178,265			18,094	14,180	16.38	
Program 34 Instructional	10.433	1,136,905	108,972	20,863	2,000	157,037	15,052	18.22	
K-3 BEA Instructional	200.293	22,323,544	111,454			2,934,973	14,653	17.98	
4-6 BEA Instructional	105.713	12,072,047	114,196			1,581,225	14,958	17.95	
7-8 BEA Instructional	85.984	9,555,389	111,130			1,315,666	15,301	18.02	
9-12 BEA Instructional	171.961	19,361,477	112,592			2,673,202	15,545	18.00	
K-12 BEA Instructional	563.951	63,312,457	112,266			8,505,066	15,081	17.99	
K-12 BEA Administrative				3,000					
BEA	608.955	71,636,801	117,639	4,612,468	7,574	9,144,013	15,016	17.78	
Instructional	785.612	86,676,893	110,330	5,269,563	6,708	11,845,968	15,079	17.99	
Administrative	52.207	9,563,246	183,179	142,918	2,738	749,208	14,351	16.23	
Active	837.819	96,240,139	114,870	5,412,481	6,460	12,595,176	15,033	17.83	

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
On Leave	1.000	131,334	131,334			14,136	14,136	17.75	
Certificated Total	838.819	96,371,473	114,889	5,412,481	6,453	12,609,312	15,032	17.83	
Instructional for Funding Purposes	785.612	86,676,893	110,330	5,269,563	6,708	11,845,968	15,079	17.99	
Instructional for Compliance Purposes	785.612	86,676,893	110,330	5,269,563	6,708	11,845,968	15,079	17.99	
K-3 Program 01 Teacher	164.917	18,243,567	110,623			2,404,053	14,577	17.99	
K-3 Program 21 Teacher	20.222	2,049,908	101,370			290,410	14,361	18.02	
Grade T Program 09 Teacher	15.000	1,456,685	97,112			226,176	15,078	18.14	
PSES Program 01 Certificated	27.960	3,001,938	107,365			395,243	14,136	17.95	
PSES Program 21 Certificated	42.917	4,708,595	109,714			691,491	16,112	18.00	

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	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
K-3 BEA Instructional	1.000	73,490	73,490	2,688	2,688	14,136	14,136	17.76	
4-6 BEA Instructional	1.000	73,491	73,491	2,689	2,689	14,136	14,136	17.76	
K-12 BEA Instructional	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
BEA	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
Instructional	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
Active	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
Certificated Total	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
Instructional for Funding Purposes	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
Instructional for Compliance Purposes	2.000	146,981	73,491	5,377	2,689	28,272	14,136	17.76	
K-3 Program 01 Teacher	1.000	73,490	73,490	2,688	2,688	14,136	14,136	17.76	

Bethel School District (27403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,006.681	98,385,989	97,733	5,048,760	5,015	14,313,554	14,219	18.57	
02	38.601	4,259,285	110,341	191,640	4,965	548,505	14,210	18.23	
03	8.000	553,196	69,150			105,600	13,200	18.60	
09	5.666	464,357	81,955	28,930	5,106	80,095	14,136	18.45	
13	0.158	21,672	137,165	333	2,108	2,233	14,136	18.38	
21	212.565	18,580,172	87,409	914,698	4,303	2,982,031	14,029	18.57	
24	8.800	865,316	98,331	47,520	5,400	124,397	14,136	18.34	
31	61.224	5,586,499	91,247	351,530	5,742	921,300	15,048	18.45	
34	15.060	1,450,496	96,314	78,331	5,201	215,715	14,324	18.95	
45	18.000	1,624,441	90,247	87,000	4,833	254,448	14,136	19.45	
51	18.477	1,920,914	103,962	92,948	5,030	261,191	14,136	18.32	
52	4.000	393,956	98,489	16,200	4,050	56,544	14,136	18.33	
55	38.479	3,786,161	98,396	204,152	5,306	560,196	14,558	18.21	
58	1.000	112,125	112,125	5,400	5,400	14,136	14,136	18.26	
64	1.000	115,488	115,488	5,400	5,400	14,136	14,136	18.25	
65	19.839	1,799,469	90,704	98,063	4,943	282,720	14,251	18.80	
68	0.930	95,450	102,634	5,022	5,400	13,146	14,136	18.31	
74	7.000	744,070	106,296	37,800	5,400	98,952	14,136	19.83	
88	5.300	446,943	84,329	27,753	5,236	74,921	14,136	19.73	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.400	350,983	250,702	34,500	24,643	19,790	14,136	15.57	
K-12 Program 02 Instructional	35.501	3,708,604	104,465			504,683	14,216	18.30	
Program 21 Instructional	168.865	14,731,327	87,237	897,398	5,314	2,395,176	14,184	18.61	
Program 21 Administrative	8.900	1,389,365	156,108	17,300	1,944	125,810	14,136	18.00	
K-12 Program 21 Instructional	153.288	13,476,484	87,916			2,174,979	14,189	18.58	
Program 31 Instructional	59.724	5,335,210	89,331	348,330	5,832	900,096	15,071	18.47	
Program 31 Administrative	1.500	251,289	167,526	3,200	2,133	21,204	14,136	17.86	
Program 34 Instructional	14.160	1,305,219	92,176	76,331	5,391	202,993	14,336	19.07	
Program 34 Administrative	0.900	145,277	161,419	2,000	2,222	12,722	14,136	17.84	
K-3 BEA Instructional	397.639	36,432,298	91,622	4,733	12	5,636,999	14,176	18.67	
4-6 BEA Instructional	218.122	19,773,955	90,655			3,107,361	14,246	18.56	
7-8 BEA Instructional	144.376	13,539,468	93,779			2,069,892	14,337	18.57	
9-12 BEA Instructional	282.837	26,058,638	92,133	12,800	45	4,071,612	14,396	18.74	
K-12 BEA Instructional	1,042.974	95,804,359	91,857	17,533	17	14,885,864	14,273	18.65	
K-12 BEA Administrative	36.000	5,919,064	164,418			508,896	14,136	18.07	
BEA	1,148.966	112,210,889	97,662	5,791,761	5,041	16,378,912	14,255	18.56	
Instructional	1,319.538	120,868,230	91,599	7,063,554	5,353	18,822,005	14,264	18.64	

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
Administrative	107.842	17,392,624	161,279	210,426	1,951	1,526,688	14,157	17.94	
Other	1.000	166,872	166,872	2,000	2,000	14,136	14,136	18.26	
Active	1,428.380	138,427,726	96,912	7,275,980	5,094	20,362,829	14,256	18.55	
K-12 Program 21 Contracted	32.800	2,318,862	70,697			434,645	13,251	18.62	
K-12 BEA Contracted	8.000	553,196	69,150			105,600	13,200	18.60	
On Leave	1.000	116,580	116,580			14,136	14,136	18.24	
Certificated Total	1,472.180	141,556,982	96,155	7,275,980	4,942	20,943,610	14,226	18.56	
Instructional for Funding Purposes	1,362.338	123,880,906	90,933	7,063,554	5,185	19,388,650	14,232	18.64	
Instructional for Compliance Purposes	1,319.538	120,868,230	91,599	7,063,554	5,353	18,822,005	14,264	18.64	
K-3 Program 01 Teacher	344.292	31,294,258	90,895	4,733	14	4,877,090	14,166	18.69	
K-3 Program 21 Teacher	35.410	3,004,411	84,846			500,782	14,142	18.71	
Grade T Program 09 Teacher	5.666	464,357	81,955			80,095	14,136	18.45	
PSES Program 01 Certificated	65.300	5,939,701	90,960			932,976	14,288	18.92	
PSES Program 21 Certificated	60.779	4,836,838	79,581			836,913	13,770	18.74	

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	14.000	1,135,404	81,100	13,728	981	197,904	14,136	17.90	
97	0.500	72,843	145,686			7,068	14,136	17.88	
99	0.500	72,843	145,686			7,068	14,136	17.88	
K-3 BEA Instructional	4.090	295,829	72,330	1,800	440	57,816	14,136	17.88	
4-6 BEA Instructional	2.070	177,508	85,753			29,262	14,136	17.88	
7-8 BEA Instructional	2.330	183,649	78,819	1,320	567	32,937	14,136	17.92	
9-12 BEA Instructional	4.510	332,732	73,776	10,608	2,352	63,753	14,136	17.92	
K-12 BEA Instructional	13.000	989,718	76,132	13,728	1,056	183,768	14,136	17.90	
BEA	14.500	1,208,247	83,327	13,728	947	204,972	14,136	17.90	
Instructional	13.000	989,718	76,132	13,728	1,056	183,768	14,136	17.90	
Administrative	1.500	218,529	145,686			21,204	14,136	17.88	
Other	0.500	72,843	145,686			7,068	14,136	17.88	
Active	15.000	1,281,090	85,406	13,728	915	212,040	14,136	17.90	
Certificated Total	15.000	1,281,090	85,406	13,728	915	212,040	14,136	17.90	
Instructional for Funding Purposes	13.000	989,718	76,132	13,728	1,056	183,768	14,136	17.90	
Instructional for Compliance Purposes	13.000	989,718	76,132	13,728	1,056	183,768	14,136	17.90	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.090	295,829	72,330			57,816	14,136	17.88	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	2.031	189,352	93,231			44,283	21,803	16.29	
Program 21 Instructional	20.444	2,029,820	99,287	122,086	5,972	321,931	15,747	17.99	
Program 21 Administrative	0.850	141,100	166,000	8,069	9,493	13,317	15,667	17.74	
K-12 Program 21 Instructional	18.494	1,844,109	99,714			291,450	15,759	17.99	
Program 31 Instructional	5.083	495,650	97,511	42,226	8,307	79,452	15,631	17.99	
Program 31 Administrative	0.500	83,000	166,000	4,611	9,222	7,834	15,667	17.74	
Program 34 Instructional	0.334	36,209	108,410	1,944	5,820	5,221	15,631	17.98	
K-3 BEA Instructional	31.736	3,188,561	100,471			510,956	16,100	17.89	
4-6 BEA Instructional	21.563	2,381,751	110,455			340,678	15,799	17.99	
7-8 BEA Instructional	12.520	1,372,800	109,649			200,858	16,043	17.99	
9-12 BEA Instructional	25.217	2,781,499	110,303			407,172	16,147	17.99	
K-12 BEA Instructional	91.036	9,724,611	106,822			1,459,664	16,034	17.96	
BEA	100.241	11,250,236	112,232	678,585	6,770	1,605,367	16,015	17.89	
Instructional	125.280	13,114,754	104,684	896,998	7,160	2,016,591	16,097	17.97	
Administrative	11.905	1,951,191	163,897	45,869	3,853	188,004	15,792	17.53	
Other				58,155					
Active	137.185	15,065,945	109,822	1,001,022	7,297	2,204,595	16,070	17.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	137.185	15,065,945	109,822	1,001,022	7,297	2,204,595	16,070	17.91	
Instructional for Funding Purposes	125.280	13,114,754	104,684	896,998	7,160	2,016,591	16,097	17.97	
Instructional for Compliance Purposes	125.280	13,114,754	104,684	896,998	7,160	2,016,591	16,097	17.97	
K-3 Program 01 Teacher	27.840	2,818,407	101,236			436,381	15,675	17.99	
K-3 Program 21 Teacher	2.666	271,294	101,761			41,672	15,631	17.99	
Grade T Program 09 Teacher	2.500	216,009	86,404			39,078	15,631	18.00	
PSES Program 01 Certificated	6.839	722,799	105,688			111,074	16,241	17.99	
PSES Program 21 Certificated	7.994	806,721	100,916			127,325	15,928	17.99	

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	4.900	409,567	83,585	15,978	3,261	69,266	14,136	18.00	
09	0.500	32,867	65,734			7,068	14,136	18.06	
21	0.500	38,437	76,874			7,068	14,136	18.03	
34	0.100	9,024	90,240			1,414	14,136	18.00	
51	0.430	38,803	90,240			6,078	14,136	18.00	
52	0.150	15,300	102,000			2,120	14,136	17.98	
55	0.850	67,483	79,392			12,016	14,136	18.02	
74	0.070	7,140	102,000			990	14,136	17.98	
97	0.500	67,405	134,810	15,000	30,000	7,068	14,136	17.93	
Program 21 Instructional	0.500	38,437	76,874			7,068	14,136	18.03	
K-12 Program 21 Instructional	0.500	38,437	76,874			7,068	14,136	18.03	
Program 34 Instructional	0.100	9,024	90,240			1,414	14,136	18.00	
K-3 BEA Instructional	1.750	109,657	62,661			24,738	14,136	18.04	
4-6 BEA Instructional	1.350	111,366	82,493	978	724	19,084	14,136	18.02	
7-8 BEA Instructional	0.620	50,603	81,618			8,764	14,136	18.02	
K-12 BEA Instructional	3.720	271,626	73,018	978	263	52,586	14,136	18.03	
BEA	5.500	485,996	88,363	30,978	5,632	77,748	14,136	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	6.070	456,356	75,182	978	161	85,806	14,136	18.03	
Administrative	1.930	229,670	119,000	30,000	15,544	27,282	14,136	17.95	
Active	8.000	686,026	85,753	30,978	3,872	113,088	14,136	18.00	
Certificated Total	8.000	686,026	85,753	30,978	3,872	113,088	14,136	18.00	
Instructional for Funding Purposes	6.070	456,356	75,182	978	161	85,806	14,136	18.03	
Instructional for Compliance Purposes	6.070	456,356	75,182	978	161	85,806	14,136	18.03	
K-3 Program 01 Teacher	1.750	109,657	62,661			24,738	14,136	18.04	
K-3 Program 21 Teacher	0.225	17,297	76,876			3,181	14,136	18.03	
Grade T Program 09 Teacher	0.500	32,867	65,734			7,068	14,136	18.06	

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	206.085	22,488,875	109,124	629,451	3,054	2,946,183	14,296	18.16	
02	9.511	1,126,782	118,471	21,785	2,291	145,601	15,309	18.16	
21	53.789	5,664,757	105,314	128,853	2,396	767,585	14,270	18.17	
24	9.300	883,390	94,988	14,483	1,557	131,465	14,136	18.23	
31	18.796	2,010,686	106,974	140,540	7,477	274,238	14,590	18.16	
34	4.000	407,767	101,942	10,959	2,740	56,544	14,136	18.20	
45	14.000	1,385,630	98,974	16,353	1,168	212,040	15,146	18.69	
51	9.697	1,172,438	120,907	19,971	2,060	139,225	14,358	18.15	
52	1.000	108,160	108,160	1,773	1,773	14,136	14,136	18.19	
55	21.458	2,428,362	113,168	44,063	2,053	313,211	14,596	18.14	
58				6,000					
65	3.544	396,673	111,928	7,455	2,104	50,805	14,335	18.18	
74	0.783	84,292	107,653	1,382	1,765	11,068	14,136	18.19	
79	0.700	721,405	1,030,579	20,166	28,809	108,847	155,496	18.22	
89	0.200	25,641	128,205	420	2,100	2,827	14,136	18.13	
97	2.000	444,917	222,459	25,687	12,844	14,136	7,068	12.24	
K-12 Program 02 Instructional	8.511	962,716	113,114			131,465	15,446	18.17	
Program 21 Instructional	52.789	5,483,211	103,870	125,853	2,384	753,449	14,273	18.20	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	181,546	181,546	3,000	3,000	14,136	14,136	17.47	
K-12 Program 21 Instructional	46.484	4,853,853	104,420			664,293	14,291	18.19	
Program 31 Instructional	17.296	1,772,460	102,478	138,540	8,010	253,034	14,630	18.16	
Program 31 Administrative	1.500	238,226	158,817	2,000	1,333	21,204	14,136	18.15	
Program 34 Instructional	3.800	376,204	99,001	10,959	2,884	53,717	14,136	18.21	
Program 34 Administrative	0.200	31,563	157,815			2,827	14,136	18.15	
K-3 BEA Instructional	89.340	8,656,469	96,894			1,265,568	14,166	18.22	
4-6 BEA Instructional	41.460	4,380,506	105,656			587,959	14,181	18.19	
7-8 BEA Instructional	28.430	3,020,191	106,233			405,647	14,268	18.19	
9-12 BEA Instructional	70.262	7,593,491	108,074	62,954	896	1,051,718	14,969	18.25	
K-12 BEA Instructional	229.492	23,650,657	103,057	62,954	274	3,310,892	14,427	18.22	
K-12 BEA Administrative	11.000	1,775,510	161,410			155,496	14,136	18.13	
BEA	254.392	27,864,657	109,534	844,775	3,321	3,648,742	14,343	18.09	
Instructional	327.863	34,627,658	105,616	1,022,945	3,120	4,806,240	14,659	18.21	
Administrative	26.000	4,593,912	176,689	55,887	2,150	367,536	14,136	17.37	
Other	1.000	128,205	128,205	10,509	10,509	14,136	14,136	18.09	
Active	354.863	39,349,775	110,887	1,089,341	3,070	5,187,912	14,619	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
Certificated Total	354.863	39,349,775	110,887	1,089,341	3,070	5,187,912	14,619	18.11	
Instructional for Funding Purposes	327.863	34,627,658	105,616	1,022,945	3,120	4,806,240	14,659	18.21	
Instructional for Compliance Purposes	327.863	34,627,658	105,616	1,022,945	3,120	4,806,240	14,659	18.21	
K-3 Program 01 Teacher	80.802	7,779,119	96,274			1,144,875	14,169	18.23	
K-3 Program 21 Teacher	10.010	959,155	95,820			141,501	14,136	18.23	
PSES Program 01 Certificated	11.384	1,219,196	107,097			160,924	14,136	18.17	
PSES Program 21 Certificated	15.889	1,739,721	109,492			231,731	14,584	18.17	

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	51.182	3,992,936	78,014	168,900	3,300	726,025	14,185	18.87	
02	0.622	59,804	96,148			8,793	14,136	18.31	
09	3.000	223,693	74,564	3,728	1,243	42,408	14,136	24.61	
21	5.500	386,391	70,253	8,756	1,592	77,748	14,136	19.90	
31	2.639	221,471	83,922	3,165	1,199	37,305	14,136	18.36	
34	0.994	99,775	100,377	3,169	3,188	14,051	14,136	18.29	
51	2.180	197,639	90,660	1,733	795	30,816	14,136	19.85	
53	0.100	11,067	110,670			1,414	14,136	18.40	
55	3.435	290,636	84,610	3,409	992	48,557	14,136	18.88	
58				19,500					
64	0.220	22,331	101,505			3,110	14,136	18.30	
65	1.950	189,305	97,079	754	387	27,565	14,136	18.33	
74				335					
97	1.000	165,867	165,867			14,136	14,136	17.22	
K-12 Program 02 Instructional	0.622	59,804	96,148			8,793	14,136	18.31	
Program 21 Instructional	5.000	328,893	65,779	8,756	1,751	70,680	14,136	20.17	
Program 21 Administrative	0.500	57,498	114,996			7,068	14,136	18.26	
K-12 Program 21 Instructional	5.000	328,893	65,779	6,336	1,267	70,680	14,136	20.17	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.639	221,471	83,922	3,165	1,199	37,305	14,136	18.36	
Program 34 Instructional	0.994	99,775	100,377	3,169	3,188	14,051	14,136	18.29	
K-3 BEA Instructional	18.070	1,247,948	69,062	53,651	2,969	256,681	14,205	18.48	
4-6 BEA Instructional	11.002	879,009	79,895	30,606	2,782	155,524	14,136	19.18	
7-8 BEA Instructional	8.411	757,589	90,071	26,797	3,186	119,294	14,183	18.45	
9-12 BEA Instructional	14.954	1,131,440	75,661	5,491	367	212,266	14,195	18.30	
K-12 BEA Instructional	52.437	4,015,986	76,587	116,545	2,223	743,766	14,184	18.57	
K-12 BEA Administrative	1.750	203,500	116,286			24,738	14,136	22.93	
BEA	56.437	4,539,853	80,441	175,234	3,105	800,310	14,181	18.76	
Instructional	66.822	5,111,386	76,493	213,449	3,194	947,112	14,174	19.00	
Administrative	5.750	720,029	125,222			81,282	14,136	19.28	
Other	0.250	29,500	118,000			3,534	14,136	28.88	
Active	72.822	5,860,915	80,483	213,449	2,931	1,031,928	14,171	19.08	
Certificated Total	72.822	5,860,915	80,483	213,449	2,931	1,031,928	14,171	19.08	
Instructional for Funding Purposes	66.822	5,111,386	76,493	213,449	3,194	947,112	14,174	19.00	
Instructional for Compliance Purposes	66.822	5,111,386	76,493	213,449	3,194	947,112	14,174	19.00	
K-3 Program 01 Teacher	15.668	1,109,570	70,818	44,038	2,811	221,483	14,136	18.43	

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
K-3 Program 21 Teacher	0.666	42,753	64,194			9,415	14,136	18.50	
PSES Program 01 Certificated	2.910	179,027	61,521			41,136	14,136	18.72	
PSES Program 21 Certificated	1.000	90,515	90,515			14,136	14,136	18.32	

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	39.192	3,199,178	81,628	101,413	2,588	554,018	14,136	18.24	
09	1.900	122,107	64,267			26,858	14,136	18.53	
21	3.000	214,434	71,478			42,408	14,136	18.45	
24	0.100	5,354	53,540			1,414	14,136	18.67	
31	2.250	189,605	84,269			31,806	14,136	19.23	
34	0.857	47,721	55,684			12,115	14,136	18.65	
51	1.193	98,071	82,205	6,962	5,836	16,864	14,136	18.37	
52				6,478					
55	2.408	214,233	88,967			34,039	14,136	18.37	
65	3.100	298,299	96,225			43,822	14,136	18.28	
97	1.000	153,892	153,892	8,000	8,000	14,136	14,136	18.15	
98				7,000					
Program 21 Instructional	3.000	214,434	71,478			42,408	14,136	18.45	
K-12 Program 21 Instructional	2.000	161,565	80,783			28,272	14,136	18.37	
Program 31 Instructional	2.000	157,652	78,826			28,272	14,136	19.45	
Program 31 Administrative	0.250	31,953	127,812			3,534	14,136	18.18	
Program 34 Instructional	0.857	47,721	55,684			12,115	14,136	18.65	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	13.070	956,503	73,183			184,758	14,136	18.59	
4-6 BEA Instructional	5.330	419,965	78,793			75,345	14,136	18.52	
7-8 BEA Instructional	5.300	400,278	75,524	3,930	742	74,921	14,136	18.88	
9-12 BEA Instructional	15.349	1,257,186	81,907	40,172	2,617	216,973	14,136	17.86	
K-12 BEA Instructional	39.049	3,033,932	77,696	44,102	1,129	551,997	14,136	18.31	
K-12 BEA Administrative	2.000	248,026	124,013			28,272	14,136	18.19	
BEA	43.299	3,590,396	82,921	109,413	2,527	612,075	14,136	18.29	
Instructional	50.000	3,890,572	77,811	57,542	1,151	706,800	14,136	18.33	
Administrative	5.000	652,322	130,464	45,000	9,000	70,680	14,136	18.18	
Other				27,311					
Active	55.000	4,542,894	82,598	129,853	2,361	777,480	14,136	18.31	
Certificated Total	55.000	4,542,894	82,598	129,853	2,361	777,480	14,136	18.31	
Instructional for Funding Purposes	50.000	3,890,572	77,811	57,542	1,151	706,800	14,136	18.33	
Instructional for Compliance Purposes	50.000	3,890,572	77,811	57,542	1,151	706,800	14,136	18.33	
K-3 Program 01 Teacher	12.670	918,844	72,521			179,103	14,136	18.59	
PSES Program 01 Certificated	2.000	164,693	82,347			28,272	14,136	18.48	

Brinnon School District (16046)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	4.129	300,146	72,692	1,500	363	57,943	14,033	16.36	
09	0.541	54,453	100,652			7,860	14,528	8.06	
21	0.608	50,412	82,914	708	1,164	8,595	14,136	17.89	
51	0.377	26,112	69,263			5,329	14,136	17.92	
52	0.165	11,081	67,158			2,332	14,136	17.93	
58				11,480					
74				800					
97	1.195	148,546	124,306	6,375	5,335	16,893	14,136	17.86	
Program 21 Instructional	0.508	36,246	71,350			7,181	14,136	17.91	
Program 21 Administrative	0.100	14,166	141,660	708	7,080	1,414	14,136	17.85	
K-12 Program 21 Instructional	0.508	36,246	71,350			7,181	14,136	17.91	
K-3 BEA Instructional	1.924	142,870	74,257			26,774	13,916	14.65	
4-6 BEA Instructional	1.142	86,790	75,998			16,143	14,136	17.91	
7-8 BEA Instructional	1.063	70,486	66,309			15,027	14,136	17.92	
K-12 BEA Instructional	4.129	300,146	72,692	1,000	242	57,943	14,033	16.36	
K-12 BEA Administrative	0.295	21,052	71,363			4,170	14,136	17.91	
BEA	5.324	448,692	84,277	7,875	1,479	74,836	14,056	16.87	

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	5.720	428,038	74,832	11,970	2,093	80,646	14,099	15.58	
Administrative	1.295	162,712	125,646	8,893	6,867	18,306	14,136	17.86	
Active	7.015	590,750	84,212	20,863	2,974	98,952	14,106	16.22	
Certificated Total	7.015	590,750	84,212	20,863	2,974	98,952	14,106	16.22	
Instructional for Funding Purposes	5.720	428,038	74,832	11,970	2,093	80,646	14,099	15.58	
Instructional for Compliance Purposes	5.720	428,038	74,832	11,970	2,093	80,646	14,099	15.58	
K-3 Program 01 Teacher	1.924	142,870	74,257			26,774	13,916	14.65	
K-3 Program 21 Teacher	0.290	20,702	71,386			4,099	14,136	17.91	
Grade T Program 09 Teacher	0.541	54,453	100,652			7,860	14,528	8.06	

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	172.008	19,374,165	112,635	1,319,737	7,673	2,694,955	15,668	17.91	
09	1.885	171,472	90,967	2,995	1,589	16,438	8,720	18.05	
21	38.187	4,236,261	110,935	314,838	8,245	578,386	15,146	17.84	
24	5.000	540,510	108,102	32,492	6,498	77,250	15,450	17.98	
31	17.538	1,819,687	103,757	192,435	10,972	291,810	16,639	18.15	
34	3.500	397,792	113,655	18,296	5,227	60,936	17,410	18.03	
51	5.033	584,885	116,210	33,943	6,744	79,673	15,830	17.95	
52	0.910	111,157	122,151	15,242	16,749	13,863	15,234	17.95	
53	0.500	46,806	93,612	5,882	11,764	7,617	15,234	18.04	
55	9.512	1,172,745	123,291	64,218	6,751	148,189	15,579	17.83	
58				354,284					
64	0.500	46,806	93,612	5,882	11,764	7,617	15,234	18.04	
65	7.100	776,536	109,371	26,123	3,679	109,241	15,386	17.98	
74	0.700	82,684	118,120	8,409	12,013	7,833	11,190	15.73	
97	1.000	238,510	238,510	6,000	6,000	14,154	14,154	15.67	
Program 21 Instructional	37.337	4,071,762	109,054	309,673	8,294	566,355	15,169	17.88	
Program 21 Administrative	0.850	164,499	193,528	5,165	6,076	12,031	14,154	16.82	
K-12 Program 21 Instructional	33.027	3,569,799	108,087	413	13	500,696	15,160	17.87	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	16.938	1,712,141	101,083	191,715	11,319	283,317	16,727	18.18	
Program 31 Administrative	0.600	107,546	179,243	720	1,200	8,492	14,154	17.45	
Program 34 Instructional	3.500	397,792	113,655	18,296	5,227	60,936	17,410	18.03	
K-3 BEA Instructional	59.393	6,468,165	108,905	141,846	2,388	950,010	15,995	17.96	
4-6 BEA Instructional	36.814	3,930,897	106,777	90,891	2,469	555,694	15,095	17.99	
7-8 BEA Instructional	29.693	3,061,620	103,109	83,580	2,815	470,580	15,848	18.00	
9-12 BEA Instructional	55.632	6,060,934	108,947	194,982	3,505	907,328	16,309	18.03	
K-12 BEA Instructional	181.532	19,521,616	107,538	512,418	2,823	2,883,613	15,885	17.99	
BEA	194.046	21,830,154	112,500	1,536,468	7,918	3,061,855	15,779	17.91	
Instructional	249.459	27,019,428	108,312	2,320,054	9,300	3,909,905	15,674	17.97	
Administrative	12.914	2,454,554	190,069	45,605	3,531	182,823	14,157	17.06	
Other	1.000	126,034	126,034	35,117	35,117	15,234	15,234	17.80	
Active	263.373	29,600,016	112,388	2,400,776	9,115	4,107,962	15,598	17.90	
Certificated Total	263.373	29,600,016	112,388	2,400,776	9,115	4,107,962	15,598	17.90	
Instructional for Funding Purposes	249.459	27,019,428	108,312	2,320,054	9,300	3,909,905	15,674	17.97	
Instructional for Compliance Purposes	249.459	27,019,428	108,312	2,320,054	9,300	3,909,905	15,674	17.97	
K-3 Program 01 Teacher	52.594	5,706,633	108,503	125,324	2,383	843,887	16,045	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	6.360	694,756	109,238			96,888	15,234	17.98	
Grade T Program 09 Teacher	1.885	171,472	90,967			16,438	8,720	18.05	
PSES Program 01 Certificated	12.500	1,371,064	109,685			200,050	16,004	17.97	
PSES Program 21 Certificated	8.778	1,060,521	120,816			132,491	15,094	17.56	

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	365.279	40,254,268	110,201	4,547,980	12,451	5,174,934	14,167	18.90	
09	1.000	104,987	104,987			14,053	14,053	18.78	
21	62.514	6,332,382	101,295	746,741	11,945	901,476	14,420	18.76	
24	9.000	881,298	97,922	94,708	10,523	125,790	13,977	18.78	
31	20.144	2,040,442	101,293	186,758	9,271	297,419	14,765	19.17	
34	0.800	85,669	107,086	13,499	16,874	11,242	14,053	18.78	
51	2.000	199,408	99,704	15,264	7,632	28,189	14,095	18.78	
55	3.700	417,336	112,794	29,385	7,942	73,664	19,909	18.42	
65	0.500	55,919	111,838	5,005	10,010	6,600	13,200	18.78	
74	1.000	111,838	111,838	16,223	16,223	13,200	13,200	18.78	
89	0.250	36,987	147,948			3,534	14,136	19.00	
97	1.500	341,074	227,383	14,400	9,600	20,736	13,824	15.93	
Program 21 Instructional	60.564	5,966,064	98,508	746,741	12,330	874,052	14,432	18.82	
Program 21 Administrative	1.950	366,318	187,855			27,424	14,064	17.58	
K-12 Program 21 Instructional	57.564	5,656,645	98,267	20,492	356	832,106	14,455	18.83	
Program 31 Instructional	19.144	1,842,587	96,249	186,758	9,755	283,751	14,822	19.35	
Program 31 Administrative	1.000	197,855	197,855			13,668	13,668	17.31	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.800	85,669	107,086	13,499	16,874	11,242	14,053	18.78	
K-3 BEA Instructional	109.345	11,330,022	103,617	152,717	1,397	1,574,374	14,398	18.74	
4-6 BEA Instructional	70.267	7,324,189	104,234	57,989	825	982,545	13,983	19.15	
7-8 BEA Instructional	64.160	6,733,907	104,955	66,403	1,035	893,223	13,922	19.45	
9-12 BEA Instructional	113.951	11,949,806	104,868	152,674	1,340	1,641,692	14,407	19.03	
K-12 BEA Instructional	357.723	37,337,924	104,377	429,783	1,201	5,091,834	14,234	19.04	
K-12 BEA Administrative	21.250	3,764,381	177,147			292,821	13,780	17.95	
BEA	387.723	42,721,453	110,186	4,762,637	12,284	5,504,332	14,197	18.90	
Instructional	435.187	45,021,692	103,454	5,652,563	12,989	6,223,166	14,300	19.00	
Administrative	31.250	5,650,121	180,804	17,400	557	430,105	13,763	17.75	
Other	0.750	134,971	179,961			10,540	14,053	17.85	
Active	467.187	50,806,784	108,750	5,669,963	12,136	6,663,811	14,264	18.87	
On Leave	0.500	54,824	109,648			7,027	14,053	18.78	
Certificated Total	467.687	50,861,608	108,751	5,669,963	12,123	6,670,837	14,263	18.87	
Instructional for Funding Purposes	435.187	45,021,692	103,454	5,652,563	12,989	6,223,166	14,300	19.00	
Instructional for Compliance Purposes	435.187	45,021,692	103,454	5,652,563	12,989	6,223,166	14,300	19.00	
K-3 Program 01 Teacher	94.544	9,760,030	103,233	142,826	1,511	1,330,851	14,077	18.73	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	10.919	1,030,070	94,337	13,219	1,211	153,650	14,072	18.80	
Grade T Program 09 Teacher	1.000	104,987	104,987			14,053	14,053	18.78	
PSES Program 01 Certificated	20.128	2,090,744	103,872			306,075	15,206	18.78	
PSES Program 21 Certificated	21.650	2,207,198	101,949			330,378	15,260	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	38.489	3,509,718	91,188	152,035	3,950	469,560	12,200	17.84	
21	5.000	498,390	99,678	8,118	1,624	70,680	14,136	18.19	
29	1.000	102,057	102,057			14,136	14,136	19.15	
31	1.000	114,894	114,894	1,915	1,915	14,136	14,136	18.97	
55	0.945	97,279	102,941	1,590	1,683	19,253	20,374	18.22	
58				22,648					
68	1.000	60,543	60,543			14,136	14,136	18.26	
74	0.027	3,910	144,815			331	12,264	18.12	
97	1.000	146,257	146,257			12,264	12,264	18.06	
Program 21 Instructional	5.000	498,390	99,678	8,118	1,624	70,680	14,136	18.19	
K-12 Program 21 Instructional	5.000	498,390	99,678	3,217	643	70,680	14,136	18.19	
Program 31 Instructional	1.000	114,894	114,894	1,915	1,915	14,136	14,136	18.97	
K-3 BEA Instructional	10.638	854,900	80,363	7,740	728	150,379	14,136	18.21	
4-6 BEA Instructional	6.285	537,335	85,495	8,713	1,386	76,433	12,161	18.20	
7-8 BEA Instructional	4.103	399,197	97,294	3,474	847	29,728	7,245	18.19	
9-12 BEA Instructional	14.490	1,304,071	89,998	32,471	2,241	176,559	12,185	17.31	
K-12 BEA Instructional	35.516	3,095,503	87,158	52,398	1,475	433,099	12,194	17.83	

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
BEA	40.489	3,770,869	93,133	153,950	3,802	495,960	12,249	17.88	
Instructional	43.461	3,853,772	88,672	173,563	3,994	551,304	12,685	17.92	
Administrative	5.000	679,276	135,855	12,743	2,549	63,192	12,638	18.11	
Active	48.461	4,533,048	93,540	186,306	3,844	614,496	12,680	17.95	
Certificated Total	48.461	4,533,048	93,540	186,306	3,844	614,496	12,680	17.95	
Instructional for Funding Purposes	43.461	3,853,772	88,672	173,563	3,994	551,304	12,685	17.92	
Instructional for Compliance Purposes	43.461	3,853,772	88,672	173,563	3,994	551,304	12,685	17.92	
K-3 Program 01 Teacher	10.000	781,644	78,164	6,463	646	141,360	14,136	18.22	
K-3 Program 21 Teacher	1.532	168,767	110,161			21,656	14,136	18.18	
PSES Program 01 Certificated	1.638	148,625	90,736			23,155	14,136	13.19	

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	11.736	1,114,511	94,965			155,716	13,268	17.95	
21	0.850	74,095	87,171			11,086	13,042	17.89	
55	0.150	14,474	96,493			1,956	13,042	17.89	
74		1,500							
97	1.000	145,000	145,000			13,042	13,042	17.93	
Program 21 Instructional	0.850	74,095	87,171			11,086	13,042	17.89	
K-12 Program 21 Instructional	0.850	74,095	87,171			11,086	13,042	17.89	
K-3 BEA Instructional	4.753	447,795	94,213			63,487	13,357	17.95	
4-6 BEA Instructional	3.765	348,326	92,517			50,106	13,308	17.96	
7-8 BEA Instructional	3.218	318,390	98,940			42,123	13,090	17.93	
K-12 BEA Instructional	11.736	1,114,511	94,965			155,716	13,268	17.95	
BEA	12.736	1,259,511	98,894			168,758	13,250	17.94	
Instructional	12.736	1,204,580	94,581			168,758	13,250	17.94	
Administrative	1.000	145,000	145,000			13,042	13,042	17.93	
Active	13.736	1,349,580	98,251			181,800	13,235	17.94	
Certificated Total	13.736	1,349,580	98,251			181,800	13,235	17.94	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.736	1,204,580	94,581			168,758	13,250	17.94	
Instructional for Compliance Purposes	12.736	1,204,580	94,581			168,758	13,250	17.94	
K-3 Program 01 Teacher	4.753	447,795	94,213			63,487	13,357	17.95	
K-3 Program 21 Teacher	0.300	25,551	85,170			3,913	13,042	17.89	

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	61.013	5,764,665	94,483	213,801	3,504	885,663	14,516	18.77	
02	2.600	204,486	78,648	2,070	796	26,623	10,240	19.09	
09	1.000	71,762	71,762	1,994	1,994	14,136	14,136	18.93	
21	9.230	730,869	79,184	13,874	1,503	133,302	14,442	18.84	
31	7.492	634,957	84,751	139,995	18,686	107,674	14,372	18.77	
34	3.330	285,378	85,699	11,050	3,318	47,073	14,136	18.77	
51	1.850	148,710	80,384	376	203	26,152	14,136	18.83	
52				60,597					
53	0.100	7,652	76,520	3,628	36,280	1,414	14,136	18.89	
55	1.750	160,091	91,481	7,892	4,510	24,738	14,136	18.80	
64				14,556					
65	1.730	150,659	87,086	853	493	24,455	14,136	18.81	
74	0.240	24,428	101,783			3,393	14,136	18.70	
88	0.500	48,728	97,456			7,068	14,136	18.74	
97	1.000	173,000	173,000	17,050	17,050	14,136	14,136	17.70	
K-12 Program 02 Instructional	2.600	204,486	78,648	2,070	796	26,623	10,240	19.09	
Program 21 Instructional	9.230	730,869	79,184	13,874	1,503	133,302	14,442	18.84	
K-12 Program 21 Instructional	8.730	682,141	78,138	3,418	392	126,234	14,460	18.84	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.492	634,957	84,751	139,995	18,686	107,674	14,372	18.77	
Program 34 Instructional	3.330	285,378	85,699	11,050	3,318	47,073	14,136	18.77	
K-3 BEA Instructional	20.500	1,744,848	85,115	48,545	2,368	289,788	14,136	18.79	
4-6 BEA Instructional	12.351	1,135,032	91,898	8,931	723	169,156	13,696	18.83	
7-8 BEA Instructional	13.391	1,203,268	89,856	45,603	3,405	204,364	15,261	18.82	
9-12 BEA Instructional	22.393	2,027,237	90,530	158,444	7,076	318,908	14,241	18.76	
K-12 BEA Instructional	68.635	6,110,385	89,027	261,523	3,810	982,216	14,311	18.79	
K-12 BEA Administrative	4.750	633,005	133,264			69,973	14,731	18.71	
BEA	75.435	7,062,486	93,623	383,966	5,090	1,081,168	14,332	18.75	
Instructional	85.035	7,453,284	87,650	463,486	5,451	1,216,874	14,310	18.80	
Administrative	6.800	952,101	140,015	24,250	3,566	98,952	14,552	18.50	
Active	91.835	8,405,385	91,527	487,736	5,311	1,315,826	14,328	18.76	
Certificated Total	91.835	8,405,385	91,527	487,736	5,311	1,315,826	14,328	18.76	
Instructional for Funding Purposes	85.035	7,453,284	87,650	463,486	5,451	1,216,874	14,310	18.80	
Instructional for Compliance Purposes	85.035	7,453,284	87,650	463,486	5,451	1,216,874	14,310	18.80	
K-3 Program 01 Teacher	17.500	1,497,910	85,595	24,443	1,397	247,380	14,136	18.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	71,762	71,762	1,994	1,994	14,136	14,136	18.93	
PSES Program 01 Certificated	2.950	237,494	80,506			41,701	14,136	18.69	
PSES Program 21 Certificated	1.730	153,294	88,609			27,282	15,770	18.85	

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	85.125	7,708,149	90,551	326,536	3,836	1,070,097	12,571	18.01	
21	12.628	1,058,636	83,832	67,591	5,352	162,518	12,870	18.19	
24	1.140	87,877	77,085	5,986	5,251	14,036	12,312	18.29	
31	6.333	567,082	89,544	93,742	14,802	73,872	11,665	18.38	
34	2.750	268,353	97,583	24,080	8,756	33,858	12,312	18.17	
51	0.600	51,900	86,500	865	1,442	7,387	12,312	18.23	
53	0.700	57,257	81,796	8,954	12,791	8,618	12,312	18.26	
55	3.860	363,736	94,232	6,060	1,570	49,371	12,790	18.21	
65	1.100	101,947	92,679	2,437	2,215	19,699	17,908	18.41	
74	0.300	28,078	93,593	468	1,560	3,694	12,312	18.22	
79	0.325	32,637	100,422	1,660	5,108	4,001	12,312	18.08	
88	0.460	44,230	96,152	2,949	6,411	5,664	12,312	18.19	
97	1.000	190,490	190,490	8,931	8,931	12,312	12,312	16.84	
Program 21 Instructional	11.628	947,746	81,506	67,591	5,813	150,206	12,918	18.24	
Program 21 Administrative	1.000	110,890	110,890			12,312	12,312	17.75	
K-12 Program 21 Instructional	10.978	889,627	81,037			142,204	12,954	18.24	
Program 31 Instructional	6.333	567,082	89,544	82,584	13,040	73,872	11,665	18.38	
Program 31 Administrative				11,158					

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.750	268,353	97,583	21,580	7,847	33,858	12,312	18.17	
Program 34 Administrative				2,500					
K-3 BEA Instructional	28.565	2,403,647	84,147			363,881	12,739	17.70	
4-6 BEA Instructional	17.838	1,606,909	90,083			228,855	12,830	18.24	
7-8 BEA Instructional	14.127	1,229,150	87,007			173,932	12,312	18.22	
9-12 BEA Instructional	26.678	2,387,291	89,485			324,975	12,181	18.25	
K-12 BEA Instructional	87.208	7,626,997	87,458			1,091,643	12,518	18.08	
BEA	95.208	8,734,074	91,737	453,289	4,761	1,190,139	12,500	18.02	
Instructional	107.121	9,322,321	87,026	426,788	3,984	1,351,858	12,620	18.11	
Administrative	8.200	1,137,630	138,735	121,798	14,853	100,958	12,312	17.60	
Other	1.000	100,421	100,421	1,673	1,673	12,312	12,312	17.72	
Active	116.321	10,560,372	90,786	550,259	4,731	1,465,128	12,596	18.05	
Certificated Total	116.321	10,560,372	90,786	550,259	4,731	1,465,128	12,596	18.05	
Instructional for Funding Purposes	107.121	9,322,321	87,026	426,788	3,984	1,351,858	12,620	18.11	
Instructional for Compliance Purposes	107.121	9,322,321	87,026	426,788	3,984	1,351,858	12,620	18.11	
K-3 Program 01 Teacher	26.927	2,255,653	83,769			345,413	12,828	17.73	
K-3 Program 21 Teacher	1.550	110,642	71,382			19,084	12,312	18.63	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.138	396,815	95,895			49,248	11,901	17.84	
PSES Program 21 Certificated	4.228	364,816	86,286			59,098	13,978	18.09	

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	71.760	6,739,264	93,914	194,684	2,713	1,029,073	14,340	18.90	
02	0.250	15,616	62,464	682	2,728	3,534	14,136	19.03	
21	9.901	891,782	90,070	57,866	5,844	139,961	14,136	18.72	
24	2.000	201,383	100,692			28,272	14,136	18.73	
31	5.358	448,981	83,796	76,326	14,245	75,741	14,136	20.44	
34	0.464	30,341	65,390	11,950	25,754	6,559	14,136	20.25	
51	0.500	53,755	107,510			7,068	14,136	18.71	
52				1,682					
55	3.230	253,628	78,523	1,761	545	45,659	14,136	18.87	
58	0.499	53,755	107,725			7,054	14,136	18.70	
65				6,154					
74				1,013					
97	1.000	185,000	185,000	35,000	35,000	14,136	14,136	16.54	
K-12 Program 02 Instructional	0.250	15,616	62,464	682	2,728	3,534	14,136	19.03	
Program 21 Instructional	8.901	766,195	86,080	57,866	6,501	125,825	14,136	18.80	
Program 21 Administrative	1.000	125,587	125,587			14,136	14,136	18.23	
K-12 Program 21 Instructional	8.721	746,843	85,637	13,804	1,583	123,280	14,136	18.80	
Program 31 Instructional	5.358	448,981	83,796	76,326	14,245	75,741	14,136	20.44	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.464	30,341	65,390	11,950	25,754	6,559	14,136	20.25	
K-3 BEA Instructional	25.325	2,256,068	89,085	40,347	1,593	353,315	13,951	18.93	
4-6 BEA Instructional	16.156	1,436,146	88,892	22,903	1,418	230,078	14,241	18.92	
7-8 BEA Instructional	10.074	856,166	84,988	26,857	2,666	142,406	14,136	19.22	
9-12 BEA Instructional	21.117	1,866,638	88,395	140,377	6,648	298,510	14,136	19.41	
K-12 BEA Instructional	72.672	6,415,018	88,274	230,484	3,172	1,024,309	14,095	19.11	
K-12 BEA Administrative	4.501	720,977	160,182	19,000	4,221	77,748	17,273	18.18	
BEA	78.832	7,419,202	94,114	318,642	4,042	1,129,042	14,322	18.95	
Instructional	87.802	7,743,734	88,195	308,118	3,509	1,238,186	14,102	19.06	
Administrative	6.751	1,099,070	162,801	79,000	11,702	113,088	16,751	17.89	
Other	0.409	30,701	75,064			5,782	14,136	21.38	
Active	94.962	8,873,505	93,443	387,118	4,077	1,357,056	14,291	18.91	
Certificated Total	94.962	8,873,505	93,443	387,118	4,077	1,357,056	14,291	18.91	
Instructional for Funding Purposes	87.802	7,743,734	88,195	308,118	3,509	1,238,186	14,102	19.06	
Instructional for Compliance Purposes	87.802	7,743,734	88,195	308,118	3,509	1,238,186	14,102	19.06	
K-3 Program 01 Teacher	24.325	2,176,869	89,491	35,385	1,455	339,179	13,944	18.93	
K-3 Program 21 Teacher	1.167	87,823	75,255	2,172	1,861	16,497	14,136	18.88	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	3.000	236,020	78,673			42,408	14,136	18.84	
PSES Program 21 Certificated	2.820	303,175	107,509			39,864	14,136	18.69	

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	34.679	2,525,037	72,812			529,549	15,270	17.75	
21	5.100	370,191	72,586			72,094	14,136	18.22	
51	1.308	95,182	72,769			19,649	15,022	18.31	
55	0.149	9,936	66,685			2,106	14,136	18.34	
74	0.034	7,224	212,471			481	14,136	16.68	
79	1.000	125,000	125,000			14,136	14,136	18.16	
97	0.866	186,276	215,099			12,242	14,136	16.68	
Program 21 Instructional	4.500	304,931	67,762			63,612	14,136	18.33	
Program 21 Administrative	0.600	65,260	108,767			8,482	14,136	17.74	
K-12 Program 21 Instructional	4.500	304,931	67,762			63,612	14,136	18.33	
K-3 BEA Instructional	14.113	874,927	61,994			229,653	16,272	18.30	
4-6 BEA Instructional	8.787	564,471	64,239			126,927	14,445	18.33	
7-8 BEA Instructional	6.848	455,887	66,572			102,288	14,937	17.83	
9-12 BEA Instructional	1.000	72,154	72,154			14,136	14,136	18.32	
K-12 BEA Instructional	30.748	1,967,439	63,986			473,005	15,383	18.20	
K-12 BEA Administrative	2.931	342,598	116,888			42,408	14,469	15.83	
BEA	35.545	2,711,313	76,278			541,790	15,242	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	36.705	2,377,488	64,773			558,372	15,212	18.22	
Administrative	6.431	941,358	146,378			91,884	14,288	16.64	
Active	43.136	3,318,846	76,939			650,256	15,075	17.77	
Certificated Total	43.136	3,318,846	76,939			650,256	15,075	17.77	
Instructional for Funding Purposes	36.705	2,377,488	64,773			558,372	15,212	18.22	
Instructional for Compliance Purposes	36.705	2,377,488	64,773			558,372	15,212	18.22	
K-3 Program 01 Teacher	12.659	781,485	61,734			204,718	16,172	18.30	
PSES Program 01 Certificated	0.594	45,948	77,354			14,136	23,798	18.34	
PSES Program 21 Certificated	0.500	43,760	87,520			7,068	14,136	18.25	

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	489,183	81,531	14,171	2,362	84,816	14,136	17.99	
97	0.176	40,076	227,705	1,250	7,102			8.18	
K-3 BEA Instructional	2.650	215,513	81,326	500	189	37,460	14,136	18.04	
4-6 BEA Instructional	1.350	101,187	74,953			19,084	14,136	18.04	
7-8 BEA Instructional	1.000	64,536	64,536			14,136	14,136	18.04	
K-12 BEA Instructional	5.000	381,236	76,247	500	100	70,680	14,136	18.04	
BEA	6.176	529,259	85,696	15,421	2,497	84,816	13,733	17.25	
Instructional	5.000	381,236	76,247	11,591	2,318	70,680	14,136	18.04	
Administrative	1.176	148,023	125,870	3,830	3,257	14,136	12,020	15.19	
Active	6.176	529,259	85,696	15,421	2,497	84,816	13,733	17.25	
Certificated Total	6.176	529,259	85,696	15,421	2,497	84,816	13,733	17.25	
Instructional for Funding Purposes	5.000	381,236	76,247	11,591	2,318	70,680	14,136	18.04	
Instructional for Compliance Purposes	5.000	381,236	76,247	11,591	2,318	70,680	14,136	18.04	
K-3 Program 01 Teacher	2.650	215,513	81,326			37,460	14,136	18.04	

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	544.743	60,168,131	110,452			7,796,373	14,312	18.14	
02	14.697	1,807,748	123,001			210,725	14,338	18.04	
09	0.600	60,143	100,238			8,482	14,136	18.26	
21	147.349	15,049,626	102,136			2,140,247	14,525	18.22	
29	4.000	441,428	110,357			56,544	14,136	18.21	
31	31.827	3,436,371	107,970			452,903	14,230	18.11	
34	6.110	759,722	124,341			86,371	14,136	17.91	
51	6.301	832,185	132,072			89,071	14,136	18.07	
52	1.199	136,324	113,698			16,949	14,136	18.19	
55	11.604	1,536,133	132,380			164,034	14,136	17.96	
65	0.401	51,870	129,352			5,669	14,136	18.13	
69	1.000	103,474	103,474			14,136	14,136	18.24	
74	0.800	91,966	114,958			11,309	14,136	18.19	
79	3.167	423,781	133,811			44,769	14,136	17.98	
89	1.000	129,677	129,677			14,136	14,136	18.13	
97	2.000	487,346	243,673	5,000	2,500	89,753	44,877	15.44	
K-12 Program 02 Instructional	13.697	1,623,423	118,524			196,589	14,353	18.18	
Program 21 Instructional	114.580	11,584,227	101,102			1,617,173	14,114	18.26	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	5.500	901,587	163,925			77,748	14,136	17.50	
K-12 Program 21 Instructional	107.408	10,816,477	100,705			1,516,383	14,118	18.26	
Program 31 Instructional	30.059	3,112,760	103,555			425,479	14,155	18.24	
Program 31 Administrative	1.768	323,611	183,038			27,424	15,511	16.98	
Program 34 Instructional	5.300	608,834	114,874			74,921	14,136	18.19	
Program 34 Administrative	0.810	150,888	186,281			11,450	14,136	16.77	
K-3 BEA Instructional	217.395	22,759,834	104,693			3,086,624	14,198	18.26	
4-6 BEA Instructional	112.387	11,884,693	105,748			1,595,191	14,194	18.23	
7-8 BEA Instructional	75.153	8,174,829	108,776			1,075,820	14,315	18.21	
9-12 BEA Instructional	155.970	17,118,613	109,756			2,231,947	14,310	18.21	
K-12 BEA Instructional	560.905	59,937,969	106,859			7,989,582	14,244	18.23	
K-12 BEA Administrative	1.831	319,448	174,466			36,612	19,996	17.33	
BEA	599.377	66,659,318	111,214	5,000	8	8,636,125	14,409	18.11	
Instructional	702.890	74,893,159	106,550			9,994,152	14,219	18.23	
Administrative	43.989	7,763,886	176,496	5,000	114	712,558	16,199	17.08	
Active	746.879	82,657,045	110,670	5,000	7	10,706,710	14,335	18.12	
K-12 Program 21 Contracted	25.413	2,388,988	94,007			415,217	16,339	18.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Contracted	1.650	165,391	100,237			35,298	21,392	18.28	
On Leave	1.000	129,677	129,677			14,136	14,136	18.13	
Certificated Total	776.798	85,515,925	110,088	5,000	6	11,201,470	14,420	18.13	
Instructional for Funding Purposes	731.809	77,622,362	106,069			10,474,776	14,314	18.24	
Instructional for Compliance Purposes	702.890	74,893,159	106,550			9,994,152	14,219	18.23	
K-3 Program 01 Teacher	186.494	19,332,614	103,663			2,649,199	14,205	18.27	
K-3 Program 21 Teacher	22.703	2,152,495	94,811			326,471	14,380	18.14	
PSES Program 01 Certificated	32.350	3,401,962	105,161			473,514	14,637	18.24	
PSES Program 21 Certificated	51.415	5,314,785	103,370			756,658	14,717	18.25	

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	718.547	73,715,697	102,590	5,031,075	7,002	11,051,306	15,380	17.94	
02	15.840	1,531,686	96,697	227,691	14,374	265,351	16,752	18.03	
03	0.500	32,663	65,326			7,668	15,336	18.00	
21	182.382	16,621,194	91,134	807,141	4,426	2,835,163	15,545	18.03	
24	17.725	1,913,719	107,967	101,797	5,743	271,818	15,335	17.95	
31	40.733	4,218,362	103,561	411,120	10,093	624,496	15,331	17.80	
34	24.098	2,267,288	94,086	164,007	6,806	372,408	15,454	17.87	
45	3.333	365,158	109,558	18,835	5,651	51,063	15,320	17.67	
51	21.613	2,287,997	105,862	123,894	5,732	331,294	15,328	17.95	
52	3.300	370,059	112,139	46,285	14,026	53,436	16,193	17.98	
55	28.706	2,972,747	103,558	180,707	6,295	446,799	15,565	17.68	
58				710,768					
65	5.000	529,435	105,887	21,239	4,248	76,679	15,336	17.95	
74	2.170	245,675	113,214	10,739	4,949	33,280	15,336	17.96	
79	1.644	109,980	66,898	11,050	6,721	30,631	18,632	18.18	
88	1.000	134,143	134,143			15,336	15,336	17.89	
89	1.000	134,444	134,444			15,336	15,336	17.92	
97	5.000	1,006,045	201,209	31,974	6,395	76,680	15,336	16.87	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.010	1,211,455	86,471			237,286	16,937	18.08	
Program 21 Instructional	178.382	15,954,058	89,438	797,122	4,469	2,773,819	15,550	18.04	
Program 21 Administrative	4.000	667,136	166,784	10,019	2,505	61,344	15,336	17.95	
K-12 Program 21 Instructional	168.782	15,167,219	89,863			2,626,788	15,563	18.03	
Program 31 Instructional	37.233	3,640,047	97,764	382,851	10,283	570,820	15,331	17.78	
Program 31 Administrative	3.500	578,315	165,233	28,269	8,077	53,676	15,336	17.90	
Program 34 Instructional	23.598	2,190,298	92,817	159,264	6,749	364,740	15,456	17.87	
Program 34 Administrative	0.500	76,990	153,980	4,743	9,486	7,668	15,336	17.98	
K-3 BEA Instructional	255.370	25,018,804	97,971			3,930,693	15,392	17.99	
4-6 BEA Instructional	150.500	14,372,537	95,499			2,326,569	15,459	17.98	
7-8 BEA Instructional	128.317	12,114,994	94,415			1,989,206	15,502	17.89	
9-12 BEA Instructional	211.834	21,249,745	100,313			3,251,213	15,348	17.91	
K-12 BEA Instructional	746.021	72,756,080	97,526			11,497,681	15,412	17.95	
BEA	808.051	83,136,899	102,886	5,884,702	7,283	12,448,972	15,406	17.92	
Instructional	1,003.591	96,975,916	96,629	7,299,380	7,273	15,500,562	15,445	17.95	
Administrative	68.000	11,345,932	166,852	598,942	8,808	1,042,847	15,336	17.74	
Active	1,071.591	108,321,848	101,085	7,898,322	7,371	16,543,409	15,438	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
On Leave	1.000	134,444	134,444			15,336	15,336	17.92	
Certificated Total	1,072.591	108,456,292	101,116	7,898,322	7,364	16,558,745	15,438	17.93	
Instructional for Funding Purposes	1,003.591	96,975,916	96,629	7,299,380	7,273	15,500,562	15,445	17.95	
Instructional for Compliance Purposes	1,003.591	96,975,916	96,629	7,299,380	7,273	15,500,562	15,445	17.95	
K-3 Program 01 Teacher	230.974	22,630,030	97,977			3,555,794	15,395	17.98	
K-3 Program 21 Teacher	23.435	1,892,151	80,740			361,099	15,409	18.10	
PSES Program 01 Certificated	52.968	5,038,412	95,122			814,395	15,375	18.06	
PSES Program 21 Certificated	58.000	5,616,895	96,843			917,384	15,817	17.96	

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	149.327	14,475,704	96,940	1,428,718	9,568	2,180,341	14,601	18.56	
21	32.068	2,843,215	88,662	311,181	9,704	464,693	14,491	18.47	
31	14.550	1,535,954	105,564	189,561	13,028	205,679	14,136	18.52	
34	5.483	522,126	95,226	52,691	9,610	77,508	14,136	18.32	
51	9.567	890,999	93,133	46,394	4,849	136,200	14,236	18.57	
52	1.531	149,646	97,744	20,515	13,400	25,318	16,537	18.58	
53	0.106	10,086	95,151	2,228	21,019	2,262	21,337	18.67	
55	11.580	1,030,469	88,987	81,230	7,015	169,462	14,634	18.60	
58	0.267	29,332	109,858	173,465	649,682	7,534	28,219	18.76	
64	0.120	11,347	94,558	2,506	20,883	2,544	21,204	18.67	
65	3.767	330,216	87,660	39,022	10,359	55,130	14,635	18.60	
74	1.000	64,450	64,450	3,312	3,312	14,136	14,136	18.75	
97	1.000	210,000	210,000			14,136	14,136	17.19	
Program 21 Instructional	31.068	2,679,190	86,236	302,980	9,752	450,557	14,502	18.48	
Program 21 Administrative	1.000	164,025	164,025	8,201	8,201	14,136	14,136	18.37	
K-12 Program 21 Instructional	29.569	2,588,398	87,538	243,456	8,233	429,367	14,521	18.47	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.800	1,433,653	103,888	187,813	13,610	195,077	14,136	18.52	
Program 31 Administrative	0.750	102,301	136,401	1,748	2,331	10,602	14,136	18.57	
Program 34 Instructional	5.233	488,026	93,259	52,108	9,958	73,974	14,136	18.30	
Program 34 Administrative	0.250	34,100	136,400	583	2,332	3,534	14,136	18.57	
K-3 BEA Instructional	63.631	5,913,642	92,936	570,307	8,963	946,608	14,877	18.58	
4-6 BEA Instructional	28.489	2,528,033	88,737	183,343	6,436	413,803	14,525	18.60	
7-8 BEA Instructional	20.428	1,871,245	91,602	233,257	11,418	294,425	14,413	18.51	
9-12 BEA Instructional	43.460	4,228,033	97,286	569,722	13,109	625,659	14,396	18.55	
K-12 BEA Instructional	156.008	14,540,953	93,206	1,556,629	9,978	2,280,495	14,618	18.56	
K-12 BEA Administrative	12.404	1,837,368	148,127	85,136	6,864	169,632	13,676	18.47	
BEA	170.360	16,743,784	98,285	1,670,970	9,808	2,477,664	14,544	18.54	
Instructional	214.962	19,728,126	91,775	2,249,285	10,464	3,142,904	14,621	18.56	
Administrative	15.404	2,375,418	154,208	101,538	6,592	212,040	13,765	18.34	
Active	230.366	22,103,544	95,950	2,350,823	10,205	3,354,944	14,564	18.53	
Certificated Total	230.366	22,103,544	95,950	2,350,823	10,205	3,354,944	14,564	18.53	
Instructional for Funding Purposes	214.962	19,728,126	91,775	2,249,285	10,464	3,142,904	14,621	18.56	

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 Compliance Purposes	214.962	19,728,126	91,775	2,249,285	10,464	3,142,904	14,621	18.56	
K-3 Program 01 Teacher	55.031	5,047,094	91,714	351,740	6,392	825,038	14,992	18.58	
K-3 Program 21 Teacher	6.152	504,128	81,945	1,137	185	86,965	14,136	18.62	
PSES Program 01 Certificated	9.500	849,630	89,435			134,292	14,136	18.57	
PSES Program 21 Certificated	6.195	626,356	101,107			98,952	15,973	18.07	

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	135.890	14,219,734	104,642	608,605	4,479	2,286,417	16,826	18.73	
02	2.000	195,985	97,993	9,226	4,613	33,072	16,536	18.70	
21	24.800	2,620,649	105,671	96,413	3,888	419,861	16,930	18.65	
31	13.700	1,376,065	100,443	72,383	5,283	245,420	17,914	19.58	
51	1.749	177,200	101,315			28,921	16,536	18.68	
55	1.962	187,469	95,550			30,720	15,657	18.71	
56	16.340	1,671,690	102,307	64,470	3,946	279,555	17,109	18.69	
57	2.080	197,226	94,820			34,395	16,536	18.71	
58				49,420					
65	0.501	56,053	111,882	3,944	7,872	8,285	16,536	18.62	
69	0.360	42,260	117,389	12,025	33,403	5,953	16,536	18.59	
74	0.699	75,314	107,745			11,559	16,536	18.64	
97	2.000	399,469	199,735	2,000	1,000	40,872	20,436	17.44	
K-12 Program 02 Instructional	2.000	195,985	97,993			33,072	16,536	18.70	
Program 21 Instructional	23.800	2,443,233	102,657	96,413	4,051	399,425	16,783	18.68	
Program 21 Administrative	1.000	177,416	177,416			20,436	20,436	18.25	
K-12 Program 21 Instructional	22.150	2,274,656	102,693			363,872	16,428	18.67	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	15.340	1,507,118	98,248	62,970	4,105	259,119	16,892	18.70	
Program 26, 56, and 59 Administrative	1.000	164,572	164,572	1,500	1,500	20,436	20,436	18.61	
Program 31 Instructional	13.400	1,328,289	99,126	72,383	5,402	239,290	17,857	19.61	
Program 31 Administrative	0.300	47,776	159,253			6,131	20,436	18.43	
K-3 BEA Instructional	47.802	4,739,133	99,141			797,205	16,677	18.87	
4-6 BEA Instructional	27.041	2,636,888	97,514			440,712	16,298	18.70	
7-8 BEA Instructional	21.847	2,189,825	100,235			360,059	16,481	18.67	
9-12 BEA Instructional	44.900	4,618,908	102,871			762,574	16,984	18.93	
K-12 BEA Instructional	141.590	14,184,754	100,182			2,360,550	16,672	18.83	
K-12 BEA Administrative	2.580	440,067	170,569			52,725	20,436	18.32	
BEA	153.590	16,191,253	105,419	692,214	4,507	2,605,782	16,966	18.77	
Instructional	188.081	18,870,627	100,332	907,812	4,827	3,138,926	16,689	18.79	
Administrative	13.300	2,233,606	167,940	7,500	564	271,799	20,436	18.33	
Other	0.700	114,881	164,116	3,174	4,534	14,305	20,436	18.62	
Active	202.081	21,219,114	105,003	918,486	4,545	3,425,030	16,949	18.75	
Certificated Total	202.081	21,219,114	105,003	918,486	4,545	3,425,030	16,949	18.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	172.741	17,363,509	100,518	844,842	4,891	2,879,807	16,671	18.80	
Instructional for Compliance Purposes	172.741	17,363,509	100,518	844,842	4,891	2,879,807	16,671	18.80	
K-3 Program 01 Teacher	46.424	4,612,409	99,354			770,240	16,591	18.87	
K-3 Program 21 Teacher	4.110	400,516	97,449			67,963	16,536	18.70	
PSES Program 01 Certificated	5.578	526,969	94,473			96,416	17,285	18.74	
PSES Program 21 Certificated	4.150	422,838	101,889			68,624	16,536	18.68	

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	269.701	23,839,967	88,394	960,475	3,561	3,814,034	14,142	18.30	
02	12.689	1,145,672	90,289	19,562	1,542	179,527	14,148	18.28	
21	65.378	5,672,392	86,763	198,348	3,034	926,756	14,175	18.21	
24	10.550	847,753	80,356	32,182	3,050	149,135	14,136	18.33	
31	18.055	1,663,768	92,150	98,701	5,467	255,720	14,163	18.24	
34	8.298	747,288	90,056	34,662	4,177	117,470	14,156	18.26	
51	8.650	857,123	99,089	20,988	2,426	129,344	14,953	18.24	
52				4,500					
55	8.188	858,742	104,878	17,135	2,093	115,774	14,139	18.12	
58				149,120					
64				4,000					
65	10.000	810,958	81,096	44,020	4,402	141,360	14,136	18.32	
74	0.750	84,752	113,003	3,507	4,676	10,602	14,136	18.15	
79	1.500	154,499	102,999	5,499	3,666	21,204	14,136	18.21	
88	2.390	196,458	82,200	7,413	3,102	33,785	14,136	18.30	
97	2.000	442,987	221,494	12,900	6,450	28,272	14,136	16.05	
K-12 Program 02 Instructional	10.689	880,398	82,365			151,255	14,151	18.33	
Program 21 Instructional	62.428	5,202,528	83,336	186,843	2,993	885,055	14,177	18.25	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	2.950	469,864	159,276	11,505	3,900	41,701	14,136	17.76	
K-12 Program 21 Instructional	57.968	4,833,951	83,390	40,000	690	822,008	14,180	18.25	
Program 31 Instructional	17.295	1,536,314	88,830	98,321	5,685	244,977	14,165	18.25	
Program 31 Administrative	0.760	127,454	167,703	380	500	10,743	14,136	18.03	
Program 34 Instructional	7.518	643,981	85,659	34,662	4,611	106,444	14,159	18.28	
Program 34 Administrative	0.780	103,307	132,445			11,026	14,136	18.12	
K-3 BEA Instructional	94.900	8,094,164	85,292			1,341,506	14,136	18.35	
4-6 BEA Instructional	41.967	3,361,955	80,109			593,246	14,136	18.34	
7-8 BEA Instructional	65.362	5,271,758	80,655			925,540	14,160	18.36	
9-12 BEA Instructional	82.164	7,010,300	85,321			1,162,248	14,145	18.33	
K-12 BEA Instructional	284.393	23,738,177	83,470			4,022,540	14,144	18.34	
K-12 BEA Administrative	5.000	786,471	157,294			70,680	14,136	18.05	
BEA	310.743	27,839,682	89,591	1,126,300	3,625	4,395,024	14,144	18.26	
Instructional	386.399	32,463,154	84,015	1,556,242	4,028	5,474,166	14,167	18.32	
Administrative	29.750	4,602,828	154,717	56,170	1,888	420,546	14,136	17.78	
Other	1.000	153,378	153,378	600	600	14,136	14,136	18.06	
Active	417.149	37,219,360	89,223	1,613,012	3,867	5,908,848	14,165	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
On Leave	1.000	102,999	102,999			14,136	14,136	18.21	
Certificated Total	418.149	37,322,359	89,256	1,613,012	3,858	5,922,984	14,165	18.25	
Instructional for Funding Purposes	386.399	32,463,154	84,015	1,556,242	4,028	5,474,166	14,167	18.32	
Instructional for Compliance Purposes	386.399	32,463,154	84,015	1,556,242	4,028	5,474,166	14,167	18.32	
K-3 Program 01 Teacher	84.149	7,199,302	85,554			1,189,530	14,136	18.30	
K-3 Program 21 Teacher	1.000	88,106	88,106			14,136	14,136	18.29	
PSES Program 01 Certificated	19.391	1,579,010	81,430			274,238	14,143	18.85	
PSES Program 21 Certificated	28.830	2,515,844	87,265			409,944	14,219	18.16	

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	35.389	2,906,383	82,127	251,959	7,120	500,330	14,138	18.94	
02	5.180	465,516	89,868	48,831	9,427	78,935	15,238	18.90	
03	0.950	79,656	83,848	6,199	6,525	13,443	14,151	18.93	
09	1.067	76,678	71,863	5,945	5,572	15,083	14,136	19.03	
21	7.333	625,316	85,274	58,473	7,974	103,659	14,136	18.93	
24	1.822	150,767	82,748			25,756	14,136	18.92	
31	3.192	236,036	73,946	23,512	7,366	45,150	14,145	18.98	
34	0.698	55,690	79,785	4,124	5,908	9,881	14,156	18.92	
51	2.028	173,777	85,689			28,724	14,164	18.90	
55	3.210	271,089	84,451			45,433	14,154	18.93	
58	0.500	40,799	81,598	44,620	89,240	7,068	14,136	18.93	
74	0.210	15,785	75,167			2,969	14,136	18.98	
97	1.000	160,671	160,671			14,136	14,136	18.72	
K-12 Program 02 Instructional	4.950	435,039	87,887	7,124	1,439	75,628	15,278	18.91	
Program 21 Instructional	6.333	507,763	80,177	58,473	9,233	89,523	14,136	18.94	
Program 21 Administrative	1.000	117,553	117,553			14,136	14,136	18.89	
K-12 Program 21 Instructional	6.258	501,723	80,173	1,200	192	88,463	14,136	18.94	
Program 31 Instructional	2.992	208,893	69,817	23,512	7,858	42,295	14,136	18.99	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	27,143	135,715			2,855	14,277	18.81	
Program 34 Instructional	0.628	46,286	73,704	4,124	6,567	8,877	14,136	18.94	
Program 34 Administrative	0.070	9,404	134,343			1,004	14,338	18.81	
K-3 BEA Instructional	13.000	984,324	75,717	3,600	277	183,768	14,136	18.97	
4-6 BEA Instructional	6.586	503,679	76,477			93,100	14,136	18.95	
7-8 BEA Instructional	6.588	545,479	82,799	2,400	364	96,916	14,711	18.92	
9-12 BEA Instructional	14.856	1,164,124	78,361	23,154	1,559	211,870	14,262	18.93	
K-12 BEA Instructional	41.030	3,197,606	77,933	29,154	711	585,654	14,274	18.95	
K-12 BEA Administrative	1.400	185,943	132,816			19,790	14,136	18.82	
BEA	46.409	3,903,952	84,121	334,625	7,210	661,876	14,262	18.93	
Instructional	55.600	4,360,319	78,423	443,663	7,980	791,616	14,238	18.94	
Administrative	6.579	850,823	129,324			93,298	14,181	18.83	
Other	0.400	47,021	117,553			5,654	14,136	18.89	
Active	62.579	5,258,163	84,024	443,663	7,090	890,568	14,231	18.93	
Certificated Total	62.579	5,258,163	84,024	443,663	7,090	890,568	14,231	18.93	
Instructional for Funding Purposes	55.600	4,360,319	78,423	443,663	7,980	791,616	14,238	18.94	
Instructional for Compliance Purposes	55.600	4,360,319	78,423	443,663	7,980	791,616	14,238	18.94	

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-3 Program 01 Teacher	10.890	795,870	73,083	1,200	110	153,941	14,136	19.00	
K-3 Program 21 Teacher	1.106	82,477	74,572			15,634	14,136	18.98	
Grade T Program 09 Teacher	1.067	76,678	71,863			15,083	14,136	19.03	
PSES Program 01 Certificated	2.330	179,975	77,242			32,937	14,136	18.97	
PSES Program 21 Certificated	1.942	163,488	84,185			27,452	14,136	18.91	

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	38.392	3,379,594	88,029	11,729	306	501,287	13,057	19.30	
21	3.000	349,430	116,477			44,126	14,709	17.94	
24	5.500	451,398	82,072	3,192	580	69,719	12,676	32.16	
31	3.513	289,310	82,354	798	227	45,688	13,005	18.62	
34	0.501	47,562	94,934			6,366	12,706	17.84	
38	0.800	68,388	85,485			10,165	12,706	17.84	
51	7.227	724,267	100,217	29,349	4,061	91,137	12,611	18.53	
52	1.000	171,000	171,000			15,236	15,236	16.62	
55	2.000	227,339	113,670	6,315	3,158	30,370	15,185	17.33	
58	0.200	17,097	85,485	3,192	15,960	2,541	12,706	17.84	
68	23.427	2,006,780	85,661	26,186	1,118	308,824	13,182	17.87	
69	2.411	257,146	106,655			26,947	11,177	18.10	
74	0.160	15,982	99,888	442	2,763	3,011	18,816	18.23	
88	6.850	611,748	89,306			70,046	10,226	18.13	
97	1.000	177,453	177,453			13,838	13,838	17.67	
Program 21 Instructional	1.000	78,755	78,755			13,838	13,838	18.44	
Program 21 Administrative	2.000	270,675	135,338			30,288	15,144	17.79	
K-12 Program 21 Instructional	0.800	63,004	78,755			11,070	13,838	18.44	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.513	289,310	82,354	798	227	45,688	13,005	18.62	
Program 34 Instructional	0.501	47,562	94,934			6,366	12,706	17.84	
K-3 BEA Instructional	9.221	676,944	73,413			120,616	13,081	18.65	
4-6 BEA Instructional	1.618	153,228	94,702			21,366	13,205	18.00	
7-8 BEA Instructional	10.538	960,801	91,175			135,484	12,857	18.80	
9-12 BEA Instructional	12.002	1,058,940	88,230			158,267	13,187	19.69	
K-12 BEA Instructional	33.379	2,849,913	85,380			435,733	13,054	19.05	
BEA	43.406	3,893,919	89,709	12,527	289	567,178	13,067	19.15	
Instructional	84.681	7,272,321	85,879	81,203	959	1,094,664	12,927	19.53	
Administrative	9.000	1,339,337	148,815			125,239	13,915	17.99	
Other	2.300	182,836	79,494			19,397	8,433	16.45	
Active	95.981	8,794,494	91,627	81,203	846	1,239,300	12,912	19.23	
Certificated Total	95.981	8,794,494	91,627	81,203	846	1,239,300	12,912	19.23	
Instructional for Funding Purposes	84.681	7,272,321	85,879	81,203	959	1,094,664	12,927	19.53	
Instructional for Compliance Purposes	84.681	7,272,321	85,879	81,203	959	1,094,664	12,927	19.53	
K-3 Program 01 Teacher	9.221	676,944	73,413			120,616	13,081	18.65	
PSES Program 01 Certificated	4.054	382,971	94,467			50,660	12,496	18.06	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	0.800	63,004	78,755			11,070	13,838	18.44	

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	37.570	3,562,736	94,829	130,975	3,486	548,760	14,606	18.52	
02	1.630	152,573	93,603	4,520	2,773	24,455	15,003	18.54	
09	2.000	130,401	65,201	4,618	2,309	28,272	14,136	18.76	
21	5.650	663,426	117,421	21,850	3,867	119,449	21,141	18.61	
24	1.850	181,862	98,304	6,062	3,277	26,152	14,136	18.49	
31	1.400	118,820	84,871	6,140	4,386	31,806	22,719	18.99	
51	2.500	253,238	101,295	9,670	3,868	42,408	16,963	18.57	
55	1.700	140,620	82,718	4,686	2,756	24,031	14,136	18.59	
74	0.200	17,833	89,165	594	2,970	2,827	14,136	18.54	
97	1.000	171,326	171,326	5,000	5,000	31,269	31,269	18.08	
K-12 Program 02 Instructional	1.630	137,912	84,609			23,042	14,136	18.58	
Program 21 Instructional	5.150	595,814	115,692	21,850	4,243	112,381	21,822	18.65	
Program 21 Administrative	0.500	67,612	135,224			7,068	14,136	18.27	
K-12 Program 21 Instructional	4.580	556,661	121,542			96,832	21,142	18.60	
Program 31 Instructional	1.400	118,820	84,871	6,140	4,386	31,806	22,719	18.99	
K-3 BEA Instructional	15.616	1,368,284	87,621	3,897	250	220,748	14,136	18.55	
4-6 BEA Instructional	7.066	652,747	92,379			99,885	14,136	18.52	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.186	459,873	88,676			73,309	14,136	18.55	
9-12 BEA Instructional	11.127	1,004,695	90,293	4,586	412	174,961	15,724	18.63	
K-12 BEA Instructional	39.100	3,495,994	89,412	8,483	217	570,388	14,588	18.57	
K-12 BEA Administrative		139,281				13,429		18.25	
BEA	41.600	4,005,455	96,285	146,635	3,525	636,290	15,295	18.52	
Instructional	52.500	4,815,762	91,729	166,930	3,180	806,459	15,361	18.58	
Administrative	3.000	577,073	192,358	27,185	9,062	72,970	24,323	18.21	
Active	55.500	5,392,835	97,168	194,115	3,498	879,429	15,846	18.54	
Certificated Total	55.500	5,392,835	97,168	194,115	3,498	879,429	15,846	18.54	
Instructional for Funding Purposes	52.500	4,815,762	91,729	166,930	3,180	806,459	15,361	18.58	
Instructional for Compliance Purposes	52.500	4,815,762	91,729	166,930	3,180	806,459	15,361	18.58	
K-3 Program 01 Teacher	12.404	1,080,474	87,107			175,343	14,136	18.56	
Grade T Program 09 Teacher	2.000	130,401	65,201	270	135	28,272	14,136	18.76	
PSES Program 01 Certificated	3.200	260,056	81,268			45,235	14,136	18.60	
PSES Program 21 Certificated	1.330	275,863	207,416			50,890	38,263	18.64	

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	118.045	10,964,606	92,885	569,967	4,828	1,644,130	13,928	18.71	
02	6.046	540,725	89,435	22,108	3,657	88,293	14,604	18.20	
03	1.200	122,643	102,203	2,385	1,988	16,963	14,136	18.17	
09	3.360	229,174	68,207	2,513	748	42,408	12,621	18.31	
21	24.646	2,183,507	88,595	158,247	6,421	338,925	13,752	18.83	
24				79,670					
31	7.670	697,317	90,915	90,814	11,840	80,151	10,450	18.75	
34	1.000	97,534	97,534	7,857	7,857	14,136	14,136	18.17	
51	1.500	155,849	103,899	5,080	3,387	21,204	14,136	18.16	
52				24,886					
55	3.800	341,912	89,977	107,780	28,363	53,717	14,136	18.23	
65	0.300	31,170	103,900	816	2,720	4,241	14,136	18.16	
74	0.600	59,983	99,972	3,614	6,023	8,482	14,136	18.16	
79	0.400	28,175	70,438			5,654	14,136	18.96	
97	1.000	217,742	217,742			14,136	14,136	16.66	
K-12 Program 02 Instructional	5.254	453,080	86,235	6,664	1,268	79,162	15,067	18.21	
Program 21 Instructional	23.946	2,084,597	87,054	149,131	6,228	329,030	13,740	18.86	
Program 21 Administrative	0.700	98,910	141,300	9,116	13,023	9,895	14,136	18.23	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	21.266	1,876,163	88,224	131,051	6,162	291,145	13,691	18.92	
Program 31 Instructional	7.170	633,802	88,396	81,580	11,378	73,083	10,193	18.81	
Program 31 Administrative	0.500	63,515	127,030	9,234	18,468	7,068	14,136	18.13	
Program 34 Instructional	1.000	97,534	97,534	7,857	7,857	14,136	14,136	18.17	
K-3 BEA Instructional	42.514	3,720,968	87,523	138,583	3,260	573,399	13,487	18.40	
4-6 BEA Instructional	27.994	2,391,067	85,414	51,074	1,824	395,723	14,136	19.18	
7-8 BEA Instructional	17.334	1,641,695	94,710	66,815	3,855	245,033	14,136	19.32	
9-12 BEA Instructional	34.827	3,262,005	93,663	203,849	5,853	474,022	13,611	18.55	
K-12 BEA Instructional	122.669	11,015,735	89,800	460,321	3,753	1,688,178	13,762	18.75	
K-12 BEA Administrative	10.000	1,255,790	125,579	83,813	8,381	141,360	14,136	18.14	
BEA	134.961	12,640,567	93,661	693,131	5,136	1,857,810	13,766	18.65	
Instructional	156.275	13,904,205	88,973	967,992	6,194	2,148,672	13,749	18.74	
Administrative	13.292	1,766,132	132,872	107,745	8,106	183,768	13,825	17.98	
Active	169.567	15,670,337	92,414	1,075,737	6,344	2,332,440	13,755	18.66	
Certificated Total	169.567	15,670,337	92,414	1,075,737	6,344	2,332,440	13,755	18.66	
Instructional for Funding Purposes	156.275	13,904,205	88,973	967,992	6,194	2,148,672	13,749	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 Compliance Purposes	156.275	13,904,205	88,973	967,992	6,194	2,148,672	13,749	18.74	
K-3 Program 01 Teacher	38.021	3,357,061	88,295	55,598	1,462	514,974	13,544	18.42	
K-3 Program 21 Teacher	2.966	290,942	98,092	5,654	1,906	41,927	14,136	18.49	
Grade T Program 09 Teacher	2.000	129,260	64,630	1,852	926	28,272	14,136	18.41	
PSES Program 01 Certificated	3.100	285,873	92,217			43,822	14,136	18.20	
PSES Program 21 Certificated	8.521	719,985	84,495			117,612	13,803	19.18	

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	46.281	4,674,673	101,006	162,620	3,514	788,815	17,044	18.39	
02	1.000	59,186	59,186	5,000	5,000	14,136	14,136	19.24	
09	3.000	330,471	110,157	7,341	2,447	42,408	14,136	18.19	
21	5.816	615,408	105,813	2,000	344	98,217	16,887	19.40	
24		21,553				4,241		18.41	
31	3.900	354,475	90,891	13,964	3,581	63,143	16,191	18.13	
34	0.650	78,607	120,934			10,602	16,311	18.18	
51		106,734		2,000		14,136		18.19	
55	0.300	123,552	411,840			21,911	73,036	18.29	
58	1.500	109,086	72,724	17,500	11,667	21,204	14,136	18.43	
65		27,811		2,000		4,948		18.35	
74		25,900				7,068		18.69	
97		190,806				14,136		17.37	
K-12 Program 02 Instructional	1.000	59,186	59,186			14,136	14,136	19.24	
Program 21 Instructional	5.816	514,700	88,497	2,000	344	89,735	15,429	19.65	
Program 21 Administrative		100,708				8,482		18.08	
K-12 Program 21 Instructional	5.316	468,497	88,130	2,000	376	82,667	15,551	19.79	
Program 31 Instructional	3.850	298,085	77,425	13,964	3,627	54,424	14,136	18.35	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	56,390	1,127,800			8,720	174,391	17.27	
Program 34 Instructional	0.600	63,179	105,298			8,482	14,136	18.19	
Program 34 Administrative	0.050	15,428	308,560			2,120	42,408	18.14	
K-3 BEA Instructional	20.730	1,639,864	79,106	59,546	2,872	314,696	15,181	18.93	
4-6 BEA Instructional	3.664	747,986	204,145	11,720	3,199	108,338	29,568	18.24	
7-8 BEA Instructional	8.585	753,943	87,821	21,973	2,559	134,476	15,664	19.26	
9-12 BEA Instructional	15.852	1,361,616	85,896	70,380	4,440	243,026	15,331	18.37	
K-12 BEA Instructional	48.831	4,503,409	92,224	169,086	3,463	800,536	16,394	18.70	
K-12 BEA Administrative	3.000	854,338	284,779	5,000	1,667	90,296	30,099	16.46	
BEA	51.831	5,357,747	103,370	181,584	3,503	890,832	17,187	18.34	
Instructional	59.447	5,746,431	96,665	201,377	3,388	1,004,773	16,902	18.73	
Administrative	3.000	971,831	323,944	7,000	2,333	100,191	33,397	16.65	
Other				4,048					
Active	62.447	6,718,262	107,583	212,425	3,402	1,104,964	17,694	18.43	
Certificated Total	62.447	6,718,262	107,583	212,425	3,402	1,104,964	17,694	18.43	
Instructional for Funding Purposes	59.447	5,746,431	96,665	201,377	3,388	1,004,773	16,902	18.73	
Instructional for Compliance Purposes	59.447	5,746,431	96,665	201,377	3,388	1,004,773	16,902	18.73	

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
K-3 Program 01 Teacher	19.626	1,518,699	77,382	15,652	798	294,538	15,008	18.98	
K-3 Program 21 Teacher	1.000	87,451	87,451			14,136	14,136	18.31	
Grade T Program 09 Teacher				4,894					
PSES Program 01 Certificated	3.158	315,915	100,036			49,914	15,806	18.26	
PSES Program 21 Certificated	0.616	56,896	92,364			10,574	17,165	18.39	

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	629.933	63,724,273	101,160	6,183,036	9,815	8,863,724	14,071	20.56	
02	3.000	296,442	98,814	28,163	9,388	42,408	14,136	23.65	
03	8.900	915,097	102,820	76,598	8,607	125,810	14,136	22.84	
21	147.000	13,177,670	89,644	1,592,759	10,835	2,042,652	13,896	21.00	
24	20.950	2,375,622	113,395	241,345	11,520	296,149	14,136	21.05	
26	11.931	1,146,479	96,092	124,385	10,425	170,056	14,253	21.35	
31	33.560	3,244,174	96,668	363,768	10,839	474,404	14,136	20.43	
34	20.798	2,001,560	96,238	172,291	8,284	294,001	14,136	20.76	
51	23.720	2,500,966	105,437	214,463	9,041	326,824	13,778	20.35	
52	0.500	57,587	115,174	5,471	10,942	7,068	14,136	21.72	
55	40.940	4,028,713	98,405	387,563	9,467	597,582	14,597	20.73	
56	0.770	65,605	85,201	7,499	9,739	10,885	14,136	20.61	
57				750					
58	0.100	9,194	91,940	873	8,730	1,414	14,136	19.37	
61	0.820	108,423	132,223	2,992	3,649	11,592	14,136	18.01	
64	0.500	47,370	94,740	4,500	9,000	7,068	14,136	21.99	
65	27.700	2,821,888	101,873	262,482	9,476	377,431	13,626	20.79	
74	4.000	393,260	98,315	45,361	11,340	56,544	14,136	21.54	
79	9.400	832,818	88,598	79,119	8,417	132,878	14,136	20.00	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.980	120,652	123,114	4,487	4,579	13,853	14,136	18.15	
97	2.000	546,426	273,213	265,943	132,972	28,272	14,136	14.06	
Program 21 Instructional	146.000	12,972,594	88,853	1,592,759	10,909	2,028,516	13,894	20.90	
Program 21 Administrative	1.000	205,076	205,076			14,136	14,136	27.90	
K-12 Program 21 Instructional	97.259	8,338,858	85,739			1,332,445	13,700	20.76	
Program 26, 56, and 59 Instructional	11.601	989,809	85,321	131,884	11,368	165,391	14,257	21.98	
Program 26, 56, and 59 Administrative	1.100	222,275	202,068			15,550	14,136	17.90	
Program 31 Instructional	32.660	3,075,503	94,167	363,768	11,138	461,682	14,136	20.57	
Program 31 Administrative	0.900	168,671	187,412			12,722	14,136	17.49	
Program 34 Instructional	19.698	1,789,118	90,827	172,291	8,747	278,451	14,136	21.11	
Program 34 Administrative	1.100	212,442	193,129			15,550	14,136	17.46	
K-3 BEA Instructional	255.233	23,970,634	93,917			3,588,735	14,061	21.02	
4-6 BEA Instructional	127.562	11,736,514	92,006			1,790,607	14,037	21.29	
7-8 BEA Instructional	78.214	7,231,549	92,458			1,103,541	14,109	21.35	
9-12 BEA Instructional	130.752	12,475,057	95,410			1,848,310	14,136	21.22	
K-12 BEA Instructional	591.761	55,413,754	93,642			8,331,193	14,079	21.16	

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
BEA	698.191	70,727,972	101,302	7,089,799	10,155	9,828,619	14,077	20.56	
Instructional	910.002	85,004,072	93,411	9,552,259	10,497	12,785,076	14,050	21.02	
Administrative	75.500	13,196,317	174,786	457,311	6,057	1,067,268	14,136	18.04	
Other	2.000	213,830	106,915	54,278	27,139	28,272	14,136	18.23	
Active	987.502	98,414,219	99,660	10,063,848	10,191	13,880,616	14,056	20.64	
Certificated Total	987.502	98,414,219	99,660	10,063,848	10,191	13,880,616	14,056	20.64	
Instructional for Funding Purposes	898.401	84,014,263	93,515	9,420,375	10,486	12,619,685	14,047	21.01	
Instructional for Compliance Purposes	898.401	84,014,263	93,515	9,420,375	10,486	12,619,685	14,047	21.01	
K-3 Program 01 Teacher	220.520	20,386,903	92,449			3,098,032	14,049	21.18	
K-3 Program 21 Teacher	39.598	3,295,839	83,232			536,786	13,556	20.81	
PSES Program 01 Certificated	41.500	3,993,358	96,225			593,712	14,306	20.14	
PSES Program 21 Certificated	26.700	2,611,754	97,819			398,635	14,930	21.22	

Colfax School District (38300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	30.991	2,618,634	84,497	67,527	2,179	447,503	14,440	17.94	
09	1.225	81,772	66,753	1,097	896	17,317	14,136	17.97	
21	3.317	263,768	79,520	12,737	3,840	46,889	14,136	17.93	
31	3.150	242,247	76,904	35,778	11,358	44,528	14,136	17.93	
34	0.651	59,231	90,985	2,114	3,247	9,203	14,136	17.92	
51	0.667	64,367	96,502			14,136	21,193	17.93	
55	0.500	38,043	76,086			14,136	28,272	17.93	
58				18,972					
97	1.000	184,819	184,819	7,393	7,393	14,136	14,136	17.14	
Program 21 Instructional	3.167	245,844	77,627	10,556	3,333	44,769	14,136	17.94	
Program 21 Administrative	0.150	17,924	119,493	2,181	14,540	2,120	14,136	17.91	
K-12 Program 21 Instructional	3.167	245,844	77,627			44,769	14,136	17.94	
Program 31 Instructional	3.050	230,145	75,457	34,893	11,440	43,115	14,136	17.93	
Program 31 Administrative	0.100	12,102	121,020	885	8,850	1,414	14,136	17.91	
Program 34 Instructional	0.551	47,129	85,534	1,229	2,230	7,789	14,136	17.92	
Program 34 Administrative	0.100	12,102	121,020	885	8,850	1,414	14,136	17.91	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	9.260	792,067	85,536			130,899	14,136	17.93	
4-6 BEA Instructional	7.280	596,096	81,881			102,910	14,136	17.93	
7-8 BEA Instructional	5.051	397,062	78,611			71,401	14,136	17.93	
9-12 BEA Instructional	11.117	898,205	80,796			166,564	14,983	17.96	
K-12 BEA Instructional	32.708	2,683,430	82,042			471,775	14,424	17.94	
BEA	35.792	3,104,931	86,749	112,812	3,152	515,370	14,399	17.89	
Instructional	38.167	3,101,583	81,263	100,493	2,633	560,719	14,691	17.94	
Administrative	3.000	424,568	141,523	24,935	8,312	42,408	14,136	17.58	
Other	0.334	26,730	80,030	20,190	60,449	4,721	14,136	17.89	
Active	41.501	3,552,881	85,610	145,618	3,509	607,848	14,647	17.89	
Certificated Total	41.501	3,552,881	85,610	145,618	3,509	607,848	14,647	17.89	
Instructional for Funding Purposes	38.167	3,101,583	81,263	100,493	2,633	560,719	14,691	17.94	
Instructional for Compliance Purposes	38.167	3,101,583	81,263	100,493	2,633	560,719	14,691	17.94	
K-3 Program 01 Teacher	8.760	759,247	86,672			123,831	14,136	17.92	
K-3 Program 21 Teacher	0.572	38,916	68,035			8,086	14,136	17.93	
Grade T Program 09 Teacher	1.000	61,694	61,694			14,136	14,136	17.98	
PSES Program 01 Certificated	1.775	144,331	81,313			25,091	14,136	17.92	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 09 Certificated	0.125	8,205	65,640			1,767	14,136	17.93	
PSES Program 21 Certificated	1.000	68,961	68,961			14,136	14,136	17.98	

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	82.310	7,765,579	94,346	85,642	1,040	1,184,738	14,394	18.21	
09	1.000	87,033	87,033			14,136	14,136	18.20	
21	13.812	1,151,443	83,365	22,040	1,596	195,077	14,124	18.19	
31	7.300	731,194	100,164	11,181	1,532	122,276	16,750	18.14	
34	0.800	70,133	87,666	1,125	1,406	11,309	14,136	18.11	
51	1.198	128,138	106,960	10,000	8,347	16,935	14,136	18.08	
52	0.050	7,431	148,620	342	6,840	707	14,136	17.91	
55	3.742	360,030	96,213	9,564	2,556	52,897	14,136	18.12	
58	0.050	4,416	88,320			707	14,136	18.09	
65	1.900	199,851	105,185			28,979	15,252	18.13	
71	0.500	44,789	89,578					8.35	
74	0.400	40,862	102,155			5,654	14,136	18.13	
97	0.450	263,847	586,327	19,897	44,216	20,497	45,549	16.55	
Program 21 Instructional	12.812	1,010,817	78,896	20,180	1,575	180,941	14,123	18.22	
Program 21 Administrative	1.000	140,626	140,626	1,860	1,860	14,136	14,136	17.93	
K-12 Program 21 Instructional	11.812	915,474	77,504	20,180	1,708	166,805	14,122	18.23	
Program 31 Instructional	7.300	675,566	92,543	11,181	1,532	117,329	16,072	18.16	
Program 31 Administrative		55,628				4,948		17.90	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.800	70,133	87,666	1,125	1,406	11,309	14,136	18.11	
K-3 BEA Instructional	31.120	2,696,888	86,661	18,483	594	439,912	14,136	18.41	
4-6 BEA Instructional	18.220	1,747,319	95,901			257,558	14,136	18.13	
7-8 BEA Instructional	13.290	1,249,141	93,991	620	47	187,867	14,136	18.11	
9-12 BEA Instructional	24.480	2,151,205	87,876	11,686	477	360,185	14,713	18.16	
K-12 BEA Instructional	87.110	7,844,553	90,053	30,789	353	1,245,523	14,298	18.23	
K-12 BEA Administrative	3.000	874,732	291,577	20,300	6,767	82,696	27,565	17.50	
BEA	90.860	8,830,753	97,191	117,845	1,297	1,338,821	14,735	18.15	
Instructional	108.512	9,666,353	89,081	102,107	941	1,540,824	14,200	18.17	
Administrative	5.000	1,188,393	237,679	57,684	11,537	113,088	22,618	17.61	
Active	113.512	10,854,746	95,626	159,791	1,408	1,653,912	14,570	18.11	
Certificated Total	113.512	10,854,746	95,626	159,791	1,408	1,653,912	14,570	18.11	
Instructional for Funding Purposes	108.512	9,666,353	89,081	102,107	941	1,540,824	14,200	18.17	
Instructional for Compliance Purposes	108.512	9,666,353	89,081	102,107	941	1,540,824	14,200	18.17	
K-3 Program 01 Teacher	27.320	2,377,320	87,018			386,196	14,136	18.44	
K-3 Program 21 Teacher	3.273	258,803	79,072			46,097	14,084	18.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	87,033	87,033			14,136	14,136	18.20	
PSES Program 01 Certificated	4.860	406,530	83,648			68,701	14,136	18.19	
PSES Program 21 Certificated	2.000	144,770	72,385			28,272	14,136	18.26	

Colton School District (38306)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.210	997,778	70,217	49,413	3,477	191,133	13,451	17.85	
09	1.179	76,167	64,603			16,666	14,136	18.00	
21	0.850	79,289	93,281			12,042	14,167	18.00	
31	0.820	42,743	52,126	14,459	17,633	11,592	14,136	17.95	
34	0.180	9,383	52,128			2,544	14,136	17.95	
51	0.100	9,096	90,960			1,414	14,136	18.00	
52	0.056	3,621	64,661			990	17,670	18.00	
55	0.200	12,370	61,850			2,827	14,136	18.00	
58				18,972					
79	0.105	6,724	64,038			1,838	17,502	18.00	
97	0.900	117,400	130,444	960	1,067	13,198	14,664	17.99	
99	0.050	6,522	130,440			733	14,664	17.99	
Program 21 Instructional	0.800	72,767	90,959			11,309	14,136	18.00	
Program 21 Administrative	0.050	6,522	130,440			733	14,664	17.99	
K-12 Program 21 Instructional	0.800	72,767	90,959			11,309	14,136	18.00	
Program 31 Instructional	0.820	42,743	52,126	12,959	15,804	11,592	14,136	17.95	
Program 31 Administrative				1,500					

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.180	9,383	52,128			2,544	14,136	17.95	
K-3 BEA Instructional	3.625	250,405	69,077	5,002	1,380	53,717	14,818	17.99	
4-6 BEA Instructional	2.588	170,991	66,071	3,077	1,189	36,754	14,202	17.99	
7-8 BEA Instructional	2.377	172,851	72,718	4,649	1,956	34,775	14,630	17.99	
9-12 BEA Instructional	6.003	391,768	65,262	49,644	8,270	71,302	11,878	17.65	
K-12 BEA Instructional	14.593	986,015	67,568	62,372	4,274	196,547	13,469	17.85	
K-12 BEA Administrative	0.650	84,789	130,445	2,460	3,785	9,532	14,664	17.99	
BEA	16.110	1,167,304	72,458	64,832	4,024	218,466	13,561	17.87	
Instructional	16.964	1,159,661	68,360	81,344	4,795	230,615	13,594	17.87	
Administrative	1.686	201,432	119,473	2,460	1,459	24,361	14,449	17.99	
Active	18.650	1,361,093	72,981	83,804	4,494	254,976	13,672	17.89	
Certificated Total	18.650	1,361,093	72,981	83,804	4,494	254,976	13,672	17.89	
Instructional for Funding Purposes	16.964	1,159,661	68,360	81,344	4,795	230,615	13,594	17.87	
Instructional for Compliance Purposes	16.964	1,159,661	68,360	81,344	4,795	230,615	13,594	17.87	
K-3 Program 01 Teacher	3.545	245,231	69,177	3,561	1,005	52,303	14,754	17.99	
K-3 Program 21 Teacher	0.033	3,002	90,970			466	14,136	18.00	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.110	69,068	62,223			15,691	14,136	18.01	
PSES Program 01 Certificated	0.644	41,383	64,259			11,309	17,560	18.00	

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	11.089	858,938	77,459	18,840	1,699	170,763	15,399	18.43	
09	0.500	28,290	56,580			7,068	14,136	18.26	
21	1.000	83,420	83,420			14,136	14,136	18.21	
31	1.000	65,217	65,217	989	989	14,136	14,136	18.22	
34	0.140	7,244	51,743	161	1,150	1,979	14,136	18.26	
55	0.280	15,779	56,354			3,958	14,136	18.27	
58				11,824					
68				2,612					
97	0.419	56,000	133,652					18.27	
Program 21 Instructional	1.000	83,420	83,420			14,136	14,136	18.21	
K-12 Program 21 Instructional	1.000	83,420	83,420			14,136	14,136	18.21	
Program 31 Instructional	1.000	65,217	65,217	989	989	14,136	14,136	18.22	
Program 34 Instructional	0.140	7,244	51,743	161	1,150	1,979	14,136	18.26	
K-3 BEA Instructional	3.137	254,549	81,144	2,600	829	50,183	15,997	18.59	
4-6 BEA Instructional	1.500	95,518	63,679	4,419	2,946	21,204	14,136	18.23	
7-8 BEA Instructional	2.275	134,454	59,101			33,785	14,851	18.48	
9-12 BEA Instructional	4.543	331,178	72,899	1,106	243	67,570	14,873	18.40	

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
K-12 BEA Instructional	11.455	815,699	71,209	8,125	709	172,742	15,080	18.45	
BEA	12.648	987,399	78,068	19,990	1,580	186,878	14,775	18.40	
Instructional	13.235	943,188	71,265	27,326	2,065	197,904	14,953	18.42	
Administrative	1.193	171,700	143,923			14,136	11,849	18.19	
Other				7,100					
Active	14.428	1,114,888	77,273	34,426	2,386	212,040	14,696	18.38	
Certificated Total	14.428	1,114,888	77,273	34,426	2,386	212,040	14,696	18.38	
Instructional for Funding Purposes	13.235	943,188	71,265	27,326	2,065	197,904	14,953	18.42	
Instructional for Compliance Purposes	13.235	943,188	71,265	27,326	2,065	197,904	14,953	18.42	
K-3 Program 01 Teacher	2.000	162,792	81,396	600	300	28,272	14,136	18.16	
K-3 Program 21 Teacher	0.400	33,368	83,420			5,654	14,136	18.21	
Grade T Program 09 Teacher	0.500	28,290	56,580			7,068	14,136	18.26	
PSES Program 01 Certificated	0.385	79,126	205,522			16,256	42,224	24.01	

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	42.420	4,141,831	97,639	256,413	6,045	676,149	15,939	18.75	
09	1.220	99,810	81,811			18,642	15,281	18.41	
21	5.500	607,118	110,385	32,769	5,958	96,395	17,526	18.29	
31	3.000	329,196	109,732	62,329	20,776	46,751	15,584	18.16	
51	0.720	79,007	109,732	3,673	5,101	11,213	15,573	18.22	
55	1.836	162,591	88,557	714	389	23,056	12,558	18.41	
58				25,000					
65		32,922		950		3,938		18.20	
74	0.104	9,672	93,000	1,000	9,615	1,977	19,009	18.46	
97	1.000	185,802	185,802	26,717	26,717	16,087	16,087	16.52	
Program 21 Instructional	5.500	508,351	92,427	29,919	5,440	84,581	15,378	18.31	
Program 21 Administrative		98,767		2,850		11,815		18.20	
K-12 Program 21 Instructional	5.500	508,351	92,427	9,400	1,709	84,581	15,378	18.31	
Program 31 Instructional	3.000	329,196	109,732	62,329	20,776	46,751	15,584	18.16	
K-3 BEA Instructional	15.090	1,334,777	88,454	11,584	768	227,138	15,052	18.31	
4-6 BEA Instructional	7.197	559,216	77,701	2,532	352	106,428	14,788	18.37	
7-8 BEA Instructional	8.878	730,493	82,281	4,875	549	135,677	15,282	21.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.295	1,277,147	103,875	102,875	8,367	190,759	15,515	18.20	
K-12 BEA Instructional	43.460	3,901,633	89,775	121,866	2,804	660,001	15,186	18.79	
K-12 BEA Administrative		92,182		18,610		11,054		18.17	
BEA	46.420	4,656,829	100,319	345,459	7,442	738,987	15,920	18.61	
Instructional	52.800	4,755,276	90,062	325,038	6,156	798,834	15,129	18.72	
Administrative	3.000	853,166	284,389	80,237	26,746	90,637	30,212	17.71	
Other		39,507		4,290		4,737		18.17	
Active	55.800	5,647,949	101,218	409,565	7,340	894,208	16,025	18.56	
Certificated Total	55.800	5,647,949	101,218	409,565	7,340	894,208	16,025	18.56	
Instructional for Funding Purposes	52.800	4,755,276	90,062	325,038	6,156	798,834	15,129	18.72	
Instructional for Compliance Purposes	52.800	4,755,276	90,062	325,038	6,156	798,834	15,129	18.72	
K-3 Program 01 Teacher	14.840	1,307,344	88,096	9,155	617	223,244	15,043	18.32	
K-3 Program 21 Teacher	1.420	122,032	85,938			21,719	15,295	18.37	
Grade T Program 09 Teacher	1.180	94,022	79,680			18,007	15,260	18.42	
PSES Program 01 Certificated	1.500	164,599	109,733			23,361	15,574	18.18	
PSES Program 21 Certificated	0.500	54,867	109,734			7,787	15,573	18.20	

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	89.060	7,424,003	83,360	212,944	2,391	1,258,952	14,136	18.20	
02	2.000	201,205	100,603	4,473	2,237	28,272	14,136	18.12	
09	4.500	309,386	68,752	7,854	1,745	70,680	15,707	18.31	
21	10.803	843,004	78,034	36,641	3,392	158,323	14,655	18.23	
24	3.600	292,905	81,363	11,981	3,328	50,890	14,136	18.20	
31	6.900	620,933	89,990	23,885	3,462	97,538	14,136	18.16	
34	2.000	190,139	95,070	4,226	2,113	28,272	14,136	18.15	
45	0.800	63,858	79,823	3,193	3,991	11,309	14,136	18.21	
51	3.200	300,228	93,821	6,672	2,085	45,235	14,136	18.15	
52	0.800	62,732	78,415	1,395	1,744	11,309	14,136	18.22	
55	3.840	331,243	86,261	8,188	2,132	48,628	12,664	18.23	
58				90,592					
65	0.127	12,536	98,709	558	4,394	3,506	27,604	18.28	
74	0.376	37,764	100,436	1,677	4,460	10,630	28,272	18.28	
97	1.000	189,154	189,154			14,136	14,136	17.30	
K-12 Program 02 Instructional	2.000	201,205	100,603	4,473	2,237	28,272	14,136	18.12	
Program 21 Instructional	9.803	722,361	73,688	36,641	3,738	144,187	14,708	18.25	
Program 21 Administrative	1.000	120,643	120,643			14,136	14,136	18.10	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	9.732	715,178	73,487	36,481	3,749	143,184	14,713	18.25	
Program 31 Instructional	6.200	529,222	85,358	23,885	3,852	87,643	14,136	18.17	
Program 31 Administrative	0.700	91,711	131,016			9,895	14,136	18.07	
Program 34 Instructional	2.000	190,139	95,070	4,226	2,113	28,272	14,136	18.15	
K-3 BEA Instructional	33.746	2,484,202	73,615	62,285	1,846	477,033	14,136	18.26	
4-6 BEA Instructional	13.885	1,132,667	81,575	25,784	1,857	196,278	14,136	18.20	
7-8 BEA Instructional	16.289	1,473,467	90,458	37,926	2,328	230,261	14,136	18.15	
9-12 BEA Instructional	29.840	2,493,221	83,553	122,726	4,113	421,818	14,136	18.18	
K-12 BEA Instructional	93.760	7,583,557	80,883	248,721	2,653	1,325,391	14,136	18.20	
K-12 BEA Administrative	6.000	812,332	135,389			84,816	14,136	18.06	
BEA	101.760	8,689,292	85,390	248,721	2,444	1,438,479	14,136	18.17	
Instructional	120.006	9,652,712	80,435	414,279	3,452	1,710,456	14,253	18.21	
Administrative	8.000	1,122,129	140,266			113,088	14,136	17.94	
Other	1.000	104,249	104,249			14,136	14,136	18.18	
Active	129.006	10,879,090	84,330	414,279	3,211	1,837,680	14,245	18.18	
Certificated Total	129.006	10,879,090	84,330	414,279	3,211	1,837,680	14,245	18.18	
Instructional for Funding Purposes	120.006	9,652,712	80,435	414,279	3,452	1,710,456	14,253	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 for Compliance Purposes	120.006	9,652,712	80,435	414,279	3,452	1,710,456	14,253	18.21	
K-3 Program 01 Teacher	27.847	1,992,958	71,568	45,807	1,645	393,645	14,136	18.27	
K-3 Program 21 Teacher	2.235	157,883	70,641	8,080	3,615	33,573	15,021	18.27	
Grade T Program 09 Teacher	4.500	309,386	68,752	7,854	1,745	70,680	15,707	18.31	
PSES Program 01 Certificated	7.000	534,950	76,421			98,952	14,136	18.23	
PSES Program 21 Certificated	2.929	261,031	89,119			41,404	14,136	18.16	

Concrete School District (29011)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	27.493	2,655,883	96,602	185,187	6,736	388,712	14,139	18.08	
09	2.060	175,189	85,043	2,825	1,371	29,120	14,136	18.16	
21	4.580	441,028	96,294	7,420	1,620	64,743	14,136	17.88	
31	2.810	274,617	97,728	14,244	5,069	39,722	14,136	18.05	
34	0.200	19,963	99,815	888	4,440	2,827	14,136	18.17	
51	0.954	92,286	96,736			13,627	14,284	18.08	
52				28,212					
55	0.350	42,548	121,566			4,948	14,136	17.41	
58				22,412					
74	0.096	9,513	99,094			1,385	14,431	18.08	
97	0.440	79,926	181,650	10,899	24,770	6,220	14,136	16.65	
Program 21 Instructional	4.200	372,001	88,572	7,420	1,767	59,371	14,136	18.11	
Program 21 Administrative	0.380	69,027	181,650			5,372	14,136	16.65	
K-12 Program 21 Instructional	4.200	372,001	88,572			59,371	14,136	18.11	
Program 31 Instructional	2.800	272,800	97,429	14,244	5,087	39,581	14,136	18.06	
Program 31 Administrative	0.010	1,817	181,700			141	14,136	16.65	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	19,963	99,815	888	4,440	2,827	14,136	18.17	
K-3 BEA Instructional	9.880	858,615	86,904			139,664	14,136	18.11	
4-6 BEA Instructional	5.060	485,930	96,034			71,528	14,136	18.09	
7-8 BEA Instructional	5.080	470,674	92,652	1,910	376	71,811	14,136	18.11	
9-12 BEA Instructional	9.120	929,788	101,950	6,317	693	128,920	14,136	18.04	
K-12 BEA Instructional	29.140	2,745,007	94,201	8,227	282	411,923	14,136	18.09	
K-12 BEA Administrative	0.840	134,245	159,815			11,874	14,136	18.00	
BEA	30.943	3,030,389	97,935	211,218	6,826	437,481	14,138	18.04	
Instructional	36.690	3,416,562	93,120	261,188	7,119	518,819	14,141	18.09	
Administrative	2.293	374,391	163,276	10,899	4,753	32,485	14,167	17.33	
Active	38.983	3,790,953	97,246	272,087	6,980	551,304	14,142	18.02	
Certificated Total	38.983	3,790,953	97,246	272,087	6,980	551,304	14,142	18.02	
Instructional for Funding Purposes	36.690	3,416,562	93,120	261,188	7,119	518,819	14,141	18.09	
Instructional for Compliance Purposes	36.690	3,416,562	93,120	261,188	7,119	518,819	14,141	18.09	
K-3 Program 01 Teacher	9.410	816,336	86,752			133,020	14,136	18.12	
K-3 Program 21 Teacher	0.760	69,535	91,493			10,743	14,136	18.10	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.060	175,189	85,043			29,120	14,136	18.16	
PSES Program 01 Certificated	1.000	89,956	89,956			14,136	14,136	18.11	
PSES Program 21 Certificated	0.400	37,609	94,023			5,654	14,136	18.09	

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	25.838	2,926,380	113,259	170,460	6,597	349,991	13,546	18.31	
21	1.916	208,421	108,779	24,701	12,892	21,147	11,037	16.84	
51	0.100	10,894	108,940	5,123	51,230	1,231	12,312	18.43	
52	0.100	10,894	108,940	7,197	71,970	1,231	12,312	18.43	
55				2,735					
58				28,414					
65	0.060	7,724	128,733	773	12,883	1,231	20,520	18.28	
74				4,518					
97	1.000	192,615	192,615			12,312	12,312	17.53	
Program 21 Instructional	1.916	208,421	108,779	24,701	12,892	21,147	11,037	16.84	
K-12 Program 21 Instructional	1.916	208,421	108,779			21,147	11,037	16.84	
K-3 BEA Instructional	12.575	1,384,601	110,107			175,245	13,936	18.33	
4-6 BEA Instructional	6.228	681,131	109,366	5,754	924	79,191	12,715	18.29	
7-8 BEA Instructional	6.035	696,721	115,447			83,243	13,793	18.31	
K-12 BEA Instructional	24.838	2,762,453	111,219	5,754	232	337,679	13,595	18.31	
BEA	26.838	3,118,995	116,216	170,460	6,351	362,303	13,500	18.27	
Instructional	27.014	3,000,386	111,068	236,013	8,737	362,520	13,420	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
Administrative	2.000	356,542	178,271	7,908	3,954	24,624	12,312	17.88	
Active	29.014	3,356,928	115,700	243,921	8,407	387,144	13,343	18.18	
Certificated Total	29.014	3,356,928	115,700	243,921	8,407	387,144	13,343	18.18	
Instructional for Funding Purposes	27.014	3,000,386	111,068	236,013	8,737	362,520	13,420	18.21	
Instructional for Compliance Purposes	27.014	3,000,386	111,068	236,013	8,737	362,520	13,420	18.21	
K-3 Program 01 Teacher	11.458	1,269,734	110,816			159,898	13,955	18.32	
PSES Program 01 Certificated	0.800	87,155	108,944			9,850	12,312	18.43	
PSES Program 21 Certificated	0.916	79,660	86,965			8,835	9,645	14.26	

Cosmopolis School District (14099)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.173	885,892	87,083			146,685	14,419	17.54	
09	1.000	103,173	103,173			14,136	14,136	17.53	
21	1.206	107,699	89,303			14,136	11,721	15.10	
51	0.213	18,821	88,362			3,393	15,928	17.57	
52	0.121	9,111	75,298			2,120	17,524	17.63	
55	0.390	40,237	103,172			5,513	14,136	17.53	
65	0.010	1,032	103,200			141	14,136	17.53	
97	0.500	68,017	136,034			7,068	14,136	17.20	
Program 21 Instructional	1.000	92,694	92,694			14,136	14,136	17.54	
K-12 Program 21 Instructional	1.000	92,694	92,694			14,136	14,136	17.54	
K-3 BEA Instructional	7.416	647,115	87,259			105,294	14,198	17.56	
4-6 BEA Instructional	2.257	170,760	75,658			34,322	15,207	17.60	
K-12 BEA Instructional	9.673	817,875	84,552			139,617	14,434	17.57	
BEA	10.673	953,909	89,376			153,753	14,406	17.52	
Instructional	12.407	1,082,943	87,285			179,056	14,432	17.56	
Administrative	1.000	136,034	136,034			14,136	14,136	17.20	
Active	13.407	1,218,977	90,921			193,192	14,410	17.52	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	0.206	15,005	72,840						
Certificated Total	13.613	1,233,982	90,647			193,192	14,192	17.31	
Instructional for Funding Purposes	12.613	1,097,948	87,049			179,056	14,196	17.32	
Instructional for Compliance Purposes	12.407	1,082,943	87,285			179,056	14,432	17.56	
K-3 Program 01 Teacher	6.844	603,990	88,251			95,258	13,918	17.56	
K-3 Program 21 Teacher	0.572	52,956	92,580			8,086	14,136	17.54	
Grade T Program 09 Teacher	1.000	103,173	103,173			14,136	14,136	17.53	
PSES Program 01 Certificated	0.572	43,125	75,393			10,037	17,546	17.63	
PSES Program 21 Certificated	0.206	15,005	72,840						

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	11.645	1,155,566	99,233	5,045	433	245,231	21,059	18.03	
21	0.100	12,918	129,180			1,414	14,136	17.86	
24	0.840	61,839	73,618			11,874	14,136	17.96	
31	2.000	111,731	55,866	8,955	4,478	38,167	19,084	18.08	
51		26,575				4,241		17.88	
52	0.375	23,899	63,731			10,602	28,272	18.03	
55		15,947				2,544		17.88	
74		1,581				452		17.88	
88	0.125	7,966	63,728			3,534	28,272	18.03	
97	0.500	64,587	129,174			7,068	14,136	17.86	
Program 21 Administrative	0.100	12,918	129,180			1,414	14,136	17.86	
Program 31 Instructional	2.000	111,731	55,866	3,551	1,776	38,167	19,084	18.08	
Program 31 Administrative				5,404					
K-3 BEA Instructional	3.414	335,001	98,126			75,995	22,260	18.01	
4-6 BEA Instructional	1.516	225,929	149,030			43,426	28,645	18.09	
9-12 BEA Instructional	8.315	603,586	72,590	8,152	980	143,339	17,239	18.06	
K-12 BEA Instructional	13.245	1,164,516	87,921	8,152	615	262,760	19,838	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	0.400	102,781	256,953	5,404	13,510	20,639	51,596	17.87	
BEA	14.145	1,331,884	94,159	14,000	990	290,467	20,535	18.03	
Instructional	14.585	1,273,279	87,301	8,596	589	291,173	19,964	18.04	
Administrative	1.000	209,330	209,330	5,404	5,404	33,955	33,955	17.86	
Active	15.585	1,482,609	95,131	14,000	898	325,128	20,862	18.02	
Certificated Total	15.585	1,482,609	95,131	14,000	898	325,128	20,862	18.02	
Instructional for Funding Purposes	14.585	1,273,279	87,301	8,596	589	291,173	19,964	18.04	
Instructional for Compliance Purposes	14.585	1,273,279	87,301	8,596	589	291,173	19,964	18.04	
K-3 Program 01 Teacher	3.274	323,171	98,708			74,016	22,607	18.01	
PSES Program 01 Certificated	0.720	60,842	84,503			10,178	14,136	17.92	

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	46.312	5,236,856	113,078	295,304	6,376	685,673	14,806	17.79	
03	0.220	28,685	130,386			3,268	14,856	17.91	
09	1.000	91,200	91,200	3,040	3,040	14,856	14,856	17.91	
21	6.000	644,071	107,345	16,427	2,738	88,416	14,736	17.90	
24	1.600	151,457	94,661			29,712	18,570	17.91	
31	2.332	242,004	103,775	3,853	1,652	37,140	15,926	17.91	
51	1.000	119,380	119,380			14,856	14,856	17.91	
52				6,425					
56	0.780	101,700	130,385	28,974	37,146	11,588	14,856	17.91	
58	1.000	76,693	76,693	24,076	24,076	14,856	14,856	17.91	
65	0.600	73,687	122,812			14,856	24,760	17.91	
74	0.200	26,077	130,385			2,971	14,856	17.91	
97	1.000	194,704	194,704	1,200	1,200	14,136	14,136	16.96	
Program 21 Instructional	5.000	485,827	97,165	15,227	3,045	74,280	14,856	17.91	
Program 21 Administrative	1.000	158,244	158,244	1,200	1,200	14,136	14,136	17.84	
K-12 Program 21 Instructional	5.000	485,827	97,165	9,607	1,921	74,280	14,856	17.91	
Program 26, 56, and 59 Instructional	0.780	101,700	130,385	28,974	37,146	11,588	14,856	17.91	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.332	242,004	103,775	3,853	1,652	37,140	15,926	17.91	
K-3 BEA Instructional	17.350	1,737,949	100,170	96,360	5,554	257,752	14,856	17.91	
4-6 BEA Instructional	5.050	563,963	111,676	23,429	4,639	75,023	14,856	17.91	
7-8 BEA Instructional	10.585	1,277,500	120,690	52,263	4,937	158,688	14,992	17.90	
9-12 BEA Instructional	13.577	1,540,746	113,482	89,256	6,574	206,346	15,198	17.91	
K-12 BEA Instructional	46.562	5,120,158	109,964	261,308	5,612	697,809	14,987	17.91	
K-12 BEA Administrative	2.302	387,387	168,283	1,200	521	28,272	12,281	16.21	
BEA	49.864	5,702,249	114,356	300,357	6,024	740,217	14,845	17.77	
Instructional	57.742	6,246,179	108,174	374,099	6,479	875,784	15,167	17.91	
Administrative	4.302	740,335	172,091	5,200	1,209	56,544	13,144	16.76	
Active	62.044	6,986,514	112,606	379,299	6,113	932,328	15,027	17.79	
On Leave									
Certificated Total	62.044	6,986,514	112,606	379,299	6,113	932,328	15,027	17.79	
Instructional for Funding Purposes	56.962	6,144,479	107,870	345,125	6,059	864,196	15,171	17.91	
Instructional for Compliance Purposes	56.962	6,144,479	107,870	345,125	6,059	864,196	15,171	17.91	
K-3 Program 01 Teacher	16.950	1,685,794	99,457	90,227	5,323	251,809	14,856	17.91	
K-3 Program 21 Teacher	2.000	116,588	58,294	3,327	1,664	29,712	14,856	17.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	91,200	91,200	3,040	3,040	14,856	14,856	17.91	
PSES Program 01 Certificated	2.850	358,875	125,921			42,340	14,856	17.91	
PSES Program 21 Certificated	1.000	122,812	122,812			14,856	14,856	17.91	

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	19.976	1,793,392	89,777	46,577	2,332	281,306	14,082	18.10	
02	3.551	370,189	104,249	32,738	9,219	58,679	16,525	18.10	
21	1.600	163,853	102,408			31,099	19,437	18.11	
31	0.400	25,017	62,543			7,068	17,670	18.13	
51	0.500	28,790	57,580			7,068	14,136	18.13	
52	0.376	12,500	33,245						
55	0.900	62,069	68,966			13,429	14,921	18.12	
58				35,566					
74		20,770							
97	0.799	114,243	142,982			11,295	14,136	18.09	
K-12 Program 02 Instructional	2.000	201,485	100,743			28,272	14,136	18.10	
Program 21 Instructional	1.400	139,689	99,778			28,272	20,194	18.12	
Program 21 Administrative	0.200	24,164	120,820			2,827	14,136	18.09	
K-12 Program 21 Instructional	1.400	139,689	99,778			28,272	20,194	18.12	
Program 31 Instructional	0.400	25,017	62,543			7,068	17,670	18.13	
K-3 BEA Instructional	6.704	537,548	80,183			78,851	11,762	18.11	
4-6 BEA Instructional	4.320	392,829	90,933			61,068	14,136	18.12	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.622	293,589	111,971			37,065	14,136	18.10	
9-12 BEA Instructional	7.880	692,130	87,834			127,648	16,199	18.09	
K-12 BEA Instructional	21.526	1,916,096	89,013			304,631	14,152	18.10	
K-12 BEA Administrative	0.400	31,916	79,790			14,136	35,340	18.13	
BEA	24.726	2,302,841	93,134	79,315	3,208	358,348	14,493	18.10	
Instructional	24.702	2,179,914	88,248	88,859	3,597	353,400	14,307	18.10	
Administrative	3.400	410,909	120,856	26,022	7,654	56,544	16,631	18.09	
Active	28.102	2,590,823	92,194	114,881	4,088	409,944	14,588	18.10	
Certificated Total	28.102	2,590,823	92,194	114,881	4,088	409,944	14,588	18.10	
Instructional for Funding Purposes	24.702	2,179,914	88,248	88,859	3,597	353,400	14,307	18.10	
Instructional for Compliance Purposes	24.702	2,179,914	88,248	88,859	3,597	353,400	14,307	18.10	
K-3 Program 01 Teacher	4.712	411,913	87,418			66,609	14,136	18.11	
PSES Program 01 Certificated	2.126	152,867	71,904			28,272	13,298	18.09	

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	10.700	765,680	71,559	4,444	415	152,611	14,263	17.80	
21	1.300	99,816	76,782	2,500	1,923	18,377	14,136	17.79	
97	1.000	147,160	147,160			14,136	14,136	17.78	
Program 21 Instructional	1.300	99,816	76,782	2,500	1,923	18,377	14,136	17.79	
K-12 Program 21 Instructional	1.300	99,816	76,782	2,500	1,923	18,377	14,136	17.79	
K-3 BEA Instructional	5.550	390,565	70,372			78,455	14,136	17.80	
7-8 BEA Instructional	4.150	260,447	62,758	2,890	696	58,664	14,136	17.80	
9-12 BEA Instructional				1,554					
K-12 BEA Instructional	9.700	651,012	67,115	4,444	458	137,119	14,136	17.80	
K-12 BEA Administrative	1.000	114,668	114,668			15,492	15,492	17.78	
BEA	11.700	912,840	78,021	4,444	380	166,747	14,252	17.79	
Instructional	11.000	750,828	68,257	6,944	631	155,496	14,136	17.80	
Administrative	2.000	261,828	130,914			29,628	14,814	17.78	
Active	13.000	1,012,656	77,897	6,944	534	185,124	14,240	17.79	
Certificated Total	13.000	1,012,656	77,897	6,944	534	185,124	14,240	17.79	
Instructional for Funding Purposes	11.000	750,828	68,257	6,944	631	155,496	14,136	17.80	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	11.000	750,828	68,257	6,944	631	155,496	14,136	17.80	
K-3 Program 01 Teacher	0.550	27,147	49,358			7,775	14,136	17.79	

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	13.844	1,109,880	80,170	44,439	3,210	196,490	14,193	18.01	
03	0.500	49,520	99,040			7,068	14,136	17.99	
21	2.000	146,272	73,136	9,232	4,616	28,272	14,136	17.92	
31	1.000	50,836	50,836			14,136	14,136	18.01	
51	1.350	113,072	83,757			19,084	14,136	18.02	
55	1.339	93,356	69,721			28,272	21,114	18.01	
97	0.250	34,999	139,996			3,534	14,136	18.02	
Program 21 Instructional	2.000	146,272	73,136	9,232	4,616	28,272	14,136	17.92	
K-12 Program 21 Instructional	2.000	146,272	73,136	9,232	4,616	28,272	14,136	17.92	
Program 31 Instructional	1.000	50,836	50,836			14,136	14,136	18.01	
K-3 BEA Instructional	4.444	327,757	73,753	3,000	675	63,188	14,219	18.01	
4-6 BEA Instructional	3.000	209,544	69,848			42,408	14,136	18.01	
7-8 BEA Instructional	1.500	148,559	99,039	6,990	4,660	21,204	14,136	18.01	
9-12 BEA Instructional	5.500	421,508	76,638	13,509	2,456	77,748	14,136	18.00	
K-12 BEA Instructional	14.444	1,107,368	76,666	23,499	1,627	204,548	14,161	18.01	
K-12 BEA Administrative	1.150	137,867	119,884			16,680	14,505	18.01	
BEA	15.594	1,245,235	79,853	44,439	2,850	221,228	14,187	18.01	

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
Instructional	18.783	1,411,070	75,125	43,671	2,325	275,228	14,653	17.99	
Administrative	1.500	186,865	124,577			21,628	14,419	18.01	
Other				10,000					
Active	20.283	1,597,935	78,782	53,671	2,646	296,856	14,636	18.00	
Certificated Total	20.283	1,597,935	78,782	53,671	2,646	296,856	14,636	18.00	
Instructional for Funding Purposes	18.783	1,411,070	75,125	43,671	2,325	275,228	14,653	17.99	
Instructional for Compliance Purposes	18.783	1,411,070	75,125	43,671	2,325	275,228	14,653	17.99	
K-3 Program 01 Teacher	3.000	207,776	69,259			42,408	14,136	18.01	
K-3 Program 21 Teacher	0.500	39,530	79,060			7,068	14,136	17.99	
PSES Program 01 Certificated	0.500	49,520	99,040			7,068	14,136	17.99	

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	18.724	1,657,940	88,546	51,055	2,727	270,699	14,457	18.25	
02	3.000	177,076	59,025			42,408	14,136	18.43	
09	1.000	96,918	96,918			14,136	14,136	18.22	
21	2.766	256,618	92,776	4,000	1,446	49,519	17,903	18.46	
24	0.800	80,976	101,220			11,009	13,761	18.21	
31	1.666	160,225	96,173	10,402	6,244	23,551	14,136	18.20	
51	1.197	103,107	86,138			17,401	14,537	21.93	
55	1.830	141,377	77,255			26,022	14,220	20.96	
58				11,621					
74	0.333	33,455	100,465			4,582	13,761	18.21	
97	1.000	163,753	163,753	2,800	2,800	24,336	24,336	18.12	
K-12 Program 02 Instructional	3.000	177,076	59,025			42,408	14,136	18.43	
Program 21 Instructional	2.516	226,634	90,077	4,000	1,590	44,785	17,800	18.50	
Program 21 Administrative	0.250	29,984	119,936			4,734	18,936	18.20	
K-12 Program 21 Instructional	2.516	226,634	90,077	4,000	1,590	44,785	17,800	18.50	
Program 31 Instructional	1.666	160,225	96,173	10,402	6,244	23,551	14,136	18.20	
K-3 BEA Instructional	5.394	457,624	84,839	175	32	76,164	14,120	18.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.614	345,368	74,852			64,622	14,006	18.31	
7-8 BEA Instructional	2.748	234,036	85,166			38,602	14,047	18.25	
9-12 BEA Instructional	8.016	655,553	81,781	23,629	2,948	112,495	14,034	18.28	
K-12 BEA Instructional	20.772	1,692,581	81,484	23,804	1,146	291,883	14,052	18.28	
BEA	24.390	2,158,994	88,520	64,257	2,635	360,993	14,801	18.25	
Instructional	28.316	2,357,562	83,259	57,128	2,018	407,319	14,385	18.63	
Administrative	3.000	416,965	138,988	22,750	7,583	62,208	20,736	18.15	
Other	1.000	96,918	96,918			14,136	14,136	18.22	
Active	32.316	2,871,445	88,855	79,878	2,472	483,663	14,967	18.54	
Certificated Total	32.316	2,871,445	88,855	79,878	2,472	483,663	14,967	18.54	
Instructional for Funding Purposes	28.316	2,357,562	83,259	57,128	2,018	407,319	14,385	18.63	
Instructional for Compliance Purposes	28.316	2,357,562	83,259	57,128	2,018	407,319	14,385	18.63	
K-3 Program 01 Teacher	5.226	445,596	85,265			73,789	14,120	18.27	
K-3 Program 21 Teacher	0.530	43,220	81,547			7,293	13,761	18.29	
Grade T Program 09 Teacher	1.000	96,918	96,918			14,136	14,136	18.22	
PSES Program 01 Certificated	0.502	36,056	71,825			7,096	14,136	18.30	
PSES Program 21 Certificated	1.316	124,750	94,795			28,272	21,483	18.68	

Salary and Benefits by Program for 2024-2025

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	2.570	198,303	77,161	5,195	2,021	39,600	15,409	17.27	
21	0.042	4,200	100,000					7.64	
97	0.860	104,320	121,302			23,561	27,396	14.47	
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	1.834	127,795	69,681	5,195	2,833	30,796	16,791	17.51	
4-6 BEA Instructional	0.667	65,508	98,213			8,804	13,200	17.51	
K-12 BEA Instructional	2.501	193,303	77,290	5,195	2,077	39,600	15,834	17.51	
BEA	3.430	302,623	88,228	5,195	1,515	63,161	18,414	16.54	
Instructional	2.612	202,503	77,528	5,195	1,989	39,600	15,161	17.07	
Administrative	0.860	104,320	121,302			23,561	27,396	14.47	
Active	3.472	306,823	88,371	5,195	1,496	63,161	18,191	16.41	
Certificated Total	3.472	306,823	88,371	5,195	1,496	63,161	18,191	16.41	
Instructional for Funding Purposes	2.612	202,503	77,528	5,195	1,989	39,600	15,161	17.07	
Instructional for Compliance Purposes	2.612	202,503	77,528	5,195	1,989	39,600	15,161	17.07	
K-3 Program 01 Teacher	1.333	100,713	75,554			17,596	13,200	17.51	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.069	5,000	72,464					7.66	

Salary and Benefits by Program for 2024-2025

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	27.690	2,672,476	96,514	102,821	3,713	419,698	15,157	18.25	
09	1.000	89,383	89,383	2,979	2,979	14,136	14,136	18.17	
13	0.020	3,595	179,750			283	14,136	17.36	
21	2.170	195,444	90,066	17,972	8,282	30,675	14,136	21.24	
24	1.000	102,251	102,251	3,408	3,408	14,136	14,136	18.11	
31	1.100	118,117	107,379	15,124	13,749	15,550	14,136	18.29	
55	1.490	106,532	71,498	891	598	21,063	14,136	31.28	
74	0.050	7,389	147,780			707	14,136	18.11	
97	0.480	86,280	179,750			6,785	14,136	17.36	
Program 21 Instructional	1.670	121,554	72,787	17,972	10,762	23,607	14,136	22.98	
Program 21 Administrative	0.500	73,890	147,780			7,068	14,136	18.11	
K-12 Program 21 Instructional	1.670	121,554	72,787			23,607	14,136	22.98	
Program 31 Instructional	1.000	103,339	103,339	15,124	15,124	14,136	14,136	18.31	
Program 31 Administrative	0.100	14,778	147,780			1,414	14,136	18.11	
K-3 BEA Instructional	8.800	826,119	93,877	4,110	467	152,669	17,349	18.21	
4-6 BEA Instructional	5.640	478,373	84,818	2,301	408	79,727	14,136	18.69	
7-8 BEA Instructional	4.500	449,149	99,811			63,612	14,136	18.14	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	8.900	880,576	98,941			125,810	14,136	18.20	
K-12 BEA Instructional	27.840	2,634,217	94,620	6,411	230	421,818	15,152	18.28	
K-12 BEA Administrative	0.850	141,598	166,586			12,016	14,136	17.63	
BEA	29.270	2,876,873	98,287	117,945	4,030	442,033	15,102	18.22	
Instructional	33.000	3,053,937	92,544	127,761	3,872	494,760	14,993	18.92	
Administrative	2.000	327,530	163,765			28,272	14,136	17.70	
Other				15,434					
Active	35.000	3,381,467	96,613	143,195	4,091	523,032	14,944	18.81	
Certificated Total	35.000	3,381,467	96,613	143,195	4,091	523,032	14,944	18.81	
Instructional for Funding Purposes	33.000	3,053,937	92,544	127,761	3,872	494,760	14,993	18.92	
Instructional for Compliance Purposes	33.000	3,053,937	92,544	127,761	3,872	494,760	14,993	18.92	
K-3 Program 01 Teacher	8.800	826,119	93,877	4,110	467	152,669	17,349	18.21	
K-3 Program 21 Teacher	1.000	67,261	67,261			14,136	14,136	18.32	
Grade T Program 09 Teacher	1.000	89,383	89,383	2,979	2,979	14,136	14,136	18.17	

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	31.612	2,819,191	89,181	92,993	2,942	446,132	14,113	18.05	
02	0.980	89,844	91,678			13,853	14,136	28.07	
09	1.000	62,773	62,773			14,136	14,136	18.40	
21	4.380	267,434	61,058	17,546	4,006	49,476	11,296	16.99	
24	1.030	82,750	80,340			21,204	20,586	18.50	
31	2.993	260,389	86,999	42,638	14,246	41,382	13,826	18.15	
34	1.227	117,472	95,739			17,345	14,136	18.19	
52	0.255	22,933	89,933	703	2,757	3,666	14,376	18.22	
55	1.980	143,589	72,520			27,989	14,136	18.32	
97	1.000	163,004	163,004			14,136	14,136	18.00	
K-12 Program 02 Instructional	0.980	89,844	91,678			13,853	14,136	28.07	
Program 21 Instructional	4.380	267,434	61,058	10,336	2,360	49,476	11,296	16.99	
Program 21 Administrative				7,210					
K-12 Program 21 Instructional	4.380	267,434	61,058	10,336	2,360	49,476	11,296	16.99	
Program 31 Instructional	2.993	260,389	86,999	36,720	12,269	41,382	13,826	18.15	
Program 34 Instructional	1.227	117,472	95,739			17,345	14,136	18.19	
K-3 BEA Instructional	11.826	982,997	83,122			161,179	13,629	17.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.731	411,122	86,900			67,415	14,250	18.24	
7-8 BEA Instructional	6.612	620,451	93,837	500	76	97,821	14,794	18.22	
9-12 BEA Instructional	11.643	1,024,328	87,978	62,389	5,358	164,026	14,088	18.98	
K-12 BEA Instructional	34.812	3,038,898	87,295	62,889	1,807	490,441	14,088	18.35	
K-12 BEA Administrative	2.000	247,998	123,999	6,800	3,400	28,272	14,136	18.07	
BEA	37.812	3,449,900	91,238	135,631	3,587	532,849	14,092	18.31	
Instructional	43.457	3,618,377	83,263	81,580	1,877	606,912	13,966	18.25	
Administrative	3.000	411,002	137,001	14,010	4,670	42,408	14,136	18.04	
Other				58,290					
Active	46.457	4,029,379	86,734	153,880	3,312	649,320	13,977	18.22	
Certificated Total	46.457	4,029,379	86,734	153,880	3,312	649,320	13,977	18.22	
Instructional for Funding Purposes	43.457	3,618,377	83,263	81,580	1,877	606,912	13,966	18.25	
Instructional for Compliance Purposes	43.457	3,618,377	83,263	81,580	1,877	606,912	13,966	18.25	
K-3 Program 01 Teacher	10.826	928,834	85,797			161,179	14,888	18.28	
K-3 Program 21 Teacher	0.668	34,844	52,162			9,443	14,136	18.53	
Grade T Program 09 Teacher	1.000	62,773	62,773			14,136	14,136	18.40	
PSES Program 01 Certificated	1.740	126,131	72,489			10,461	6,012	14.32	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	1.400	59,546	42,533			7,068	5,049	11.96	

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	24.920	2,048,537	82,205	65,351	2,622	352,891	14,161	18.63	
31	2.016	145,786	72,314	6,877	3,411	28,498	14,136	18.64	
34	0.657	45,595	69,399			9,287	14,136	18.65	
51	0.722	63,523	87,982			10,489	14,528	18.61	
52				7,057					
55	1.269	110,332	86,944			18,193	14,337	18.59	
58				18,618					
74	0.334	24,825	74,326			4,721	14,136	18.66	
79				4,100					
97	1.000	140,000	140,000			14,136	14,136	18.53	
Program 31 Instructional	2.016	145,786	72,314	6,877	3,411	28,498	14,136	18.64	
Program 34 Instructional	0.657	45,595	69,399			9,287	14,136	18.65	
K-3 BEA Instructional	6.895	561,128	81,382	21,923	3,180	98,090	14,226	18.63	
4-6 BEA Instructional	4.600	353,658	76,882	3,006	653	65,026	14,136	18.65	
7-8 BEA Instructional	4.523	361,106	79,838	5,968	1,319	63,937	14,136	18.62	
9-12 BEA Instructional	10.575	839,026	79,341	41,331	3,908	149,488	14,136	18.66	
K-12 BEA Instructional	26.593	2,114,918	79,529	72,228	2,716	376,541	14,159	18.64	

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
K-12 BEA Administrative	1.000	125,000	125,000			14,136	14,136	18.49	
BEA	28.593	2,379,918	83,234	72,228	2,526	404,813	14,158	18.63	
Instructional	28.918	2,313,598	80,005	102,003	3,527	409,944	14,176	18.64	
Administrative	2.000	265,000	132,500			28,272	14,136	18.51	
Active	30.918	2,578,598	83,401	102,003	3,299	438,216	14,173	18.63	
Certificated Total	30.918	2,578,598	83,401	102,003	3,299	438,216	14,173	18.63	
Instructional for Funding Purposes	28.918	2,313,598	80,005	102,003	3,527	409,944	14,176	18.64	
Instructional for Compliance Purposes	28.918	2,313,598	80,005	102,003	3,527	409,944	14,176	18.64	
K-3 Program 01 Teacher	6.565	534,581	81,429	12,042	1,834	93,425	14,231	18.63	
PSES Program 01 Certificated	1.000	65,634	65,634			14,136	14,136	19.38	

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	116.954	10,615,625	90,768	556,973	4,762	1,776,118	15,186	18.26	
02	13.400	1,228,436	91,674	50,697	3,783	197,023	14,703	18.12	
21	25.750	2,228,619	86,548	84,289	3,273	385,309	14,963	18.27	
24	1.000	57,120	57,120	2,284	2,284	14,856	14,856	18.57	
31	5.850	596,543	101,973	73,249	12,521	90,074	15,397	18.15	
51	2.601	283,571	109,024	3,373	1,297	38,718	14,886	18.16	
55	6.502	639,223	98,312	22,668	3,486	110,778	17,038	18.23	
58				84,266					
65	0.600	48,995	81,658	2,110	3,517	14,568	24,280	18.68	
74				8,700					
88	1.100	119,454	108,595			16,420	14,927	18.13	
97	1.500	303,585	202,390	1,800	1,200	22,704	15,136	16.81	
K-12 Program 02 Instructional	12.400	1,095,227	88,325	6,255	504	181,387	14,628	18.12	
Program 21 Instructional	25.250	2,137,619	84,658	83,689	3,314	377,941	14,968	18.31	
Program 21 Administrative	0.500	91,000	182,000	600	1,200	7,368	14,736	17.42	
K-12 Program 21 Instructional	21.230	1,837,714	86,562	5,986	282	316,241	14,896	18.29	
Program 31 Instructional	5.600	556,285	99,337	73,249	13,080	86,165	15,387	18.17	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	40,258	161,032			3,909	15,636	17.97	
K-3 BEA Instructional	44.513	3,805,768	85,498	37,858	850	660,139	14,830	18.28	
4-6 BEA Instructional	26.616	2,264,054	85,064	1,195	45	399,278	15,001	18.30	
7-8 BEA Instructional	21.143	1,812,588	85,730	21,530	1,018	313,664	14,835	18.27	
9-12 BEA Instructional	34.232	3,181,891	92,951	62,948	1,839	538,464	15,730	18.23	
K-12 BEA Instructional	126.504	11,064,301	87,462	123,531	976	1,911,546	15,111	18.27	
K-12 BEA Administrative	8.000	1,135,303	141,913	2,400	300	125,088	15,636	18.04	
BEA	137.704	12,744,189	92,548	682,719	4,958	2,085,919	15,148	18.21	
Instructional	163.257	14,305,612	87,626	874,009	5,354	2,480,136	15,192	18.27	
Administrative	12.000	1,815,559	151,297	16,400	1,367	186,432	15,536	17.80	
Active	175.257	16,121,171	91,986	890,409	5,081	2,666,568	15,215	18.22	
Certificated Total	175.257	16,121,171	91,986	890,409	5,081	2,666,568	15,215	18.22	
Instructional for Funding Purposes	163.257	14,305,612	87,626	874,009	5,354	2,480,136	15,192	18.27	
Instructional for Compliance Purposes	163.257	14,305,612	87,626	874,009	5,354	2,480,136	15,192	18.27	
K-3 Program 01 Teacher	35.670	2,966,829	83,174	10,434	293	529,833	14,854	18.32	
K-3 Program 21 Teacher	4.667	375,950	80,555			69,333	14,856	18.35	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	6.300	517,694	82,174			93,305	14,810	18.29	
PSES Program 21 Certificated	6.480	631,910	97,517			97,115	14,987	18.21	

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	76.712	7,655,283	99,793	1,657,248	21,604	262,588	3,423	17.91	
09	1.000	105,488	105,488	2,344	2,344	3,534	3,534	18.03	
21	13.600	1,340,443	98,562	100,501	7,390	43,468	3,196	18.06	
24	2.000	168,712	84,356			5,890	2,945	18.12	
34	3.800	411,250	108,224	99,021	26,058	25,209	6,634	17.99	
51	1.000	74,114	74,114	15,053	15,053	2,356	2,356	18.20	
55	1.630	166,481	102,136	5,679	3,484	5,007	3,071	18.04	
58				10,250					
65	0.880	96,541	109,706	5,400	6,136	2,403	2,731	18.01	
74				150					
88	1.000	101,509	101,509			2,945	2,945	18.02	
97	1.000	203,000	203,000	1,200	1,200	2,356	2,356	16.97	
Program 21 Instructional	12.800	1,227,292	95,882	100,501	7,852	41,583	3,249	18.05	
Program 21 Administrative	0.800	113,151	141,439			1,885	2,356	18.17	
K-12 Program 21 Instructional	11.500	1,097,649	95,448	13,458	1,170	37,460	3,257	18.05	
Program 34 Instructional	3.700	392,768	106,154	97,713	26,409	24,856	6,718	18.03	
Program 34 Administrative	0.100	18,482	184,820	1,308	13,080	353	3,534	17.09	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	39.941	3,783,337	94,723	33,979	851	133,467	3,342	17.96	
4-6 BEA Instructional	19.259	1,871,039	97,151	20,215	1,050	73,777	3,831	17.90	
7-8 BEA Instructional	17.112	1,670,456	97,619	36,377	2,126	69,480	4,060	18.05	
K-12 BEA Instructional	76.312	7,324,832	95,985	90,571	1,187	276,724	3,626	17.97	
K-12 BEA Administrative	2.000	351,163	175,582			4,712	2,356	17.45	
BEA	81.512	8,269,533	101,452	1,757,469	21,561	290,153	3,560	17.90	
Instructional	96.622	9,264,969	95,889	1,843,572	19,080	340,442	3,523	17.99	
Administrative	6.000	1,057,852	176,309	53,274	8,879	15,314	2,552	17.37	
Active	102.622	10,322,821	100,591	1,896,846	18,484	355,756	3,467	17.93	
Certificated Total	102.622	10,322,821	100,591	1,896,846	18,484	355,756	3,467	17.93	
Instructional for Funding Purposes	96.622	9,264,969	95,889	1,843,572	19,080	340,442	3,523	17.99	
Instructional for Compliance Purposes	96.622	9,264,969	95,889	1,843,572	19,080	340,442	3,523	17.99	
K-3 Program 01 Teacher	34.536	3,202,496	92,729	8,379	243	113,123	3,276	17.95	
K-3 Program 21 Teacher	4.000	379,109	94,777			11,780	2,945	18.06	
Grade T Program 09 Teacher	1.000	105,488	105,488			3,534	3,534	18.03	
PSES Program 01 Certificated	4.650	485,782	104,469			16,433	3,534	18.03	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	4.300	462,740	107,614			16,492	3,835	18.00	

Dixie School District (36101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.130	135,486	63,608			23,736	11,144	17.82	
51	0.200	16,621	83,105			2,400	12,000	17.82	
97	0.670	24,556	36,651					17.82	
K-3 BEA Instructional	1.250	77,683	62,146			17,136	13,709	17.82	
4-6 BEA Instructional	0.550	45,708	83,105			6,600	12,000	17.82	
K-12 BEA Instructional	1.800	123,391	68,551			23,736	13,187	17.82	
BEA	2.800	160,042	57,158			23,736	8,477	17.82	
Instructional	2.000	140,012	70,006			26,136	13,068	17.82	
Administrative	1.000	36,651	36,651					17.82	
Active	3.000	176,663	58,888			26,136	8,712	17.82	
Certificated Total	3.000	176,663	58,888			26,136	8,712	17.82	
Instructional for Funding Purposes	2.000	140,012	70,006			26,136	13,068	17.82	
Instructional for Compliance Purposes	2.000	140,012	70,006			26,136	13,068	17.82	
K-3 Program 01 Teacher	1.250	77,683	62,146			17,136	13,709	17.82	

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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	160.331	17,412,357	108,603	300,477	1,874	2,664,502	16,619	18.20	
02	8.023	815,554	101,652	12,373	1,542	121,008	15,083	17.89	
21	54.479	5,205,889	95,558	117,312	2,153	809,425	14,858	18.22	
31	10.503	927,613	88,319	44,412	4,229	181,918	17,321	18.22	
34	1.180	144,407	122,379	2,980	2,525	19,553	16,570	18.18	
51	9.600	1,019,982	106,248			145,402	15,146	18.22	
55	8.861	903,621	101,977	36,545	4,124	134,366	15,164	18.21	
58				347,886					
65	2.000	170,305	85,153			30,192	15,096	18.33	
74	1.000	113,592	113,592			15,096	15,096	18.20	
88	0.500	67,820	135,640			7,668	15,336	17.78	
97	1.000	223,992	223,992	12,000	12,000	14,136	14,136	15.77	
K-12 Program 02 Instructional	7.023	659,636	93,925	11,173	1,591	105,672	15,047	17.85	
Program 21 Instructional	53.479	5,034,677	94,143	111,312	2,081	794,089	14,849	18.24	
Program 21 Administrative	1.000	171,212	171,212	6,000	6,000	15,336	15,336	17.49	
K-12 Program 21 Instructional	51.479	4,816,852	93,569	111,312	2,162	763,897	14,839	18.24	
Program 31 Instructional	10.083	855,704	84,866	43,292	4,294	171,518	17,011	18.23	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.420	71,909	171,212	1,120	2,667	10,399	24,760	18.19	
Program 34 Instructional	1.000	113,589	113,589	2,500	2,500	15,096	15,096	18.18	
Program 34 Administrative	0.180	30,818	171,211	480	2,667	4,457	24,760	18.19	
K-3 BEA Instructional	62.017	6,479,007	104,471	87,326	1,408	1,039,585	16,763	18.24	
4-6 BEA Instructional	32.510	3,539,937	108,888			584,735	17,986	18.24	
7-8 BEA Instructional	27.691	2,793,110	100,867	30,774	1,111	454,396	16,410	18.22	
9-12 BEA Instructional	43.219	4,150,241	96,028	188,303	4,357	678,704	15,704	18.16	
K-12 BEA Instructional	165.437	16,962,295	102,530	306,403	1,852	2,757,420	16,667	18.22	
K-12 BEA Administrative	11.000	1,761,618	160,147	10,800	982	168,696	15,336	18.05	
BEA	181.037	19,523,923	107,845	372,242	2,056	3,001,116	16,577	18.16	
Instructional	239.877	24,126,131	100,577	817,185	3,407	3,868,896	16,129	18.22	
Administrative	17.600	2,879,001	163,580	56,800	3,227	274,368	15,589	17.78	
Active	257.477	27,005,132	104,884	873,985	3,394	4,143,264	16,092	18.18	
Certificated Total	257.477	27,005,132	104,884	873,985	3,394	4,143,264	16,092	18.18	
Instructional for Funding Purposes	239.877	24,126,131	100,577	817,185	3,407	3,868,896	16,129	18.22	
Instructional for Compliance Purposes	239.877	24,126,131	100,577	817,185	3,407	3,868,896	16,129	18.22	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	54.782	5,767,185	105,275			918,924	16,774	18.26	
K-3 Program 21 Teacher	9.698	888,582	91,625			146,401	15,096	18.28	
PSES Program 01 Certificated	10.200	1,088,863	106,751			188,412	18,472	18.15	
PSES Program 21 Certificated	20.000	1,922,244	96,112			287,784	14,389	18.19	

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	167.239	16,524,235	98,806	861,083	5,149	2,623,697	15,688	18.21	
09	4.850	501,475	103,397	17,326	3,572	70,655	14,568	17.27	
21	29.556	3,071,456	103,920	105,096	3,556	360,473	12,196	15.51	
24	0.200	30,311	151,555	734	3,670	3,007	15,036	17.85	
31	8.518	856,210	100,518	119,525	14,032	133,371	15,658	18.15	
34	0.933	96,491	103,420	9,661	10,355	14,582	15,629	18.12	
51	2.600	288,416	110,929	11,218	4,315	40,914	15,736	18.15	
55	8.762	867,052	98,956	49,636	5,665	137,379	15,679	18.20	
64				18,871					
65	1.430	162,693	113,771	5,050	3,531	22,202	15,526	18.06	
74	0.333	37,647	113,054	1,464	4,396	5,240	15,736	18.16	
79				4,500					
97	1.000	263,984	263,984	3,480	3,480	14,736	14,736	15.48	
Program 21 Instructional	21.556	2,016,582	93,551	101,832	4,724	340,432	15,793	18.25	
Program 21 Administrative	1.360	223,409	164,271	3,264	2,400	20,041	14,736	17.82	
K-12 Program 21 Instructional	19.556	1,822,386	93,188			308,960	15,799	18.25	
Program 31 Instructional	7.850	743,713	94,741	117,921	15,022	123,528	15,736	18.20	
Program 31 Administrative	0.668	112,497	168,409	1,604	2,401	9,844	14,736	17.77	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.833	79,252	95,140	9,422	11,311	13,108	15,736	18.21	
Program 34 Administrative	0.100	17,239	172,390	239	2,390	1,474	14,736	17.62	
K-3 BEA Instructional	53.659	5,059,632	94,292			847,238	15,789	18.36	
4-6 BEA Instructional	35.810	3,256,153	90,929			566,049	15,807	18.27	
7-8 BEA Instructional	28.118	2,696,272	95,891			442,465	15,736	18.22	
9-12 BEA Instructional	44.403	4,025,184	90,651			698,678	15,735	18.25	
K-12 BEA Instructional	161.990	15,037,241	92,828			2,554,431	15,769	18.29	
BEA	177.690	17,740,920	99,842	993,749	5,593	2,786,386	15,681	18.17	
Instructional	200.421	18,742,531	93,516	1,166,964	5,823	3,160,408	15,769	18.28	
Administrative	17.000	2,956,256	173,897	40,680	2,393	250,512	14,736	17.51	
Other	1.000	122,333	122,333			15,336	15,336	18.24	
Active	218.421	21,821,120	99,904	1,207,644	5,529	3,426,256	15,686	18.18	
K-12 Program 21 Contracted	6.640	831,465	125,221					7.86	
Certificated Total	225.421	22,699,970	100,700	1,207,644	5,357	3,426,256	15,199	17.80	
Instructional for Funding Purposes	207.421	19,621,381	94,597	1,166,964	5,626	3,160,408	15,237	17.84	
Instructional for Compliance Purposes	200.421	18,742,531	93,516	1,166,964	5,823	3,160,408	15,769	18.28	
K-3 Program 01 Teacher	50.659	4,759,693	93,956			800,030	15,792	18.37	

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-3 Program 21 Teacher	3.310	293,749	88,746			52,086	15,736	18.28	
Grade T Program 09 Teacher	4.490	454,090	101,134			70,655	15,736	18.21	
PSES Program 01 Certificated	7.551	700,776	92,806			118,823	15,736	18.23	
PSES Program 09 Certificated	0.360	47,385	131,625					7.86	
PSES Program 21 Certificated	12.410	1,414,572	113,986			93,624	7,544	12.32	

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	274.720	27,322,486	99,456	650,825	2,369	3,908,547	14,227	18.70	
02	6.099	621,526	101,906			86,215	14,136	18.40	
09	4.000	349,580	87,395			56,544	14,136	18.71	
21	53.653	4,871,848	90,803	146,818	2,736	758,439	14,136	18.85	
31	19.800	1,832,868	92,569	169,953	8,583	279,893	14,136	18.93	
34	8.900	767,286	86,212	61,376	6,896	125,810	14,136	18.63	
51	7.750	737,578	95,171	472	61	109,554	14,136	18.79	
53	3.999	367,648	91,935	10,651	2,663	56,530	14,136	18.69	
55	22.060	2,104,648	95,406	61,420	2,784	333,652	15,125	18.74	
56	0.847	91,900	108,501			11,973	14,136	18.63	
57	0.153	16,215	105,980			2,163	14,136	18.63	
64	0.602	52,829	87,756	2,935	4,875	12,751	21,181	18.90	
65	11.298	1,061,307	93,938	3,908	346	163,949	14,511	18.69	
74	1.150	101,785	88,509	5,170	4,496	16,256	14,136	18.68	
88	2.050	203,003	99,026	2,349	1,146	28,979	14,136	18.65	
97	1.000	223,020	223,020	44,993	44,993	14,136	14,136	15.56	
K-12 Program 02 Instructional	5.499	502,375	91,358			77,734	14,136	18.69	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	50.903	4,480,203	88,015	128,018	2,515	719,565	14,136	18.91	
Program 21 Administrative	2.000	334,477	167,239	18,800	9,400	28,272	14,136	18.05	
K-12 Program 21 Instructional	47.753	4,166,499	87,251			675,036	14,136	18.93	
Program 26, 56, and 59 Instructional	0.847	91,900	108,501			11,973	14,136	18.63	
Program 31 Instructional	19.200	1,725,476	89,869	161,553	8,414	271,411	14,136	18.99	
Program 31 Administrative	0.600	107,392	178,987	8,400	14,000	8,482	14,136	17.85	
Program 34 Instructional	8.500	695,692	81,846	61,376	7,221	120,156	14,136	18.70	
Program 34 Administrative	0.400	71,594	178,985			5,654	14,136	17.85	
K-3 BEA Instructional	101.394	9,095,801	89,707			1,440,642	14,208	18.84	
4-6 BEA Instructional	52.111	4,822,700	92,547			738,125	14,164	18.88	
7-8 BEA Instructional	45.425	4,142,961	91,204			647,556	14,255	18.90	
9-12 BEA Instructional	83.839	7,959,029	94,932	1,479	18	1,188,937	14,181	18.79	
K-12 BEA Instructional	282.769	26,020,491	92,020	1,479	5	4,015,260	14,200	18.84	
BEA Instructional	310.519	30,767,186	99,083	927,147	2,986	4,414,602	14,217	18.68	
BEA Administrative	387.081	35,496,841	91,704	860,377	2,223	5,520,108	14,261	18.84	
BEA Total	28.000	4,985,474	178,053	300,493	10,732	402,876	14,388	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
Other	1.000	58,870	58,870			14,136	14,136	18.72	
Active	416.081	40,541,185	97,436	1,160,870	2,790	5,937,120	14,269	18.70	
On Leave	2.000	184,342	92,171			28,272	14,136	18.68	
Certificated Total	418.081	40,725,527	97,411	1,160,870	2,777	5,965,392	14,269	18.70	
Instructional for Funding Purposes	386.234	35,404,941	91,667	860,377	2,228	5,508,135	14,261	18.84	
Instructional for Compliance Purposes	386.234	35,404,941	91,667	860,377	2,228	5,508,135	14,261	18.84	
K-3 Program 01 Teacher	90.500	8,104,570	89,553			1,281,329	14,158	18.83	
K-3 Program 21 Teacher	9.268	740,820	79,933			122,927	13,264	18.75	
Grade T Program 09 Teacher	4.000	349,580	87,395			56,544	14,136	18.71	
PSES Program 01 Certificated	18.123	1,626,314	89,738			260,823	14,392	18.99	
PSES Program 21 Certificated	19.252	1,783,219	92,625			280,628	14,577	19.18	

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	9.030	762,971	84,493	12,111	1,341	127,648	14,136	18.47	
21	1.000	70,456	70,456			14,136	14,136	18.64	
55	0.470	35,672	75,898			6,644	14,136	18.59	
58				2,000					
97	0.500	88,069	176,138			7,068	14,136	17.83	
Program 21 Instructional	1.000	70,456	70,456			14,136	14,136	18.64	
K-12 Program 21 Instructional	1.000	70,456	70,456			14,136	14,136	18.64	
K-3 BEA Instructional	2.960	244,904	82,738	1,000	338	41,843	14,136	18.50	
4-6 BEA Instructional	2.000	173,455	86,728			28,272	14,136	18.47	
7-8 BEA Instructional	0.250	17,993	71,972			3,534	14,136	18.49	
9-12 BEA Instructional	3.320	238,549	71,852	1,000	301	46,932	14,136	18.65	
K-12 BEA Instructional	8.530	674,901	79,121	2,000	234	120,580	14,136	18.55	
BEA	9.530	851,040	89,301	12,111	1,271	134,716	14,136	18.40	
Instructional	10.000	781,029	78,103	11,111	1,111	141,360	14,136	18.56	
Administrative	1.000	176,139	176,139			14,136	14,136	17.83	
Other				3,000					
Active	11.000	957,168	87,015	14,111	1,283	155,496	14,136	18.43	

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
Certificated Total	11.000	957,168	87,015	14,111	1,283	155,496	14,136	18.43	
Instructional for Funding Purposes	10.000	781,029	78,103	11,111	1,111	141,360	14,136	18.56	
Instructional for Compliance Purposes	10.000	781,029	78,103	11,111	1,111	141,360	14,136	18.56	
K-3 Program 01 Teacher	2.000	176,864	88,432			28,272	14,136	18.47	
K-3 Program 21 Teacher	0.200	14,092	70,460			2,827	14,136	18.64	
PSES Program 01 Certificated	0.790	55,047	69,680			11,167	14,136	18.67	

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	95.411	9,166,519	96,074	902,011	9,454	1,359,613	14,250	18.40	
02	0.600	60,090	100,150			8,495	14,158	18.55	
09	2.805	252,930	90,171			39,645	14,134	18.49	
21	17.915	1,496,495	83,533	71,638	3,999	246,562	13,763	17.72	
31	7.250	718,880	99,156	77,460	10,684	102,646	14,158	18.44	
34	3.700	393,210	106,273	26,544	7,174	52,385	14,158	18.44	
51	0.500	57,319	114,638	13,000	26,000	7,079	14,158	18.47	
52				10,000					
55	2.000	224,622	112,311	4,000	2,000	25,506	12,753	17.86	
58				23,778					
65	0.100	11,464	114,640			1,416	14,158	18.47	
68	0.100	11,464	114,640			1,416	14,158	18.47	
74	0.411	24,807	60,358			22	54	10.26	
88	1.502	93,304	62,120			24,139	16,071	18.98	
97	1.000	197,600	197,600	11,200	11,200	14,158	14,158	16.85	
K-12 Program 02 Instructional	0.600	60,090	100,150			8,495	14,158	18.55	
Program 21 Instructional	15.565	1,210,354	77,761	70,448	4,526	220,369	14,158	18.68	
Program 21 Administrative	0.850	145,013	170,604	1,190	1,400	12,034	14,158	18.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.900	1,170,227	78,539	50,485	3,388	210,954	14,158	18.68	
Program 31 Instructional	6.900	660,639	95,745	56,460	8,183	97,690	14,158	18.52	
Program 31 Administrative	0.350	58,241	166,403	21,000	60,000	4,955	14,158	17.49	
Program 34 Instructional	3.450	355,770	103,122	26,544	7,694	48,845	14,158	18.47	
Program 34 Administrative	0.250	37,440	149,760			3,540	14,158	18.13	
K-3 BEA Instructional	38.721	3,460,968	89,382	61,639	1,592	559,957	14,461	18.32	
4-6 BEA Instructional	18.198	1,716,553	94,326	5,256	289	255,560	14,043	18.50	
7-8 BEA Instructional	15.992	1,449,548	90,642	118,745	7,425	225,540	14,103	18.54	
9-12 BEA Instructional	25.300	2,419,232	95,622	178,186	7,043	358,197	14,158	18.54	
K-12 BEA Instructional	98.211	9,046,301	92,111	363,826	3,705	1,399,255	14,247	18.45	
K-12 BEA Administrative	3.000	438,356	146,119	12,812	4,271	42,474	14,158	17.96	
BEA	107.961	10,536,299	97,594	1,017,215	9,422	1,537,295	14,239	18.38	
Instructional	121.194	10,932,565	90,207	1,031,599	8,512	1,718,847	14,183	18.45	
Administrative	10.000	1,566,229	156,623	108,032	10,803	141,580	14,158	17.91	
Other	1.600	127,735	79,834			22,653	14,158	18.62	
Active	132.794	12,626,529	95,084	1,139,631	8,582	1,883,080	14,180	18.39	
K-12 Program 21 Contracted	0.500	82,175	164,350						

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
Certificated Total	133.294	12,708,704	95,343	1,139,631	8,550	1,883,080	14,127	18.28	
Instructional for Funding Purposes	121.694	11,014,740	90,512	1,031,599	8,477	1,718,847	14,124	18.33	
Instructional for Compliance Purposes	121.194	10,932,565	90,207	1,031,599	8,512	1,718,847	14,183	18.45	
K-3 Program 01 Teacher	34.410	3,065,576	89,090	48,808	1,418	484,920	14,092	18.58	
K-3 Program 21 Teacher	5.280	369,565	69,993			74,754	14,158	18.77	
Grade T Program 09 Teacher	2.805	252,930	90,171			39,645	14,134	18.49	
PSES Program 01 Certificated	6.361	564,022	88,669			104,061	16,359	17.03	
PSES Program 21 Certificated	2.200	206,118	93,690			24,069	10,940	11.82	

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	968.181	121,029,284	125,007	1,103,252	1,140	14,520,103	14,997	19.59	
02	30.800	3,947,496	128,165	36,423	1,183	468,057	15,197	19.17	
21	222.944	26,426,439	118,534	202,647	909	3,381,727	15,169	19.58	
24	28.061	3,308,031	117,887	67,284	2,398	409,944	14,609	19.85	
31	45.321	5,545,653	122,364	61,927	1,366	725,558	16,009	19.65	
34	4.340	560,526	129,153			61,350	14,136	19.85	
51	20.465	2,463,557	120,379			311,388	15,216	19.88	
52	2.200	298,989	135,904	22,700	10,318	31,099	14,136	19.87	
55	39.963	4,895,139	122,492			622,238	15,570	19.69	
58	1.000	132,342	132,342			14,136	14,136	19.88	
64	2.000	223,419	111,710			28,272	14,136	19.88	
65	35.427	4,331,081	122,254	4,577	129	543,529	15,342	19.50	
73				7,853					
74	2.296	333,927	145,439	1,424	620	33,220	14,468	19.64	
79	6.773	882,144	130,244	4,742,146	700,154	110,628	16,334	19.43	
88	1.200	219,413	182,844	12,817	10,681	16,963	14,136	17.59	
97	2.000	504,710	252,355	56,010	28,005	28,272	14,136	16.16	
CP	0.750	143,635	191,513	58,325	77,767	10,602	14,136	17.91	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	29.800	3,764,775	126,335	3,193	107	453,921	15,232	19.24	
Program 21 Instructional	218.244	25,497,602	116,831	154,569	708	3,315,288	15,191	19.65	
Program 21 Administrative	4.700	928,837	197,625	48,078	10,229	66,439	14,136	17.55	
K-12 Program 21 Instructional	205.078	24,021,682	117,134	37,554	183	3,113,143	15,180	19.66	
Program 31 Instructional	42.862	5,081,399	118,553	36,123	843	688,805	16,070	19.84	
Program 31 Administrative	2.459	464,254	188,798	25,804	10,494	36,754	14,947	17.54	
Program 34 Instructional	4.340	560,526	129,153			61,350	14,136	19.85	
K-3 BEA Instructional	386.985	46,351,844	119,777	11,723	30	5,739,386	14,831	19.71	
4-6 BEA Instructional	196.161	23,990,604	122,301	2,693	14	2,937,334	14,974	19.81	
7-8 BEA Instructional	128.258	15,647,495	122,000	12,364	96	1,932,886	15,070	19.83	
9-12 BEA Instructional	279.453	34,484,597	123,400	33,424	120	4,321,545	15,464	19.74	
K-12 BEA Instructional	990.857	120,474,540	121,586	60,204	61	14,931,150	15,069	19.76	
BEA	1,050.642	131,587,669	125,245	1,257,612	1,197	15,803,341	15,042	19.57	
Instructional	1,344.190	162,287,626	120,733	5,653,793	4,206	20,320,500	15,117	19.74	
Administrative	65.031	12,411,256	190,851	723,592	11,127	947,112	14,564	17.52	
Other	3.500	409,733	117,067			49,476	14,136	19.82	
Active	1,412.721	175,108,615	123,951	6,377,385	4,514	21,317,088	15,089	19.58	

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
On Leave	1.000	137,170	137,170					19.85	
Certificated Total	1,413.721	175,245,785	123,961	6,377,385	4,511	21,317,088	15,079	19.58	
Instructional for Funding Purposes	1,344.190	162,287,626	120,733	5,653,793	4,206	20,320,500	15,117	19.74	
Instructional for Compliance Purposes	1,344.190	162,287,626	120,733	5,653,793	4,206	20,320,500	15,117	19.74	
K-3 Program 01 Teacher	327.862	39,236,876	119,675	2,249	7	4,857,836	14,817	19.76	
K-3 Program 21 Teacher	53.065	6,169,823	116,269			779,219	14,684	19.49	
PSES Program 01 Certificated	78.115	9,221,435	118,049			1,190,661	15,242	19.49	
PSES Program 21 Certificated	86.471	10,361,702	119,829			1,370,641	15,851	19.71	

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	166.200	17,202,985	103,508	1,112,327	6,693	2,481,269	14,929	18.20	
02	5.000	489,717	97,943	24,790	4,958	72,480	14,496	18.25	
09	3.000	218,585	72,862	13,916	4,639	42,408	14,136	18.38	
21	27.164	2,594,629	95,517	213,433	7,857	362,268	13,336	15.10	
24	1.600	115,430	72,144	8,016	5,010	42,408	26,505	18.94	
31	10.600	974,896	91,971	259,174	24,450	148,454	14,005	17.95	
34	1.800	136,776	75,987	14,835	8,242	25,805	14,336	18.35	
51	5.000	486,988	97,398	18,766	3,753	70,680	14,136	18.21	
52				2,167					
55	2.000	155,612	77,806	19,671	9,836	28,272	14,136	18.33	
58				11,500					
65	3.000	294,545	98,182	15,636	5,212	42,408	14,136	18.21	
74	0.796	58,528	73,528	3,408	4,281	14,136	17,759	18.54	
88	1.250	83,698	66,958	6,811	5,449	21,204	16,963	18.55	
97	1.500	275,101	183,401	2,127	1,418	22,104	14,736	17.38	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	347,025	86,756	20,244	5,061	56,544	14,136	18.27	
Program 21 Instructional	22.451	1,934,960	86,186	213,433	9,507	346,332	15,426	18.30	
Program 21 Administrative	1.000	168,629	168,629			15,936	15,936	18.12	
K-12 Program 21 Instructional	20.849	1,822,344	87,407	139,458	6,689	320,124	15,354	18.29	
Program 31 Instructional	9.800	859,323	87,686	257,159	26,241	135,706	13,848	17.93	
Program 31 Administrative	0.800	115,573	144,466	2,015	2,519	12,749	15,936	18.15	
Program 34 Instructional	1.600	107,883	67,427	14,683	9,177	22,618	14,136	18.40	
Program 34 Administrative	0.200	28,893	144,465	152	760	3,187	15,936	18.15	
K-3 BEA Instructional	57.699	5,388,819	93,395	300,630	5,210	827,338	14,339	18.24	
4-6 BEA Instructional	37.649	3,388,042	89,990	167,079	4,438	537,606	14,279	18.25	
7-8 BEA Instructional	24.152	2,129,726	88,180	143,913	5,959	342,939	14,199	18.13	
9-12 BEA Instructional	44.600	5,008,421	112,296	359,623	8,063	709,373	15,905	18.14	
K-12 BEA Instructional	164.100	15,915,008	96,984	983,363	5,992	2,417,256	14,730	18.19	
BEA	185.100	19,079,475	103,077	1,413,253	7,635	2,750,112	14,857	18.17	
Instructional	203.197	19,263,354	94,801	1,678,064	8,258	3,025,104	14,888	18.22	
Administrative	20.950	3,178,559	151,721	45,395	2,167	332,059	15,850	18.06	
Other	1.050	154,537	147,178	3,118	2,970	16,733	15,936	18.14	

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
Active	225.197	22,596,450	100,341	1,726,577	7,667	3,373,896	14,982	18.20	
K-12 Program 21 Contracted	3.713	491,040	132,249						
Certificated Total	228.910	23,087,490	100,858	1,726,577	7,543	3,373,896	14,739	17.84	
Instructional for Funding Purposes	206.910	19,754,394	95,473	1,678,064	8,110	3,025,104	14,620	17.80	
Instructional for Compliance Purposes	203.197	19,263,354	94,801	1,678,064	8,258	3,025,104	14,888	18.22	
K-3 Program 01 Teacher	54.099	5,100,913	94,288	265,252	4,903	776,448	14,352	18.24	
K-3 Program 21 Teacher	3.600	286,974	79,715	8,156	2,266	50,890	14,136	18.30	
Grade T Program 09 Teacher	3.000	218,585	72,862	12,749	4,250	42,408	14,136	18.38	
PSES Program 01 Certificated	8.000	735,859	91,982			127,224	15,903	17.94	
PSES Program 21 Certificated	9.562	969,679	101,410			93,948	9,825	9.67	

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	62.163	6,293,269	101,238	279,741	4,500	853,056	13,723	18.49	
02	1.600	157,317	98,323	225	141	22,618	14,136	18.56	
03	0.800	87,111	108,889	562	703	11,309	14,136	18.40	
09	0.750	81,111	108,148			10,602	14,136	18.40	
21	13.254	1,432,836	108,106	23,304	1,758	180,898	13,649	18.51	
24	0.160	13,148	82,175			2,262	14,136	18.57	
31	16.179	1,570,959	97,099	90,529	5,595	215,984	13,350	18.55	
34	3.748	391,646	104,495	24,421	6,516	51,568	13,759	18.51	
51	2.255	251,174	111,385			31,488	13,964	18.43	
55	4.731	501,352	105,972	8,120	1,716	51,109	10,803	18.41	
58				67,944					
65	1.100	106,131	96,483	947	861	15,550	14,136	18.44	
88	0.750	61,630	82,173			10,602	14,136	18.57	
97	1.510	255,948	169,502	25,300	16,755	21,345	14,136	17.91	
K-12 Program 02 Instructional	1.600	157,317	98,323	225	141	22,618	14,136	18.56	
Program 21 Instructional	12.340	1,308,401	106,029	23,304	1,888	174,438	14,136	18.41	
Program 21 Administrative	0.914	124,435	136,143			6,460	7,068	19.67	
K-12 Program 21 Instructional	11.910	1,265,061	106,218	21,962	1,844	168,360	14,136	18.40	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.220	1,289,996	90,717	88,051	6,192	193,946	13,639	18.48	
Program 31 Administrative	1.959	280,963	143,422	2,478	1,265	22,038	11,250	18.91	
Program 34 Instructional	3.210	316,845	98,706	23,899	7,445	45,377	14,136	18.48	
Program 34 Administrative	0.538	74,801	139,035	522	970	6,192	11,508	18.68	
K-3 BEA Instructional	28.178	2,676,040	94,969	102,560	3,640	398,324	14,136	18.47	
4-6 BEA Instructional	10.622	1,027,949	96,775	8,786	827	137,195	12,916	18.46	
7-8 BEA Instructional	12.600	1,176,698	93,389	75,745	6,012	173,873	13,799	18.50	
9-12 BEA Instructional	24.600	2,402,520	97,663	181,987	7,398	332,196	13,504	18.44	
K-12 BEA Instructional	76.000	7,283,207	95,832	369,078	4,856	1,041,588	13,705	18.47	
K-12 BEA Administrative	6.080	865,843	142,408	18,600	3,059	78,879	12,974	18.70	
BEA	86.000	8,756,250	101,817	420,778	4,893	1,175,880	13,673	18.49	
Instructional	98.000	9,594,520	97,903	469,393	4,790	1,337,030	13,643	18.45	
Administrative	10.000	1,480,646	148,065	48,700	4,870	127,224	12,722	18.67	
Other	1.000	128,466	128,466	3,000	3,000	14,136	14,136	18.96	
Active	109.000	11,203,632	102,786	521,093	4,781	1,478,390	13,563	18.49	
Certificated Total	109.000	11,203,632	102,786	521,093	4,781	1,478,390	13,563	18.49	
Instructional for Funding Purposes	98.000	9,594,520	97,903	469,393	4,790	1,337,030	13,643	18.45	

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
Instructional for Compliance Purposes	98.000	9,594,520	97,903	469,393	4,790	1,337,030	13,643	18.45	
K-3 Program 01 Teacher	27.178	2,557,594	94,105	21,586	794	384,188	14,136	18.48	
K-3 Program 21 Teacher	1.250	142,820	114,256	353	282	17,670	14,136	18.37	
PSES Program 01 Certificated	2.570	268,062	104,304			36,330	14,136	18.42	
PSES Program 21 Certificated	2.660	222,360	83,594			37,602	14,136	18.55	

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	11.000	853,161	77,560	17,447	1,586	155,496	14,136	17.79	
21	1.000	88,658	88,658			14,136	14,136	17.79	
51	0.250	12,530	50,120			3,534	14,136	17.81	
55	0.250	12,530	50,120			3,534	14,136	17.81	
97	0.500	67,405	134,810			7,068	14,136	17.79	
Program 21 Instructional	1.000	88,658	88,658			14,136	14,136	17.79	
K-12 Program 21 Instructional	1.000	88,658	88,658			14,136	14,136	17.79	
K-3 BEA Instructional	2.800	207,983	74,280			39,581	14,136	17.80	
4-6 BEA Instructional	1.375	83,824	60,963			19,437	14,136	17.81	
7-8 BEA Instructional	4.425	349,329	78,944	2,205	498	62,552	14,136	17.79	
9-12 BEA Instructional	1.900	144,619	76,115	1,252	659	26,858	14,136	17.79	
K-12 BEA Instructional	10.500	785,755	74,834	3,457	329	148,428	14,136	17.79	
K-12 BEA Administrative	0.500	67,406	134,812			7,068	14,136	17.79	
BEA	11.500	920,566	80,049	17,447	1,517	162,564	14,136	17.79	
Instructional	12.000	899,473	74,956	3,457	288	169,632	14,136	17.79	
Administrative	1.000	134,811	134,811			14,136	14,136	17.79	
Other				13,990					

Program	FTE	Base Salary Total	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	13.000	1,034,284	79,560	17,447	1,342	183,768	14,136	17.79	
Certificated Total	13.000	1,034,284	79,560	17,447	1,342	183,768	14,136	17.79	
Instructional for Funding Purposes	12.000	899,473	74,956	3,457	288	169,632	14,136	17.79	
Instructional for Compliance Purposes	12.000	899,473	74,956	3,457	288	169,632	14,136	17.79	
K-3 Program 01 Teacher	2.800	207,983	74,280			39,581	14,136	17.80	
K-3 Program 21 Teacher	1.000	88,658	88,658			14,136	14,136	17.79	

Salary and Benefits by Program for 2024-2025

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	26.252	2,247,596	85,616	41,758	1,591	371,098	14,136	18.72	
31	1.520	141,648	93,189	4,631	3,047	21,487	14,136	18.77	
34	1.070	107,637	100,595	2,855	2,668	15,126	14,136	18.71	
51	0.140	13,779	98,421	7,067	50,479	1,979	14,136	18.72	
55	1.409	124,785	88,563	5,417	3,845	19,918	14,136	18.82	
65	1.609	126,671	78,727			22,745	14,136	13.64	
97	0.950	122,623	129,077	1,200	1,263	14,136	14,880	18.60	
Program 31 Instructional	1.520	141,648	93,189	4,631	3,047	21,487	14,136	18.77	
Program 34 Instructional	1.070	107,637	100,595	2,855	2,668	15,126	14,136	18.71	
K-3 BEA Instructional	9.988	799,691	80,065			141,190	14,136	18.84	
4-6 BEA Instructional	5.639	515,030	91,334			79,713	14,136	18.81	
7-8 BEA Instructional	4.905	438,696	89,439			69,337	14,136	18.83	
9-12 BEA Instructional	6.310	516,798	81,901			89,198	14,136	18.42	
K-12 BEA Instructional	26.842	2,270,215	84,577			379,439	14,136	18.74	
BEA	29.792	2,619,504	87,926	50,444	1,693	421,847	14,160	18.72	
Instructional	30.000	2,535,450	84,515	32,446	1,082	424,080	14,136	18.49	
Administrative	2.950	349,289	118,403	30,482	10,333	42,408	14,376	18.60	

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
Active	32.950	2,884,739	87,549	62,928	1,910	466,488	14,157	18.51	
Certificated Total	32.950	2,884,739	87,549	62,928	1,910	466,488	14,157	18.51	
Instructional for Funding Purposes	30.000	2,535,450	84,515	32,446	1,082	424,080	14,136	18.49	
Instructional for Compliance Purposes	30.000	2,535,450	84,515	32,446	1,082	424,080	14,136	18.49	
K-3 Program 01 Teacher	9.488	748,297	78,868			134,122	14,136	18.85	
PSES Program 01 Certificated	1.000	102,789	102,789			14,136	14,136	18.68	

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	196.687	20,841,032	105,960	1,063,877	5,409	2,801,953	14,246	19.61	
09	2.325	246,897	106,192	11,851	5,097	32,866	14,136	18.35	
21	45.663	4,840,341	106,001	204,135	4,470	655,204	14,349	22.30	
24	6.600	656,317	99,442	41,107	6,228	93,298	14,136	22.10	
31	20.900	2,024,365	96,860	212,539	10,169	298,270	14,271	20.70	
34	6.950	732,603	105,411	54,774	7,881	103,900	14,950	19.28	
51	1.498	160,550	107,176	3,287	2,194	21,176	14,136	18.32	
55	4.101	467,809	114,072	21,137	5,154	57,972	14,136	18.29	
64	0.102	10,768	105,569	180	1,765	1,442	14,136	18.32	
65	2.460	238,470	96,939	9,899	4,024	34,775	14,136	18.36	
69	1.000	66,723	66,723	2,966	2,966	14,136	14,136	18.61	
74	1.000	114,707	114,707	5,098	5,098	14,136	14,136	18.28	
88	0.400	69,970	174,925			5,654	14,136	18.27	
97	4.000	779,942	194,986			56,544	14,136	17.61	
Program 21 Instructional	38.263	3,703,729	96,797	204,135	5,335	539,288	14,094	21.89	
Program 21 Administrative	2.200	368,918	167,690			31,099	14,136	18.24	
K-12 Program 21 Instructional	32.263	3,166,754	98,154			454,472	14,086	21.64	
Program 31 Instructional	20.900	2,024,365	96,860	165,119	7,900	298,270	14,271	20.70	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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				47,420					
Program 34 Instructional	6.750	696,974	103,255	54,774	8,115	101,072	14,974	19.33	
Program 34 Administrative	0.200	35,629	178,145			2,827	14,136	18.19	
K-3 BEA Instructional	79.198	7,926,033	100,079			1,125,409	14,210	20.52	
4-6 BEA Instructional	41.215	4,098,485	99,442			591,083	14,341	18.98	
7-8 BEA Instructional	32.026	3,310,942	103,383	2,966	93	462,092	14,429	18.72	
9-12 BEA Instructional	57.448	5,845,636	101,755	1,830	32	814,912	14,185	19.97	
K-12 BEA Instructional	209.887	21,181,096	100,917	4,796	23	2,993,496	14,262	19.79	
K-12 BEA Administrative	1.000	130,264	130,264			14,136	14,136	18.32	
BEA	228.537	24,377,942	106,670	1,331,190	5,825	3,260,666	14,268	19.63	
Instructional	266.736	26,759,008	100,320	1,583,430	5,936	3,795,516	14,229	20.07	
Administrative	21.750	3,723,792	171,209	47,420	2,180	310,992	14,298	18.52	
Active	288.486	30,482,800	105,665	1,630,850	5,653	4,106,508	14,235	19.89	
K-12 Program 21 Contracted	5.200	767,694	147,633			84,816	16,311	26.31	
Certificated Total	293.686	31,250,494	106,408	1,630,850	5,553	4,191,324	14,271	20.04	
Instructional for Funding Purposes	271.936	27,526,702	101,225	1,583,430	5,823	3,880,332	14,269	20.23	

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
Instructional for Compliance Purposes	266.736	26,759,008	100,320	1,583,430	5,936	3,795,516	14,229	20.07	
K-3 Program 01 Teacher	73.800	7,335,192	99,393			1,049,103	14,215	20.50	
K-3 Program 21 Teacher	7.631	707,260	92,682			112,607	14,757	21.26	
Grade T Program 09 Teacher	2.025	194,419	96,009			28,625	14,136	18.37	
PSES Program 01 Certificated	10.850	1,173,085	108,118			153,376	14,136	20.67	
PSES Program 21 Certificated	14.361	1,666,046	116,012			214,160	14,913	24.19	

Salary and Benefits by Program for 2024-2025

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	135.078	12,771,172	94,547	636,778	4,714	1,916,205	14,186	18.21	
02				17,518					
21	20.183	1,759,671	87,186	309,153	15,317	288,473	14,293	18.25	
24	0.160	12,535	78,344	279	1,744	2,262	14,136	18.31	
31	12.360	1,128,972	91,341	177,380	14,351	181,789	14,708	18.56	
34	2.744	273,957	99,839	28,186	10,272	38,789	14,136	18.58	
51	3.570	353,754	99,091	16,143	4,522	50,466	14,136	18.19	
52				2,000					
55	6.707	662,016	98,705	58,600	8,737	94,810	14,136	18.17	
58				36,620					
64	0.205	21,592	105,327	1,848	9,015	3,605	17,584	18.25	
65	2.280	214,558	94,104	10,880	4,772	34,308	15,047	18.24	
74	0.395	37,574	95,124	1,392	3,524	5,584	14,136	18.21	
88	1.379	135,583	98,320	5,173	3,751	20,073	14,556	18.21	
97	2.500	467,925	187,170			35,340	14,136	17.30	
Program 21 Instructional	19.233	1,617,382	84,094	309,153	16,074	275,044	14,301	18.27	
Program 21 Administrative	0.950	142,289	149,778			13,429	14,136	18.09	
K-12 Program 21 Instructional	18.393	1,551,576	84,357	229,792	12,493	263,170	14,308	18.26	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.010	1,074,425	89,461	159,862	13,311	176,841	14,725	18.59	
Program 31 Administrative	0.350	54,547	155,849	17,518	50,051	4,948	14,136	18.07	
Program 34 Instructional	2.594	250,580	96,600	28,186	10,866	36,669	14,136	18.62	
Program 34 Administrative	0.150	23,377	155,847			2,120	14,136	18.07	
K-3 BEA Instructional	47.641	4,211,684	88,405	56,039	1,176	673,637	14,140	18.24	
4-6 BEA Instructional	28.077	2,357,182	83,954	20,103	716	400,021	14,247	18.27	
7-8 BEA Instructional	20.603	1,974,857	95,853	41,868	2,032	291,301	14,139	18.24	
9-12 BEA Instructional	43.116	3,974,136	92,173	96,728	2,243	619,934	14,378	18.31	
K-12 BEA Instructional	139.437	12,517,859	89,774	214,738	1,540	1,984,892	14,235	18.27	
K-12 BEA Administrative	6.000	912,228	152,038			84,816	14,136	18.08	
BEA	152.682	14,642,026	95,899	859,862	5,632	2,172,124	14,226	18.22	
Instructional	172.561	15,449,262	89,529	1,284,432	7,443	2,459,664	14,254	18.26	
Administrative	14.500	2,309,762	159,294	17,518	1,208	204,972	14,136	17.92	
Other	0.500	80,285	160,570			7,068	14,136	18.06	
Active	187.561	17,839,309	95,112	1,301,950	6,941	2,671,704	14,244	18.22	
Certificated Total	187.561	17,839,309	95,112	1,301,950	6,941	2,671,704	14,244	18.22	
Instructional for Funding Purposes	172.561	15,449,262	89,529	1,284,432	7,443	2,459,664	14,254	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 for Compliance Purposes	172.561	15,449,262	89,529	1,284,432	7,443	2,459,664	14,254	18.26	
K-3 Program 01 Teacher	43.432	3,856,470	88,793	55,167	1,270	613,955	14,136	18.24	
K-3 Program 21 Teacher	3.176	252,611	79,537	8,139	2,563	44,896	14,136	18.30	
PSES Program 01 Certificated	8.894	793,313	89,196			129,344	14,543	18.21	
PSES Program 21 Certificated	5.306	444,969	83,861			78,172	14,733	18.27	

Evaline School District (21036)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.648	257,786	70,665	15,345	4,206	53,448	14,651	18.33	
09	0.367	24,956	68,000			5,188	14,136	18.34	
21	0.490	29,778	60,771	550	1,122	6,927	14,136	18.35	
51	0.362	21,879	60,439	2,621	7,240	5,117	14,136	18.35	
52				2,000					
55				1,044					
74				1,090					
Program 21 Instructional	0.490	29,778	60,771	550	1,122	6,927	14,136	18.35	
K-12 Program 21 Instructional	0.490	29,778	60,771	550	1,122	6,927	14,136	18.35	
K-3 BEA Instructional	2.138	160,163	74,913	13,330	6,235	32,103	15,015	18.32	
4-6 BEA Instructional	1.510	97,623	64,651	925	613	21,345	14,136	18.34	
K-12 BEA Instructional	3.648	257,786	70,665	14,255	3,908	53,448	14,651	18.33	
K-12 BEA Administrative				1,090					
BEA	3.648	257,786	70,665	15,345	4,206	53,448	14,651	18.33	
Instructional	4.867	334,399	68,707	16,445	3,379	70,680	14,522	18.33	
Administrative				6,205					

Program	FTE	Base Salary Total	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	4.867	334,399	68,707	22,650	4,654	70,680	14,522	18.33	
Certificated Total	4.867	334,399	68,707	22,650	4,654	70,680	14,522	18.33	
Instructional for Funding Purposes	4.867	334,399	68,707	16,445	3,379	70,680	14,522	18.33	
Instructional for Compliance Purposes	4.867	334,399	68,707	16,445	3,379	70,680	14,522	18.33	
K-3 Program 01 Teacher	2.010	152,263	75,753			30,293	15,071	18.32	
K-3 Program 21 Teacher	0.280	17,016	60,771			3,958	14,136	18.35	
Grade T Program 09 Teacher	0.367	24,956	68,000			5,188	14,136	18.34	
PSES Program 01 Certificated	0.128	7,900	61,719			1,809	14,136	18.35	

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	963.461	104,069,903	108,017	27,963,869	29,024	13,909,584	14,437	18.24	
02	19.633	2,292,471	116,766	641,295	32,664	273,291	13,920	17.91	
03	0.200	47,772	238,860	3,068	15,340	2,827	14,136	11.70	
09	0.450	119,189	264,864	12,453	27,673	20,497	45,549	10.65	
21	194.329	19,347,810	99,562	5,411,355	27,846	2,950,876	15,185	18.83	
24	21.900	2,387,049	108,998	731,034	33,381	336,437	15,362	18.60	
31	55.988	6,043,218	107,938	1,782,234	31,832	810,700	14,480	18.15	
34	21.320	2,392,566	112,222	668,401	31,351	302,129	14,171	18.26	
38	0.201	21,989	109,398	6,546	32,567	2,841	14,136	17.88	
51	9.428	1,060,815	112,518	300,555	31,879	157,178	16,671	19.19	
52	3.100	361,117	116,489	131,118	42,296	43,822	14,136	18.10	
55	25.941	2,891,150	111,451	829,397	31,972	379,467	14,628	18.02	
58	0.900	106,662	118,513	38,732	43,036	12,722	14,136	17.91	
64	1.417	167,893	118,485	59,684	42,120	20,031	14,136	15.97	
65	20.883	2,123,474	101,684	609,999	29,210	301,804	14,452	18.33	
69	1.000	111,142	111,142	45,160	45,160	14,136	14,136	16.98	
74	0.400	75,911	189,778			5,654	14,136	17.90	
79	1.000	118,513	118,513	35,347	35,347	14,136	14,136	18.03	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.050	9,489	189,780			707	14,136	17.90	
97	3.128	772,795	247,057	38,037	12,160	44,387	14,190	14.07	
CP	2.649	493,515	186,302	52,445	19,798	48,190	18,192	18.68	
K-12 Program 02 Instructional	18.633	2,104,643	112,952			259,155	13,908	17.91	
Program 21 Instructional	190.329	18,556,012	97,494	5,396,369	28,353	2,894,332	15,207	18.92	
Program 21 Administrative	4.000	791,798	197,950	14,986	3,747	56,544	14,136	15.95	
K-12 Program 21 Instructional	180.585	17,638,824	97,676			2,738,822	15,166	18.88	
Program 31 Instructional	53.158	5,496,808	103,405	1,771,915	33,333	770,412	14,493	18.29	
Program 31 Administrative	2.830	546,410	193,078	10,319	3,646	40,288	14,236	16.35	
Program 34 Instructional	20.010	2,141,892	107,041	665,569	33,262	283,611	14,173	18.46	
Program 34 Administrative	1.310	250,674	191,354	2,832	2,162	18,518	14,136	16.02	
K-3 BEA Instructional	399.252	40,120,484	100,489			5,741,944	14,382	18.28	
4-6 BEA Instructional	198.518	20,341,610	102,467			2,874,386	14,479	18.44	
7-8 BEA Instructional	149.920	15,763,447	105,146			2,175,248	14,509	18.52	
9-12 BEA Instructional	242.015	25,396,831	104,939			3,485,726	14,403	18.35	
K-12 BEA Instructional	989.705	101,622,372	102,679			14,277,303	14,426	18.37	
BEA	1,063.730	115,618,725	108,692	31,096,904	29,234	15,342,918	14,424	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	1,263.904	129,281,559	102,287	38,914,784	30,789	18,449,954	14,598	18.44	
Administrative	78.481	15,163,486	193,212	279,800	3,565	1,130,880	14,410	16.71	
Other	1.793	189,782	105,846	52,979	29,548	25,346	14,136	17.88	
Active	1,344.178	144,634,827	107,601	39,247,563	29,198	19,606,180	14,586	18.30	
On Leave	3.200	379,616	118,630	113,166	35,364	45,235	14,136	17.59	
Certificated Total	1,347.378	145,014,443	107,627	39,360,729	29,213	19,651,415	14,585	18.29	
Instructional for Funding Purposes	1,263.904	129,281,559	102,287	38,914,784	30,789	18,449,954	14,598	18.44	
Instructional for Compliance Purposes	1,263.904	129,281,559	102,287	38,914,784	30,789	18,449,954	14,598	18.44	
K-3 Program 01 Teacher	360.998	36,173,428	100,204			5,164,149	14,305	18.32	
K-3 Program 21 Teacher	36.144	3,234,549	89,491			560,238	15,500	19.13	
PSES Program 01 Certificated	52.426	5,305,347	101,197			790,330	15,075	18.25	
PSES Program 21 Certificated	62.618	6,359,627	101,562			986,452	15,753	18.66	

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	1,020.254	111,452,917	109,240	8,447,460	8,280	14,633,601	14,343	18.92	
02	18.038	1,980,328	109,786	145,484	8,065	262,845	14,572	18.92	
03	1.000	99,947	99,947	8,795	8,795	14,136	14,136	19.07	
09	7.000	737,026	105,289	64,858	9,265	98,952	14,136	19.05	
21	275.272	27,141,213	98,598	2,216,365	8,052	4,021,692	14,610	19.06	
31	105.245	10,824,766	102,853	853,444	8,109	1,536,357	14,598	19.00	
34	9.943	983,028	98,866	86,862	8,736	146,166	14,700	19.10	
45	36.080	3,618,136	100,281	256,839	7,119	523,032	14,496	18.89	
51	18.169	1,844,666	101,528	149,747	8,242	271,680	14,953	19.05	
52	6.815	712,818	104,595	62,730	9,205	100,111	14,690	19.07	
55	60.319	6,604,720	109,497	565,719	9,379	870,127	14,425	19.02	
64	1.000	110,412	110,412	9,716	9,716	14,136	14,136	19.03	
65	15.119	1,674,367	110,746	107,158	7,088	222,543	14,719	18.91	
74	34.734	3,767,694	108,473	331,562	9,546	495,933	14,278	19.04	
97	3.809	846,191	222,156	9,940	2,610	56,544	14,845	16.64	
K-12 Program 02 Instructional	16.400	1,687,074	102,870			239,690	14,615	19.07	
Program 21 Instructional	267.388	25,867,856	96,743	2,216,365	8,289	3,908,604	14,618	19.10	
Program 21 Administrative	7.884	1,273,357	161,512			113,088	14,344	18.14	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	249.788	24,091,913	96,449	24,306	97	3,645,321	14,594	19.10	
Program 31 Instructional	98.245	9,665,799	98,385	853,444	8,687	1,437,405	14,631	19.10	
Program 31 Administrative	7.000	1,158,967	165,567			98,952	14,136	18.11	
Program 34 Instructional	9.943	983,028	98,866	86,862	8,736	146,166	14,700	19.10	
K-3 BEA Instructional	373.309	38,555,720	103,281			5,346,122	14,321	19.06	
4-6 BEA Instructional	210.859	21,748,268	103,141	10,750	51	3,013,060	14,289	19.06	
7-8 BEA Instructional	139.122	14,271,251	102,581	28,791	207	2,003,439	14,401	19.06	
9-12 BEA Instructional	370.274	37,327,497	100,810	28,554	77	5,368,188	14,498	19.07	
K-12 BEA Instructional	1,093.564	111,902,736	102,328	68,095	62	15,730,809	14,385	19.06	
K-12 BEA Administrative	17.000	2,889,955	169,997			240,312	14,136	17.94	
BEA	1,194.369	129,805,313	108,681	9,808,824	8,213	17,172,681	14,378	18.91	
Instructional	1,499.108	152,446,996	101,692	13,299,929	8,872	21,642,216	14,437	19.07	
Administrative	111.689	19,703,294	176,412	9,940	89	1,597,368	14,302	17.90	
Other	2.000	247,939	123,970	6,810	3,405	28,272	14,136	18.54	
Active	1,612.797	172,398,229	106,894	13,316,679	8,257	23,267,856	14,427	18.94	
Certificated Total	1,612.797	172,398,229	106,894	13,316,679	8,257	23,267,856	14,427	18.94	
Instructional for Funding Purposes	1,499.108	152,446,996	101,692	13,299,929	8,872	21,642,216	14,437	19.07	

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	1,499.108	152,446,996	101,692	13,299,929	8,872	21,642,216	14,437	19.07	
K-3 Program 01 Teacher	325.279	33,556,789	103,163			4,627,490	14,226	19.06	
K-3 Program 21 Teacher	47.254	4,270,178	90,366			687,278	14,544	19.13	
Grade T Program 09 Teacher	7.000	737,026	105,289			98,952	14,136	19.05	
PSES Program 01 Certificated	72.276	7,261,163	100,464			1,094,126	15,138	19.10	
PSES Program 21 Certificated	83.743	8,441,032	100,797			1,246,442	14,884	19.09	

Salary and Benefits by Program for 2024-2025

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	2.511	184,597	73,515			43,680	17,396	15.20	
21	0.193	23,975	124,223			5,230	27,100	14.15	
51	0.300	16,708	55,693			4,241	14,136	18.13	
97	0.096	15,600	162,500			3,393	35,340	18.12	
Program 21 Instructional	0.105	9,675	92,143			2,120	20,194	8.26	
Program 21 Administrative	0.088	14,300	162,500			3,110	35,340	18.12	
K-12 Program 21 Instructional	0.105	9,675	92,143			2,120	20,194	8.26	
K-3 BEA Instructional	1.216	80,672	66,342			20,455	16,821	14.78	
4-6 BEA Instructional	1.199	88,325	73,666			19,833	16,541	15.06	
K-12 BEA Instructional	2.415	168,997	69,978			40,288	16,682	14.93	
BEA	2.607	200,197	76,792			47,073	18,056	15.43	
Instructional	2.820	195,380	69,284			46,649	16,542	14.87	
Administrative	0.280	45,500	162,500			9,895	35,340	18.12	
Active	3.100	240,880	77,703			56,544	18,240	15.49	
Certificated Total	3.100	240,880	77,703			56,544	18,240	15.49	
Instructional for Funding Purposes	2.820	195,380	69,284			46,649	16,542	14.87	

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 Compliance Purposes	2.820	195,380	69,284			46,649	16,542	14.87	
K-3 Program 01 Teacher	1.148	69,516	60,554			18,023	15,700	14.24	
K-3 Program 21 Teacher	0.035	3,225	92,143			707	20,194	8.26	
PSES Program 01 Certificated	0.119	19,502	163,882			4,241	35,637	18.12	

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	1,071.531	102,456,327	95,617	14,705,848	13,724	14,294,382	13,340	18.34	
02	14.170	1,537,410	108,498	238,617	16,840	192,200	13,564	17.98	
03	4.570	456,979	99,995	51,662	11,305	60,840	13,313	18.67	
09	6.000	520,275	86,713	74,707	12,451	79,878	13,313	18.12	
21	216.898	19,826,955	91,411	3,325,776	15,333	2,797,305	12,897	17.84	
24	37.000	3,217,814	86,968	463,557	12,529	492,581	13,313	18.21	
31	66.155	6,542,948	98,903	952,431	14,397	886,011	13,393	18.34	
34	6.131	619,556	101,053	83,134	13,560	81,671	13,321	17.89	
51	23.000	2,457,962	106,868	389,490	16,934	306,199	13,313	18.00	
52	7.800	1,111,578	142,510	42,034	5,389	106,504	13,654	18.22	
55	63.311	6,249,653	98,714	884,501	13,971	848,935	13,409	18.26	
58	3.200	324,222	101,319	54,460	17,019	44,372	13,866	18.30	
64	2.000	295,080	147,540			26,626	13,313	18.45	
65	69.354	6,743,425	97,232	1,000,628	14,428	958,626	13,822	18.40	
79	7.499	461,131	61,492	50,131	6,685	99,834	13,313	18.98	
88	0.750	131,753	175,671			9,985	13,313	18.44	
97	7.000	1,626,361	232,337	40,523	5,789	93,191	13,313	14.16	
K-12 Program 02 Instructional	13.510	1,420,384	105,136			183,413	13,576	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	205.945	18,644,943	90,534	3,325,776	16,149	2,744,053	13,324	18.22	
Program 21 Administrative	3.953	685,160	173,327			53,252	13,471	18.58	
K-12 Program 21 Instructional	189.028	17,217,801	91,086			2,519,075	13,326	18.24	
Program 31 Instructional	61.480	5,742,142	93,399	952,431	15,492	823,773	13,399	18.33	
Program 31 Administrative	4.675	800,806	171,295			62,238	13,313	18.44	
Program 34 Instructional	6.056	605,030	99,906	83,134	13,728	80,673	13,321	17.88	
Program 34 Administrative	0.075	14,526	193,680			998	13,313	18.51	
K-3 BEA Instructional	410.133	36,263,640	88,419			5,485,734	13,376	18.22	
4-6 BEA Instructional	202.154	17,665,700	87,387			2,657,367	13,145	18.29	
7-8 BEA Instructional	165.327	15,392,936	93,106			2,217,322	13,412	18.32	
9-12 BEA Instructional	295.397	27,244,287	92,229			3,961,787	13,412	18.60	
K-12 BEA Instructional	1,073.011	96,566,563	89,996			14,322,210	13,348	18.36	
BEA	1,169.557	113,239,581	96,823	16,072,215	13,742	15,608,296	13,345	18.28	
Instructional	1,488.821	135,797,305	91,211	22,148,853	14,877	19,903,358	13,369	18.32	
Administrative	99.049	17,400,317	175,674	54,994	555	1,322,696	13,354	17.79	
Other	9.000	623,824	69,314	111,856	12,428	119,817	13,313	18.74	
Active	1,596.870	153,821,446	96,327	22,315,703	13,975	21,345,871	13,367	18.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Contracted	7.000	496,852	70,979						
On Leave	2.499	261,131	104,494	41,796	16,725	33,269	13,313	18.47	
Certificated Total	1,606.369	154,579,429	96,229	22,357,499	13,918	21,379,140	13,309	18.22	
Instructional for Funding Purposes	1,495.821	136,294,157	91,117	22,148,853	14,807	19,903,358	13,306	18.27	
Instructional for Compliance Purposes	1,488.821	135,797,305	91,211	22,148,853	14,877	19,903,358	13,369	18.32	
K-3 Program 01 Teacher	354.090	31,115,406	87,874			4,700,174	13,274	18.22	
K-3 Program 21 Teacher	35.604	2,969,232	83,396			451,524	12,682	17.91	
Grade T Program 09 Teacher	6.000	520,275	86,713			79,878	13,313	18.12	
PSES Program 01 Certificated	58.985	5,278,616	89,491			799,226	13,550	18.68	
PSES Program 21 Certificated	84.703	7,643,273	90,236			1,079,626	12,746	17.69	

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	213.902	22,881,376	106,971	1,678,220	7,846	3,087,458	14,434	18.92	
02	3.984	415,390	104,265	32,439	8,142	56,544	14,193	18.97	
09	7.289	650,391	89,229	50,078	6,870	104,225	14,299	19.18	
21	58.980	5,747,606	97,450	436,222	7,396	875,650	14,847	19.56	
24	0.500	57,928	115,856	4,505	9,010	7,068	14,136	18.90	
31	16.743	1,857,216	110,925	132,814	7,933	236,679	14,136	19.00	
34	0.760	79,943	105,188	6,217	8,180	14,136	18,600	19.09	
51	7.385	751,219	101,722	54,596	7,393	106,656	14,442	18.90	
52	1.400	168,882	120,630	10,053	7,181	22,094	15,782	18.51	
55	13.014	1,286,274	98,838	102,414	7,870	226,176	17,379	19.71	
65	5.000	463,717	92,743	36,065	7,213	70,680	14,136	19.50	
74	1.000	120,897	120,897	9,403	9,403	14,136	14,136	18.87	
79	2.000	203,924	101,962	15,862	7,931	28,272	14,136	19.15	
97	1.000	248,768	248,768	7,800	7,800	14,136	14,136	15.70	
K-12 Program 02 Instructional	3.984	415,390	104,265	18,487	4,640	56,544	14,193	18.97	
Program 21 Instructional	58.230	5,598,978	96,153	436,222	7,491	865,048	14,856	19.63	
Program 21 Administrative	0.750	148,628	198,171			10,602	14,136	16.99	
K-12 Program 21 Instructional	52.412	5,031,588	96,001	237,824	4,538	767,981	14,653	19.68	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	15.843	1,708,129	107,816	132,814	8,383	223,957	14,136	19.07	
Program 31 Administrative	0.900	149,087	165,652			12,722	14,136	18.11	
Program 34 Instructional	0.760	79,943	105,188	6,217	8,180	14,136	18,600	19.09	
K-3 BEA Instructional	76.474	7,587,638	99,219	107,349	1,404	1,107,301	14,479	19.07	
4-6 BEA Instructional	44.133	4,631,251	104,939	67,475	1,529	626,239	14,190	19.00	
7-8 BEA Instructional	38.707	3,884,041	100,345	330,060	8,527	571,321	14,760	19.07	
9-12 BEA Instructional	59.275	6,269,480	105,769	490,203	8,270	852,471	14,382	19.04	
K-12 BEA Instructional	218.589	22,372,410	102,349	995,087	4,552	3,157,332	14,444	19.05	
K-12 BEA Administrative	15.000	2,537,326	169,155			212,040	14,136	17.95	
BEA	236.389	25,482,693	107,800	1,857,490	7,858	3,408,953	14,421	18.90	
Instructional	313.957	31,585,443	100,604	2,568,888	8,182	4,595,326	14,637	19.19	
Administrative	19.000	3,348,088	176,215	7,800	411	268,584	14,136	17.68	
Active	332.957	34,933,531	104,919	2,576,688	7,739	4,863,910	14,608	19.05	
Certificated Total	332.957	34,933,531	104,919	2,576,688	7,739	4,863,910	14,608	19.05	
Instructional for Funding Purposes	313.957	31,585,443	100,604	2,568,888	8,182	4,595,326	14,637	19.19	
Instructional for Compliance Purposes	313.957	31,585,443	100,604	2,568,888	8,182	4,595,326	14,637	19.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	70.754	7,014,191	99,135	37,656	532	1,019,375	14,407	19.08	
K-3 Program 21 Teacher	9.738	857,703	88,078	19,960	2,050	145,346	14,926	19.59	
Grade T Program 09 Teacher	6.489	568,821	87,659	14,281	2,201	92,916	14,319	19.18	
PSES Program 01 Certificated	8.350	719,769	86,200			127,224	15,236	19.08	
PSES Program 21 Certificated	16.526	1,714,130	103,723			248,087	15,012	19.65	

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	190.118	21,329,778	112,192	1,653,430	8,697	2,711,285	14,261	17.89	
21	36.210	4,012,110	110,801	283,444	7,828	531,514	14,679	17.93	
24	2.900	294,033	101,391	6,182	2,132	40,994	14,136	17.97	
31	15.790	1,796,549	113,778	104,053	6,590	225,469	14,279	17.91	
34	2.950	350,769	118,905	20,372	6,906	41,701	14,136	17.94	
51	2.900	335,558	115,710	1,900	655	40,994	14,136	17.94	
55	7.500	895,702	119,427	35,794	4,773	106,020	14,136	17.93	
58				20,207					
65	4.000	501,882	125,471	31,256	7,814	56,544	14,136	17.92	
79	0.500	80,002	160,004	3,000	6,000	7,068	14,136	17.92	
88	0.456	66,042	144,829	456	1,000	7,068	15,500	17.94	
97	1.400	267,298	190,927	72,587	51,848	19,790	14,136	15.77	
Program 21 Instructional	35.310	3,858,871	109,285	277,594	7,862	518,791	14,692	17.94	
Program 21 Administrative	0.900	153,239	170,266	5,850	6,500	12,722	14,136	17.61	
K-12 Program 21 Instructional	29.510	3,221,590	109,169	7,440	252	436,802	14,802	17.94	
Program 31 Instructional	14.690	1,620,546	110,316	97,453	6,634	209,920	14,290	17.91	
Program 31 Administrative	1.100	176,003	160,003	6,600	6,000	15,550	14,136	17.92	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.950	350,769	118,905	20,372	6,906	41,701	14,136	17.94	
K-3 BEA Instructional	66.921	7,048,936	105,332	4,693	70	959,552	14,339	17.96	
4-6 BEA Instructional	36.380	3,995,187	109,818			514,268	14,136	17.93	
7-8 BEA Instructional	32.667	3,361,766	102,910	13,736	420	467,986	14,326	17.90	
9-12 BEA Instructional	53.734	5,994,184	111,553	2,860	53	765,238	14,241	17.88	
K-12 BEA Instructional	189.702	20,400,073	107,537	21,289	112	2,707,044	14,270	17.92	
BEA	210.258	23,744,394	112,930	1,850,442	8,801	2,998,246	14,260	17.86	
Instructional	242.312	26,286,119	108,480	2,037,180	8,407	3,470,388	14,322	17.92	
Administrative	21.912	3,580,869	163,420	192,410	8,781	310,992	14,193	17.52	
Other	0.500	62,735	125,470	3,091	6,182	7,068	14,136	18.01	
Active	264.724	29,929,723	113,060	2,232,681	8,434	3,788,448	14,311	17.88	
Certificated Total	264.724	29,929,723	113,060	2,232,681	8,434	3,788,448	14,311	17.88	
Instructional for Funding Purposes	242.312	26,286,119	108,480	2,037,180	8,407	3,470,388	14,322	17.92	
Instructional for Compliance Purposes	242.312	26,286,119	108,480	2,037,180	8,407	3,470,388	14,322	17.92	
K-3 Program 01 Teacher	57.814	6,055,166	104,735			818,192	14,152	17.96	
K-3 Program 21 Teacher	4.300	450,160	104,688			60,785	14,136	17.96	
PSES Program 01 Certificated	13.500	1,398,598	103,600			190,836	14,136	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	10.810	1,201,988	111,192			172,459	15,954	17.94	

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	44.150	4,134,222	93,640	64,109	1,452	626,932	14,200	18.20	
21	7.150	664,142	92,887	43,570	6,094	106,727	14,927	18.22	
31	4.475	467,324	104,430	55,219	12,339	63,259	14,136	16.30	
34	0.225	27,239	121,062	10,250	45,556	3,181	14,136	14.34	
51	0.950	108,303	114,003	955	1,005	13,429	14,136	18.11	
55	1.350	151,388	112,139	1,433	1,061	19,084	14,136	18.11	
58				45,296					
65	1.100	116,154	105,595	4,690	4,264	15,550	14,136	26.78	
74				9,000					
97	0.875	144,376	165,001			16,438	18,786	18.27	
99	0.125	20,625	165,000			2,348	18,786	18.27	
Program 21 Instructional	6.600	582,993	88,332	43,570	6,602	98,952	14,993	18.23	
Program 21 Administrative	0.550	81,149	147,544			7,775	14,136	18.10	
K-12 Program 21 Instructional	6.000	539,782	89,964	42,050	7,008	84,816	14,136	18.19	
Program 31 Instructional	4.100	413,010	100,734	55,219	13,468	57,958	14,136	16.10	
Program 31 Administrative	0.375	54,314	144,837			5,301	14,136	18.11	
Program 34 Instructional	0.100	9,134	91,340	10,250	102,500	1,414	14,136	8.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.125	18,105	144,840			1,767	14,136	18.11	
K-3 BEA Instructional	12.430	1,105,666	88,951	26,185	2,107	177,124	14,250	18.22	
4-6 BEA Instructional	10.470	919,218	87,795	4,720	451	148,004	14,136	18.23	
7-8 BEA Instructional	6.700	546,918	81,630	21,861	3,263	96,125	14,347	18.07	
9-12 BEA Instructional	15.200	1,441,678	94,847	76,812	5,053	214,867	14,136	17.51	
K-12 BEA Instructional	44.800	4,013,480	89,587	129,578	2,892	636,120	14,199	17.94	
K-12 BEA Administrative	2.100	321,371	153,034			29,686	14,136	18.09	
BEA	49.725	4,773,161	95,991	129,578	2,606	709,809	14,275	17.97	
Instructional	54.400	4,913,302	90,318	234,522	4,311	777,480	14,292	18.18	
Administrative	5.500	848,052	154,191			82,398	14,981	18.12	
Other	0.500	72,419	144,838			7,068	14,136	18.11	
Active	60.400	5,833,773	96,586	234,522	3,883	866,946	14,353	18.17	
Certificated Total	60.400	5,833,773	96,586	234,522	3,883	866,946	14,353	18.17	
Instructional for Funding Purposes	54.400	4,913,302	90,318	234,522	4,311	777,480	14,292	18.18	
Instructional for Compliance Purposes	54.400	4,913,302	90,318	234,522	4,311	777,480	14,292	18.18	
K-3 Program 01 Teacher	12.030	1,063,219	88,381	6,366	529	170,056	14,136	18.22	
K-3 Program 21 Teacher	1.680	120,534	71,746	2,454	1,461	23,748	14,136	18.33	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.600	171,493	107,183			25,445	15,903	18.15	
PSES Program 21 Certificated	2.000	214,366	107,183			28,272	14,136	18.12	

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	376.597	37,661,737	100,005	2,789,077	7,406	5,320,805	14,129	18.05	
21	103.700	9,905,538	95,521	803,355	7,747	1,471,558	14,191	18.21	
23	6.000	451,986	75,331						
31	27.000	2,517,687	93,248	142,591	5,281	376,018	13,927	18.25	
34	5.700	523,895	91,911	26,946	4,727	80,575	14,136	18.17	
51	11.044	1,052,660	95,315	46,276	4,190	162,479	14,712	18.27	
52	1.499	174,907	116,682	11,830	7,892	21,190	14,136	18.24	
55	24.837	2,664,479	107,279	183,072	7,371	358,065	14,417	18.11	
58	0.726	72,954	100,488	24,217	33,357	7,436	10,242	18.28	
64	0.750	87,454	116,605	7,768	10,357	10,602	14,136	18.24	
65	20.000	1,962,649	98,132	142,440	7,122	282,720	14,136	18.26	
74	2.000	223,763	111,882	11,459	5,730	28,272	14,136	18.24	
79	0.600	51,958	86,597	13,166	21,943	8,482	14,136	18.26	
97	1.000	222,070	222,070	67,143	67,143	14,136	14,136	14.26	
Program 21 Instructional	101.400	9,534,387	94,027	743,055	7,328	1,439,045	14,192	18.27	
Program 21 Administrative	2.300	371,151	161,370	41,900	18,217	32,513	14,136	16.70	
K-12 Program 21 Instructional	91.282	8,584,827	94,047	4,000	44	1,294,716	14,184	18.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	26.500	2,442,885	92,184	132,315	4,993	368,950	13,923	18.27	
Program 31 Administrative	0.500	74,802	149,604	6,888	13,776	7,068	14,136	17.55	
Program 34 Instructional	5.200	449,093	86,364	18,170	3,494	73,507	14,136	18.28	
Program 34 Administrative	0.500	74,802	149,604	5,388	10,776	7,068	14,136	17.55	
K-3 BEA Instructional	133.604	12,166,566	91,064	8,000	60	1,891,482	14,157	18.28	
4-6 BEA Instructional	73.088	6,781,234	92,782	16,000	219	1,033,172	14,136	18.27	
7-8 BEA Instructional	60.237	5,678,633	94,272	4,000	66	837,374	13,901	18.27	
9-12 BEA Instructional	108.376	10,569,282	97,524			1,534,746	14,161	18.26	
K-12 BEA Instructional	375.305	35,195,715	93,779	28,000	75	5,296,773	14,113	18.27	
K-12 BEA Administrative	2.992	468,339	156,530			42,408	14,174	17.04	
BEA	410.297	40,925,389	99,746	3,025,757	7,375	5,791,533	14,115	18.04	
Instructional	537.461	50,890,687	94,687	3,300,179	6,140	7,605,168	14,150	18.27	
Administrative	37.992	6,231,064	164,010	666,053	17,531	537,168	14,139	16.71	
Active	575.453	57,121,751	99,264	3,966,232	6,892	8,142,336	14,149	18.09	
On Leave				303,108					
Certificated Total	581.453	57,573,737	99,017	4,269,340	7,343	8,142,336	14,003	17.95	
Instructional for Funding Purposes	543.461	51,342,673	94,474	3,300,179	6,073	7,605,168	13,994	18.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	537.461	50,890,687	94,687	3,300,179	6,140	7,605,168	14,150	18.27	
K-3 Program 01 Teacher	112.723	9,927,054	88,066			1,595,177	14,151	18.28	
K-3 Program 21 Teacher	13.300	1,130,586	85,006			188,009	14,136	18.29	
PSES Program 01 Certificated	23.000	2,317,532	100,762			325,128	14,136	18.25	
PSES Program 21 Certificated	30.382	3,029,327	99,708			442,315	14,558	18.26	

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	42.787	3,765,523	88,006	44,444	1,039	592,793	13,855	18.11	
02	0.300	18,168	60,560			4,241	14,136	18.21	
09	2.830	190,045	67,154			38,238	13,512	18.26	
21	7.936	616,659	77,704	7,937	1,000	95,559	12,041	18.11	
24	1.530	113,635	74,271			21,628	14,136	18.22	
31	6.654	549,534	82,587	39,458	5,930	110,826	16,656	18.28	
34	1.740	137,244	78,876	1,582	909	24,597	14,136	18.15	
51	0.866	37,689	43,521			6,121	7,068	18.00	
55	0.734	28,501	38,830			8,015	10,920	18.14	
74	0.190	16,654	87,653			2,686	14,136	18.11	
97	1.000	174,308	174,308	56,554	56,554	14,136	14,136	16.25	
K-12 Program 02 Instructional	0.300	18,168	60,560			4,241	14,136	18.21	
Program 21 Instructional	6.276	525,633	83,753			92,874	14,798	18.11	
Program 21 Administrative	0.230	32,057	139,378	7,937	34,509	2,686	11,678	18.01	
K-12 Program 21 Instructional	6.276	525,633	83,753			92,874	14,798	18.11	
Program 31 Instructional	6.354	507,200	79,824	24,458	3,849	106,585	16,775	18.31	
Program 31 Administrative	0.300	42,334	141,113	15,000	50,000	4,241	14,136	18.00	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.590	116,476	73,255	1,582	995	22,476	14,136	18.17	
Program 34 Administrative	0.150	20,768	138,453			2,120	14,136	18.03	
K-3 BEA Instructional	14.631	1,201,910	82,148	15,069	1,030	201,509	13,773	18.14	
4-6 BEA Instructional	9.102	800,992	88,002			124,142	13,639	18.10	
7-8 BEA Instructional	7.202	632,499	87,823	4,082	567	102,203	14,191	18.10	
9-12 BEA Instructional	16.971	1,393,827	82,130	51,333	3,025	259,113	15,268	18.21	
K-12 BEA Instructional	47.906	4,029,228	84,107	70,484	1,471	686,967	14,340	18.15	
K-12 BEA Administrative	2.820	381,698	135,354	15,000	5,319	36,542	12,958	18.02	
BEA	52.481	4,644,777	88,504	142,038	2,706	746,593	14,226	18.05	
Instructional	58.382	4,806,228	82,324	70,484	1,207	839,212	14,374	18.15	
Administrative	6.000	723,220	120,537	79,491	13,249	70,680	11,780	17.52	
Other	0.755	59,543	78,865			8,948	11,852	18.07	
Active	65.137	5,588,991	85,804	149,975	2,302	918,840	14,106	18.06	
K-12 Program 21 Contracted	1.430	58,969	41,237					18.13	
Certificated Total	66.567	5,647,960	84,846	149,975	2,253	918,840	13,803	18.07	
Instructional for Funding Purposes	59.812	4,865,197	81,341	70,484	1,178	839,212	14,031	18.15	
Instructional for Compliance Purposes	58.382	4,806,228	82,324	70,484	1,207	839,212	14,374	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	13.532	1,117,847	82,608			184,545	13,638	18.12	
K-3 Program 21 Teacher	1.618	125,863	77,789			22,872	14,136	18.16	
Grade T Program 09 Teacher	2.580	155,432	60,245			36,471	14,136	18.29	
PSES Program 01 Certificated	2.738	200,778	73,330			41,560	15,179	18.38	
PSES Program 21 Certificated	3.636	266,820	73,383			35,340	9,719	18.06	

Garfield School District (38302)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.530	841,018	79,869	19,567	1,858	135,068	12,827	17.98	
21	1.000	61,854	61,854	9,852	9,852	11,616	11,616	17.93	
31	1.000	54,441	54,441	1,701	1,701	14,136	14,136	17.97	
51	0.740	49,816	67,319			8,596	11,616	17.96	
97	0.500	54,788	109,576			5,808	11,616	17.95	
Program 21 Instructional	1.000	61,854	61,854	9,852	9,852	11,616	11,616	17.93	
K-12 Program 21 Instructional	1.000	61,854	61,854			11,616	11,616	17.93	
Program 31 Instructional	1.000	54,441	54,441	1,701	1,701	14,136	14,136	17.97	
K-3 BEA Instructional	3.116	262,301	84,179			38,715	12,425	17.96	
4-6 BEA Instructional	1.311	88,005	67,128			15,229	11,616	17.95	
7-8 BEA Instructional	5.218	411,789	78,917			68,248	13,079	17.99	
9-12 BEA Instructional	1.385	78,576	56,734	10,908	7,876	21,204	15,310	17.98	
K-12 BEA Instructional	11.030	840,671	76,217	10,908	989	143,396	13,001	17.98	
BEA	12.030	950,247	78,990	21,268	1,768	155,012	12,885	17.97	
Instructional	12.680	946,282	74,628	29,397	2,318	162,563	12,820	17.97	
Administrative	1.090	115,635	106,087			12,661	11,616	17.95	
Other				1,723					

Program	FTE	Base Salary Total	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	13.770	1,061,917	77,118	31,120	2,260	175,224	12,725	17.97	
Certificated Total	13.770	1,061,917	77,118	31,120	2,260	175,224	12,725	17.97	
Instructional for Funding Purposes	12.680	946,282	74,628	29,397	2,318	162,563	12,820	17.97	
Instructional for Compliance Purposes	12.680	946,282	74,628	29,397	2,318	162,563	12,820	17.97	
K-3 Program 01 Teacher	2.616	225,785	86,309			32,907	12,579	17.97	
K-3 Program 21 Teacher	0.444	27,494	61,923			5,158	11,616	17.93	
PSES Program 01 Certificated	1.000	73,032	73,032			11,616	11,616	17.95	

Salary and Benefits by Program for 2024-2025

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	8.930	826,314	92,532	34,097	3,818	150,548	16,859	19.16	
31	1.193	57,676	48,345			38,309	32,111	20.93	
34	0.140	14,433	103,093			1,979	14,136	18.17	
97	0.500	73,168	146,336			7,068	14,136	19.97	
Program 31 Instructional	1.193	57,676	48,345			38,309	32,111	20.93	
Program 34 Instructional	0.140	14,433	103,093			1,979	14,136	18.17	
K-3 BEA Instructional	2.329	191,506	82,227			32,923	14,136	21.48	
4-6 BEA Instructional	1.440	138,741	96,348			20,356	14,136	18.20	
7-8 BEA Instructional	1.380	131,775	95,489			19,508	14,136	18.19	
9-12 BEA Instructional	4.614	363,233	78,724	9,500	2,059	110,982	24,053	18.89	
K-12 BEA Instructional	9.763	825,255	84,529	9,500	973	183,768	18,823	19.24	
BEA	10.763	971,591	90,271	34,097	3,168	197,904	18,387	19.34	
Instructional	9.763	825,255	84,529	34,097	3,492	183,768	18,823	19.24	
Administrative	1.000	146,336	146,336			14,136	14,136	19.97	
Active	10.763	971,591	90,271	34,097	3,168	197,904	18,387	19.34	
Certificated Total	10.763	971,591	90,271	34,097	3,168	197,904	18,387	19.34	
Instructional for Funding Purposes	9.763	825,255	84,529	34,097	3,492	183,768	18,823	19.24	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	9.763	825,255	84,529	34,097	3,492	183,768	18,823	19.24	
K-3 Program 01 Teacher	1.860	147,708	79,413			26,293	14,136	22.44	
PSES Program 01 Certificated	0.719	67,130	93,366			10,164	14,136	18.22	

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	41.720	3,719,093	89,144	170,882	4,096	602,587	14,444	17.92	
02	73.500	4,265,010	58,027						
31	4.520	376,882	83,381	51,521	11,398	65,775	14,552	18.09	
34	0.880	67,699	76,931	11,278	12,816	12,440	14,136	18.25	
51	1.630	142,460	87,399	1,156	709	21,098	12,944	18.28	
53	1.000	52,853	52,853	3,500	3,500	14,136	14,136	19.33	
55	4.950	393,050	79,404			71,811	14,507	17.96	
58				26,371					
65				11,059					
74	0.350	31,194	89,126	3,272	9,349	4,948	14,136	18.26	
97	1.000	181,865	181,865			14,136	14,136	17.62	
K-12 Program 02 Instructional	73.500	4,265,010	58,027						
Program 31 Instructional	4.320	351,181	81,292	51,521	11,926	61,068	14,136	18.08	
Program 31 Administrative	0.200	25,701	128,505			4,707	23,536	18.21	
Program 34 Instructional	0.880	67,699	76,931	11,278	12,816	12,440	14,136	18.25	
K-3 BEA Instructional	15.400	1,283,621	83,352			220,522	14,320	17.53	
4-6 BEA Instructional	4.410	351,869	79,789			74,638	16,925	18.46	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	6.890	586,465	85,118	17,244	2,503	102,345	14,854	18.18	
9-12 BEA Instructional	16.970	1,463,609	86,247	71,926	4,238	239,888	14,136	17.99	
K-12 BEA Instructional	43.670	3,685,564	84,396	89,170	2,042	637,392	14,596	17.91	
K-12 BEA Administrative	1.600	220,806	138,004	3,373	2,108	28,272	17,670	18.17	
BEA	121.620	8,610,549	70,799	233,681	1,921	694,938	5,714	9.32	
Instructional	51.450	4,284,178	83,269	207,819	4,039	749,208	14,562	17.95	
Administrative	4.600	680,918	148,026	3,373	733	57,722	12,548	18.04	
Other				67,847					
Active	56.050	4,965,096	88,583	279,039	4,978	806,930	14,397	17.96	
K-12 BEA Contracted	73.500	4,265,010	58,027						
Certificated Total	129.550	9,230,106	71,247	279,039	2,154	806,930	6,229	9.91	
Instructional for Funding Purposes	124.950	8,549,188	68,421	207,819	1,663	749,208	5,996	9.23	
Instructional for Compliance Purposes	51.450	4,284,178	83,269	207,819	4,039	749,208	14,562	17.95	
K-3 Program 01 Teacher	14.650	1,208,906	82,519			209,920	14,329	17.49	
PSES Program 01 Certificated	2.950	248,138	84,115			46,649	15,813	18.40	

Grand Coulee Dam School District (13301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	41.999	3,261,075	77,646	122,786	2,924	608,993	14,500	18.54	
02	1.000	93,673	93,673			14,136	14,136	18.41	
21	2.922	226,779	77,611	12,104	4,142	41,305	14,136	18.47	
24	1.878	131,418	69,978			26,547	14,136	18.61	
29	0.200	18,390	91,950			2,827	14,136	18.28	
31	3.007	202,071	67,200	15,692	5,218	42,507	14,136	19.15	
34	0.939	64,698	68,901	1,500	1,597	13,274	14,136	18.94	
51	0.426	37,525	88,087			6,022	14,136	18.42	
52				12,000					
53	0.150	14,405	96,033			2,120	14,136	18.31	
55	1.364	117,368	86,047	2,878	2,110	19,282	14,136	18.42	
58				45,296					
74	0.033	3,169	96,030	6,000	181,818	466	14,136	18.31	
97	1.000	160,000	160,000			14,136	14,136	18.26	
K-12 Program 02 Instructional	1.000	93,673	93,673			14,136	14,136	18.41	
Program 21 Instructional	2.922	226,779	77,611	2,104	720	41,305	14,136	18.47	
Program 21 Administrative				10,000					
K-12 Program 21 Instructional	2.794	218,267	78,120			39,496	14,136	18.47	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.007	202,071	67,200	11,192	3,722	42,507	14,136	19.15	
Program 31 Administrative				4,500					
Program 34 Instructional	0.939	64,698	68,901			13,274	14,136	18.94	
Program 34 Administrative				1,500					
K-3 BEA Instructional	13.190	1,024,032	77,637	2,582	196	186,454	14,136	18.52	
4-6 BEA Instructional	7.336	513,477	69,994			118,997	16,221	18.62	
7-8 BEA Instructional	5.464	409,311	74,911	7,814	1,430	77,239	14,136	18.63	
9-12 BEA Instructional	16.725	1,227,329	73,383	6,042	361	236,425	14,136	18.65	
K-12 BEA Instructional	42.715	3,174,149	74,310	16,438	385	619,114	14,494	18.60	
BEA	47.945	3,781,517	78,872	139,978	2,920	693,046	14,455	18.56	
Instructional	49.244	3,680,565	74,741	192,256	3,904	711,408	14,447	18.59	
Administrative	5.674	650,006	114,559	26,000	4,582	80,208	14,136	18.35	
Active	54.918	4,330,571	78,855	218,256	3,974	791,616	14,415	18.55	
Certificated Total	54.918	4,330,571	78,855	218,256	3,974	791,616	14,415	18.55	
Instructional for Funding Purposes	49.244	3,680,565	74,741	192,256	3,904	711,408	14,447	18.59	
Instructional for Compliance Purposes	49.244	3,680,565	74,741	192,256	3,904	711,408	14,447	18.59	

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
K-3 Program 01 Teacher	13.190	1,024,032	77,637	2,582	196	186,454	14,136	18.52	
K-3 Program 21 Teacher	0.312	20,748	66,500			4,410	14,136	18.66	
PSES Program 01 Certificated	1.000	96,030	96,030			14,136	14,136	18.37	

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	166.575	15,540,682	93,295	710,291	4,264	2,365,693	14,202	18.15	
02	1.000	109,982	109,982	3,529	3,529	14,136	14,136	18.12	
09	6.000	543,224	90,537	27,273	4,546	84,816	14,136	18.31	
21	30.950	2,435,438	78,689	201,843	6,522	437,509	14,136	17.06	
31	17.790	1,727,641	97,113	162,559	9,138	251,479	14,136	18.17	
34	3.150	277,546	88,110	14,010	4,448	44,528	14,136	18.24	
51	1.930	126,108	65,341	149,801	77,617	27,282	14,136	18.12	
52				47,107					
53	0.150	24,538	163,587	3,054	20,360	2,120	14,136	16.79	
55	10.400	931,358	89,554	487,016	46,828	147,014	14,136	18.12	
58	0.500	30,208	60,416	139,818	279,636	7,068	14,136	17.55	
64				64,381					
65	7.250	738,386	101,846	19,537	2,695	102,486	14,136	18.04	
74	2.305	199,468	86,537	374	162	33,375	14,479	18.35	
97	1.000	237,494	237,494	71,207	71,207	14,136	14,136	14.32	
K-12 Program 02 Instructional	1.000	109,982	109,982	3,529	3,529	14,136	14,136	18.12	
Program 21 Instructional	25.000	1,930,229	77,209	191,011	7,640	353,400	14,136	18.39	
Program 21 Administrative	0.950	150,879	158,820	7,097	7,471	13,429	14,136	17.40	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	24.000	1,871,910	77,996	187,312	7,805	339,264	14,136	18.39	
Program 31 Instructional	14.920	1,291,902	86,589	142,912	9,579	210,909	14,136	18.27	
Program 31 Administrative	2.870	435,739	151,825	19,647	6,846	40,570	14,136	17.84	
Program 34 Instructional	2.900	240,776	83,026	12,380	4,269	40,994	14,136	18.28	
Program 34 Administrative	0.250	36,770	147,080	1,630	6,520	3,534	14,136	17.98	
K-3 BEA Instructional	64.673	5,804,335	89,749	229,097	3,542	923,778	14,284	18.19	
4-6 BEA Instructional	31.662	2,729,696	86,214	65,943	2,083	449,002	14,181	18.20	
7-8 BEA Instructional	26.910	2,300,287	85,481	119,932	4,457	380,400	14,136	18.24	
9-12 BEA Instructional	48.170	4,186,342	86,908	318,622	6,615	680,931	14,136	18.27	
K-12 BEA Instructional	171.415	15,020,660	87,627	733,594	4,280	2,434,111	14,200	18.22	
K-12 BEA Administrative	14.500	2,184,101	150,628	110,026	7,588	204,972	14,136	18.01	
BEA	189.515	17,893,345	94,417	961,596	5,074	2,689,972	14,194	18.10	
Instructional	224.000	19,389,011	86,558	1,824,687	8,146	3,178,244	14,189	18.24	
Administrative	19.500	3,101,124	159,032	230,649	11,828	275,652	14,136	17.39	
Other	0.500	77,608	155,216	3,468	6,936	7,068	14,136	17.93	
Active	244.000	22,567,743	92,491	2,058,804	8,438	3,460,964	14,184	18.12	
K-12 Program 21 Contracted	4.222	281,351	66,639			59,682	14,136	8.66	

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
On Leave				42,996					
Certificated Total	249.000	22,922,073	92,057	2,101,800	8,441	3,531,644	14,183	17.99	
Instructional for Funding Purposes	229.000	19,743,341	86,215	1,824,687	7,968	3,248,924	14,187	18.08	
Instructional for Compliance Purposes	224.000	19,389,011	86,558	1,824,687	8,146	3,178,244	14,189	18.24	
K-3 Program 01 Teacher	57.956	5,168,829	89,185	128,740	2,221	828,827	14,301	18.20	
K-3 Program 21 Teacher	5.077	344,747	67,904	11,251	2,216	71,768	14,136	18.50	
Grade T Program 09 Teacher	6.000	543,224	90,537	27,273	4,546	84,816	14,136	18.31	
PSES Program 01 Certificated	9.500	900,398	94,779			134,292	14,136	17.85	
PSES Program 21 Certificated	7.222	557,975	77,260			102,090	14,136	13.77	

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	71.021	6,739,327	94,892	65,301	919	1,021,467	14,383	18.26	
21	10.666	921,385	86,385	5,000	469	163,271	15,308	18.37	
31	8.300	768,613	92,604	21,854	2,633	117,329	14,136	18.25	
34	2.130	233,572	109,658	1,228	577	30,110	14,136	18.16	
51	3.069	218,057	71,051			48,486	15,799	18.51	
53	0.250	39,056	156,224			3,534	14,136	18.12	
55	2.090	204,180	97,694			29,544	14,136	18.07	
64	0.340	33,794	99,394			4,806	14,136	18.23	
65	1.450	191,936	132,370			20,497	14,136	17.93	
88	1.000	110,454	110,454	5,642	5,642	14,136	14,136	18.15	
97	1.200	233,578	194,648	7,800	6,500	16,963	14,136	17.04	
Program 21 Instructional	9.116	688,082	75,481	5,000	548	141,360	15,507	18.45	
Program 21 Administrative	1.550	233,303	150,518			21,911	14,136	18.14	
K-12 Program 21 Instructional	8.116	629,469	77,559			127,224	15,676	18.43	
Program 31 Instructional	7.990	727,018	90,991	21,854	2,735	112,947	14,136	18.25	
Program 31 Administrative	0.310	41,595	134,177			4,382	14,136	18.19	
Program 34 Instructional	2.130	233,572	109,658	1,228	577	30,110	14,136	18.16	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	28.400	2,481,424	87,374			401,462	14,136	18.29	
4-6 BEA Instructional	12.600	1,101,195	87,396			178,114	14,136	18.29	
7-8 BEA Instructional	12.322	1,207,903	98,028			175,993	14,283	18.23	
9-12 BEA Instructional	21.140	2,018,483	95,482			298,835	14,136	18.23	
K-12 BEA Instructional	74.462	6,809,005	91,443			1,054,404	14,160	18.26	
K-12 BEA Administrative	3.000	449,764	149,921			42,408	14,136	18.14	
BEA	82.651	7,975,090	96,491	96,183	1,164	1,185,869	14,348	18.22	
Instructional	88.988	7,928,215	89,093	40,638	457	1,272,240	14,297	18.28	
Administrative	11.000	1,655,844	150,531	13,442	1,222	155,496	14,136	17.93	
Other	0.250	14,470	57,880	52,745	210,980	14,136	56,544	18.59	
Active	100.238	9,598,529	95,757	106,825	1,066	1,441,872	14,384	18.22	
On Leave	1.278	95,423	74,666			28,272	22,122	18.77	
Certificated Total	101.516	9,693,952	95,492	106,825	1,052	1,470,144	14,482	18.23	
Instructional for Funding Purposes	88.988	7,928,215	89,093	40,638	457	1,272,240	14,297	18.28	
Instructional for Compliance Purposes	88.988	7,928,215	89,093	40,638	457	1,272,240	14,297	18.28	
K-3 Program 01 Teacher	25.650	2,223,949	86,704			373,190	14,549	18.30	
K-3 Program 21 Teacher	2.292	188,072	82,056			33,926	14,802	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
PSES Program 01 Certificated	4.380	394,478	90,063			61,916	14,136	18.26	
PSES Program 21 Certificated	0.834	67,808	81,305			14,136	16,950	18.41	

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	100.435	10,406,555	103,615	825,555	8,220	1,425,854	14,197	18.05	
02	11.300	1,187,426	105,082	108,084	9,565	166,338	14,720	18.09	
03	1.900	200,100	105,316	12,655	6,661	28,738	15,126	18.01	
21	25.464	2,399,972	94,250	297,961	11,701	365,425	14,351	18.05	
24	2.752	283,602	103,053	42,812	15,557	42,408	15,410	18.14	
31	5.900	572,181	96,980	84,409	14,307	83,402	14,136	18.30	
34	1.650	142,061	86,098	19,064	11,554	23,324	14,136	18.71	
55	1.450	156,602	108,001	5,344	3,686	20,497	14,136	17.64	
58				500					
65	1.300	109,486	84,220	8,857	6,813	18,377	14,136	18.25	
79	0.050	10,046	200,920			707	14,136	17.05	
97	1.000	248,000	248,000			14,136	14,136	15.96	
K-12 Program 02 Instructional	10.600	1,053,214	99,360	8,277	781	156,443	14,759	18.18	
Program 21 Instructional	24.514	2,209,093	90,116	297,961	12,155	351,996	14,359	18.13	
Program 21 Administrative	0.950	190,879	200,925			13,429	14,136	17.05	
K-12 Program 21 Instructional	21.944	1,982,910	90,362	40,834	1,861	309,588	14,108	18.12	
Program 31 Instructional	5.900	572,181	96,980	74,409	12,612	83,402	14,136	18.30	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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				10,000					
Program 34 Instructional	1.650	142,061	86,098	19,064	11,554	23,324	14,136	18.71	
K-3 BEA Instructional	39.520	3,700,327	93,632	72,284	1,829	557,438	14,105	18.20	
4-6 BEA Instructional	16.125	1,543,762	95,737	11,323	702	230,078	14,268	18.05	
7-8 BEA Instructional	15.590	1,570,651	100,747	24,555	1,575	228,395	14,650	18.17	
9-12 BEA Instructional	39.000	4,029,048	103,309	11,236	288	556,958	14,281	18.14	
K-12 BEA Instructional	110.235	10,843,788	98,370	119,398	1,083	1,572,869	14,268	18.15	
K-12 BEA Administrative	3.000	584,387	194,796			42,408	14,136	17.23	
BEA	122.185	12,756,323	104,402	1,049,767	8,592	1,741,794	14,255	18.03	
Instructional	139.801	13,512,155	96,653	1,391,197	9,951	1,999,786	14,305	18.15	
Administrative	10.000	1,955,739	195,574	10,000	1,000	141,360	14,136	17.14	
Other	2.400	123,046	51,269	4,044	1,685	33,926	14,136	18.65	
Active	152.201	15,590,940	102,437	1,405,241	9,233	2,175,072	14,291	18.04	
On Leave	1.000	125,091	125,091			14,136	14,136	18.07	
Certificated Total	153.201	15,716,031	102,584	1,405,241	9,173	2,189,208	14,290	18.04	
Instructional for Funding Purposes	139.801	13,512,155	96,653	1,391,197	9,951	1,999,786	14,305	18.15	
Instructional for Compliance Purposes	139.801	13,512,155	96,653	1,391,197	9,951	1,999,786	14,305	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	37.077	3,473,789	93,691	49,320	1,330	522,566	14,094	18.20	
K-3 Program 21 Teacher	6.458	616,729	95,498			89,552	13,867	18.05	
PSES Program 01 Certificated	4.693	465,222	99,131			66,678	14,208	18.17	
PSES Program 21 Certificated	3.667	300,338	81,903			63,144	17,220	18.39	

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	12.420	1,032,481	83,131	23,784	1,915				
09	1.347	95,156	70,643						
21	1.000	111,875	111,875	2,486	2,486				
51	0.750	63,345	84,460						
52	0.250	14,810	59,240						
55	0.450	26,657	59,238						
97	0.519	101,385	195,347						
Program 21 Instructional	1.000	111,875	111,875	2,486	2,486				
K-12 Program 21 Instructional	1.000	111,875	111,875	2,486	2,486				
K-3 BEA Instructional	5.439	450,049	82,745	7,046	1,295				
4-6 BEA Instructional	3.099	224,053	72,298	8,549	2,759				
7-8 BEA Instructional	3.007	242,984	80,806	4,920	1,636				
K-12 BEA Instructional	11.545	917,086	79,436	21,793	1,888				
BEA	12.939	1,133,866	87,632	23,784	1,838				
Instructional	15.217	1,212,444	79,677	26,270	1,726				
Administrative	1.519	233,265	153,565						
Active	16.736	1,445,709	86,383	26,270	1,570				

Program	FTE	Base Salary Total	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	16.736	1,445,709	86,383	26,270	1,570				
Instructional for Funding Purposes	15.217	1,212,444	79,677	26,270	1,726				
Instructional for Compliance Purposes	15.217	1,212,444	79,677	26,270	1,726				
K-3 Program 01 Teacher	5.439	450,049	82,745	7,046	1,295				
K-3 Program 21 Teacher	0.480	53,700	111,875						
Grade T Program 09 Teacher	0.222	21,159	95,311						
PSES Program 01 Certificated	0.217	17,550	80,876						

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	2.563	179,335	69,971	3,000	1,171	28,272	11,031	15.47	
51	1.000	61,635	61,635			14,136	14,136	18.06	
97	0.200	37,400	187,000					8.20	
K-3 BEA Instructional	2.322	159,041	68,493			28,272	12,176	16.38	
4-6 BEA Instructional	0.241	20,294	84,207					8.20	
K-12 BEA Instructional	2.563	179,335	69,971			28,272	11,031	15.47	
BEA	2.763	216,735	78,442	3,000	1,086	28,272	10,232	14.22	
Instructional	3.563	240,970	67,631	3,000	842	42,408	11,902	16.13	
Administrative	0.200	37,400	187,000					8.20	
Active	3.763	278,370	73,976	3,000	797	42,408	11,270	15.08	
Certificated Total	3.763	278,370	73,976	3,000	797	42,408	11,270	15.08	
Instructional for Funding Purposes	3.563	240,970	67,631	3,000	842	42,408	11,902	16.13	
Instructional for Compliance Purposes	3.563	240,970	67,631	3,000	842	42,408	11,902	16.13	
K-3 Program 01 Teacher	2.322	159,041	68,493			28,272	12,176	16.38	

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	11.219	884,411	78,832	27,254	2,429	158,592	14,136	18.04	
51	0.199	19,228	96,623			2,813	14,136	18.04	
52	0.271	25,200	92,989			3,831	14,136	18.04	
55	0.288	26,464	91,889			4,071	14,136	18.04	
74	0.023	3,385	147,174			325	14,136	18.04	
97	0.540	92,087	170,531			12,722	23,560	18.04	
99	0.060	10,232	170,533			1,414	23,560	18.04	
K-3 BEA Instructional	5.033	385,323	76,559	12,680	2,519	71,146	14,136	18.04	
4-6 BEA Instructional	3.254	219,407	67,427	9,630	2,959	45,999	14,136	18.04	
7-8 BEA Instructional	2.300	190,661	82,896	4,944	2,150	32,513	14,136	18.04	
K-12 BEA Instructional	10.587	795,391	75,129	27,254	2,574	149,658	14,136	18.04	
BEA	11.759	976,498	83,043	27,254	2,318	171,314	14,569	18.04	
Instructional	11.300	859,950	76,102	27,254	2,412	159,737	14,136	18.04	
Administrative	1.300	201,057	154,659			24,031	18,486	18.04	
Active	12.600	1,061,007	84,207	27,254	2,163	183,768	14,585	18.04	
Certificated Total	12.600	1,061,007	84,207	27,254	2,163	183,768	14,585	18.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	11.300	859,950	76,102	27,254	2,412	159,737	14,136	18.04	
Instructional for Compliance Purposes	11.300	859,950	76,102	27,254	2,412	159,737	14,136	18.04	
K-3 Program 01 Teacher	5.033	385,323	76,559	12,680	2,519	71,146	14,136	18.04	
PSES Program 01 Certificated	0.344	45,333	131,782			4,863	14,136	18.04	

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	34.935	3,644,957	104,335	34,164	978	496,668	14,217	18.17	
09	1.926	195,544	101,529			27,226	14,136	18.17	
21	2.889	262,384	90,822			40,839	14,136	18.18	
51	0.050	7,227	144,540			707	14,136	18.14	
58				13,412					
74				6,000					
97	1.000	153,000	153,000			14,136	14,136	18.13	
Program 21 Instructional	2.889	262,384	90,822			40,839	14,136	18.18	
K-12 Program 21 Instructional	2.889	262,384	90,822			40,839	14,136	18.18	
K-3 BEA Instructional	14.081	1,359,877	96,575			201,876	14,337	18.17	
4-6 BEA Instructional	7.063	767,705	108,694			99,843	14,136	18.16	
7-8 BEA Instructional	11.841	1,235,530	104,343	3,088	261	167,384	14,136	18.17	
K-12 BEA Instructional	32.985	3,363,112	101,959	3,088	94	469,103	14,222	18.17	
BEA	35.935	3,797,957	105,690	34,164	951	510,804	14,215	18.17	
Instructional	37.800	3,821,040	101,086	53,576	1,417	537,168	14,211	18.17	
Administrative	3.000	442,072	147,357			42,408	14,136	18.14	

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
Active	40.800	4,263,112	104,488	53,576	1,313	579,576	14,205	18.17	
Certificated Total	40.800	4,263,112	104,488	53,576	1,313	579,576	14,205	18.17	
Instructional for Funding Purposes	37.800	3,821,040	101,086	53,576	1,417	537,168	14,211	18.17	
Instructional for Compliance Purposes	37.800	3,821,040	101,086	53,576	1,417	537,168	14,211	18.17	
K-3 Program 01 Teacher	12.601	1,233,664	97,902			178,128	14,136	18.17	
K-3 Program 21 Teacher	1.157	98,967	85,538			16,355	14,136	18.19	
Grade T Program 09 Teacher	1.926	195,544	101,529			27,226	14,136	18.17	
PSES Program 01 Certificated	1.800	181,211	100,673			28,272	15,707	18.18	

Salary and Benefits by Program for 2024-2025

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	13.168	1,127,861	85,652	54,459	4,136	176,986	13,441	17.82	
21	2.000	128,284	64,142	6,989	3,495	27,336	13,668	17.98	
31	1.493	110,633	74,101	1,888	1,265	19,708	13,200	17.76	
34	0.339	25,983	76,646	443	1,307	4,475	13,200	17.76	
97	1.000	75,000	75,000			13,200	13,200	8.14	
Program 21 Instructional	2.000	128,284	64,142	6,989	3,495	27,336	13,668	17.98	
K-12 Program 21 Instructional	2.000	128,284	64,142			27,336	13,668	17.98	
Program 31 Instructional	1.493	110,633	74,101	1,888	1,265	19,708	13,200	17.76	
Program 34 Instructional	0.339	25,983	76,646	443	1,307	4,475	13,200	17.76	
K-3 BEA Instructional	4.358	320,575	73,560			58,907	13,517	17.86	
4-6 BEA Instructional	2.642	213,465	80,797			36,145	13,681	17.87	
7-8 BEA Instructional	1.796	163,875	91,244			23,786	13,244	17.78	
9-12 BEA Instructional	5.204	451,840	86,826	1,100	211	68,770	13,215	17.79	
K-12 BEA Instructional	14.000	1,149,755	82,125	1,100	79	187,608	13,401	17.82	
BEA	16.000	1,339,477	83,717	56,790	3,549	214,368	13,398	17.30	
Instructional	16.000	1,278,039	79,877	43,038	2,690	214,944	13,434	17.84	
Administrative	2.000	189,722	94,861	5,500	2,750	26,760	13,380	14.07	

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				15,241					
Active	18.000	1,467,761	81,542	63,779	3,543	241,704	13,428	17.36	
Certificated Total	18.000	1,467,761	81,542	63,779	3,543	241,704	13,428	17.36	
Instructional for Funding Purposes	16.000	1,278,039	79,877	43,038	2,690	214,944	13,434	17.84	
Instructional for Compliance Purposes	16.000	1,278,039	79,877	43,038	2,690	214,944	13,434	17.84	
K-3 Program 01 Teacher	3.858	285,983	74,127			52,307	13,558	17.84	
K-3 Program 21 Teacher	0.292	28,420	97,329			4,128	14,136	17.97	
PSES Program 01 Certificated	1.000	69,184	69,184			13,200	13,200	18.00	
PSES Program 21 Certificated	1.000	30,952	30,952			13,200	13,200	18.00	

Salary and Benefits by Program for 2024-2025

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	50.942	4,860,382	95,410	31,002	609	720,116	14,136	18.41	
09	3.000	224,230	74,743			42,408	14,136	18.59	
21	7.850	610,567	77,779	5,742	731	110,968	14,136	18.56	
24	0.300	17,520	58,400	162	540	4,241	14,136	18.81	
31	2.000	222,356	111,178			28,272	14,136	18.31	
51	1.250	133,214	106,571			17,670	14,136	18.34	
52	0.554	47,837	86,348			9,188	16,586	18.61	
53	0.150	22,713	151,420			2,120	14,136	18.24	
55	2.606	304,934	117,012			37,573	14,418	18.34	
65	1.650	206,341	125,055			23,324	14,136	18.28	
74	0.200	20,003	100,015			2,827	14,136	18.31	
97	1.350	254,024	188,166			19,084	14,136	17.34	
Program 21 Instructional	7.200	513,810	71,363	5,742	798	101,779	14,136	18.62	
Program 21 Administrative	0.650	96,757	148,857			9,188	14,136	18.24	
K-12 Program 21 Instructional	7.000	502,130	71,733	3,550	507	98,952	14,136	18.61	
Program 31 Instructional	2.000	222,356	111,178			28,272	14,136	18.31	
K-3 BEA Instructional	15.500	1,441,378	92,992			219,108	14,136	18.42	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	9.866	871,055	88,289			139,466	14,136	18.46	
7-8 BEA Instructional	5.934	532,593	89,753			83,883	14,136	18.45	
9-12 BEA Instructional	16.600	1,538,853	92,702	10,002	603	234,658	14,136	18.42	
K-12 BEA Instructional	47.900	4,383,879	91,521	10,002	209	677,114	14,136	18.43	
K-12 BEA Administrative	1.000	96,116	96,116			14,136	14,136	18.30	
BEA	54.292	5,336,762	98,297	31,002	571	767,472	14,136	18.35	
Instructional	62.852	5,578,806	88,761	15,906	253	890,568	14,169	18.45	
Administrative	9.000	1,345,315	149,479			127,224	14,136	18.07	
Other				21,000					
Active	71.852	6,924,121	96,366	36,906	514	1,017,792	14,165	18.38	
Certificated Total	71.852	6,924,121	96,366	36,906	514	1,017,792	14,165	18.38	
Instructional for Funding Purposes	62.852	5,578,806	88,761	15,906	253	890,568	14,169	18.45	
Instructional for Compliance Purposes	62.852	5,578,806	88,761	15,906	253	890,568	14,169	18.45	
K-3 Program 01 Teacher	14.500	1,361,904	93,924			204,972	14,136	18.41	
K-3 Program 21 Teacher	2.000	176,856	88,428	730	365	28,272	14,136	18.45	
Grade T Program 09 Teacher	2.000	132,292	66,146			28,272	14,136	18.70	
PSES Program 01 Certificated	3.000	262,234	87,411			42,408	14,136	18.47	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	2.000	131,520	65,760			28,272	14,136	18.69	

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	970.748	100,701,755	103,736	9,307,139	9,588	12,785,332	13,171	18.82	
02	1.000	87,739	87,739	8,407	8,407	14,136	14,136	18.44	
09	3.081	242,509	78,711	23,764	7,713	28,272	9,176	13.38	
21	235.856	22,891,775	97,058	2,616,500	11,094	3,215,026	13,631	18.86	
24	15.956	1,479,559	92,727	94,772	5,940	200,260	12,551	18.65	
31	45.365	4,706,288	103,743	526,983	11,617	576,037	12,698	18.22	
34	7.067	708,398	100,240	66,668	9,434	75,965	10,749	18.87	
45	30.978	2,967,633	95,798	264,367	8,534	438,216	14,146	19.01	
51	27.591	2,984,708	108,177	309,617	11,222	390,629	14,158	19.33	
52	5.940	629,565	105,987	64,539	10,865	83,968	14,136	18.50	
55	62.285	6,715,565	107,820	670,174	10,760	872,351	14,006	18.59	
58	1.879	208,966	111,211	20,656	10,993	26,562	14,136	17.93	
64	3.442	403,212	117,145	49,305	14,325	51,031	14,826	18.36	
65	30.870	3,347,465	108,437	490,863	15,901	438,750	14,213	18.96	
74	1.800	243,861	135,478	26,111	14,506	26,378	14,654	17.37	
78	0.500	57,696	115,392	6,532	13,064	7,068	14,136	17.96	
79	1.250	168,108	134,486	31,043	24,834	14,431	11,544	18.26	
88	0.500	55,983	111,966	5,364	10,728	9,568	19,136	18.16	
97	9.000	2,039,771	226,641	72,695	8,077	114,266	12,696	13.81	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	87,739	87,739			14,136	14,136	18.44	
Program 21 Instructional	232.656	22,324,175	95,954	2,611,571	11,225	3,169,791	13,624	18.88	
Program 21 Administrative	3.200	567,600	177,375	4,200	1,313	45,235	14,136	17.83	
K-12 Program 21 Instructional	221.792	21,172,956	95,463			3,023,348	13,631	18.90	
Program 31 Instructional	43.065	4,239,776	98,451	521,703	12,114	545,503	12,667	18.43	
Program 31 Administrative	2.300	466,512	202,831	5,280	2,296	30,534	13,276	16.14	
Program 34 Instructional	6.617	623,827	94,276	66,668	10,075	70,900	10,715	18.94	
Program 34 Administrative	0.450	84,571	187,936			5,065	11,256	18.29	
K-3 BEA Instructional	356.701	34,238,161	95,986	12,675	36	4,836,984	13,560	18.72	
4-6 BEA Instructional	176.756	17,015,011	96,263			2,312,841	13,085	18.77	
7-8 BEA Instructional	120.774	11,552,574	95,654			1,589,188	13,158	19.62	
9-12 BEA Instructional	311.798	30,594,286	98,122			3,964,655	12,715	19.07	
K-12 BEA Instructional	966.029	93,400,032	96,685	12,675	13	12,703,667	13,150	18.96	
BEA	1,064.158	111,211,584	104,507	10,246,259	9,629	14,003,952	13,160	18.71	
Instructional	1,346.029	130,928,625	97,270	14,343,941	10,656	17,912,313	13,308	18.92	
Administrative	95.996	18,398,068	191,655	139,455	1,453	1,287,808	13,415	17.21	
Other	12.083	1,193,104	98,742	141,060	11,674	153,988	12,744	18.88	

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
Active	1,454.108	150,519,797	103,513	14,624,456	10,057	19,354,109	13,310	18.73	
On Leave	1.000	120,759	120,759	31,043	31,043	14,136	14,136	18.26	
Certificated Total	1,455.108	150,640,556	103,525	14,655,499	10,072	19,368,245	13,311	18.73	
Instructional for Funding Purposes	1,346.029	130,928,625	97,270	14,343,941	10,656	17,912,313	13,308	18.92	
Instructional for Compliance Purposes	1,346.029	130,928,625	97,270	14,343,941	10,656	17,912,313	13,308	18.92	
K-3 Program 01 Teacher	307.796	29,302,160	95,200	12,675	41	4,153,913	13,496	18.73	
K-3 Program 21 Teacher	18.921	1,603,901	84,768			239,559	12,661	19.45	
PSES Program 01 Certificated	88.260	8,654,114	98,053			1,178,462	13,352	20.04	
PSES Program 21 Certificated	97.326	9,664,339	99,299			1,412,646	14,515	18.83	

Salary and Benefits by Program for 2024-2025

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	98.767	10,340,410	104,695	319,971	3,240	1,415,918	14,336	18.76	
02	0.600	62,504	104,173			8,482	14,136	18.69	
09	4.899	467,293	95,385	9,862	2,013	77,734	15,867	18.76	
21	17.000	1,592,489	93,676	78,664	4,627	234,658	13,803	18.41	
24	1.000	115,816	115,816			14,136	14,136	18.64	
31	3.966	335,108	84,495	31,410	7,920	56,063	14,136	19.33	
34	0.600	69,489	115,815	2,615	4,358	8,482	14,136	19.19	
51	0.012	1,930	160,833			170	14,136	17.86	
55	1.058	125,431	118,555			14,956	14,136	18.60	
58				88,536					
64	0.080	9,265	115,813			1,131	14,136	18.67	
65	0.920	106,548	115,813			13,005	14,136	18.67	
74	0.402	34,064	84,736			7,082	17,617	18.80	
97	1.000	199,972	199,972	10,998	10,998	14,136	14,136	16.47	
K-12 Program 02 Instructional	0.600	62,504	104,173			8,482	14,136	18.69	
Program 21 Instructional	16.000	1,427,561	89,223	78,664	4,917	220,522	13,783	18.47	
Program 21 Administrative	1.000	164,928	164,928			14,136	14,136	17.86	
K-12 Program 21 Instructional	15.400	1,373,412	89,183	76,510	4,968	212,040	13,769	18.46	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.966	335,108	84,495	8,986	2,266	56,063	14,136	19.33	
Program 31 Administrative				10,000					
Program 34 Instructional	0.600	69,489	115,815			8,482	14,136	19.19	
K-3 BEA Instructional	33.397	3,262,216	97,680	110,650	3,313	472,100	14,136	18.82	
4-6 BEA Instructional	18.753	1,815,621	96,818	27,897	1,488	263,919	14,073	18.92	
7-8 BEA Instructional	15.088	1,545,791	102,452	58,728	3,892	208,760	13,836	18.82	
9-12 BEA Instructional	28.765	3,023,113	105,097	121,082	4,209	432,067	15,021	18.86	
K-12 BEA Instructional	96.003	9,646,741	100,484	318,357	3,316	1,376,846	14,342	18.85	
K-12 BEA Administrative	4.000	557,230	139,308	18,000	4,500	56,544	14,136	18.43	
BEA	104.933	11,007,483	104,900	364,994	3,478	1,503,081	14,324	18.74	
Instructional	120.304	11,923,104	99,108	495,419	4,118	1,724,592	14,335	18.79	
Administrative	10.000	1,537,215	153,722	28,998	2,900	141,360	14,136	17.91	
Other				17,639					
Active	130.304	13,460,319	103,299	542,056	4,160	1,865,952	14,320	18.70	
Certificated Total	130.304	13,460,319	103,299	542,056	4,160	1,865,952	14,320	18.70	
Instructional for Funding Purposes	120.304	11,923,104	99,108	495,419	4,118	1,724,592	14,335	18.79	
Instructional for Compliance Purposes	120.304	11,923,104	99,108	495,419	4,118	1,724,592	14,335	18.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	31.997	3,146,090	98,325	53,849	1,683	452,310	14,136	18.82	
K-3 Program 21 Teacher	2.664	240,224	90,174	12,006	4,507	37,658	14,136	18.76	
Grade T Program 09 Teacher	4.399	409,385	93,063	6,966	1,584	63,598	14,457	18.77	
PSES Program 01 Certificated	4.400	384,446	87,374			62,198	14,136	18.77	
PSES Program 09 Certificated	0.500	57,908	115,816			14,136	28,272	18.66	
PSES Program 21 Certificated	5.900	592,350	100,398			77,748	13,178	18.00	

Salary and Benefits by Program for 2024-2025

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	22.800	1,989,555	87,261	113,837	4,993	352,568	15,464	18.12	
09	0.800	67,820	84,775	3,974	4,968	12,317	15,396	18.55	
21	3.200	264,762	82,738	28,839	9,012	49,267	15,396	18.55	
51	1.000	94,741	94,741			16,936	16,936	18.56	
52				4,795					
55	1.000	104,300	104,300	6,113	6,113	15,396	15,396	18.40	
97	1.000	183,251	183,251			14,136	14,136	17.75	
Program 21 Instructional	3.200	264,762	82,738	28,839	9,012	49,267	15,396	18.55	
K-12 Program 21 Instructional	3.000	247,807	82,602			46,188	15,396	18.55	
K-3 BEA Instructional	10.289	817,910	79,494	16,015	1,557	159,610	15,513	18.65	
4-6 BEA Instructional	6.666	598,572	89,795	15,627	2,344	102,630	15,396	17.05	
7-8 BEA Instructional	4.845	431,073	88,973	10,394	2,145	74,932	15,466	18.54	
K-12 BEA Instructional	21.800	1,847,555	84,750	42,036	1,928	337,172	15,467	18.11	
BEA	23.800	2,172,806	91,294	113,837	4,783	366,704	15,408	18.09	
Instructional	27.800	2,379,178	85,582	157,558	5,668	431,088	15,507	18.20	
Administrative	2.000	325,251	162,626			29,532	14,766	18.02	
Active	29.800	2,704,429	90,753	157,558	5,287	460,620	15,457	18.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	29.800	2,704,429	90,753	157,558	5,287	460,620	15,457	18.18	
Instructional for Funding Purposes	27.800	2,379,178	85,582	157,558	5,668	431,088	15,507	18.20	
Instructional for Compliance Purposes	27.800	2,379,178	85,582	157,558	5,668	431,088	15,507	18.20	
K-3 Program 01 Teacher	8.888	702,665	79,058	16,015	1,802	136,840	15,396	18.64	
K-3 Program 21 Teacher	0.800	70,192	87,740			12,317	15,396	18.46	
Grade T Program 09 Teacher	0.800	67,820	84,775	1,940	2,425	12,317	15,396	18.55	
PSES Program 01 Certificated	1.400	104,902	74,930			23,094	16,496	18.76	

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	72.539	7,168,746	98,826	179,983	2,481	1,046,149	14,422	18.93	
02	2.700	324,676	120,250	8,325	3,083	38,167	14,136	18.41	
09	1.000	102,274	102,274	1,420	1,420	14,136	14,136	18.52	
21	20.742	1,966,993	94,831	87,407	4,214	171,993	8,292	10.46	
24	3.000	315,510	105,170			42,408	14,136	18.47	
31	6.700	685,910	102,375	45,549	6,798	94,711	14,136	18.66	
34	1.600	162,116	101,323	11,847	7,404	22,618	14,136	18.77	
51	4.872	591,797	121,469	455	93	67,005	13,753	18.38	
52	0.006	650	108,333	65,840	10,973,333	85	14,136	23.22	
55	3.148	415,751	132,068	2,022	642	52,982	16,830	18.46	
58				57,724					
74				6,507					
88	1.333	110,251	82,709	4,664	3,499	18,843	14,136	18.66	
97	1.000	209,760	209,760			14,136	14,136	16.44	
K-12 Program 02 Instructional	2.200	252,713	114,870	5,007	2,276	31,099	14,136	18.42	
Program 21 Instructional	11.242	993,292	88,355	87,407	7,775	164,925	14,670	18.62	
Program 21 Administrative	0.500	82,698	165,396			7,068	14,136	18.11	
K-12 Program 21 Instructional	10.575	937,826	88,683	52,028	4,920	155,496	14,704	18.62	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.200	601,833	97,070	45,549	7,347	87,643	14,136	18.75	
Program 31 Administrative	0.500	84,077	168,154			7,068	14,136	17.98	
Program 34 Instructional	1.600	162,116	101,323	11,847	7,404	22,618	14,136	18.77	
K-3 BEA Instructional	27.347	2,417,983	88,419	27,721	1,014	389,419	14,240	18.95	
4-6 BEA Instructional	11.730	1,065,967	90,875	17,916	1,527	177,435	15,127	18.63	
7-8 BEA Instructional	14.203	1,410,182	99,288	17,717	1,247	200,689	14,130	19.98	
9-12 BEA Instructional	23.759	2,447,341	103,007	24,148	1,016	342,218	14,404	18.55	
K-12 BEA Instructional	77.039	7,341,473	95,296	87,502	1,136	1,109,761	14,405	18.97	
K-12 BEA Administrative	4.250	645,684	151,926			60,078	14,136	18.20	
BEA	84.539	8,551,208	101,151	245,704	2,906	1,215,781	14,381	18.82	
Instructional	100.640	9,711,055	96,493	457,471	4,546	1,456,008	14,467	18.86	
Administrative	9.000	1,452,376	161,375	14,272	1,586	127,224	14,136	17.97	
Active	109.640	11,163,431	101,819	471,743	4,303	1,583,232	14,440	18.75	
K-12 Program 21 Contracted	9.000	891,003	99,000						
Certificated Total	118.640	12,054,434	101,605	471,743	3,976	1,583,232	13,345	17.44	
Instructional for Funding Purposes	109.640	10,602,058	96,699	457,471	4,172	1,456,008	13,280	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
Instructional for Compliance Purposes	100.640	9,711,055	96,493	457,471	4,546	1,456,008	14,467	18.86	
K-3 Program 01 Teacher	24.048	2,126,833	88,441	24,137	1,004	339,943	14,136	18.99	
K-3 Program 21 Teacher	2.000	136,054	68,027	6,719	3,360	28,272	14,136	18.85	
PSES Program 01 Certificated	5.599	529,526	94,575			81,989	14,643	18.59	
PSES Program 21 Certificated	11.000	1,125,268	102,297			28,272	2,570	4.06	

Salary and Benefits by Program for 2024-2025

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	12.555	903,994	72,003			194,555	15,496		
21	1.840	840,037	456,542			5,518	2,999		
51	0.255	16,505	64,725			3,366	13,200		
55		36,096				3,670			
65	0.250	13,082	52,328			3,300	13,200		
74		7,791				792			
Program 21 Instructional	0.140	8,989	64,207			1,848	13,200		
Program 21 Administrative		36,096				3,670			
K-12 Program 21 Instructional	0.140	8,989	64,207			1,848	13,200		
K-3 BEA Instructional	12.555	724,293	57,690			176,286	14,041		
K-12 BEA Instructional	12.555	724,293	57,690			176,286	14,041		
BEA	12.555	903,994	72,003			194,555	15,496		
Instructional	13.200	762,869	57,793			184,800	14,000		
Administrative		259,684				26,400			
Active	13.200	1,022,553	77,466			211,200	16,000		
K-12 Program 21 Contracted	1.700	794,952	467,619						
Certificated Total	14.900	1,817,505	121,980			211,200	14,174		

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	14.900	1,557,821	104,552			184,800	12,403		
Instructional for Compliance Purposes	13.200	762,869	57,793			184,800	14,000		
K-3 Program 01 Teacher	12.555	724,293	57,690			176,286	14,041		
K-3 Program 21 Teacher	0.140	8,989	64,207			1,848	13,200		
PSES Program 21 Certificated	1.700	794,952	467,619						

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	13.345	815,419	61,103			176,154	13,200		
21	4.600	1,205,494	262,064			26,400	5,739		
51	0.880	54,958	62,452			11,616	13,200		
55	1.590	117,848	74,118			20,988	13,200		
65	0.125	9,670	77,360			1,650	13,200		
74	0.060	7,791	129,850			792	13,200		
Program 21 Instructional	2.000	145,558	72,779			26,400	13,200		
K-12 Program 21 Instructional	2.000	145,558	72,779			26,400	13,200		
K-3 BEA Instructional	11.870	666,292	56,132			156,684	13,200		
4-6 BEA Instructional	0.785	59,536	75,842			10,362	13,200		
K-12 BEA Instructional	12.655	725,828	57,355			167,046	13,200		
BEA	13.345	815,419	61,103			176,154	13,200		
Instructional	17.000	1,021,401	60,082			224,400	13,200		
Administrative	1.000	129,843	129,843			13,200	13,200		
Active	18.000	1,151,244	63,958			237,600	13,200		
K-12 Program 21 Contracted	2.600	1,059,936	407,668						
Certificated Total	20.600	2,211,180	107,339			237,600	11,534		

Program	FTE	Base Salary Total	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	19.600	2,081,337	106,191			224,400	11,449		
Instructional for Compliance Purposes	17.000	1,021,401	60,082			224,400	13,200		
K-3 Program 01 Teacher	11.870	666,292	56,132			156,684	13,200		
K-3 Program 21 Teacher	1.720	125,180	72,779			22,704	13,200		
PSES Program 21 Certificated	2.600	1,059,936	407,668						

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	28.470	1,834,121	64,423			389,004	13,664		
21	6.100	1,818,016	298,035			39,600	6,492		
51	2.000	129,443	64,722			26,400	13,200		
55	1.280	104,851	81,915			16,896	13,200		
65	0.125	9,670	77,360			1,650	13,200		
74	0.125	16,886	135,088			1,650	13,200		
Program 21 Instructional	3.000	228,112	76,037			39,600	13,200		
K-12 Program 21 Instructional	3.000	228,112	76,037			39,600	13,200		
K-3 BEA Instructional	21.320	1,257,526	58,983			294,624	13,819		
4-6 BEA Instructional	4.555	295,573	64,890			60,126	13,200		
K-12 BEA Instructional	25.875	1,553,099	60,023			354,750	13,710		
BEA	28.470	1,834,121	64,423			389,004	13,664		
Instructional	32.000	1,987,350	62,105			435,600	13,613		
Administrative	3.000	335,733	111,911			39,600	13,200		
Active	35.000	2,323,083	66,374			475,200	13,577		
K-12 Program 21 Contracted	3.100	1,589,904	512,872						
Certificated Total	38.100	3,912,987	102,703			475,200	12,472		

Program	FTE	Base Salary Total	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	35.100	3,577,254	101,916			435,600	12,410		
Instructional for Compliance Purposes	32.000	1,987,350	62,105			435,600	13,613		
K-3 Program 01 Teacher	21.320	1,257,526	58,983			294,624	13,819		
K-3 Program 21 Teacher	2.256	171,540	76,037			29,779	13,200		
PSES Program 21 Certificated	3.100	1,589,904	512,872						

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	23.745	1,609,663	67,790			313,434	13,200		
21	3.500	927,115	264,890			26,400	7,543		
51	1.005	68,686	68,344			13,266	13,200		
55	0.770	72,682	94,392			10,164	13,200		
65	0.380	37,373	98,350			5,016	13,200		
74	0.100	13,244	132,440			1,320	13,200		
Program 21 Instructional	2.000	132,163	66,082			26,400	13,200		
K-12 Program 21 Instructional	2.000	132,163	66,082			26,400	13,200		
K-3 BEA Instructional	18.338	1,102,544	60,123			242,062	13,200		
4-6 BEA Instructional	2.907	215,585	74,161			38,372	13,200		
K-12 BEA Instructional	21.245	1,318,129	62,044			280,434	13,200		
BEA	23.745	1,609,663	67,790			313,434	13,200		
Instructional	25.000	1,576,057	63,042			330,000	13,200		
Administrative	3.000	357,754	119,251			39,600	13,200		
Active	28.000	1,933,811	69,065			369,600	13,200		
K-12 Program 21 Contracted	1.500	794,952	529,968						
Certificated Total	29.500	2,728,763	92,500			369,600	12,529		

Program	FTE	Base Salary Total	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	26.500	2,371,009	89,472			330,000	12,453		
Instructional for Compliance Purposes	25.000	1,576,057	63,042			330,000	13,200		
K-3 Program 01 Teacher	18.338	1,102,544	60,123			242,062	13,200		
K-3 Program 21 Teacher	1.537	101,575	66,087			20,288	13,200		
PSES Program 21 Certificated	1.500	794,952	529,968						

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	16.578	1,517,031	91,509			236,283	14,253	18.37	
21	1.670	119,672	71,660			23,607	14,136	18.57	
31	0.550	47,977	87,231			9,457	17,195	18.51	
34	0.226	20,795	92,013			4,184	18,514	18.50	
51	1.400	137,908	98,506			19,790	14,136	18.34	
52	0.100	9,653	96,530			1,414	14,136	18.35	
53	0.250	24,105	96,420			3,534	14,136	18.35	
55	0.500	51,032	102,064			7,068	14,136	18.32	
58	0.741	49,628	66,974	22,648	30,564	11,309	15,262	18.67	
68	1.000	59,383	59,383			14,136	14,136	18.55	
69	0.600	37,945	63,242			8,482	14,136	18.66	
97	1.000	150,365	150,365			14,136	14,136	18.16	
Program 21 Instructional	1.670	119,672	71,660			23,607	14,136	18.57	
K-12 Program 21 Instructional	1.670	119,672	71,660			23,607	14,136	18.57	
Program 31 Instructional	0.550	47,977	87,231			9,457	17,195	18.51	
Program 34 Instructional	0.226	20,795	92,013			4,184	18,514	18.50	
K-3 BEA Instructional	5.644	462,289	81,908			81,028	14,356	18.43	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.168	217,124	100,149			30,647	14,136	18.29	
7-8 BEA Instructional	2.000	169,054	84,527			29,587	14,793	18.45	
9-12 BEA Instructional	5.542	504,609	91,052			80,391	14,506	18.39	
K-12 BEA Instructional	15.354	1,353,076	88,125			221,652	14,436	18.40	
K-12 BEA Administrative	1.000	130,663	130,663			14,136	14,136	18.23	
BEA	18.354	1,736,168	94,593			264,060	14,387	18.36	
Instructional	20.615	1,740,338	84,421	22,648	1,099	296,856	14,400	18.43	
Administrative	3.000	383,092	127,697			42,408	14,136	18.23	
Active	23.615	2,123,430	89,919	22,648	959	339,264	14,366	18.39	
On Leave	1.000	102,064	102,064			14,136	14,136	18.32	
Certificated Total	24.615	2,225,494	90,412	22,648	920	353,400	14,357	18.39	
Instructional for Funding Purposes	20.615	1,740,338	84,421	22,648	1,099	296,856	14,400	18.43	
Instructional for Compliance Purposes	20.615	1,740,338	84,421	22,648	1,099	296,856	14,400	18.43	
K-3 Program 01 Teacher	4.844	390,489	80,613			69,719	14,393	18.44	
K-3 Program 21 Teacher	0.198	13,803	69,712			2,799	14,136	18.59	
PSES Program 01 Certificated	1.750	148,458	84,833			24,738	14,136	18.44	

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	2.517	244,006	96,943	2,141	851	35,533	14,117	17.74	
21	0.502	28,940	57,649	477	950	14,136	28,159	17.74	
55	0.090	9,089	100,989			1,045	11,616	17.74	
79	0.068	6,866	100,971			790	11,616	17.74	
97	0.173	29,012	167,699					17.74	
Program 21 Instructional	0.502	28,940	57,649	477	950	14,136	28,159	17.74	
K-12 Program 21 Instructional	0.502	28,940	57,649	477	950	14,136	28,159	17.74	
K-3 BEA Instructional	1.125	104,057	92,495	556	494	17,753	15,781	17.74	
4-6 BEA Instructional	0.977	88,870	90,962	1,585	1,622	14,252	14,588	17.74	
7-8 BEA Instructional	0.242	22,067	91,186			3,527	14,576	17.74	
K-12 BEA Instructional	2.344	214,994	91,721	2,141	913	35,533	15,159	17.74	
BEA	2.690	273,018	101,494	2,141	796	35,533	13,209	17.74	
Instructional	3.004	259,889	86,514	2,618	872	51,504	17,145	17.74	
Administrative	0.346	58,024	167,699					17.74	
Active	3.350	317,913	94,899	2,618	781	51,504	15,374	17.74	
Certificated Total	3.350	317,913	94,899	2,618	781	51,504	15,374	17.74	
Instructional for Funding Purposes	3.004	259,889	86,514	2,618	872	51,504	17,145	17.74	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.004	259,889	86,514	2,618	872	51,504	17,145	17.74	
K-3 Program 01 Teacher	1.125	104,057	92,495	556	494	17,753	15,781	17.74	
K-3 Program 21 Teacher	0.283	16,323	57,678	477	1,686	7,973	28,172	17.74	

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	15.200	1,518,824	99,923			216,281	14,229	17.98	
21	3.000	244,787	81,596			42,408	14,136	22.29	
24	1.000	72,998	72,998			14,136	14,136	21.99	
51	1.450	158,989	109,648			20,497	14,136	20.64	
55	3.100	244,472	78,862			45,235	14,592	19.17	
Program 21 Instructional	2.800	221,759	79,200			39,581	14,136	22.74	
Program 21 Administrative	0.200	23,028	115,140			2,827	14,136	17.93	
K-12 Program 21 Instructional	2.000	161,873	80,937			28,272	14,136	21.71	
9-12 BEA Instructional	12.650	1,028,285	81,287			180,234	14,248	17.91	
K-12 BEA Instructional	12.650	1,028,285	81,287			180,234	14,248	17.91	
BEA	15.200	1,518,824	99,923			216,281	14,229	17.98	
Instructional	21.750	1,715,170	78,858			310,285	14,266	19.11	
Administrative	2.000	390,276	195,138			28,272	14,136	17.93	
Other		134,624							
Active	23.750	2,240,070	94,319			338,557	14,255	18.97	
Certificated Total	23.750	2,240,070	94,319			338,557	14,255	18.97	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	21.750	1,715,170	78,858			310,285	14,266	19.11	
Instructional for Compliance Purposes	21.750	1,715,170	78,858			310,285	14,266	19.11	
PSES Program 01 Certificated	1.000	82,598	82,598			14,136	14,136	18.92	
PSES Program 21 Certificated	0.800	59,886	74,858			11,309	14,136	25.53	

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	991.872	108,198,377	109,085	12,577,248	12,680	14,181,702	14,298	18.06	
09	5.000	530,273	106,055	41,832	8,366	70,680	14,136	18.05	
21	146.130	14,302,243	97,873	1,094,764	7,492	2,086,474	14,278	18.45	
24	42.300	4,148,522	98,074	322,472	7,623	636,120	15,038	18.00	
31	51.800	5,163,205	99,676	606,134	11,701	743,554	14,354	18.10	
34	3.500	379,671	108,477	29,952	8,558	53,250	15,214	18.03	
38	1.500	160,076	106,717	12,629	8,419	28,272	18,848	17.85	
51	5.000	599,498	119,900	45,486	9,097	70,680	14,136	18.02	
52	3.000	367,485	122,495	28,992	9,664	42,408	14,136	18.01	
55	16.944	1,865,196	110,080	144,197	8,510	289,788	17,103	18.07	
56	16.000	1,635,031	102,189	127,992	8,000	226,176	14,136	18.46	
57	1.000	122,495	122,495	9,664	9,664	14,136	14,136	18.01	
64	1.000	101,849	101,849	8,035	8,035	14,136	14,136	18.06	
65	27.000	2,828,349	104,754	230,646	8,542	388,033	14,372	17.31	
74	9.500	1,028,267	108,239	81,121	8,539	139,240	14,657	18.20	
79	1.600	195,992	122,495	5,798	3,624	28,272	17,670	18.09	
97	4.000	1,012,831	253,208	64,807	16,202	56,544	14,136	15.51	
Program 21 Instructional	140.130	13,239,267	94,478	1,022,140	7,294	2,001,658	14,284	18.54	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	6.000	1,062,976	177,163	72,624	12,104	84,816	14,136	17.23	
K-12 Program 21 Instructional	135.330	12,837,809	94,863			1,930,978	14,269	18.56	
Program 26, 56, and 59 Instructional	15.000	1,453,055	96,870	114,631	7,642	212,040	14,136	18.63	
Program 26, 56, and 59 Administrative	1.000	181,976	181,976	13,361	13,361	14,136	14,136	17.07	
Program 31 Instructional	50.500	4,936,552	97,754	592,337	11,729	725,177	14,360	18.14	
Program 31 Administrative	1.300	226,653	174,348	13,797	10,613	18,377	14,136	17.23	
Program 34 Instructional	3.500	379,671	108,477	29,952	8,558	53,250	15,214	18.03	
K-3 BEA Instructional	379.611	39,236,623	103,360	8,256	22	5,405,974	14,241	18.19	
4-6 BEA Instructional	153.545	15,730,816	102,451			2,188,931	14,256	18.09	
7-8 BEA Instructional	160.053	17,222,735	107,606	33,107	207	2,315,844	14,469	18.08	
9-12 BEA Instructional	289.963	30,444,217	104,993	23,704	82	4,163,052	14,357	18.08	
K-12 BEA Instructional	983.172	102,634,391	104,391	65,067	66	14,073,802	14,315	18.12	
BEA	1,051.172	114,754,084	109,168	13,278,141	12,632	15,035,050	14,303	18.04	
Instructional	1,251.146	129,152,220	103,227	14,481,332	11,574	17,995,128	14,383	18.15	
Administrative	74.000	13,192,586	178,278	939,952	12,702	1,046,064	14,136	17.27	
Other	1.000	172,059	172,059	10,485	10,485	14,136	14,136	17.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,326.146	142,516,865	107,467	15,431,769	11,637	19,055,328	14,369	18.07	
On Leave	1.000	122,495	122,495			14,136	14,136	18.04	
Certificated Total	1,327.146	142,639,360	107,478	15,431,769	11,628	19,069,464	14,369	18.07	
Instructional for Funding Purposes	1,236.146	127,699,165	103,304	14,366,701	11,622	17,783,088	14,386	18.14	
Instructional for Compliance Purposes	1,236.146	127,699,165	103,304	14,366,701	11,622	17,783,088	14,386	18.14	
K-3 Program 01 Teacher	292.356	29,850,907	102,105			4,161,907	14,236	18.22	
K-3 Program 21 Teacher	15.982	1,394,506	87,255			230,700	14,435	18.71	
Grade T Program 09 Teacher	5.000	530,273	106,055			70,680	14,136	18.05	
PSES Program 01 Certificated	53.100	5,320,528	100,198			750,622	14,136	18.24	
PSES Program 21 Certificated	40.400	3,970,909	98,290			588,058	14,556	18.68	

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	9.200	759,509	82,555	45,426	4,938	139,891	15,206	17.85	
31	1.830	159,107	86,944	5,534	3,024	28,065	15,336	17.82	
34	0.170	16,527	97,218			2,607	15,336	17.84	
51	0.530	46,286	87,332			8,128	15,336	17.85	
55	0.270	23,580	87,333			4,141	15,336	17.85	
97	1.000	134,810	134,810			14,136	14,136	17.85	
Program 31 Instructional	1.830	159,107	86,944	5,534	3,024	28,065	15,336	17.82	
Program 34 Instructional	0.170	16,527	97,218			2,607	15,336	17.84	
K-3 BEA Instructional	3.250	234,649	72,200	3,987	1,227	48,642	14,967	17.85	
4-6 BEA Instructional	1.500	127,024	84,683	3,528	2,352	23,004	15,336	17.85	
7-8 BEA Instructional	0.854	86,429	101,205			13,097	15,336	17.84	
9-12 BEA Instructional	5.548	481,569	86,800	43,445	7,831	85,084	15,336	17.84	
K-12 BEA Instructional	11.152	929,671	83,364	50,960	4,570	169,827	15,228	17.84	
BEA	12.200	1,069,953	87,701	50,960	4,177	184,699	15,139	17.84	
Instructional	11.952	999,537	83,629	50,960	4,264	182,096	15,236	17.84	
Administrative	1.048	140,282	133,857			14,872	14,191	17.85	
Active	13.000	1,139,819	87,678	50,960	3,920	196,968	15,151	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
Certificated Total	13.000	1,139,819	87,678	50,960	3,920	196,968	15,151	17.84	
Instructional for Funding Purposes	11.952	999,537	83,629	50,960	4,264	182,096	15,236	17.84	
Instructional for Compliance Purposes	11.952	999,537	83,629	50,960	4,264	182,096	15,236	17.84	
K-3 Program 01 Teacher	1.750	154,215	88,123	2,427	1,387	26,838	15,336	17.85	
PSES Program 01 Certificated	1.000	38,050	38,050			14,136	14,136	17.85	

Salary and Benefits by Program for 2024-2025

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	81.617	5,522,678	67,666	102,947	1,261	747,281	9,156	18.18	
02	2.162	175,911	81,365			24,624	11,389	18.07	
09	2.114	194,062	91,798			24,427	11,555	18.06	
31	5.464	179,240	32,804	35,376	6,474	22,691	4,153	18.04	
34	5.088	158,885	31,227	2,963	582	20,881	4,104	18.05	
55	1.000	104,081	104,081	6,324	6,324	11,980	11,980	18.04	
97	2.000	177,500	88,750			12,312	6,156	17.69	
K-12 Program 02 Instructional	2.162	175,911	81,365			24,624	11,389	18.07	
Program 31 Instructional	5.464	179,240	32,804	35,376	6,474	22,691	4,153	18.04	
Program 34 Instructional	5.088	158,885	31,227	2,963	582	20,881	4,104	18.05	
K-3 BEA Instructional	29.951	1,789,424	59,745	25,595	855	277,751	9,274	18.53	
4-6 BEA Instructional	13.715	930,504	67,846	3,600	262	120,892	8,815	18.06	
7-8 BEA Instructional	20.787	1,108,646	53,334	2,963	143	145,676	7,008	18.06	
9-12 BEA Instructional	25.878	1,670,613	64,557	33,726	1,303	221,911	8,575	17.95	
K-12 BEA Instructional	90.331	5,499,187	60,878	65,884	729	766,229	8,482	18.18	
BEA	96.331	6,214,214	64,509	141,286	1,467	827,789	8,593	18.16	
Instructional	93.445	5,797,330	62,040	128,915	1,380	802,636	8,589	18.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	6.000	715,027	119,171	7,000	1,167	61,560	10,260	17.96	
Other				11,695					
Active	99.445	6,512,357	65,487	147,610	1,484	864,196	8,690	18.15	
Certificated Total	99.445	6,512,357	65,487	147,610	1,484	864,196	8,690	18.15	
Instructional for Funding Purposes	93.445	5,797,330	62,040	128,915	1,380	802,636	8,589	18.18	
Instructional for Compliance Purposes	93.445	5,797,330	62,040	128,915	1,380	802,636	8,589	18.18	
K-3 Program 01 Teacher	28.870	1,690,244	58,547			265,439	9,194	18.56	
Grade T Program 09 Teacher	2.114	194,062	91,798			24,427	11,555	18.06	
PSES Program 01 Certificated	3.195	280,316	87,736			36,739	11,499	18.05	

Keller School District (10003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.499	192,324	76,960			35,326	14,136	17.79	
21	0.350	31,647	90,420	9,042	25,834	4,948	14,136	17.77	
55	0.151	9,222	61,073	1,500	9,934	2,135	14,136	17.80	
97	1.000	86,417	86,417			14,136	14,136	7.94	
Program 21 Instructional	0.350	31,647	90,420	9,042	25,834	4,948	14,136	17.77	
K-12 Program 21 Instructional	0.350	31,647	90,420			4,948	14,136	17.77	
K-3 BEA Instructional	1.650	140,064	84,887			23,324	14,136	17.79	
4-6 BEA Instructional	0.849	52,260	61,555			12,001	14,136	17.80	
K-12 BEA Instructional	2.499	192,324	76,960			35,326	14,136	17.79	
BEA	3.499	278,741	79,663			49,462	14,136	14.81	
Instructional	3.000	233,193	77,731	10,542	3,514	42,408	14,136	17.79	
Administrative	1.000	86,417	86,417			14,136	14,136	7.94	
Active	4.000	319,610	79,903	10,542	2,636	56,544	14,136	15.21	
Certificated Total	4.000	319,610	79,903	10,542	2,636	56,544	14,136	15.21	
Instructional for Funding Purposes	3.000	233,193	77,731	10,542	3,514	42,408	14,136	17.79	
Instructional for Compliance Purposes	3.000	233,193	77,731	10,542	3,514	42,408	14,136	17.79	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	140,064	84,887			23,324	14,136	17.79	
K-3 Program 21 Teacher	0.200	18,084	90,420			2,827	14,136	17.77	

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	245.495	22,751,057	92,674	166,800	679	3,497,458	14,247	18.59	
02	9.005	789,041	87,623			127,224	14,128	18.65	
03	0.500	30,450	60,900			7,068	14,136	18.87	
09	10.000	864,356	86,436			141,360	14,136	18.58	
21	37.479	3,218,515	85,875			538,695	14,373	18.49	
24	7.626	691,739	90,708			107,801	14,136	18.54	
31	17.149	1,549,413	90,350			242,418	14,136	19.06	
34	3.301	347,030	105,129			46,663	14,136	19.35	
51	4.450	447,694	100,605			76,504	17,192	18.60	
52	1.378	148,289	107,612			20,865	15,141	18.47	
55	15.208	1,532,555	100,773			218,557	14,371	18.57	
58	0.165	18,094	109,661			2,332	14,136	18.35	
64	0.393	42,770	108,830			5,555	14,136	18.42	
65	1.494	162,273	108,616			21,119	14,136	18.34	
74	1.201	106,050	88,301			21,204	17,655	18.75	
97	3.000	599,611	199,870	5,100	1,700	42,408	14,136	16.27	
K-12 Program 02 Instructional	9.005	789,041	87,623			127,224	14,128	18.65	
Program 21 Instructional	35.479	2,889,640	81,446			510,423	14,387	18.64	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	328,875	164,438			28,272	14,136	17.25	
K-12 Program 21 Instructional	33.495	2,745,593	81,970			482,151	14,395	18.63	
Program 31 Instructional	16.349	1,433,947	87,709			231,109	14,136	19.14	
Program 31 Administrative	0.800	115,466	144,333			11,309	14,136	18.02	
Program 34 Instructional	3.101	318,164	102,600			43,836	14,136	19.48	
Program 34 Administrative	0.200	28,866	144,330			2,827	14,136	18.02	
K-3 BEA Instructional	92.933	8,120,790	87,383			1,330,551	14,317	18.65	
4-6 BEA Instructional	39.622	3,284,408	82,894			570,232	14,392	18.88	
7-8 BEA Instructional	48.639	4,382,653	90,106			687,716	14,139	18.79	
9-12 BEA Instructional	71.656	6,388,730	89,158			1,012,859	14,135	18.84	
K-12 BEA Instructional	252.850	22,176,581	87,706			3,601,358	14,243	18.77	
K-12 BEA Administrative	2.500	351,772	140,709			35,340	14,136	18.18	
BEA	278.450	26,066,602	93,613	171,900	617	3,963,240	14,233	18.58	
Instructional	329.844	29,019,067	87,978			4,721,424	14,314	18.73	
Administrative	26.500	4,195,108	158,306	171,900	6,487	374,604	14,136	17.47	
Other	1.500	84,762	56,508			21,204	14,136	20.11	
Active	357.844	33,298,937	93,054	171,900	480	5,117,232	14,300	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
Certificated Total	357.844	33,298,937	93,054	171,900	480	5,117,232	14,300	18.57	
Instructional for Funding Purposes	329.844	29,019,067	87,978			4,721,424	14,314	18.73	
Instructional for Compliance Purposes	329.844	29,019,067	87,978			4,721,424	14,314	18.73	
K-3 Program 01 Teacher	80.955	7,042,302	86,990			1,152,692	14,239	18.67	
K-3 Program 21 Teacher	6.851	475,777	69,446			96,846	14,136	18.76	
Grade T Program 09 Teacher	10.000	864,356	86,436			141,360	14,136	18.58	
PSES Program 01 Certificated	15.903	1,353,161	85,088			226,176	14,222	18.56	
PSES Program 21 Certificated	10.387	973,181	93,692			155,496	14,970	18.57	

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	915.722	91,138,249	99,526	3,901,410	4,260	13,035,033	14,235	17.49	
02	21.369	2,209,833	103,413	69,848	3,269	338,176	15,826	17.71	
09	1.866	134,729	72,202			28,387	15,213	20.07	
13	0.340	56,558	166,347			4,806	14,136	18.00	
21	148.965	13,502,889	90,645	827,654	5,556	2,137,223	14,347	17.19	
24	11.000	974,959	88,633	97,333	8,848	155,496	14,136	17.40	
31	44.276	4,511,529	101,896	171,769	3,880	620,231	14,008	17.00	
34	6.900	724,846	105,050	19,359	2,806	97,538	14,136	16.94	
39				12,335					
45	24.000	2,325,422	96,893	20,824	868	310,992	12,958	16.72	
51	22.208	2,254,111	101,500	325,148	14,641	314,451	14,159	18.04	
52	1.540	167,461	108,741	107,459	69,779	21,769	14,136	16.21	
53	13.251	1,202,113	90,719	6,609	499	190,836	14,402	18.21	
55	50.232	5,005,499	99,648	348,027	6,928	714,453	14,223	17.52	
56	2.049	239,021	116,653	18,918	9,233	28,965	14,136	16.98	
59	0.102	16,767	164,382	100	980	1,442	14,136	17.75	
64	2.630	224,387	85,318	2,509	954	37,178	14,136	16.88	
65	15.290	1,558,507	101,930	113,377	7,415	219,116	14,331	17.81	
74	3.000	305,519	101,840	7,801	2,600	42,408	14,136	17.24	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.800	333,410	185,228	143,778	79,877	25,445	14,136	12.90	
99	0.200	33,553	167,765			2,827	14,136	15.29	
K-12 Program 02 Instructional	19.826	1,967,109	99,219			316,364	15,957	17.73	
Program 21 Instructional	143.980	12,715,657	88,315	823,354	5,719	2,066,543	14,353	17.15	
Program 21 Administrative	4.985	787,232	157,920	4,300	863	70,680	14,179	17.83	
K-12 Program 21 Instructional	130.236	11,458,699	87,984			1,872,032	14,374	17.14	
Program 26, 56, and 59 Instructional	1.800	197,971	109,984	18,668	10,371	25,445	14,136	16.83	
Program 26, 56, and 59 Administrative	0.351	57,817	164,721	350	997	4,962	14,136	17.75	
Program 31 Instructional	40.256	3,881,912	96,431	171,769	4,267	563,404	13,996	16.95	
Program 31 Administrative	4.020	629,617	156,621			56,827	14,136	17.33	
Program 34 Instructional	6.030	612,460	101,569	19,359	3,210	85,240	14,136	16.81	
Program 34 Administrative	0.870	112,386	129,179			12,298	14,136	17.68	
K-3 BEA Instructional	339.128	31,293,447	92,276			4,839,734	14,271	17.80	
4-6 BEA Instructional	200.522	18,869,766	94,103			2,850,851	14,217	17.71	
7-8 BEA Instructional	132.382	12,883,147	97,318			1,880,185	14,203	17.45	
9-12 BEA Instructional	254.686	25,346,915	99,522			3,615,377	14,195	16.83	

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
K-12 BEA Instructional	926.718	88,393,275	95,383			13,186,146	14,229	17.44	
BEA	1,014.067	101,243,289	99,839	4,326,988	4,267	14,427,414	14,227	17.44	
Instructional	1,191.215	112,776,120	94,673	6,021,641	5,055	16,969,715	14,246	17.44	
Administrative	85.954	13,442,656	156,394	170,882	1,988	1,215,696	14,144	17.38	
Other	8.571	590,603	68,907			127,224	14,844	18.47	
Active	1,285.740	126,809,379	98,628	6,192,523	4,816	18,312,635	14,243	17.43	
On Leave	1.000	109,983	109,983			14,136	14,136	15.21	
Certificated Total	1,286.740	126,919,362	98,636	6,192,523	4,813	18,326,771	14,243	17.43	
Instructional for Funding Purposes	1,189.415	112,578,149	94,650	6,002,973	5,047	16,944,270	14,246	17.44	
Instructional for Compliance Purposes	1,189.415	112,578,149	94,650	6,002,973	5,047	16,944,270	14,246	17.44	
K-3 Program 01 Teacher	306.780	28,124,531	91,677			4,366,461	14,233	17.82	
K-3 Program 21 Teacher	28.950	2,334,560	80,641			409,237	14,136	17.53	
Grade T Program 09 Teacher	1.866	134,729	72,202			28,387	15,213	20.07	
PSES Program 01 Certificated	57.344	5,561,874	96,991			816,269	14,235	17.56	
PSES Program 21 Certificated	38.766	3,765,430	97,132			576,042	14,859	16.80	

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	1,248.300	135,686,852	108,697	7,783,172	6,235	18,990,739	15,213	17.97	
02	7.500	938,016	125,069	53,326	7,110	106,020	14,136	17.85	
03	9.738	1,168,550	119,999	89,525	9,193	141,360	14,516	17.85	
11	0.733	93,275	127,251	5,514	7,523	10,362	14,136	18.05	
21	290.971	28,224,785	97,002	2,380,858	8,182	4,797,300	16,487	17.97	
24	39.935	4,123,436	103,254	107,990	2,704	692,664	17,345	18.06	
31	81.962	9,160,124	111,761	432,882	5,281	1,248,568	15,234	17.95	
34	14.224	1,905,770	133,983	96,717	6,800	228,174	16,041	18.05	
51	44.330	4,877,824	110,034	240,523	5,426	699,672	15,783	18.01	
52	3.000	375,522	125,174	19,117	6,372	42,408	14,136	18.05	
55	55.485	6,011,424	108,343	327,869	5,909	830,771	14,973	18.04	
58	1.948	241,777	124,116	12,187	6,256	28,272	14,513	18.05	
64	5.000	569,522	113,904	29,222	5,844	70,680	14,136	18.05	
65	50.537	5,766,883	114,112	259,906	5,143	824,545	16,316	18.04	
74	3.000	334,437	111,479	17,380	5,793	42,408	14,136	18.05	
89				11,092					
97	2.000	508,371	254,186	4,200	2,100	28,272	14,136	15.61	
K-12 Program 02 Instructional	6.500	743,947	114,453	19,242	2,960	91,884	14,136	18.05	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	287.971	27,710,279	96,226	2,373,658	8,243	4,754,892	16,512	17.98	
Program 21 Administrative	3.000	514,506	171,502	7,200	2,400	42,408	14,136	17.58	
K-12 Program 21 Instructional	272.971	26,347,631	96,522	434,513	1,592	4,528,716	16,590	17.97	
Program 31 Instructional	81.962	9,160,124	111,761	432,882	5,281	1,248,568	15,234	17.95	
Program 34 Instructional	14.224	1,905,770	133,983	96,717	6,800	228,174	16,041	18.05	
K-3 BEA Instructional	490.761	48,252,757	98,322	1,040,864	2,121	7,568,051	15,421	18.02	
4-6 BEA Instructional	197.634	19,865,288	100,516	188,052	952	3,091,045	15,640	18.03	
7-8 BEA Instructional	253.808	27,183,349	107,102	397,002	1,564	3,760,687	14,817	18.04	
9-12 BEA Instructional	314.927	35,149,946	111,613	1,166,378	3,704	4,713,215	14,966	18.01	
K-12 BEA Instructional	1,257.130	130,451,340	103,769	2,792,296	2,221	19,132,998	15,220	18.02	
K-12 BEA Administrative	28.965	5,120,404	176,779	33,222	1,147	409,233	14,129	17.49	
BEA	1,363.724	149,367,683	109,529	8,459,822	6,203	20,743,134	15,211	17.96	
Instructional	1,748.569	180,463,641	103,206	11,649,872	6,663	27,122,604	15,511	18.02	
Administrative	107.094	19,185,720	179,148	221,608	2,069	1,617,204	15,101	17.47	
Other	1.000	108,959	108,959			14,136	14,136	18.05	
Active	1,856.663	199,758,320	107,590	11,871,480	6,394	28,753,944	15,487	17.97	
On Leave	2.000	228,248	114,124			28,272	14,136	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
Certificated Total	1,858.663	199,986,568	107,597	11,871,480	6,387	28,782,216	15,485	17.97	
Instructional for Funding Purposes	1,748.569	180,463,641	103,206	11,649,872	6,663	27,122,604	15,511	18.02	
Instructional for Compliance Purposes	1,748.569	180,463,641	103,206	11,649,872	6,663	27,122,604	15,511	18.02	
K-3 Program 01 Teacher	416.824	40,527,676	97,230	673,666	1,616	6,433,494	15,435	18.03	
K-3 Program 21 Teacher	44.854	4,115,795	91,760	46,937	1,046	708,267	15,791	18.05	
PSES Program 01 Certificated	76.849	7,831,486	101,907			1,209,826	15,743	17.96	
PSES Program 21 Certificated	86.717	8,915,535	102,812			1,412,664	16,291	18.00	

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	44.566	3,527,348	79,149	105,680	2,371	640,347	14,369	18.35	
02	11.900	1,119,770	94,098			169,632	14,255	18.20	
09	1.000	96,772	96,772			14,136	14,136	18.26	
21	5.950	541,877	91,072			89,764	15,086	18.34	
24	0.650	41,770	64,262			9,188	14,136	18.51	
31	3.001	238,828	79,583	23,195	7,729	42,422	14,136	18.32	
51	1.100	85,365	77,605			15,550	14,136	18.33	
55	3.600	331,215	92,004			50,890	14,136	18.31	
97	1.000	200,779	200,779			14,136	14,136	17.02	
K-12 Program 02 Instructional	10.900	992,477	91,053			155,496	14,266	18.19	
Program 21 Instructional	5.650	502,821	88,995			82,696	14,636	18.32	
Program 21 Administrative	0.300	39,056	130,187			7,068	23,560	18.56	
K-12 Program 21 Instructional	5.650	502,821	88,995			82,696	14,636	18.32	
Program 31 Instructional	3.001	238,828	79,583	15,745	5,247	42,422	14,136	18.32	
Program 31 Administrative				7,450					
K-3 BEA Instructional	14.111	997,113	70,662			209,835	14,870	18.43	
4-6 BEA Instructional	9.433	742,965	78,762			133,345	14,136	18.37	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	6.123	431,751	70,513			86,555	14,136	18.43	
9-12 BEA Instructional	25.500	2,159,340	84,680			361,882	14,191	18.24	
K-12 BEA Instructional	55.167	4,331,169	78,510			791,616	14,349	18.32	
BEA	60.467	5,086,725	84,124	128,875	2,131	866,537	14,331	18.26	
Instructional	66.467	5,313,667	79,944	105,869	1,593	954,180	14,356	18.32	
Administrative	6.000	837,723	139,621	23,006	3,834	87,643	14,607	17.95	
Other	0.300	32,334	107,780			4,241	14,136	18.31	
Active	72.767	6,183,724	84,980	128,875	1,771	1,046,064	14,376	18.27	
Certificated Total	72.767	6,183,724	84,980	128,875	1,771	1,046,064	14,376	18.27	
Instructional for Funding Purposes	66.467	5,313,667	79,944	105,869	1,593	954,180	14,356	18.32	
Instructional for Compliance Purposes	66.467	5,313,667	79,944	105,869	1,593	954,180	14,356	18.32	
K-3 Program 01 Teacher	12.867	908,989	70,645			192,250	14,941	18.43	
K-3 Program 21 Teacher	1.080	83,608	77,415			15,267	14,136	18.37	
PSES Program 01 Certificated	4.000	324,665	81,166			56,544	14,136	18.33	
PSES Program 21 Certificated	0.300	39,055	130,183			7,068	23,560	18.56	

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	70.394	6,414,901	91,129	199,387	2,832	1,000,023	14,206	18.54	
03	0.030	3,741	124,700			424	14,136	17.58	
09	1.000	58,355	58,355			14,070	14,070	18.19	
21	9.800	866,200	88,388	56,482	5,763	132,793	13,550	18.28	
31	4.760	491,674	103,293	52,531	11,036	68,418	14,374	18.51	
34	0.800	57,961	72,451	3,554	4,443	11,309	14,136	18.22	
51	1.290	145,212	112,567	16,535	12,818	18,177	14,091	18.33	
52	0.667	5,769	8,649	51,539	77,270	9,429	14,136	17.62	
53	0.700	69,374	99,106	10,977	15,681	9,895	14,136	18.08	
55	3.270	353,756	108,182	12,668	3,874	46,043	14,080	18.43	
58				89,648					
65	3.300	322,730	97,797	26,968	8,172	46,503	14,092	18.56	
79	0.383	9,119	23,809			5,414	14,136	17.62	
88	0.490	61,104	124,702			6,927	14,136	17.58	
97	1.000	128,697	128,697	45,536	45,536	11,702	11,702	13.23	
Program 21 Instructional	9.400	816,319	86,842	56,482	6,009	127,139	13,525	18.33	
Program 21 Administrative	0.400	49,881	124,703			5,654	14,136	17.53	
K-12 Program 21 Instructional	9.400	816,319	86,842			127,139	13,525	18.33	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.760	491,674	103,293	52,531	11,036	68,418	14,374	18.51	
Program 34 Instructional	0.800	57,961	72,451	3,554	4,443	11,309	14,136	18.22	
K-3 BEA Instructional	23.825	1,909,412	80,143			339,308	14,242	18.67	
4-6 BEA Instructional	14.592	1,352,992	92,721			206,204	14,131	18.64	
7-8 BEA Instructional	11.600	1,034,416	89,174			163,552	14,099	18.64	
9-12 BEA Instructional	20.867	1,966,282	94,229			299,056	14,332	18.55	
K-12 BEA Instructional	70.884	6,263,102	88,357			1,008,119	14,222	18.62	
BEA	76.984	7,096,974	92,188	301,008	3,910	1,091,876	14,183	18.41	
Instructional	88.914	7,912,874	88,995	498,289	5,604	1,256,800	14,135	18.58	
Administrative	8.570	1,020,881	119,123	21,336	2,490	118,673	13,847	17.00	
Other	0.400	54,838	137,095			5,654	14,136	17.61	
Active	97.884	8,988,593	91,829	519,625	5,309	1,381,127	14,110	18.38	
On Leave				46,200					
Certificated Total	97.884	8,988,593	91,829	565,825	5,781	1,381,127	14,110	18.38	
Instructional for Funding Purposes	88.914	7,912,874	88,995	498,289	5,604	1,256,800	14,135	18.58	
Instructional for Compliance Purposes	88.914	7,912,874	88,995	498,289	5,604	1,256,800	14,135	18.58	
K-3 Program 01 Teacher	23.157	1,869,164	80,717			329,865	14,245	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-3 Program 21 Teacher	1.522	109,027	71,634			21,515	14,136	18.66	
PSES Program 01 Certificated	2.507	180,552	72,019			39,015	15,563	18.79	
PSES Program 21 Certificated	1.400	130,645	93,318			14,136	10,097	16.83	

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	29.253	2,308,744	78,923	56,156	1,920	413,520	14,136	18.18	
09	1.632	110,554	67,741	403	247	23,070	14,136	18.27	
21	4.030	277,786	68,930	16,417	4,074	56,968	14,136	18.19	
24									
31	2.580	317,705	123,141	34,618	13,418	36,471	14,136	18.17	
34	1.400	198,710	141,936	12,126	8,661	19,790	14,136	18.21	
51	0.850	46,181	54,331	4,255	5,006	12,016	14,136	18.30	
55	1.755	146,797	83,645	4,885	2,783	24,809	14,136	18.22	
56	1.000	57,932	57,932	322	322	14,136	14,136	18.30	
65	0.500	25,279	50,558	140	280	7,068	14,136	18.30	
97	1.000	150,000	150,000	720	720	14,136	14,136	18.75	
Program 21 Instructional	3.850	255,686	66,412	4,417	1,147	54,424	14,136	18.20	
Program 21 Administrative	0.180	22,100	122,778	12,000	66,667	2,544	14,136	18.11	
K-12 Program 21 Instructional	3.850	255,686	66,412	4,417	1,147	54,424	14,136	18.20	
Program 26, 56, and 59 Instructional	1.000	57,932	57,932	322	322	14,136	14,136	18.30	
Program 31 Instructional	2.420	297,275	122,841	34,618	14,305	34,209	14,136	18.18	
Program 31 Administrative	0.160	20,430	127,688			2,262	14,136	18.13	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.330	189,772	142,686	12,126	9,117	18,801	14,136	18.22	
Program 34 Administrative	0.070	8,938	127,686			990	14,136	18.13	
K-3 BEA Instructional	9.771	805,331	82,421	4,666	478	138,123	14,136	18.20	
4-6 BEA Instructional	5.482	389,826	71,110	1,351	246	77,494	14,136	18.23	
7-8 BEA Instructional	4.740	367,722	77,578	516	109	67,005	14,136	18.17	
9-12 BEA Instructional	10.490	988,561	94,238	26,387	2,515	148,287	14,136	18.16	
K-12 BEA Instructional	30.483	2,551,440	83,700	32,920	1,080	430,908	14,136	18.18	
K-12 BEA Administrative	1.750	146,031	83,446	720	411	24,738	14,136	18.16	
BEA	34.233	2,975,159	86,909	103,620	3,027	483,918	14,136	18.21	
Instructional	40.000	3,185,275	79,632	101,250	2,531	565,440	14,136	18.20	
Administrative	4.000	454,413	113,603	21,980	5,495	56,544	14,136	18.32	
Other				6,812					
Active	44.000	3,639,688	82,720	130,042	2,956	621,984	14,136	18.21	
Certificated Total	44.000	3,639,688	82,720	130,042	2,956	621,984	14,136	18.21	
Instructional for Funding Purposes	39.000	3,127,343	80,188	100,928	2,588	551,304	14,136	18.19	
Instructional for Compliance Purposes	39.000	3,127,343	80,188	100,928	2,588	551,304	14,136	18.19	
K-3 Program 01 Teacher	8.771	738,870	84,240	3,467	395	123,987	14,136	18.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.150	62,126	54,023	1,275	1,109	16,256	14,136	18.25	
Grade T Program 09 Teacher	1.492	97,780	65,536	380	255	21,091	14,136	18.28	
PSES Program 01 Certificated	1.580	120,727	76,409			22,335	14,136	18.25	
PSES Program 09 Certificated	0.070	4,180	59,714			990	14,136	18.30	

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	6.629	598,949	90,353	2,050	309	106,034	15,995	18.63	
55	0.499	51,180	102,565			7,054	14,136	18.63	
97	1.000	165,823	165,823			14,136	14,136	18.58	
K-3 BEA Instructional	1.385	138,008	99,645			31,905	23,036	18.63	
4-6 BEA Instructional	1.519	139,110	91,580			21,473	14,136	18.63	
7-8 BEA Instructional	0.915	71,801	78,471			12,934	14,136	18.63	
9-12 BEA Instructional	1.810	141,984	78,444			25,586	14,136	18.63	
K-12 BEA Instructional	5.629	490,903	87,210			91,898	16,326	18.63	
K-12 BEA Administrative	1.000	108,046	108,046			14,136	14,136	18.63	
BEA	7.629	764,772	100,245	2,050	269	120,170	15,752	18.62	
Instructional	6.128	542,083	88,460			98,952	16,148	18.63	
Administrative	2.000	273,869	136,935			28,272	14,136	18.60	
Other				2,050					
Active	8.128	815,952	100,388	2,050	252	127,224	15,653	18.62	
Certificated Total	8.128	815,952	100,388	2,050	252	127,224	15,653	18.62	
Instructional for Funding Purposes	6.128	542,083	88,460			98,952	16,148	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 Compliance Purposes	6.128	542,083	88,460			98,952	16,148	18.63	
K-3 Program 01 Teacher	1.128	111,701	99,026			28,272	25,064	18.63	
PSES Program 01 Certificated	0.501	51,180	102,156			7,082	14,136	18.63	

La Center School District (06101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	92.747	8,784,598	94,716	421,780	4,548	1,300,267	14,020	18.59	
02	1.600	176,565	110,353	15,396	9,623	22,618	14,136	18.39	
21	15.101	1,358,078	89,933	74,369	4,925	205,396	13,601	17.93	
24	2.070	202,098	97,632			29,262	14,136	18.44	
31	6.450	537,181	83,284	53,460	8,288	94,004	14,574	19.62	
34	0.550	56,461	102,656	871	1,584	7,775	14,136	18.49	
51	1.154	123,501	107,020	2,059	1,784	16,313	14,136	18.42	
55	0.180	19,864	110,356	8,899	49,439	2,544	14,136	18.40	
65	0.090	9,932	110,356	331	3,678	1,272	14,136	18.40	
74	0.360	39,727	110,353	662	1,839	5,089	14,136	18.40	
97	2.500	426,933	170,773			35,340	14,136	18.07	
K-12 Program 02 Instructional	1.600	176,565	110,353	15,396	9,623	22,618	14,136	18.39	
Program 21 Instructional	13.530	1,186,707	87,709	74,369	5,497	191,260	14,136	18.49	
Program 21 Administrative	1.000	126,906	126,906			14,136	14,136	18.49	
K-12 Program 21 Instructional	12.600	1,103,544	87,583	69,878	5,546	178,114	14,136	18.49	
Program 31 Instructional	6.110	488,650	79,975	42,211	6,909	89,198	14,599	19.74	
Program 31 Administrative	0.340	48,531	142,738	11,249	33,085	4,806	14,136	18.42	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	35,143	87,858	871	2,178	5,654	14,136	18.53	
Program 34 Administrative	0.150	21,318	142,120			2,120	14,136	18.43	
K-3 BEA Instructional	31.464	2,927,694	93,049	123,805	3,935	457,300	14,534	18.63	
4-6 BEA Instructional	18.978	1,732,749	91,303	72,243	3,807	277,207	14,607	18.62	
7-8 BEA Instructional	15.886	1,433,220	90,219	82,517	5,194	224,564	14,136	18.69	
9-12 BEA Instructional	26.864	2,459,946	91,570	185,614	6,909	373,709	13,911	19.07	
K-12 BEA Instructional	93.192	8,553,609	91,785	464,242	4,982	1,332,780	14,301	18.77	
K-12 BEA Administrative	5.994	855,188	142,674	20,139	3,360	84,816	14,150	18.43	
BEA	103.847	9,981,738	96,120	491,507	4,733	1,460,004	14,059	18.62	
Instructional	110.576	10,135,438	91,660	546,915	4,946	1,578,520	14,275	18.72	
Administrative	9.994	1,455,739	145,661	28,872	2,889	141,360	14,144	18.33	
Other	1.661	99,296	59,781	2,040	1,228			9.61	
Active	122.231	11,690,473	95,642	577,827	4,727	1,719,880	14,071	18.60	
K-12 Program 21 Contracted	0.571	44,465	77,872						
Certificated Total	122.802	11,734,938	95,560	577,827	4,705	1,719,880	14,005	18.53	
Instructional for Funding Purposes	111.147	10,179,903	91,590	546,915	4,921	1,578,520	14,202	18.65	
Instructional for Compliance Purposes	110.576	10,135,438	91,660	546,915	4,946	1,578,520	14,275	18.72	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	29.784	2,771,637	93,058	100,130	3,362	424,363	14,248	18.51	
K-3 Program 21 Teacher	2.550	226,336	88,759	12,299	4,823	36,047	14,136	18.49	
PSES Program 01 Certificated	4.560	360,067	78,962			64,460	14,136	18.57	
PSES Program 21 Certificated	3.571	324,212	90,790			42,408	11,876	16.07	

La Conner School District (29311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	32.882	3,668,870	111,577	203,026	6,174	471,436	14,337	17.95	
02	0.500	40,034	80,068	1,334	2,668	7,068	14,136	17.96	
13	0.300	46,378	154,593			4,241	14,136	17.94	
21	4.470	415,790	93,018	29,441	6,586	84,392	18,880	17.96	
24	1.030	112,020	108,757	1,984	1,926	14,560	14,136	17.95	
31	0.700	46,552	66,503	1,262	1,803	9,895	14,136	17.94	
38				1,385					
51	1.000	124,280	124,280	5,961	5,961	14,136	14,136	17.94	
52	0.500	67,405	134,810			14,136	28,272	17.96	
55	0.460	57,169	124,280	3,364	7,313	6,503	14,136	17.94	
58	0.140	17,399	124,279			1,979	14,136	17.94	
65	0.150	17,379	115,860	290	1,933	2,120	14,136	17.94	
68									
71				5,400					
74									
79	0.400	49,712	124,280	2,598	6,495	5,654	14,136	17.94	
97				12,000					
K-12 Program 02 Instructional	0.500	40,034	80,068	1,334	2,668	7,068	14,136	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.970	345,790	87,101	9,536	2,402	70,256	17,697	17.96	
Program 21 Administrative	0.500	70,000	140,000	19,905	39,810	14,136	28,272	17.96	
K-12 Program 21 Instructional	3.970	345,790	87,101	9,536	2,402	70,256	17,697	17.96	
Program 31 Instructional	0.700	46,552	66,503	1,262	1,803	9,895	14,136	17.94	
K-3 BEA Instructional	9.532	1,049,675	110,121	60,318	6,328	141,360	14,830	17.95	
4-6 BEA Instructional	3.000	360,604	120,201	24,482	8,161	42,408	14,136	17.94	
7-8 BEA Instructional	8.000	806,561	100,820	47,487	5,936	113,088	14,136	17.95	
9-12 BEA Instructional	10.850	1,134,095	104,525	73,335	6,759	153,376	14,136	17.95	
K-12 BEA Instructional	31.382	3,350,935	106,779	205,622	6,552	450,232	14,347	17.95	
K-12 BEA Administrative	2.000	296,305	148,153			28,272	14,136	17.94	
BEA	34.082	3,755,456	110,189	217,622	6,385	488,399	14,330	17.95	
Instructional	38.532	4,074,684	105,748	236,140	6,128	565,440	14,675	17.95	
Administrative	4.000	588,304	147,076	31,905	7,976	70,680	17,670	17.94	
Active	42.532	4,662,988	109,635	268,045	6,302	636,120	14,956	17.95	
Certificated Total	42.532	4,662,988	109,635	268,045	6,302	636,120	14,956	17.95	
Instructional for Funding Purposes	38.532	4,074,684	105,748	236,140	6,128	565,440	14,675	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
Instructional for Compliance Purposes	38.532	4,074,684	105,748	236,140	6,128	565,440	14,675	17.95	
K-3 Program 01 Teacher	6.000	631,215	105,203	32,250	5,375	84,816	14,136	17.95	
K-3 Program 21 Teacher	0.970	120,552	124,280	5,782	5,961	13,712	14,136	17.94	
PSES Program 01 Certificated	1.400	156,233	111,595			14,136	10,097	17.95	
PSES Program 21 Certificated	1.000	70,030	70,030			28,272	28,272	17.97	

Salary and Benefits by Program for 2024-2025

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	12.917	1,133,564	87,758	11,429	885	182,595	14,136	91.27	
09	0.900	32,443	36,048			12,722	14,136	97.99	
21	0.950	67,435	70,984			13,429	14,136	97.96	
31	0.750	47,769	63,692	4,777	6,369	10,602	14,136	90.15	
51	0.100	11,355	113,550			1,414	14,136	97.96	
55	0.050	3,755	75,100			707	14,136	97.96	
74				500					
97	1.333	99,155	74,385	10,000	7,502	18,843	14,136	36.65	
Program 21 Instructional	0.950	67,435	70,984			13,429	14,136	97.96	
K-12 Program 21 Instructional	0.709	53,212	75,052			10,022	14,136	97.96	
Program 31 Instructional	0.750	47,769	63,692			10,602	14,136	90.15	
K-3 BEA Instructional	3.329	263,020	79,009	1,600	481	47,059	14,136	99.98	
4-6 BEA Instructional	2.222	126,042	56,725			31,410	14,136	97.07	
7-8 BEA Instructional	3.117	198,130	63,564			44,062	14,136	95.27	
9-12 BEA Instructional	3.999	390,797	97,724	1,477	369	56,530	14,136	96.45	
K-12 BEA Instructional	12.667	977,989	77,208	3,077	243	179,061	14,136	97.30	
BEA	15.000	1,280,488	85,366	26,206	1,747	212,040	14,136	83.40	

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
Instructional	14.667	1,092,977	74,519	3,577	244	207,333	14,136	97.37	
Administrative	2.333	302,499	129,661	10,000	4,286	32,979	14,136	47.17	
Other				13,129					
Active	17.000	1,395,476	82,087	26,706	1,571	240,312	14,136	84.58	
Certificated Total	17.000	1,395,476	82,087	26,706	1,571	240,312	14,136	84.58	
Instructional for Funding Purposes	14.667	1,092,977	74,519	3,577	244	207,333	14,136	97.37	
Instructional for Compliance Purposes	14.667	1,092,977	74,519	3,577	244	207,333	14,136	97.37	
K-3 Program 01 Teacher	2.712	218,787	80,674			38,337	14,136	100.36	
K-3 Program 21 Teacher	0.212	15,950	75,236			2,997	14,136	97.96	
Grade T Program 09 Teacher	0.900	32,443	36,048			12,722	14,136	97.99	
PSES Program 01 Certificated	0.450	40,553	90,118			6,361	14,136	96.45	

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	67.393	6,064,506	89,987	373,409	5,541	961,460	14,266	18.58	
21	8.574	789,518	92,083	90,893	10,601	126,390	14,741	18.34	
24	0.309	31,272	101,204			4,368	14,136	18.28	
31	7.122	595,809	83,658	90,842	12,755	101,496	14,251	18.43	
34	0.680	57,128	84,012			9,895	14,552	18.38	
51	1.850	186,563	100,845			26,152	14,136	18.32	
55	4.237	434,953	102,656	4,500	1,062	59,894	14,136	18.32	
58				11,850					
65	3.113	247,405	79,475			49,660	15,952	21.35	
74	0.255	23,729	93,055			3,605	14,136	18.34	
97	1.000	165,000	165,000			14,136	14,136	18.28	
Program 21 Instructional	7.824	694,688	88,789	86,393	11,042	115,788	14,799	18.34	
Program 21 Administrative	0.750	94,830	126,440	4,500	6,000	10,602	14,136	18.31	
K-12 Program 21 Instructional	7.544	666,351	88,329	22,125	2,933	111,830	14,824	18.34	
Program 31 Instructional	6.722	541,893	80,615	90,842	13,514	95,842	14,258	18.44	
Program 31 Administrative	0.400	53,916	134,790			5,654	14,136	18.29	
Program 34 Instructional	0.580	43,649	75,257			8,482	14,623	18.41	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.100	13,479	134,790			1,414	14,136	18.29	
K-3 BEA Instructional	18.658	1,552,047	83,184	62,680	3,359	263,749	14,136	18.38	
4-6 BEA Instructional	12.272	999,232	81,424	36,203	2,950	173,477	14,136	18.52	
7-8 BEA Instructional	14.185	1,202,077	84,743	26,261	1,851	200,802	14,156	18.56	
9-12 BEA Instructional	24.080	2,137,495	88,766	96,776	4,019	350,007	14,535	18.78	
K-12 BEA Instructional	69.195	5,890,851	85,134	221,920	3,207	988,036	14,279	18.59	
K-12 BEA Administrative	4.000	547,189	136,797	2,400	600	56,544	14,136	18.35	
BEA	76.195	6,882,443	90,327	464,251	6,093	1,086,988	14,266	18.56	
Instructional	85.533	7,349,262	85,923	508,271	5,942	1,229,832	14,378	18.64	
Administrative	9.000	1,246,621	138,513	52,450	5,828	127,224	14,136	18.32	
Other				10,773					
Active	94.533	8,595,883	90,930	571,494	6,045	1,357,056	14,355	18.59	
Certificated Total	94.533	8,595,883	90,930	571,494	6,045	1,357,056	14,355	18.59	
Instructional for Funding Purposes	85.533	7,349,262	85,923	508,271	5,942	1,229,832	14,378	18.64	
Instructional for Compliance Purposes	85.533	7,349,262	85,923	508,271	5,942	1,229,832	14,378	18.64	
K-3 Program 01 Teacher	18.002	1,485,545	82,521	54,825	3,045	254,476	14,136	18.39	
K-3 Program 21 Teacher	1.266	105,532	83,359	5,880	4,645	17,896	14,136	18.35	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	2.610	231,272	88,610			36,895	14,136	18.34	
PSES Program 21 Certificated	2.353	206,708	87,849			38,450	16,341	18.38	

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	14.103	1,183,724	83,934	72,711	5,156	202,187	14,336	18.10	
02	0.320	32,417	101,303			2,827	8,835	13.04	
31	0.833	59,177	71,041			7,534	9,045	15.96	
51	0.599	59,417	99,194			5,640	9,416	15.17	
55	0.850	84,386	99,278	26,368	31,021	16,256	19,125	18.44	
58				33,972					
65	0.599	48,275	80,593			11,295	18,856	14.75	
74	0.030	3,039	101,300			707	23,560	18.59	
88	0.067	11,750	175,373			947	14,136	17.59	
97	0.499	88,082	176,517			7,054	14,136	17.59	
K-12 Program 02 Instructional	0.320	32,417	101,303			2,827	8,835	13.04	
Program 31 Instructional	0.833	59,177	71,041			7,534	9,045	15.96	
K-3 BEA Instructional	3.976	330,481	83,119	13,197	3,319	56,205	14,136	18.43	
4-6 BEA Instructional	2.561	188,889	73,756	6,117	2,389	36,202	14,136	18.48	
7-8 BEA Instructional	1.934	142,719	73,795	8,668	4,482	27,339	14,136	18.60	
9-12 BEA Instructional	6.351	536,897	84,537	26,456	4,166	86,668	13,646	17.15	
K-12 BEA Instructional	14.822	1,198,986	80,892	54,438	3,673	206,414	13,926	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
BEA	15.755	1,363,400	86,538	72,711	4,615	219,603	13,939	17.85	
Instructional	16.900	1,394,103	82,491	133,051	7,873	240,312	14,220	17.70	
Administrative	1.000	176,164	176,164			14,136	14,136	17.59	
Active	17.900	1,570,267	87,724	133,051	7,433	254,448	14,215	17.69	
Certificated Total	17.900	1,570,267	87,724	133,051	7,433	254,448	14,215	17.69	
Instructional for Funding Purposes	16.900	1,394,103	82,491	133,051	7,873	240,312	14,220	17.70	
Instructional for Compliance Purposes	16.900	1,394,103	82,491	133,051	7,873	240,312	14,220	17.70	
K-3 Program 01 Teacher	3.976	330,481	83,119	13,197	3,319	56,205	14,136	18.43	
PSES Program 01 Certificated	0.300	30,391	101,303			8,482	28,272	9.02	

Salary and Benefits by Program for 2024-2025

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	468.655	54,296,494	115,856	5,576,165	11,898	6,788,100	14,484	17.97	
02	3.996	471,144	117,904	38,820	9,715	69,266	17,334	18.99	
21	110.300	11,555,555	104,765	1,709,916	15,502	1,584,653	14,367	18.06	
31	19.954	2,278,392	114,182	364,769	18,280	283,483	14,207	18.00	
34	5.646	704,272	124,738	118,222	20,939	81,225	14,386	17.98	
51	3.600	426,143	118,373	45,124	12,534	50,890	14,136	18.00	
55	9.000	1,026,757	114,084	110,143	12,238	130,051	14,450	18.02	
65	2.800	330,560	118,057	34,535	12,334	39,581	14,136	18.01	
74	1.011	119,168	117,871	13,762	13,612	19,790	19,575	18.02	
97	2.500	635,265	254,106	33,244	13,298	35,340	14,136	15.65	
K-12 Program 02 Instructional	2.996	307,766	102,726			55,130	18,401	19.45	
Program 21 Instructional	108.300	11,153,395	102,986	1,700,818	15,705	1,556,381	14,371	18.10	
Program 21 Administrative	2.000	402,160	201,080	9,098	4,549	28,272	14,136	16.80	
K-12 Program 21 Instructional	94.600	9,747,997	103,044	23,246	246	1,351,409	14,286	18.04	
Program 31 Instructional	19.200	2,138,407	111,375	361,602	18,833	272,825	14,210	18.04	
Program 31 Administrative	0.754	139,985	185,656	3,167	4,200	10,659	14,136	17.31	
Program 34 Instructional	5.400	658,600	121,963	117,188	21,701	77,748	14,398	18.02	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.246	45,672	185,659	1,034	4,203	3,477	14,136	17.31	
K-3 BEA Instructional	181.573	19,853,588	109,342	7,358	41	2,639,898	14,539	18.08	
4-6 BEA Instructional	64.779	7,080,300	109,299			926,615	14,304	18.22	
7-8 BEA Instructional	89.882	9,991,931	111,167			1,299,360	14,456	17.98	
9-12 BEA Instructional	131.967	15,241,270	115,493			1,906,565	14,447	17.99	
K-12 BEA Instructional	468.201	52,167,089	111,420	7,358	16	6,772,437	14,465	18.05	
BEA	500.751	58,385,567	116,596	6,131,220	12,244	7,257,415	14,493	17.96	
Instructional	592.912	65,223,112	110,005	7,879,222	13,289	8,569,130	14,453	18.06	
Administrative	33.050	6,384,735	193,184	165,478	5,007	492,046	14,888	17.06	
Other	0.500	91,810	183,620			7,068	14,136	17.38	
Active	626.462	71,699,657	114,452	8,044,700	12,841	9,068,244	14,475	17.98	
On Leave	1.000	144,093	144,093			14,136	14,136	17.96	
Certificated Total	627.462	71,843,750	114,499	8,044,700	12,821	9,082,380	14,475	17.98	
Instructional for Funding Purposes	592.912	65,223,112	110,005	7,879,222	13,289	8,569,130	14,453	18.06	
Instructional for Compliance Purposes	592.912	65,223,112	110,005	7,879,222	13,289	8,569,130	14,453	18.06	
K-3 Program 01 Teacher	172.790	18,853,528	109,112			2,512,674	14,542	18.10	
K-3 Program 21 Teacher	21.300	1,999,312	93,864	15,672	736	306,751	14,401	18.07	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	22.694	2,591,692	114,202			325,128	14,327	18.02	
PSES Program 21 Certificated	30.500	3,381,696	110,875			431,148	14,136	18.02	

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	1,706.643	173,586,857	101,712	32,923,262	19,291	27,089,425	15,873	18.13	
02	3.800	429,120	112,926	95,264	25,069	60,985	16,049	18.20	
21	227.854	22,018,811	96,636	4,255,842	18,678	4,131,013	18,130	18.14	
24	32.973	2,900,381	87,962	570,352	17,298	607,848	18,435	18.27	
31	103.143	10,202,898	98,920	1,803,876	17,489	1,746,571	16,933	18.15	
34	17.450	1,772,027	101,549	280,822	16,093	304,831	17,469	18.16	
45	6.561	687,508	104,787	122,374	18,652	127,224	19,391	18.03	
51	3.200	351,079	109,712	135,712	42,410	45,235	14,136	18.28	
52	0.698	75,743	108,514	26,399	37,821	9,867	14,136	18.27	
55	15.663	1,779,802	113,631	362,070	23,116	240,407	15,349	18.24	
58	1.000	116,088	116,088	39,628	39,628	14,136	14,136	18.27	
64	2.798	308,382	110,215	68,999	24,660	39,553	14,136	18.28	
65	43.482	4,254,543	97,846	686,888	15,797	669,374	15,394	18.23	
73				11,000					
74	3.300	356,858	108,139	190,274	57,659	48,472	14,689	18.27	
79				220,103					
88				3,110					
89	1.400	162,523	116,088	70,343	50,245	19,790	14,136	18.28	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	3.000	800,515	266,838	59,347	19,782	127,227	42,409	15.14	
CP	0.350	83,610	238,886	2,128	6,080	12,042	34,405	16.22	
K-12 Program 02 Instructional	3.600	390,366	108,435			57,958	16,099	18.28	
Program 21 Instructional	221.554	20,735,540	93,591	4,233,447	19,108	3,943,167	17,798	18.20	
Program 21 Administrative	6.300	1,283,271	203,694	22,395	3,555	187,847	29,817	17.02	
K-12 Program 21 Instructional	189.254	17,595,700	92,974	1,251	7	3,412,176	18,030	18.18	
Program 31 Instructional	98.693	9,352,969	94,768	1,792,608	18,163	1,670,646	16,928	18.20	
Program 31 Administrative	4.450	849,929	190,995	11,268	2,532	75,925	17,062	17.40	
Program 34 Instructional	16.000	1,491,033	93,190	277,034	17,315	277,772	17,361	18.29	
Program 34 Administrative	1.450	280,994	193,789	3,788	2,612	27,059	18,661	17.33	
K-3 BEA Instructional	608.955	58,251,716	95,658	32,435	53	9,401,302	15,438	18.18	
4-6 BEA Instructional	286.188	27,764,288	97,014			4,360,225	15,236	18.24	
7-8 BEA Instructional	301.884	28,866,743	95,622	2,000	7	4,950,431	16,398	18.22	
9-12 BEA Instructional	508.847	48,883,276	96,067	5,600	11	8,246,512	16,206	18.18	
K-12 BEA Instructional	1,705.874	163,766,023	96,001	40,035	23	26,958,470	15,803	18.20	
BEA	1,840.597	187,478,925	101,858	35,284,945	19,170	29,456,263	16,004	18.12	
Instructional	2,030.442	194,502,904	95,793	41,236,701	20,309	32,564,482	16,038	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
Administrative	128.528	24,147,711	187,879	398,108	3,097	2,493,206	19,398	17.42	
Other	14.345	1,236,130	86,171	292,984	20,424	236,312	16,473	18.28	
Active	2,173.315	219,886,745	101,176	41,927,793	19,292	35,294,000	16,240	18.13	
Certificated Total	2,173.315	219,886,745	101,176	41,927,793	19,292	35,294,000	16,240	18.13	
Instructional for Funding Purposes	2,030.442	194,502,904	95,793	41,236,701	20,309	32,564,482	16,038	18.20	
Instructional for Compliance Purposes	2,030.442	194,502,904	95,793	41,236,701	20,309	32,564,482	16,038	18.20	
K-3 Program 01 Teacher	512.960	48,827,298	95,187	19,010	37	7,752,705	15,114	18.17	
K-3 Program 21 Teacher	48.408	4,146,783	85,663			934,079	19,296	18.18	
PSES Program 01 Certificated	112.417	10,610,841	94,388			2,129,885	18,946	18.19	
PSES Program 21 Certificated	56.071	5,496,386	98,025			1,077,686	19,220	18.08	

Salary and Benefits by Program for 2024-2025

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	134.622	14,168,518	105,247	1,349,764	10,026	1,963,274	14,584	17.89	
02	2.000	231,613	115,807	26,466	13,233	28,272	14,136	17.95	
09	0.600	55,670	92,783	2,259	3,765	15,550	25,916	17.60	
21	23.537	2,201,822	93,547	261,929	11,128	335,589	14,258	17.48	
24	4.860	478,780	98,514	58,736	12,086	71,528	14,718	18.00	
31	7.395	733,536	99,194	86,536	11,702	104,536	14,136	17.95	
34	1.137	143,598	126,296	18,910	16,631	16,073	14,136	17.88	
51	2.810	295,844	105,283	26,888	9,569	52,539	18,697	17.97	
52	0.300	36,824	122,747	2,394	7,980	4,241	14,136	17.94	
55	2.650	303,691	114,600	27,857	10,512	37,460	14,136	17.92	
65	2.200	241,752	109,887	23,497	10,680	31,099	14,136	17.79	
74	0.500	51,259	102,518	4,198	8,396	7,068	14,136	17.98	
89	0.050	10,456	209,120			707	14,136	16.68	
97	1.600	357,619	223,512	15,500	9,688	22,618	14,136	16.13	
K-12 Program 02 Instructional	2.000	231,613	115,807	9,817	4,909	28,272	14,136	17.95	
Program 21 Instructional	22.737	2,034,521	89,481	261,929	11,520	324,280	14,262	17.54	
Program 21 Administrative	0.800	167,301	209,126			11,309	14,136	16.68	
K-12 Program 21 Instructional	20.797	1,833,418	88,158	15,139	728	296,856	14,274	17.49	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.860	636,034	92,716	86,536	12,615	96,973	14,136	18.01	
Program 31 Administrative	0.535	97,502	182,247			7,563	14,136	17.47	
Program 34 Instructional	1.064	129,674	121,874	18,910	17,773	15,041	14,136	17.94	
Program 34 Administrative	0.073	13,924	190,740			1,032	14,136	17.20	
K-3 BEA Instructional	47.833	4,619,548	96,577	47,957	1,003	702,371	14,684	17.95	
4-6 BEA Instructional	29.385	2,748,034	93,518	21,587	735	431,091	14,670	17.97	
7-8 BEA Instructional	19.034	1,885,282	99,048	34,832	1,830	287,441	15,101	17.99	
9-12 BEA Instructional	33.700	3,430,026	101,781	118,016	3,502	479,210	14,220	17.98	
K-12 BEA Instructional	129.952	12,682,890	97,597	222,392	1,711	1,900,114	14,622	17.97	
BEA	146.754	15,634,884	106,538	1,497,176	10,202	2,134,772	14,547	17.85	
Instructional	166.059	16,073,605	96,795	1,814,950	10,930	2,436,104	14,670	17.92	
Administrative	16.985	3,109,283	183,061	23,000	1,354	240,312	14,148	17.21	
Other				50,390					
Active	183.044	19,182,888	104,799	1,888,340	10,316	2,676,416	14,622	17.81	
On Leave	1.217	128,094	105,254	16,594	13,635	14,136	11,615	17.97	
Certificated Total	184.261	19,310,982	104,802	1,904,934	10,338	2,690,552	14,602	17.81	
Instructional for Funding Purposes	166.059	16,073,605	96,795	1,814,950	10,930	2,436,104	14,670	17.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	166.059	16,073,605	96,795	1,814,950	10,930	2,436,104	14,670	17.92	
K-3 Program 01 Teacher	43.833	4,230,304	96,510	47,957	1,094	645,827	14,734	17.95	
K-3 Program 21 Teacher	5.319	403,933	75,942			75,189	14,136	18.06	
Grade T Program 09 Teacher	0.500	34,757	69,514			14,136	28,272	18.12	
PSES Program 01 Certificated	7.500	766,259	102,168			113,088	15,078	17.98	
PSES Program 21 Certificated	2.800	259,709	92,753			42,408	15,146	14.29	

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	3.902	358,334	91,833			57,471	14,729	17.82	
21	0.670	59,982	89,525	2,350	3,507	9,471	14,136	17.81	
55	0.178	16,784	94,292	150	843	2,595	14,578	17.81	
97	0.100	12,151	121,510	5,000	50,000	1,552	15,516	17.81	
99	0.150	18,226	121,507			2,327	15,516	17.81	
Program 21 Instructional	0.670	59,982	89,525	2,350	3,507	9,471	14,136	17.81	
K-12 Program 21 Instructional	0.670	59,982	89,525	2,350	3,507	9,471	14,136	17.81	
4-6 BEA Instructional	0.970	76,766	79,140			13,712	14,136	17.82	
7-8 BEA Instructional	1.729	147,438	85,274			25,104	14,520	17.82	
K-12 BEA Instructional	2.699	224,204	83,069			38,816	14,382	17.82	
K-12 BEA Administrative	1.303	146,281	112,265	5,000	3,837	20,206	15,508	17.81	
BEA	4.002	370,485	92,575	5,000	1,249	59,023	14,748	17.82	
Instructional	3.547	300,970	84,852	2,500	705	50,882	14,345	17.82	
Administrative	1.453	164,507	113,219	5,000	3,441	22,534	15,509	17.81	
Active	5.000	465,477	93,095	7,500	1,500	73,416	14,683	17.82	
Certificated Total	5.000	465,477	93,095	7,500	1,500	73,416	14,683	17.82	
Instructional for Funding Purposes	3.547	300,970	84,852	2,500	705	50,882	14,345	17.82	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.547	300,970	84,852	2,500	705	50,882	14,345	17.82	

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	34.712	2,989,329	86,118	57,374	1,653	490,689	14,136	18.17	
09	1.172	67,519	57,610			16,567	14,136	18.48	
21	3.875	337,405	87,072			68,560	17,693	18.24	
31	2.100	163,028	77,632	23,991	11,424	29,686	14,136	18.59	
51	1.000	75,222	75,222			14,136	14,136	18.21	
55	1.000	75,222	75,222			14,136	14,136	18.21	
58				22,500					
74	0.166	13,982	84,229	5,000	30,120	2,347	14,136	18.11	
97	0.920	160,565	174,527	27,203	29,568	13,005	14,136	17.51	
99	0.080	13,962	174,525			1,131	14,136	17.51	
Program 21 Instructional	3.025	253,500	83,802			56,544	18,692	18.30	
Program 21 Administrative	0.850	83,905	98,712			12,016	14,136	18.08	
K-12 Program 21 Instructional	3.025	253,500	83,802			56,544	18,692	18.30	
Program 31 Instructional	2.000	148,313	74,157	23,991	11,996	28,272	14,136	18.64	
Program 31 Administrative	0.100	14,715	147,150			1,414	14,136	18.04	
K-3 BEA Instructional	12.381	919,990	74,307			175,018	14,136	18.26	
4-6 BEA Instructional	6.000	506,399	84,400			84,816	14,136	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.737	353,489	94,592			52,826	14,136	18.15	
9-12 BEA Instructional	12.477	1,074,908	86,151	23,991	1,923	176,375	14,136	18.22	
K-12 BEA Instructional	34.595	2,854,786	82,520	23,991	693	489,035	14,136	18.21	
BEA	37.732	3,312,922	87,801	108,568	2,877	533,380	14,136	18.16	
Instructional	40.858	3,326,991	81,428	46,491	1,138	591,351	14,473	18.22	
Administrative	4.000	552,788	138,197	32,203	8,051	56,544	14,136	17.88	
Other	0.167	16,455	98,533	57,374	343,557	2,361	14,136	18.04	
Active	45.025	3,896,234	86,535	136,068	3,022	650,256	14,442	18.17	
Certificated Total	45.025	3,896,234	86,535	136,068	3,022	650,256	14,442	18.17	
Instructional for Funding Purposes	40.858	3,326,991	81,428	46,491	1,138	591,351	14,473	18.22	
Instructional for Compliance Purposes	40.858	3,326,991	81,428	46,491	1,138	591,351	14,473	18.22	
K-3 Program 01 Teacher	9.000	671,377	74,597			127,224	14,136	18.21	
K-3 Program 21 Teacher	1.000	77,734	77,734			14,136	14,136	18.20	
Grade T Program 09 Teacher	1.000	49,601	49,601			14,136	14,136	18.46	
PSES Program 01 Certificated	3.095	238,297	76,994			43,751	14,136	18.53	
PSES Program 09 Certificated	0.072	4,678	64,972			1,018	14,136	19.86	
PSES Program 21 Certificated	1.025	84,348	82,291			28,272	27,582	18.58	

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	15.906	1,308,254	82,249	11,419	718	225,823	14,197	18.44	
09	0.580	56,856	98,028			8,199	14,136	18.52	
21	0.984	85,525	86,916			13,910	14,136	18.50	
31	0.400	39,211	98,028	10,855	27,138	5,654	14,136	19.16	
34	1.154	94,186	81,617	7,672	6,648	16,313	14,136	18.94	
51	1.278	104,957	82,126			18,066	14,136	18.53	
52	0.206	15,374	74,631	8,250	40,049	3,025	14,685	18.54	
53	0.018	2,304	128,000			254	14,136	17.99	
55	0.755	66,360	87,894			10,673	14,136	18.53	
58				22,411					
65	0.222	25,356	114,216			3,138	14,136	17.99	
88	0.420	41,171	98,026			5,937	14,136	18.52	
Program 21 Instructional	0.984	85,525	86,916			13,910	14,136	18.50	
K-12 Program 21 Instructional	0.984	85,525	86,916			13,910	14,136	18.50	
Program 31 Instructional	0.400	39,211	98,028	5,114	12,785	5,654	14,136	19.16	
Program 34 Instructional	1.154	94,186	81,617	7,672	6,648	16,313	14,136	18.94	
K-3 BEA Instructional	5.078	396,060	77,995			72,320	14,242	18.53	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.351	115,696	85,637	400	296	19,098	14,136	18.53	
7-8 BEA Instructional	6.863	490,996	71,542	13,536	1,972	97,454	14,200	18.59	
9-12 BEA Instructional	2.408	236,059	98,031			34,039	14,136	18.63	
K-12 BEA Instructional	15.700	1,238,811	78,905	13,936	888	222,911	14,198	18.57	
K-12 BEA Administrative	1.760	202,840	115,250			24,879	14,136	17.99	
BEA	17.460	1,441,651	82,569	29,946	1,715	247,790	14,192	18.50	
Instructional	19.941	1,611,358	80,806	44,597	2,236	282,974	14,191	18.56	
Administrative	1.982	228,196	115,134			28,018	14,136	17.99	
Other				16,010					
Active	21.923	1,839,554	83,910	60,607	2,765	310,992	14,186	18.49	
Certificated Total	21.923	1,839,554	83,910	60,607	2,765	310,992	14,186	18.49	
Instructional for Funding Purposes	19.941	1,611,358	80,806	44,597	2,236	282,974	14,191	18.56	
Instructional for Compliance Purposes	19.941	1,611,358	80,806	44,597	2,236	282,974	14,191	18.56	
K-3 Program 01 Teacher	4.116	330,492	80,294			58,184	14,136	18.53	
K-3 Program 21 Teacher	0.328	28,500	86,890			4,637	14,136	18.50	
Grade T Program 09 Teacher	0.580	56,856	98,028			8,199	14,136	18.52	
PSES Program 01 Certificated	1.717	122,104	71,115			25,247	14,704	18.54	

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	322.668	30,236,777	93,709	1,433,753	4,443	4,573,081	14,173	21.18	
02	2.500	234,385	93,754	89,842	35,937	35,340	14,136	25.84	
09	8.784	740,969	84,354	21,050	2,396	124,171	14,136	22.53	
21	60.291	5,251,371	87,100	584,504	9,695	862,296	14,302	22.68	
24	12.000	1,084,934	90,411	38,870	3,239	169,632	14,136	20.35	
31	18.120	1,657,874	91,494	105,891	5,844	258,972	14,292	20.64	
34	3.013	270,649	89,827	8,930	2,964	42,592	14,136	21.84	
51	15.100	1,498,831	99,260	52,936	3,506	213,454	14,136	20.44	
52	3.400	329,498	96,911	10,462	3,077	48,062	14,136	18.88	
55	11.667	1,210,166	103,726	43,652	3,741	164,925	14,136	20.54	
58				17,500					
74	0.710	76,622	107,918	4,796	6,755	10,037	14,136	18.33	
97	2.000	380,491	190,246	15,233	7,617	28,272	14,136	18.06	
K-12 Program 02 Instructional	2.400	218,808	91,170			33,926	14,136	26.37	
Program 21 Instructional	57.791	4,838,378	83,722	582,704	10,083	826,956	14,309	23.02	
Program 21 Administrative	2.500	412,993	165,197	1,800	720	35,340	14,136	18.26	
K-12 Program 21 Instructional	51.791	4,375,810	84,490	184,839	3,569	742,140	14,330	22.94	
Program 31 Instructional	16.600	1,415,514	85,272	104,703	6,307	237,485	14,306	21.01	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.520	242,360	159,447	1,188	782	21,487	14,136	18.27	
Program 34 Instructional	2.833	241,762	85,338	8,858	3,127	40,047	14,136	22.24	
Program 34 Administrative	0.180	28,887	160,483	72	400	2,544	14,136	18.28	
K-3 BEA Instructional	120.066	10,424,062	86,819	6,642	55	1,686,283	14,045	22.58	
4-6 BEA Instructional	66.163	5,741,536	86,779	5,117	77	943,960	14,267	22.06	
7-8 BEA Instructional	45.950	4,127,099	89,817	2,341	51	649,549	14,136	19.63	
9-12 BEA Instructional	89.122	8,218,957	92,221			1,276,792	14,326	20.47	
K-12 BEA Instructional	322.301	28,593,226	88,716	14,100	44	4,570,720	14,182	21.41	
BEA	348.301	32,780,176	94,115	1,653,649	4,748	4,938,256	14,178	21.15	
Instructional	430.253	38,137,405	88,639	2,383,844	5,541	6,106,752	14,193	21.50	
Administrative	30.000	4,835,162	161,172	43,575	1,453	424,080	14,136	19.47	
Active	460.253	42,972,567	93,367	2,427,419	5,274	6,530,832	14,190	21.28	
Certificated Total	460.253	42,972,567	93,367	2,427,419	5,274	6,530,832	14,190	21.28	
Instructional for Funding Purposes	430.253	38,137,405	88,639	2,383,844	5,541	6,106,752	14,193	21.50	
Instructional for Compliance Purposes	430.253	38,137,405	88,639	2,383,844	5,541	6,106,752	14,193	21.50	
K-3 Program 01 Teacher	104.212	9,001,054	86,373	1,611	15	1,462,171	14,031	22.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	8.391	744,687	88,748	7,326	873	123,407	14,707	22.69	
Grade T Program 09 Teacher	8.284	663,082	80,044			117,103	14,136	23.00	
PSES Program 01 Certificated	24.500	2,320,248	94,704			357,641	14,598	21.05	
PSES Program 21 Certificated	14.300	1,203,580	84,166			204,972	14,334	21.26	

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	8.146	695,961	85,436	2,300	282	120,580	14,802	18.33	
02	3.006	243,066	80,860			56,544	18,810	18.39	
21	0.550	32,517	59,122	9,750	17,727	7,775	14,136	18.36	
24	0.450	26,603	59,118			6,361	14,136	18.36	
51	0.958	72,241	75,408			14,306	14,933	18.39	
52	0.147	11,667	79,367			2,078	14,136	18.39	
55	0.584	39,652	67,897			10,319	17,670	18.40	
74	0.065	5,760	88,615			1,145	17,616	18.40	
97	0.500	73,705	147,410			7,068	14,136	17.84	
K-12 Program 02 Instructional	3.006	243,066	80,860			56,544	18,810	18.39	
Program 21 Instructional	0.550	32,517	59,122	750	1,364	7,775	14,136	18.36	
Program 21 Administrative				9,000					
K-12 Program 21 Instructional	0.550	32,517	59,122			7,775	14,136	18.36	
K-3 BEA Instructional	6.289	479,768	76,287			99,871	15,880	18.39	
4-6 BEA Instructional	4.020	359,018	89,308			63,146	15,708	18.38	
7-8 BEA Instructional	0.343	26,536	77,364			7,040	20,524	18.39	
K-12 BEA Instructional	10.652	865,322	81,236			170,056	15,965	18.39	

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
BEA	11.652	1,012,732	86,915	2,300	197	184,192	15,808	18.31	
Instructional	13.406	1,053,762	78,604	3,050	228	212,040	15,817	18.39	
Administrative	1.000	147,410	147,410	9,000	9,000	14,136	14,136	17.84	
Active	14.406	1,201,172	83,380	12,050	836	226,176	15,700	18.32	
Certificated Total	14.406	1,201,172	83,380	12,050	836	226,176	15,700	18.32	
Instructional for Funding Purposes	13.406	1,053,762	78,604	3,050	228	212,040	15,817	18.39	
Instructional for Compliance Purposes	13.406	1,053,762	78,604	3,050	228	212,040	15,817	18.39	
K-3 Program 01 Teacher	4.370	322,324	73,758			64,870	14,844	18.39	
K-3 Program 21 Teacher	0.316	18,588	58,823			4,467	14,136	18.36	

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	15.169	1,497,307	98,708	62,525	4,122	210,185	13,856	17.88	
02	0.367	39,642	108,016			5,262	14,338	17.87	
21	4.788	492,626	102,888	6,461	1,349	63,120	13,183	17.87	
31	1.020	95,481	93,609	528	518	24,010	23,539	18.14	
34	0.100	9,761	97,610			1,162	11,616	17.85	
51	0.047	8,508	181,021					17.91	
55	0.247	28,917	117,073			2,323	9,406	17.86	
65	0.288	27,405	95,156			3,534	12,271	17.91	
74	0.019	3,403	179,105					17.91	
97	0.800	126,110	157,638			17,621	22,026	17.86	
K-12 Program 02 Instructional	0.367	39,642	108,016			5,262	14,338	17.87	
Program 21 Instructional	4.600	458,594	99,694	6,461	1,405	63,120	13,722	17.86	
Program 21 Administrative	0.188	34,032	181,021					17.91	
K-12 Program 21 Instructional	4.600	458,594	99,694			63,120	13,722	17.86	
Program 31 Instructional	0.970	88,629	91,370	468	482	23,429	24,153	18.16	
Program 31 Administrative	0.050	6,852	137,040	60	1,200	581	11,616	17.76	
Program 34 Instructional	0.100	9,761	97,610			1,162	11,616	17.85	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.969	512,116	103,062			67,297	13,543	17.90	
4-6 BEA Instructional	2.072	211,624	102,135			37,590	18,142	17.89	
7-8 BEA Instructional	3.014	276,025	91,581			40,643	13,485	17.86	
9-12 BEA Instructional	5.863	539,696	92,051			86,957	14,831	17.93	
K-12 BEA Instructional	15.918	1,539,461	96,712			232,487	14,605	17.90	
BEA	17.456	1,768,301	101,300	63,053	3,612	258,239	14,794	17.89	
Instructional	20.768	2,018,654	97,200	68,314	3,289	299,141	14,404	17.89	
Administrative	2.077	310,506	149,497	1,200	578	28,075	13,517	17.84	
Active	22.845	2,329,160	101,955	69,514	3,043	327,216	14,323	17.89	
Certificated Total	22.845	2,329,160	101,955	69,514	3,043	327,216	14,323	17.89	
Instructional for Funding Purposes	20.768	2,018,654	97,200	68,314	3,289	299,141	14,404	17.89	
Instructional for Compliance Purposes	20.768	2,018,654	97,200	68,314	3,289	299,141	14,404	17.89	
K-3 Program 01 Teacher	4.429	451,689	101,984			59,664	13,471	17.89	
K-3 Program 21 Teacher	0.700	59,862	85,517			9,895	14,136	17.89	
PSES Program 01 Certificated	1.000	111,902	111,902			14,136	14,136	17.91	
PSES Program 21 Certificated	0.600	67,141	111,902			11,616	19,360	17.85	

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	5.870	525,936	89,597			82,978	14,136	18.17	
21	0.640	54,837	85,683			9,047	14,136	18.11	
24	0.070	6,142	87,743			990	14,136	18.11	
51	0.140	2,457	17,550			1,979	14,136	18.15	
55	0.280	17,221	61,504			3,958	14,136	18.24	
79	1.000	77,166	77,166			14,136	14,136	18.19	
Program 21 Instructional	0.640	54,837	85,683			9,047	14,136	18.11	
K-12 Program 21 Instructional	0.640	54,837	85,683			9,047	14,136	18.11	
9-12 BEA Instructional	4.870	401,496	82,443			68,842	14,136	18.21	
K-12 BEA Instructional	4.870	401,496	82,443			68,842	14,136	18.21	
K-12 BEA Administrative	1.000	124,440	124,440			14,136	14,136	18.04	
BEA	5.870	525,936	89,597			82,978	14,136	18.17	
Instructional	7.000	559,319	79,903			98,952	14,136	18.20	
Administrative	1.000	124,440	124,440			14,136	14,136	18.04	
Active	8.000	683,759	85,470			113,088	14,136	18.17	
Certificated Total	8.000	683,759	85,470			113,088	14,136	18.17	
Instructional for Funding Purposes	7.000	559,319	79,903			98,952	14,136	18.20	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	559,319	79,903			98,952	14,136	18.20	
PSES Program 01 Certificated	0.860	79,440	92,372			12,157	14,136	18.15	

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	50.125	4,205,964	83,910	2,500	50	215,662	4,302	2.10	
21	8.000	614,887	76,861	48,000	6,000	45,480	5,685	1.51	
24	1.000	127,576	127,576	6,000	6,000	1,775	1,775	1.33	
26	1.000	68,650	68,650			1,175	1,175	1.71	
34	1.000	5,000	5,000			36,666	36,666	1.21	
58				22,038					
97		107,993							
Program 21 Instructional	8.000	614,887	76,861	48,000	6,000	45,480	5,685	1.51	
K-12 Program 21 Instructional	8.000	614,887	76,861	48,000	6,000	45,480	5,685	1.51	
Program 26, 56, and 59 Instructional	1.000	68,650	68,650			1,175	1,175	1.71	
Program 34 Instructional	1.000	5,000	5,000			36,666	36,666	1.21	
K-3 BEA Instructional	24.000	1,746,966	72,790			91,667	3,819	1.61	
4-6 BEA Instructional	5.000	372,068	74,414			41,346	8,269	1.58	
7-8 BEA Instructional	5.000	392,969	78,594			16,529	3,306	6.21	
9-12 BEA Instructional	13.125	1,005,605	76,618	2,500	190	62,595	4,769	2.36	
K-12 BEA Instructional	47.125	3,517,608	74,644	2,500	53	212,137	4,502	2.24	

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
K-12 BEA Administrative	2.000	345,477	172,739			2,350	1,175	0.68	
BEA	51.125	4,318,957	84,478	2,500	49	252,328	4,936	2.08	
Instructional	58.125	4,391,037	75,545	78,538	1,351	261,742	4,503	2.09	
Administrative	2.000	646,910	323,455			2,350	1,175	0.68	
Active	60.125	5,037,947	83,791	78,538	1,306	264,092	4,392	1.99	
K-12 BEA Contracted	1.000	92,123	92,123			36,666	36,666	1.21	
Certificated Total	61.125	5,130,070	83,928	78,538	1,285	300,758	4,920	1.97	
Instructional for Funding Purposes	58.125	4,414,510	75,949	78,538	1,351	297,233	5,114	2.08	
Instructional for Compliance Purposes	57.125	4,322,387	75,665	78,538	1,375	260,567	4,561	2.10	
K-3 Program 01 Teacher	12.000	787,881	65,657			45,107	3,759	1.77	
PSES Program 01 Certificated	1.000	97,219	97,219			1,175	1,175	1.21	

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	16.000	1,360,041	85,003			226,176	14,136	18.17	
09	1.000	59,667	59,667			14,136	14,136	18.15	
14									
51	1.000	102,576	102,576			14,136	14,136	18.26	
58									
65									
97	1.000	69,706	69,706			2,000	2,000	8.29	
K-3 BEA Instructional	4.624	393,671	85,136			65,365	14,136	18.18	
4-6 BEA Instructional	2.000	167,788	83,894			28,272	14,136	18.16	
7-8 BEA Instructional	3.763	303,141	80,558			53,194	14,136	18.21	
9-12 BEA Instructional	4.613	361,460	78,357			65,209	14,136	18.19	
K-12 BEA Instructional	15.000	1,226,060	81,737			212,040	14,136	18.19	
K-12 BEA Administrative	1.000	133,981	133,981			14,136	14,136	18.02	
BEA	17.000	1,429,747	84,103			228,176	13,422	17.70	
Instructional	17.000	1,388,303	81,665			240,312	14,136	18.19	
Administrative	2.000	203,687	101,844			16,136	8,068	14.68	
Active	19.000	1,591,990	83,789			256,448	13,497	17.76	

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
Certificated Total	19.000	1,591,990	83,789			256,448	13,497	17.76	
Instructional for Funding Purposes	17.000	1,388,303	81,665			240,312	14,136	18.19	
Instructional for Compliance Purposes	17.000	1,388,303	81,665			240,312	14,136	18.19	
K-3 Program 01 Teacher	3.000	277,972	92,657			42,408	14,136	18.17	
Grade T Program 09 Teacher	1.000	59,667	59,667			14,136	14,136	18.15	

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	153.627	16,863,026	109,766	559,047	3,639	2,206,828	14,365	17.91	
02	12.400	1,353,374	109,143	36,750	2,964	184,984	14,918	17.88	
09	5.000	506,431	101,286	14,482	2,896	70,680	14,136	18.18	
21	37.600	3,916,822	104,171	149,120	3,966	572,508	15,226	17.93	
24	3.000	269,344	89,781	5,985	1,995	42,408	14,136	18.11	
31	8.700	955,309	109,806	141,275	16,239	122,983	14,136	17.96	
34	0.800	83,078	103,848	4,751	5,939	11,309	14,136	18.88	
51	2.900	347,151	119,707	14,172	4,887	40,994	14,136	17.80	
55	4.500	522,171	116,038	19,998	4,444	63,612	14,136	17.98	
58				126,480					
65	1.400	157,927	112,805	3,510	2,507	19,790	14,136	18.01	
74	0.799	62,077	77,693	1,379	1,726	14,136	17,692	17.90	
79	1.000	86,797	86,797	13,312	13,312	14,136	14,136	18.28	
97	2.000	397,241	198,621	23,000	11,500	28,272	14,136	17.01	
K-12 Program 02 Instructional	11.400	1,190,860	104,461	1,911	168	170,848	14,987	17.86	
Program 21 Instructional	36.600	3,735,138	102,053	148,520	4,058	558,372	15,256	17.93	
Program 21 Administrative	1.000	181,684	181,684	600	600	14,136	14,136	17.88	
K-12 Program 21 Instructional	31.630	3,313,115	104,746	3,176	100	467,902	14,793	17.98	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	893,719	108,990	133,035	16,224	115,915	14,136	17.99	
Program 31 Administrative	0.500	61,590	123,180	8,240	16,480	7,068	14,136	17.56	
Program 34 Instructional	0.800	83,078	103,848	4,751	5,939	11,309	14,136	18.88	
K-3 BEA Instructional	57.098	5,961,352	104,406	7,579	133	837,629	14,670	18.13	
4-6 BEA Instructional	35.897	3,770,720	105,043	4,702	131	506,026	14,097	18.06	
7-8 BEA Instructional	24.917	2,531,220	101,586	3,030	122	357,400	14,344	17.76	
9-12 BEA Instructional	45.115	4,950,154	109,723			648,348	14,371	17.64	
K-12 BEA Instructional	163.027	17,213,446	105,586	15,311	94	2,349,403	14,411	17.92	
K-12 BEA Administrative	3.500	549,479	156,994			49,476	14,136	18.01	
BEA	177.527	19,652,028	110,699	764,823	4,308	2,554,375	14,389	17.90	
Instructional	218.226	22,900,482	104,939	1,064,036	4,876	3,173,532	14,542	17.93	
Administrative	14.500	2,497,086	172,213	38,440	2,651	204,972	14,136	17.80	
Other	1.000	123,180	123,180	10,785	10,785	14,136	14,136	16.93	
Active	233.726	25,520,748	109,191	1,113,261	4,763	3,392,640	14,515	17.91	
Certificated Total	233.726	25,520,748	109,191	1,113,261	4,763	3,392,640	14,515	17.91	
Instructional for Funding Purposes	218.226	22,900,482	104,939	1,064,036	4,876	3,173,532	14,542	17.93	
Instructional for Compliance Purposes	218.226	22,900,482	104,939	1,064,036	4,876	3,173,532	14,542	17.93	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	46.791	4,825,377	103,126	7,579	162	685,115	14,642	18.14	
K-3 Program 21 Teacher	5.100	537,337	105,360			72,094	14,136	17.88	
PSES Program 01 Certificated	10.000	1,088,872	108,887			141,360	14,136	18.03	
PSES Program 21 Certificated	14.250	1,438,264	100,931			226,176	15,872	18.17	

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	34.097	3,269,665	95,893	97,865	2,870	497,997	14,605	52.79	
09	1.000	115,735	115,735			14,136	14,136	54.24	
21	4.750	476,240	100,261			67,146	14,136	54.57	
31	3.099	287,054	92,628	10,467	3,378	43,807	14,136	51.59	
34				7,089					
51	0.582	62,889	108,057	6,794	11,674	8,227	14,136	50.88	
53	0.600	54,258	90,430			8,482	14,136	50.37	
55	4.090	444,654	108,717	2,910	711	57,816	14,136	52.76	
58				41,442					
65	1.650	194,836	118,082	12,630	7,655	23,324	14,136	49.89	
97	1.000	204,231	204,231			14,136	14,136	45.87	
Program 21 Instructional	3.750	327,126	87,234			53,010	14,136	55.65	
Program 21 Administrative	1.000	149,114	149,114			14,136	14,136	52.21	
K-12 Program 21 Instructional	3.750	327,126	87,234			53,010	14,136	55.65	
Program 31 Instructional	2.999	272,143	90,745	10,467	3,490	42,394	14,136	51.59	
Program 31 Administrative	0.100	14,911	149,110			1,414	14,136	51.53	
Program 34 Instructional				7,089					

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.839	1,250,430	97,393	1,500	117	181,492	14,136	51.16	
4-6 BEA Instructional	4.776	446,613	93,512			69,620	14,577	51.18	
7-8 BEA Instructional	3.000	202,246	67,415			42,408	14,136	51.46	
9-12 BEA Instructional	14.331	1,315,496	91,794			216,479	15,106	53.95	
K-12 BEA Instructional	34.946	3,214,785	91,993	1,500	43	509,999	14,594	52.29	
BEA	38.196	3,760,950	98,464	115,421	3,022	555,941	14,555	52.30	
Instructional	43.868	4,073,765	92,864	179,197	4,085	636,120	14,501	52.45	
Administrative	7.000	1,035,797	147,971			98,952	14,136	52.48	
Active	50.868	5,109,562	100,447	179,197	3,523	735,072	14,451	52.45	
Certificated Total	50.868	5,109,562	100,447	179,197	3,523	735,072	14,451	52.45	
Instructional for Funding Purposes	43.868	4,073,765	92,864	179,197	4,085	636,120	14,501	52.45	
Instructional for Compliance Purposes	43.868	4,073,765	92,864	179,197	4,085	636,120	14,501	52.45	
K-3 Program 01 Teacher	12.339	1,216,705	98,606			174,424	14,136	51.14	
K-3 Program 21 Teacher	0.572	44,860	78,427			8,086	14,136	62.76	
PSES Program 01 Certificated	1.000	73,072	73,072			14,136	14,136	50.87	

Mansfield School District (09207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.620	928,918	87,469	3,750	353	158,323	14,908	18.06	
31	0.767	66,625	86,864	4,500	5,867	11,026	14,376	18.70	
34	0.520	45,020	86,577			7,351	14,136	18.53	
52				4,000					
97	0.772	88,154	114,189			14,136	18,311	18.03	
Program 31 Instructional	0.767	66,625	86,864	4,500	5,867	11,026	14,376	18.70	
Program 34 Instructional	0.520	45,020	86,577			7,351	14,136	18.53	
K-3 BEA Instructional	3.676	280,843	76,399			55,272	15,036	18.10	
4-6 BEA Instructional	1.360	129,545	95,254			19,225	14,136	18.01	
7-8 BEA Instructional	2.768	247,202	89,307			41,065	14,836	18.15	
9-12 BEA Instructional	3.316	289,484	87,299			48,557	14,643	18.23	
K-12 BEA Instructional	11.120	947,074	85,169			164,119	14,759	18.14	
K-12 BEA Administrative	0.787	93,489	118,792			12,581	15,986	17.99	
BEA	12.679	1,128,717	89,023	8,250	651	190,836	15,051	18.12	
Instructional	11.120	947,074	85,169	12,250	1,102	164,119	14,759	18.14	
Administrative	1.559	181,643	116,513			26,717	17,137	18.01	
Active	12.679	1,128,717	89,023	12,250	966	190,836	15,051	18.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	12.679	1,128,717	89,023	12,250	966	190,836	15,051	18.12	
Instructional for Funding Purposes	11.120	947,074	85,169	12,250	1,102	164,119	14,759	18.14	
Instructional for Compliance Purposes	11.120	947,074	85,169	12,250	1,102	164,119	14,759	18.14	
K-3 Program 01 Teacher	2.640	215,820	81,750			37,319	14,136	18.05	

Manson School District (04019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	36.151	3,064,713	84,775	92,323	2,554	515,823	14,269	18.29	
09	2.080	177,720	85,442	5,532	2,660	29,403	14,136	18.29	
31	3.561	273,771	76,880	18,805	5,281	67,994	19,094	18.45	
34	0.500	27,449	54,898	912	1,824	7,068	14,136	18.52	
51	1.032	97,323	94,305	1,404	1,360	14,588	14,136	18.24	
52				15,492					
55	2.888	273,280	94,626	4,662	1,614	40,825	14,136	18.24	
58	0.600	42,777	71,295			8,482	14,136	18.39	
64	0.300	22,742	75,807	2,298	7,660	4,241	14,136	18.35	
65	2.400	238,779	99,491	3,870	1,613	44,528	18,554	18.28	
79				18,225					
88	0.600	60,527	100,878	1,680	2,800	14,136	23,560	18.47	
97	1.150	196,599	170,956	1,800	1,565	16,256	14,136	17.60	
Program 31 Instructional	2.711	188,067	69,372	18,805	6,937	55,979	20,649	18.54	
Program 31 Administrative	0.850	85,704	100,828			12,016	14,136	18.22	
Program 34 Instructional	0.500	27,449	54,898	912	1,824	7,068	14,136	18.52	
K-3 BEA Instructional	12.514	958,076	76,560	1,270	101	176,898	14,136	18.35	
4-6 BEA Instructional	4.736	368,617	77,833			66,948	14,136	18.32	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.450	580,182	77,877	461	62	106,515	14,297	18.34	
9-12 BEA Instructional	12.452	1,046,371	84,032	18,205	1,462	197,268	15,842	18.34	
K-12 BEA Instructional	37.152	2,953,246	79,491	19,936	537	547,629	14,740	18.34	
K-12 BEA Administrative	2.000	245,504	122,752			28,272	14,136	18.10	
BEA	41.362	3,562,532	86,131	113,840	2,752	607,141	14,679	18.27	
Instructional	45.662	3,677,924	80,547	158,153	3,464	678,528	14,860	18.33	
Administrative	5.600	797,756	142,456	8,850	1,580	84,816	15,146	17.97	
Active	51.262	4,475,680	87,310	167,003	3,258	763,344	14,891	18.27	
Certificated Total	51.262	4,475,680	87,310	167,003	3,258	763,344	14,891	18.27	
Instructional for Funding Purposes	45.662	3,677,924	80,547	158,153	3,464	678,528	14,860	18.33	
Instructional for Compliance Purposes	45.662	3,677,924	80,547	158,153	3,464	678,528	14,860	18.33	
K-3 Program 01 Teacher	11.014	849,622	77,140			155,694	14,136	18.34	
PSES Program 01 Certificated	2.530	196,872	77,815			35,764	14,136	18.34	

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	14.605	1,405,414	96,228	90,703	6,210	206,456	14,136	18.48	
02	30.000	3,608,214	120,274						
21	1.000	70,448	70,448	6,978	6,978	14,136	14,136	18.56	
31	1.925	160,697	83,479	7,713	4,007	27,212	14,136	18.50	
34	0.670	54,776	81,755	2,599	3,879	9,471	14,136	18.50	
51	1.250	116,755	93,404	1,889	1,511	17,670	14,136	18.47	
55	1.550	141,158	91,070	1,251	807	21,911	14,136	18.48	
58				3,000					
74				3,000					
97	1.000	165,285	165,285			14,136	14,136	18.32	
K-12 Program 02 Instructional	26.500	2,907,731	109,726						
Program 21 Instructional	1.000	70,448	70,448	6,978	6,978	14,136	14,136	18.56	
K-12 Program 21 Instructional	1.000	70,448	70,448	1,174	1,174	14,136	14,136	18.56	
Program 31 Instructional	1.925	160,697	83,479	7,713	4,007	27,212	14,136	18.50	
Program 34 Instructional	0.670	54,776	81,755	2,599	3,879	9,471	14,136	18.50	
K-3 BEA Instructional	5.000	443,810	88,762	18,382	3,676	70,680	14,136	18.51	
4-6 BEA Instructional	3.000	317,173	105,724	11,729	3,910	42,408	14,136	18.44	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.490	354,715	101,638	9,487	2,718	35,199	10,086	11.87	
9-12 BEA Instructional	5.010	441,523	88,128	24,426	4,875	70,821	14,136	18.51	
K-12 BEA Instructional	16.500	1,557,221	94,377	64,024	3,880	219,108	13,279	16.99	
BEA	48.200	5,394,386	111,917	101,015	2,096	257,275	5,338	6.35	
Instructional	20.000	1,847,482	92,374	84,451	4,223	268,584	13,429	17.23	
Administrative	6.500	1,102,768	169,657			42,408	6,524	6.70	
Other				32,682					
Active	26.500	2,950,250	111,330	117,133	4,420	310,992	11,736	13.45	
K-12 BEA Contracted	25.500	2,772,497	108,725						
Certificated Total	52.000	5,722,747	110,053	117,133	2,253	310,992	5,981	7.07	
Instructional for Funding Purposes	45.500	4,619,979	101,538	84,451	1,856	268,584	5,903	7.16	
Instructional for Compliance Purposes	20.000	1,847,482	92,374	84,451	4,223	268,584	13,429	17.23	
K-3 Program 01 Teacher	4.000	369,795	92,449	15,695	3,924	56,544	14,136	18.50	
K-3 Program 21 Teacher	0.120	8,454	70,450	141	1,175	1,696	14,136	18.56	

Salary and Benefits by Program for 2024-2025

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	23.923	1,680,961	70,265	56,835	2,376	338,557	14,152	18.48	
02	2.650	208,785	78,787			37,460	14,136	18.44	
21	2.000	153,603	76,802	23,871	11,936	21,793	10,897	19.32	
24	1.000	61,470	61,470			7,657	7,657	19.37	
31	2.000	169,734	84,867	23,102	11,551	28,272	14,136	18.75	
51	1.600	126,115	78,822			22,618	14,136	18.44	
55	3.266	283,960	86,944	51,526	15,776	53,717	16,447	18.36	
97	0.900	127,633	141,814	20,000	22,222	12,722	14,136	16.89	
99	0.100	14,181	141,810			1,414	14,136	16.89	
K-12 Program 02 Instructional	2.400	178,522	74,384			33,926	14,136	18.48	
Program 21 Instructional	2.000	153,603	76,802	20,467	10,234	21,793	10,897	19.32	
Program 21 Administrative				3,404					
K-12 Program 21 Instructional	2.000	153,603	76,802			21,793	10,897	19.32	
Program 31 Instructional	2.000	169,734	84,867	23,102	11,551	28,272	14,136	18.75	
K-3 BEA Instructional	10.270	613,774	59,764			145,177	14,136	18.66	
4-6 BEA Instructional	1.870	98,047	52,432			26,434	14,136	18.79	
7-8 BEA Instructional	5.510	455,880	82,737			77,889	14,136	18.41	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	8.923	649,676	72,809	79,937	8,959	126,517	14,179	18.50	
K-12 BEA Instructional	26.573	1,817,377	68,392	79,937	3,008	376,018	14,150	18.54	
K-12 BEA Administrative	0.750	90,788	121,051			10,602	14,136	18.23	
BEA	29.473	2,187,113	74,207	99,937	3,391	417,012	14,149	18.40	
Instructional	34.339	2,433,312	70,861	151,930	4,424	480,388	13,990	18.58	
Administrative	3.100	393,130	126,816	23,404	7,550	43,822	14,136	17.69	
Active	37.439	2,826,442	75,495	175,334	4,683	524,210	14,002	18.46	
Certificated Total	37.439	2,826,442	75,495	175,334	4,683	524,210	14,002	18.46	
Instructional for Funding Purposes	34.339	2,433,312	70,861	151,930	4,424	480,388	13,990	18.58	
Instructional for Compliance Purposes	34.339	2,433,312	70,861	151,930	4,424	480,388	13,990	18.58	
K-3 Program 01 Teacher	9.270	564,235	60,867			131,041	14,136	18.65	
K-3 Program 21 Teacher	0.700	55,575	79,393			9,895	14,136	19.56	
PSES Program 01 Certificated	0.423	25,035	59,184			6,361	15,038	18.67	

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	428.203	50,888,146	118,841	3,631,954	8,482	6,057,523	14,146	18.69	
02	1.996	223,763	112,106	30,550	15,306	28,272	14,164	18.80	
21	109.576	11,656,010	106,374	1,403,715	12,810	1,550,974	14,154	18.81	
31	29.832	3,241,486	108,658	250,157	8,386	434,428	14,562	18.78	
34	9.919	1,139,853	114,916	85,506	8,620	140,787	14,194	18.75	
51	11.214	1,286,485	114,721	95,331	8,501	159,228	14,199	18.75	
52	0.579	114,191	197,221	720	1,244	8,482	14,649	17.35	
55	17.016	2,015,568	118,451	196,280	11,535	244,991	14,398	18.74	
58	3.889	556,115	142,997	41,996	10,799	56,092	14,423	18.24	
65	9.030	1,049,862	116,264	72,557	8,035	116,998	12,957	18.81	
74	0.048	9,516	198,250	60	1,250	707	14,725	17.35	
79	8.673	1,091,983	125,906	102,536	11,822	134,292	15,484	18.54	
88	4.090	461,816	112,913	41,567	10,163	60,078	14,689	18.71	
97	1.511	344,510	228,001	418,492	276,964	42,408	28,066	10.63	
K-12 Program 02 Instructional	1.996	223,763	112,106			28,272	14,164	18.80	
Program 21 Instructional	108.289	11,411,346	105,379	1,402,313	12,950	1,531,636	14,144	18.85	
Program 21 Administrative	1.287	244,664	190,104	1,402	1,089	19,338	15,026	16.29	
K-12 Program 21 Instructional	102.739	10,887,844	105,976	2,047	20	1,453,181	14,144	18.85	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	28.860	3,051,596	105,738	249,145	8,633	420,673	14,576	18.87	
Program 31 Administrative	0.972	189,890	195,360	1,012	1,041	13,754	14,151	17.35	
Program 34 Instructional	9.564	1,072,549	112,144	85,146	8,903	135,932	14,213	18.83	
Program 34 Administrative	0.355	67,304	189,589	360	1,014	4,856	13,678	17.47	
K-3 BEA Instructional	157.650	18,276,264	115,929	1,299	8	2,229,063	14,139	18.81	
4-6 BEA Instructional	98.275	10,583,709	107,695			1,389,562	14,140	18.86	
7-8 BEA Instructional	59.975	6,785,870	113,145			852,493	14,214	18.84	
9-12 BEA Instructional	119.610	13,699,423	114,534	695	6	1,713,057	14,322	18.81	
K-12 BEA Instructional	435.510	49,345,266	113,305	1,994	5	6,184,175	14,200	18.82	
K-12 BEA Administrative	2.940	499,392	169,861			41,560	14,136	18.06	
BEA	471.461	55,837,758	118,436	4,416,659	9,368	6,703,418	14,218	18.59	
Instructional	594.516	66,586,002	112,000	5,874,643	9,881	8,427,411	14,175	18.83	
Administrative	40.102	7,328,634	182,750	495,578	12,358	579,576	14,453	16.85	
Other	0.958	164,668	171,887	1,200	1,253	28,272	29,511	18.18	
Active	635.576	74,079,304	116,555	6,371,421	10,025	9,035,259	14,216	18.63	
Certificated Total	635.576	74,079,304	116,555	6,371,421	10,025	9,035,259	14,216	18.63	
Instructional for Funding Purposes	594.516	66,586,002	112,000	5,874,643	9,881	8,427,411	14,175	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
Instructional for Compliance Purposes	594.516	66,586,002	112,000	5,874,643	9,881	8,427,411	14,175	18.83	
K-3 Program 01 Teacher	144.778	16,780,734	115,907			2,040,036	14,091	18.81	
K-3 Program 21 Teacher	18.599	1,829,121	98,345			251,812	13,539	18.90	
PSES Program 01 Certificated	19.941	2,200,767	110,364			296,022	14,845	18.84	
PSES Program 21 Certificated	28.700	3,260,478	113,606			417,012	14,530	18.81	

McCleary School District (14065)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.600	1,853,711	94,577	78,745	4,018	277,066	14,136	18.66	
21	2.000	166,756	83,378			28,272	14,136	18.81	
51	0.765	68,776	89,903			10,814	14,136	18.73	
55	0.635	59,264	93,329			8,976	14,136	18.70	
74				802					
88	1.000	100,120	100,120			14,136	14,136	18.63	
97	1.000	164,636	164,636	1,200	1,200	14,136	14,136	18.26	
Program 21 Instructional	2.000	166,756	83,378			28,272	14,136	18.81	
K-12 Program 21 Instructional	2.000	166,756	83,378			28,272	14,136	18.81	
K-3 BEA Instructional	9.782	864,548	88,382	46,987	4,803	138,278	14,136	18.70	
4-6 BEA Instructional	5.331	525,808	98,632	9,875	1,852	75,359	14,136	18.64	
7-8 BEA Instructional	3.487	331,761	95,142	17,897	5,132	49,292	14,136	18.64	
K-12 BEA Instructional	18.600	1,722,117	92,587	74,759	4,019	262,930	14,136	18.67	
BEA	20.600	2,018,347	97,978	79,945	3,881	291,202	14,136	18.63	
Instructional	23.000	2,117,033	92,045	79,547	3,459	325,128	14,136	18.68	
Administrative	2.000	296,230	148,115	1,200	600	28,272	14,136	18.38	
Active	25.000	2,413,263	96,531	80,747	3,230	353,400	14,136	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
Certificated Total	25.000	2,413,263	96,531	80,747	3,230	353,400	14,136	18.65	
Instructional for Funding Purposes	23.000	2,117,033	92,045	79,547	3,459	325,128	14,136	18.68	
Instructional for Compliance Purposes	23.000	2,117,033	92,045	79,547	3,459	325,128	14,136	18.68	
K-3 Program 01 Teacher	9.332	831,622	89,115	46,987	5,035	131,917	14,136	18.69	
PSES Program 01 Certificated	0.600	43,901	73,168			8,482	14,136	18.95	

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	461.613	45,785,489	99,186	3,862,009	8,366	6,697,056	14,508	18.07	
02	23.739	2,347,607	98,892	230,628	9,715	367,319	15,473	18.19	
09	7.000	672,521	96,074	48,167	6,881	98,952	14,136	17.86	
21	129.492	11,659,776	90,042	899,123	6,943	1,933,309	14,930	18.05	
24	10.143	951,113	93,770	83,836	8,265	162,448	16,016	20.47	
31	22.560	2,114,716	93,737	167,855	7,440	323,222	14,327	18.10	
34	22.070	2,321,490	105,188	175,104	7,934	326,442	14,791	17.91	
51	7.768	797,330	102,643	62,381	8,031	114,962	14,799	18.84	
52	2.083	311,841	149,708	34,838	16,725	30,965	14,866	17.25	
55	9.905	1,007,289	101,695	77,855	7,860	147,324	14,874	18.40	
65	5.020	446,150	88,875	40,561	8,080	69,971	13,939	17.99	
74	2.000	218,768	109,384	15,860	7,930	28,272	14,136	17.89	
89	1.000	135,633	135,633			14,136	14,136	17.82	
97	2.000	456,448	228,224	39,814	19,907	30,158	15,079	15.83	
K-12 Program 02 Instructional	22.739	2,189,804	96,302			352,223	15,490	18.21	
Program 21 Instructional	129.458	11,654,509	90,025	898,596	6,941	1,932,795	14,930	18.05	
Program 21 Administrative	0.034	5,267	154,912	527	15,500	513	15,096	16.87	
K-12 Program 21 Instructional	127.367	11,512,974	90,392			1,904,416	14,952	18.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	22.160	2,090,432	94,334	167,855	7,575	313,798	14,161	17.87	
Program 34 Instructional	18.222	1,772,375	97,266	134,048	7,356	268,352	14,727	17.92	
Program 34 Administrative	3.848	549,115	142,701	41,056	10,669	58,089	15,096	17.86	
K-3 BEA Instructional	159.964	15,269,800	95,458			2,272,739	14,208	17.99	
4-6 BEA Instructional	96.403	9,154,615	94,962	6,070	63	1,394,035	14,460	17.96	
7-8 BEA Instructional	91.231	8,728,864	95,679	4,313	47	1,361,112	14,919	18.22	
9-12 BEA Instructional	147.183	14,206,587	96,523	3,167	22	2,152,428	14,624	18.15	
K-12 BEA Instructional	496.465	47,521,930	95,721	13,550	27	7,204,580	14,512	18.08	
BEA	531.982	53,025,750	99,676	4,475,410	8,413	7,744,197	14,557	18.05	
Instructional	666.500	63,059,319	94,613	5,096,815	7,647	9,725,624	14,592	18.08	
Administrative	37.393	5,844,181	156,291	625,093	16,717	578,860	15,480	18.10	
Other	1.000	161,236	161,236	16,123	16,123	14,136	14,136	17.65	
Active	704.893	69,064,736	97,979	5,738,031	8,140	10,318,620	14,639	18.08	
On Leave	1.500	161,435	107,623			25,916	17,277	21.52	
Certificated Total	706.393	69,226,171	98,000	5,738,031	8,123	10,344,536	14,644	18.09	
Instructional for Funding Purposes	666.500	63,059,319	94,613	5,096,815	7,647	9,725,624	14,592	18.08	
Instructional for Compliance Purposes	666.500	63,059,319	94,613	5,096,815	7,647	9,725,624	14,592	18.08	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	145.670	13,825,915	94,913			2,057,815	14,127	17.97	
K-3 Program 21 Teacher	13.430	1,201,344	89,452			189,116	14,082	17.83	
Grade T Program 09 Teacher	7.000	672,521	96,074	13,917	1,988	98,952	14,136	17.86	
PSES Program 01 Certificated	27.820	2,872,299	103,246			404,996	14,558	18.00	
PSES Program 21 Certificated	48.082	4,443,885	92,423			744,734	15,489	18.13	

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	96.004	8,212,911	85,548	789,163	8,220	1,355,373	14,118	17.63	
02	4.400	413,430	93,961	7,874	1,790	62,198	14,136	17.67	
09	1.000	57,593	57,593			14,136	14,136	18.10	
13				1,393					
21	16.926	1,336,002	78,932	112,999	6,676	241,443	14,265	18.12	
24	3.250	251,920	77,514	14,323	4,407	45,942	14,136	17.89	
26	0.741	76,793	103,634			10,885	14,689	17.90	
31	8.343	651,165	78,049	77,294	9,265	115,915	13,894	18.12	
51	2.000	156,070	78,035	1,000	500	28,272	14,136	18.28	
55	3.000	279,322	93,107	8,088	2,696	42,408	14,136	18.17	
65	0.090	14,645	162,722	2,500	27,778	1,272	14,136	16.41	
74	0.200	17,347	86,735	10,300	51,500	2,827	14,136	18.21	
89	2.000	148,695	74,348	79,214	39,607	28,272	14,136	18.33	
97	1.000	190,675	190,675	19,254	19,254	14,136	14,136	15.82	
K-12 Program 02 Instructional	3.500	291,161	83,189	5,374	1,535	49,476	14,136	17.49	
Program 21 Instructional	16.026	1,207,124	75,323	112,999	7,051	228,720	14,272	18.12	
Program 21 Administrative	0.900	128,878	143,198			12,722	14,136	18.10	
K-12 Program 21 Instructional	15.526	1,175,118	75,687	29,172	1,879	221,652	14,276	18.12	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.541	48,888	90,366			8,058	14,894	17.79	
Program 26, 56, and 59 Administrative	0.200	27,905	139,525			2,827	14,136	18.11	
Program 31 Instructional	7.843	579,842	73,931	72,294	9,218	108,847	13,878	18.12	
Program 31 Administrative	0.500	71,323	142,646	5,000	10,000	7,068	14,136	18.10	
K-3 BEA Instructional	42.010	3,222,712	76,713	93,685	2,230	589,019	14,021	17.32	
4-6 BEA Instructional	10.484	869,065	82,894	161,290	15,384	146,053	13,931	17.87	
7-8 BEA Instructional	19.500	1,639,684	84,086	72,162	3,701	280,896	14,405	17.80	
9-12 BEA Instructional	27.943	2,279,379	81,572	122,707	4,391	392,981	14,064	17.85	
K-12 BEA Instructional	99.937	8,010,840	80,159	449,844	4,501	1,408,949	14,098	17.63	
K-12 BEA Administrative	7.900	1,118,587	141,593	25,000	3,165	111,674	14,136	18.11	
BEA	109.747	9,468,181	86,273	893,585	8,142	1,547,623	14,102	17.63	
Instructional	127.954	10,177,799	79,543	959,187	7,496	1,807,584	14,127	17.74	
Administrative	11.000	1,628,769	148,070	65,686	5,971	155,496	14,136	17.64	
Other				98,529					
Active	138.954	11,806,568	84,967	1,123,402	8,085	1,963,080	14,128	17.72	
Certificated Total	138.954	11,806,568	84,967	1,123,402	8,085	1,963,080	14,128	17.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	127.413	10,128,911	79,497	959,187	7,528	1,799,526	14,124	17.74	
Instructional for Compliance Purposes	127.413	10,128,911	79,497	959,187	7,528	1,799,526	14,124	17.74	
K-3 Program 01 Teacher	37.010	2,810,368	75,935	68,706	1,856	518,339	14,005	17.19	
K-3 Program 21 Teacher	2.000	151,129	75,565			28,272	14,136	17.84	
PSES Program 01 Certificated	6.000	502,400	83,733			91,884	15,314	18.23	
PSES Program 21 Certificated	5.526	487,349	88,192			80,292	14,530	18.17	

Salary and Benefits by Program for 2024-2025

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	212.679	22,352,358	105,099	2,896,404	13,619	3,164,188	14,878	18.15	
02	0.800	89,238	111,548	8,330	10,413	11,309	14,136	18.23	
21	41.643	3,926,865	94,298	444,291	10,669	627,638	15,072	18.24	
24	3.000	315,215	105,072	4,519	1,506	42,408	14,136	18.23	
31	16.514	1,633,924	98,942	163,364	9,892	254,943	15,438	18.24	
34	0.997	113,219	113,560	14,577	14,621	16,921	16,972	18.26	
51	0.760	79,699	104,867	4,886	6,429	11,309	14,880	18.25	
52				3,456					
55	1.585	144,125	90,931	9,425	5,946	23,551	14,858	18.26	
58				227,664					
65	2.444	233,417	95,506	14,435	5,906	35,806	14,651	18.28	
74	0.330	40,910	123,970			4,665	14,136	18.26	
79	0.700	58,124	83,034	4,094	5,849	9,895	14,136	18.29	
89	0.400	39,590	98,975	2,775	6,938	9,895	24,738	18.24	
97	1.323	328,831	248,550	13,267	10,028	28,272	21,370	16.17	
K-12 Program 02 Instructional	0.800	89,238	111,548			11,309	14,136	18.23	
Program 21 Instructional	39.643	3,583,702	90,399	444,291	11,207	599,366	15,119	18.26	
Program 21 Administrative	2.000	343,163	171,582			28,272	14,136	17.90	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	37.568	3,395,488	90,382			560,916	14,931	18.26	
Program 31 Instructional	16.064	1,550,846	96,542	163,364	10,170	248,582	15,474	18.27	
Program 31 Administrative	0.450	83,078	184,618			6,361	14,136	17.52	
Program 34 Instructional	0.997	113,219	113,560	14,577	14,621	16,921	16,972	18.26	
K-3 BEA Instructional	65.863	6,432,887	97,671	165	3	978,141	14,851	18.11	
4-6 BEA Instructional	37.036	3,772,175	101,852			533,747	14,412	18.20	
7-8 BEA Instructional	36.843	3,836,590	104,133			549,565	14,916	18.24	
9-12 BEA Instructional	79.078	8,059,303	101,916			1,206,804	15,261	18.25	
K-12 BEA Instructional	218.820	22,100,955	101,001	165	1	3,268,257	14,936	18.20	
K-12 BEA Administrative	2.000	351,137	175,569			28,272	14,136	17.85	
BEA	232.313	24,517,570	105,537	3,095,942	13,327	3,475,632	14,961	18.14	
Instructional	267.352	26,554,827	99,325	3,743,774	14,003	4,000,488	14,963	18.21	
Administrative	14.823	2,693,425	181,706	52,267	3,526	226,176	15,258	17.54	
Other				15,446					
Active	282.175	29,248,252	103,653	3,811,487	13,508	4,226,664	14,979	18.15	
On Leave	1.000	107,263	107,263			14,136	14,136	18.23	
Certificated Total	283.175	29,355,515	103,666	3,811,487	13,460	4,240,800	14,976	18.15	

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 for Funding Purposes	267.352	26,554,827	99,325	3,743,774	14,003	4,000,488	14,963	18.21	
Instructional for Compliance Purposes	267.352	26,554,827	99,325	3,743,774	14,003	4,000,488	14,963	18.21	
K-3 Program 01 Teacher	56.549	5,438,301	96,170	165	3	842,774	14,903	18.09	
K-3 Program 21 Teacher	5.623	455,903	81,078			91,078	16,197	18.27	
PSES Program 01 Certificated	9.000	822,954	91,439			127,224	14,136	18.25	
PSES Program 21 Certificated	12.300	1,084,815	88,196			185,182	15,055	18.28	

Salary and Benefits by Program for 2024-2025

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	83.807	7,950,913	94,872	523,361	6,245	1,087,259	12,973	18.12	
02	8.896	943,173	106,022	57,090	6,417	118,842	13,359	18.37	
03	0.500	57,194	114,388	4,274	8,548	8	16	18.01	
09	2.500	252,830	101,132	16,960	6,784	28,292	11,317	18.06	
21	15.205	1,490,733	98,042	130,463	8,580	197,719	13,004	18.71	
24	2.068	216,877	104,873	19,641	9,498	18,676	9,031	18.16	
31	3.043	321,709	105,721	59,433	19,531	55,162	18,127	18.03	
51	2.134	194,465	91,127	10,163	4,762	30,183	14,144	18.09	
52	0.250	28,597	114,388	20,502	82,008	3,536	14,144	18.31	
55	4.956	450,905	90,982	36,298	7,324	60,231	12,153	18.16	
58	0.700	45,280	64,686	4,817	6,881	9,901	14,144	18.16	
65	2.100	200,959	95,695	12,644	6,021	29,702	14,144	18.18	
74	0.294	33,630	114,388	4,319	14,690	4,158	14,144	18.02	
79	0.200	22,878	114,390	3,483	17,415	2,829	14,144	18.01	
97	4.600	702,421	152,700	58,077	12,625	65,062	14,144	17.23	
K-12 Program 02 Instructional	7.896	791,417	100,230	56,490	7,154	104,698	13,260	18.44	
Program 21 Instructional	14.205	1,331,491	93,734	129,863	9,142	183,575	12,923	18.78	
Program 21 Administrative	1.000	159,242	159,242	600	600	14,144	14,144	18.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	13.705	1,283,017	93,617	101,749	7,424	183,571	13,394	18.81	
Program 31 Instructional	2.743	269,335	98,190	59,433	21,667	50,918	18,563	18.08	
Program 31 Administrative	0.300	52,374	174,580			4,243	14,144	17.72	
K-3 BEA Instructional	36.339	3,221,393	88,648	225,125	6,195	468,593	12,895	18.16	
4-6 BEA Instructional	13.266	1,131,518	85,295	65,902	4,968	179,298	13,516	18.37	
7-8 BEA Instructional	14.240	1,288,608	90,492	90,688	6,369	201,234	14,132	18.15	
9-12 BEA Instructional	24.401	2,399,390	98,332	238,914	9,791	313,130	12,833	18.10	
K-12 BEA Instructional	88.246	8,040,909	91,119	620,629	7,033	1,162,254	13,171	18.17	
K-12 BEA Administrative	9.600	1,385,931	144,368	12,081	1,258	121,646	12,672	18.02	
BEA	100.846	9,975,410	98,917	702,235	6,963	1,326,333	13,152	18.08	
Instructional	117.653	10,818,821	91,955	901,048	7,659	1,533,338	13,033	18.24	
Administrative	13.600	2,093,743	153,952	60,477	4,447	178,222	13,105	17.72	
Active	131.253	12,912,564	98,379	961,525	7,326	1,711,560	13,040	18.16	
Certificated Total	131.253	12,912,564	98,379	961,525	7,326	1,711,560	13,040	18.16	
Instructional for Funding Purposes	117.653	10,818,821	91,955	901,048	7,659	1,533,338	13,033	18.24	
Instructional for Compliance Purposes	117.653	10,818,821	91,955	901,048	7,659	1,533,338	13,033	18.24	

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
K-3 Program 01 Teacher	28.244	2,459,257	87,072	126,177	4,467	372,653	13,194	18.12	
K-3 Program 21 Teacher	1.858	162,070	87,228	6,194	3,334	23,834	12,828	18.15	
PSES Program 01 Certificated	7.250	707,667	97,609			88,408	12,194	18.09	
PSES Program 09 Certificated	0.500	48,474	96,948			4	8	18.07	
PSES Program 21 Certificated	5.075	481,127	94,803			65,070	12,822	19.94	

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	32.683	2,999,309	91,770	111,372	3,408	506,846	15,508	18.12	
21	0.300	27,982	93,273			4,241	14,136	18.29	
31	3.503	259,853	74,180	10,201	2,912	63,188	18,038	18.35	
34	0.975	72,137	73,987			16,115	16,528	18.37	
51	1.752	150,579	85,947	5,074	2,896	24,766	14,136	18.24	
52	0.250	25,150	100,600			3,534	14,136	18.14	
55	1.500	137,623	91,749			28,272	18,848	18.19	
58	1.479	126,650	85,632	50,688	34,272	23,282	15,742	18.21	
65	0.300	26,350	87,833			5,301	17,670	18.21	
79	9.985	815,665	81,689	51,270	5,135	144,343	14,456	18.29	
97	1.000	169,047	169,047	21,498	21,498	14,136	14,136	17.32	
Program 21 Instructional	0.300	27,982	93,273			4,241	14,136	18.29	
K-12 Program 21 Instructional	0.300	27,982	93,273			4,241	14,136	18.29	
Program 31 Instructional	3.503	259,853	74,180	10,201	2,912	63,188	18,038	18.35	
Program 34 Instructional	0.975	72,137	73,987			16,115	16,528	18.37	
K-3 BEA Instructional	11.792	994,131	84,306			167,201	14,179	18.25	
4-6 BEA Instructional	6.006	546,894	91,058			85,650	14,261	18.19	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	3.930	331,830	84,435			77,847	19,808	18.22	
9-12 BEA Instructional	12.465	1,039,472	83,391	2,563	206	219,150	17,581	18.32	
K-12 BEA Instructional	34.193	2,912,327	85,173	2,563	75	549,848	16,081	18.26	
BEA	38.161	3,500,346	91,726	143,071	3,749	600,285	15,730	18.11	
Instructional	49.678	4,210,876	84,763	228,605	4,602	782,442	15,750	18.26	
Administrative	4.049	599,469	148,054	21,498	5,309	51,582	12,740	17.31	
Active	53.727	4,810,345	89,533	250,103	4,655	834,024	15,523	18.15	
Certificated Total	53.727	4,810,345	89,533	250,103	4,655	834,024	15,523	18.15	
Instructional for Funding Purposes	49.678	4,210,876	84,763	228,605	4,602	782,442	15,750	18.26	
Instructional for Compliance Purposes	49.678	4,210,876	84,763	228,605	4,602	782,442	15,750	18.26	
K-3 Program 01 Teacher	10.892	932,686	85,630			154,478	14,183	18.25	
PSES Program 01 Certificated	1.900	128,290	67,521			40,994	21,576	18.30	

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	11.050	932,219	84,364	31,283	2,831	168,218	15,223	18.09	
31	0.100	10,021	100,210			1,414	14,136	18.04	
97	0.915	106,000	115,847			14,136	15,449	18.69	
Program 31 Instructional	0.100	10,021	100,210			1,414	14,136	18.04	
K-3 BEA Instructional	2.151	157,790	73,357			33,403	15,529	18.17	
4-6 BEA Instructional	1.000	67,474	67,474			14,136	14,136	18.16	
7-8 BEA Instructional	0.817	73,379	89,815			12,963	15,866	18.04	
9-12 BEA Instructional	7.182	643,597	89,613			109,130	15,195	18.06	
K-12 BEA Instructional	11.150	942,240	84,506			169,632	15,214	18.09	
BEA	12.065	1,048,240	86,883	31,283	2,593	183,768	15,231	18.15	
Instructional	11.150	942,240	84,506	31,283	2,806	169,632	15,214	18.09	
Administrative	0.915	106,000	115,847			14,136	15,449	18.69	
Active	12.065	1,048,240	86,883	31,283	2,593	183,768	15,231	18.15	
Certificated Total	12.065	1,048,240	86,883	31,283	2,593	183,768	15,231	18.15	
Instructional for Funding Purposes	11.150	942,240	84,506	31,283	2,806	169,632	15,214	18.09	
Instructional for Compliance Purposes	11.150	942,240	84,506	31,283	2,806	169,632	15,214	18.09	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.333	93,878	70,426			18,843	14,136	18.26	
PSES Program 01 Certificated	0.750	58,500	78,000			14,136	18,848	18.26	

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	236.986	27,219,584	114,857	821,803	3,468	3,561,032	15,026	17.77	
02	41.268	4,658,475	112,883	138,207	3,349	678,111	16,432	17.50	
09	3.000	340,033	113,344	10,299	3,433	44,928	14,976	17.91	
21	56.574	6,001,425	106,081	141,498	2,501	744,307	13,156	15.03	
24	7.300	851,716	116,673	25,797	3,534	109,325	14,976	16.41	
31	17.471	1,880,720	107,648	53,208	3,046	261,869	14,989	17.88	
34	4.160	529,819	127,360	15,190	3,651	62,300	14,976	17.83	
51	1.199	120,885	100,822	3,661	3,053	17,956	14,976	18.13	
52	0.300	40,235	134,117	1,219	4,063	4,493	14,976	17.78	
55	5.817	666,622	114,599	20,173	3,468	91,473	15,725	18.01	
58	0.300	29,210	97,367	885	2,950	4,493	14,976	18.08	
64	0.400	53,647	134,118	1,625	4,063	5,990	14,976	17.78	
65	8.234	923,770	112,190	27,949	3,394	132,118	16,045	18.05	
74	0.597	80,469	134,789	2,437	4,082	8,941	14,976	17.78	
79	0.500	49,968	99,936	1,514	3,028	7,488	14,976	18.19	
97	2.000	506,529	253,265	9,333	4,667	29,952	14,976	14.71	
K-12 Program 02 Instructional	39.268	4,284,494	109,109	29,209	744	649,839	16,549	17.63	
Program 21 Instructional	44.375	4,501,017	101,431	139,531	3,144	699,379	15,761	18.07	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	410,227	205,114	1,967	984	29,952	14,976	15.74	
K-12 Program 21 Instructional	41.675	4,198,962	100,755	104,752	2,514	658,944	15,811	18.07	
Program 31 Instructional	16.831	1,759,771	104,555	52,791	3,137	252,284	14,989	17.99	
Program 31 Administrative	0.640	120,949	188,983	417	652	9,585	14,976	16.14	
Program 34 Instructional	4.000	499,582	124,896	15,132	3,783	59,904	14,976	17.93	
Program 34 Administrative	0.160	30,237	188,981	58	363	2,396	14,976	16.14	
K-3 BEA Instructional	98.008	10,392,400	106,036	260,166	2,655	1,499,397	15,299	17.95	
4-6 BEA Instructional	60.656	6,640,741	109,482	136,742	2,254	923,001	15,217	17.95	
7-8 BEA Instructional	40.073	4,475,469	111,683	90,525	2,259	617,685	15,414	17.89	
9-12 BEA Instructional	80.697	9,063,448	112,315	236,768	2,934	1,223,852	15,166	17.87	
K-12 BEA Instructional	279.434	30,572,058	109,407	724,201	2,592	4,263,935	15,259	17.92	
K-12 BEA Administrative	8.451	1,588,304	187,943	22,941	2,715	127,224	15,054	16.16	
BEA	301.885	34,795,127	115,260	1,037,741	3,438	4,593,263	15,215	17.69	
Instructional	351.456	38,229,630	108,775	1,155,644	3,288	5,390,520	15,338	17.91	
Administrative	23.451	4,511,650	192,386	119,154	5,081	344,304	14,682	15.99	
Active	374.907	42,741,280	114,005	1,274,798	3,400	5,734,824	15,297	17.70	
K-12 Program 21 Contracted	9.199	980,002	106,534						

Program	FTE	Base Salary Total	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	2.000	231,825	115,913			29,952	14,976	18.09	
Certificated Total	386.106	43,953,107	113,837	1,274,798	3,302	5,764,776	14,931	17.33	
Instructional for Funding Purposes	360.655	39,209,632	108,718	1,155,644	3,204	5,390,520	14,946	17.47	
Instructional for Compliance Purposes	351.456	38,229,630	108,775	1,155,644	3,288	5,390,520	15,338	17.91	
K-3 Program 01 Teacher	80.184	8,585,360	107,071	228,897	2,855	1,207,754	15,062	17.98	
K-3 Program 21 Teacher	8.959	872,144	97,348	21,467	2,396	139,232	15,541	18.14	
Grade T Program 09 Teacher	3.000	340,033	113,344			44,928	14,976	17.91	
PSES Program 01 Certificated	15.429	1,514,846	98,182			244,558	15,851	18.05	
PSES Program 21 Certificated	22.056	2,357,064	106,867			209,724	9,509	10.59	

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	64.965	7,149,224	110,047	201,705	3,105	960,400	14,783	18.67	
09	4.000	277,941	69,485	4,631	1,158	56,544	14,136	19.11	
21	11.640	1,178,782	101,270	55,148	4,738	164,543	14,136	19.30	
24	1.510	169,351	112,153			21,345	14,136	18.80	
31	8.033	729,459	90,808	38,275	4,765	124,538	15,503	18.63	
34	1.900	196,160	103,242	6,219	3,273	26,858	14,136	18.62	
51	1.050	128,048	121,950			14,843	14,136	18.61	
55	1.100	136,833	124,394			15,550	14,136	18.48	
58				37,944					
65	0.499	59,513	119,265			7,054	14,136	18.77	
74	0.501	59,751	119,263			7,082	14,136	18.77	
97	2.050	403,561	196,859			28,979	14,136	15.91	
Program 21 Instructional	11.490	1,152,429	100,298	55,148	4,800	162,423	14,136	19.36	
Program 21 Administrative	0.150	26,353	175,687			2,120	14,136	16.47	
K-12 Program 21 Instructional	10.490	1,082,036	103,149			148,287	14,136	18.76	
Program 31 Instructional	7.260	603,482	83,124	29,963	4,127	111,109	15,304	18.88	
Program 31 Administrative	0.773	125,977	162,972			13,429	17,373	17.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.800	178,591	99,217	6,219	3,455	25,445	14,136	18.81	
Program 34 Administrative	0.100	17,569	175,690			1,414	14,136	16.47	
K-3 BEA Instructional	22.393	2,361,491	105,457	6,471	289	316,547	14,136	18.83	
4-6 BEA Instructional	13.607	1,452,375	106,737	7,393	543	192,349	14,136	18.82	
7-8 BEA Instructional	8.570	947,084	110,512	7,951	928	121,146	14,136	18.73	
9-12 BEA Instructional	25.386	2,540,414	100,071	89,256	3,516	401,886	15,831	18.77	
K-12 BEA Instructional	69.956	7,301,364	104,371	111,071	1,588	1,031,928	14,751	18.79	
K-12 BEA Administrative	3.742	583,982	156,061			62,905	16,811	17.41	
BEA	76.948	8,478,404	110,184	246,199	3,200	1,140,775	14,825	18.54	
Instructional	89.956	9,258,877	102,927	335,610	3,731	1,314,648	14,614	18.87	
Administrative	7.292	1,229,746	168,643			113,088	15,509	16.82	
Other				8,312					
Active	97.248	10,488,623	107,854	343,922	3,537	1,427,736	14,681	18.65	
Certificated Total	97.248	10,488,623	107,854	343,922	3,537	1,427,736	14,681	18.65	
Instructional for Funding Purposes	89.956	9,258,877	102,927	335,610	3,731	1,314,648	14,614	18.87	
Instructional for Compliance Purposes	89.956	9,258,877	102,927	335,610	3,731	1,314,648	14,614	18.87	
K-3 Program 01 Teacher	21.143	2,219,584	104,980	6,471	306	298,877	14,136	18.83	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.705	257,462	95,180			38,238	14,136	18.58	
Grade T Program 09 Teacher	4.000	277,941	69,485			56,544	14,136	19.11	
PSES Program 01 Certificated	3.340	373,653	111,872			47,214	14,136	18.73	
PSES Program 21 Certificated	3.000	340,660	113,553			42,408	14,136	18.79	

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	18.684	1,666,578	89,198	39,172	2,097	276,543	14,801	18.15	
09	1.000	81,951	81,951			14,136	14,136	18.24	
21	3.960	249,552	63,018	9,504	2,400	55,979	14,136	18.29	
31	6.147	506,731	82,435	14,126	2,298	86,894	14,136	18.24	
34	2.340	185,116	79,109	4,876	2,084	33,078	14,136	18.25	
51	0.570	47,521	83,370			8,058	14,136	18.25	
55	0.380	39,577	104,150			5,372	14,136	18.21	
74				3,000					
97	1.000	170,151	170,151	4,850	4,850	14,136	14,136	17.89	
Program 21 Instructional	3.960	249,552	63,018	9,504	2,400	55,979	14,136	18.29	
K-12 Program 21 Instructional	3.640	227,808	62,585	5,212	1,432	51,455	14,136	18.29	
Program 31 Instructional	5.987	484,355	80,901	12,126	2,025	84,632	14,136	18.24	
Program 31 Administrative	0.160	22,376	139,850	2,000	12,500	2,262	14,136	18.16	
Program 34 Instructional	2.250	172,529	76,680	2,876	1,278	31,806	14,136	18.25	
Program 34 Administrative	0.090	12,587	139,856	2,000	22,222	1,272	14,136	18.16	
K-3 BEA Instructional	8.826	736,415	83,437			131,465	14,895	18.16	
4-6 BEA Instructional	3.500	272,380	77,823			49,476	14,136	18.26	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.825	305,546	79,881	294	77	55,668	14,554	18.19	
9-12 BEA Instructional	7.857	630,442	80,240	2,895	368	115,194	14,661	18.17	
K-12 BEA Instructional	24.008	1,944,783	81,006	3,189	133	351,803	14,654	18.18	
K-12 BEA Administrative	1.000	118,875	118,875			14,136	14,136	18.18	
BEA	28.171	2,528,576	89,758	63,024	2,237	410,651	14,577	18.16	
Instructional	29.818	2,349,398	78,791	64,678	2,169	433,933	14,553	18.20	
Administrative	4.000	568,729	142,182	8,850	2,213	56,544	14,136	18.08	
Other	0.263	29,050	110,456	2,000	7,605	3,718	14,136	18.17	
Active	34.081	2,947,177	86,476	75,528	2,216	494,195	14,501	18.17	
Certificated Total	34.081	2,947,177	86,476	75,528	2,216	494,195	14,501	18.17	
Instructional for Funding Purposes	29.818	2,349,398	78,791	64,678	2,169	433,933	14,553	18.20	
Instructional for Compliance Purposes	29.818	2,349,398	78,791	64,678	2,169	433,933	14,553	18.20	
K-3 Program 01 Teacher	7.180	588,751	81,999			101,496	14,136	18.25	
K-3 Program 21 Teacher	1.220	82,902	67,952			17,246	14,136	18.27	
Grade T Program 09 Teacher	1.000	81,951	81,951			14,136	14,136	18.24	
PSES Program 01 Certificated	2.741	231,193	84,346			51,172	18,669	17.68	

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	307.509	32,154,547	104,565	1,440,527	4,685	4,904,740	15,950	9.85	
02	10.320	1,146,803	111,124	35,937	3,482	145,884	14,136	8.80	
03	1.348	148,311	110,023	4,752	3,525	19,055	14,136	8.88	
21	65.560	6,403,952	97,681	722,580	11,022	1,152,084	17,573	10.49	
24	15.967	1,306,881	81,849	23,368	1,464	240,312	15,051	9.28	
31	22.167	2,218,833	100,096	286,782	12,937	334,557	15,093	9.44	
34	1.600	170,244	106,403	4,529	2,831	22,618	14,136	8.90	
45	14.512	1,373,442	94,642	90,010	6,202	212,040	14,611	9.08	
51	22.740	2,317,029	101,892	80,944	3,560	333,581	14,669	9.18	
55	42.212	4,197,914	99,448	135,212	3,203	614,902	14,567	9.09	
64	1.500	191,442	127,628	6,626	4,417	21,204	14,136	8.52	
65	3.000	266,302	88,767	6,130	2,043	42,408	14,136	8.98	
74	1.000	109,982	109,982	3,525	3,525	14,136	14,136	8.88	
88	1.000	162,919	162,919	500	500	14,136	14,136	8.35	
97	1.000	217,000	217,000			14,136	14,136	6.82	
K-12 Program 02 Instructional	9.320	975,819	104,702	6,095	654	131,748	14,136	8.90	
Program 21 Instructional	63.560	6,072,630	95,542	722,580	11,368	1,123,812	17,681	10.61	
Program 21 Administrative	2.000	331,322	165,661			28,272	14,136	8.06	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	59.918	5,721,168	95,483	53,329	890	1,054,235	17,595	10.54	
Program 31 Instructional	21.167	2,055,914	97,128	286,782	13,549	320,421	15,138	9.52	
Program 31 Administrative	1.000	162,919	162,919			14,136	14,136	8.35	
Program 34 Instructional	1.600	170,244	106,403	4,529	2,831	22,618	14,136	8.90	
K-3 BEA Instructional	146.571	14,369,155	98,035	97,099	662	2,354,365	16,063	9.99	
4-6 BEA Instructional	48.857	4,780,721	97,851	41,721	854	807,844	16,535	10.29	
7-8 BEA Instructional	46.873	4,834,139	103,133	51,128	1,091	706,857	15,080	9.35	
9-12 BEA Instructional	88.155	8,709,867	98,802	89,593	1,016	1,317,475	14,945	9.31	
K-12 BEA Instructional	330.456	32,693,882	98,936	279,541	846	5,186,541	15,695	9.76	
BEA	358.456	37,429,180	104,418	1,862,537	5,196	5,653,029	15,770	9.74	
Instructional	479.435	46,993,142	98,018	2,789,922	5,819	7,562,760	15,774	9.77	
Administrative	32.000	5,392,459	168,514	51,500	1,609	523,032	16,345	9.43	
Active	511.435	52,385,601	102,429	2,841,422	5,556	8,085,792	15,810	9.73	
Certificated Total	511.435	52,385,601	102,429	2,841,422	5,556	8,085,792	15,810	9.73	
Instructional for Funding Purposes	479.435	46,993,142	98,018	2,789,922	5,819	7,562,760	15,774	9.77	
Instructional for Compliance Purposes	479.435	46,993,142	98,018	2,789,922	5,819	7,562,760	15,774	9.77	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	131.271	12,835,934	97,782	85,465	651	2,116,343	16,122	10.02	
K-3 Program 21 Teacher	12.262	1,181,497	96,354	7,293	595	227,194	18,528	10.72	
PSES Program 01 Certificated	27.184	2,662,115	97,929			417,012	15,340	9.49	
PSES Program 21 Certificated	29.658	2,848,380	96,041			531,203	17,911	11.06	

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	28.539	2,415,730	84,647	52,287	1,832	420,984	14,751	18.94	
02	1.000	48,297	48,297			7,944	7,944	18.99	
09	1.960	165,294	84,334			27,707	14,136	19.22	
21	9.260	866,562	93,581	2,498	270	65,704	7,095	7.80	
31	3.152	274,670	87,141	22,068	7,001	39,906	12,661	18.93	
34	0.940	93,409	99,371			13,288	14,136	18.73	
51	1.230	86,847	70,607			17,387	14,136	19.15	
52				25,155					
55	1.410	117,750	83,511			19,932	14,136	19.04	
58				50,000					
65	0.980	84,528	86,253			13,853	14,136	19.20	
74	0.166	17,300	104,217			2,347	14,136	18.33	
97	1.000	165,000	165,000			28,272	28,272	18.21	
K-12 Program 02 Instructional	1.000	48,297	48,297			7,944	7,944	18.99	
Program 21 Instructional	8.048	731,635	90,909	2,498	310	65,704	8,164	9.23	
K-12 Program 21 Instructional	8.048	731,635	90,909	2,498	310	65,704	8,164	9.23	
Program 31 Instructional	3.152	274,670	87,141	22,068	7,001	39,906	12,661	18.93	
Program 34 Instructional	0.940	93,409	99,371			13,288	14,136	18.73	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	10.556	769,848	72,930	10,207	967	151,764	14,377	19.21	
4-6 BEA Instructional	5.028	420,825	83,696			71,076	14,136	19.08	
7-8 BEA Instructional	3.279	328,577	100,206			46,352	14,136	18.58	
9-12 BEA Instructional	12.438	1,055,830	84,887	15,290	1,229	161,758	13,005	18.93	
K-12 BEA Instructional	31.301	2,575,080	82,268	25,497	815	430,950	13,768	18.99	
K-12 BEA Administrative	2.000	247,996	123,998			49,476	24,738	18.36	
BEA	34.631	2,997,106	86,544	74,355	2,147	510,394	14,738	18.90	
Instructional	45.095	3,778,434	83,788	147,008	3,260	577,880	12,815	17.18	
Administrative	3.000	412,996	137,665			77,748	25,916	18.30	
Other	0.330	9,030	27,364	5,000	15,152	1,696	5,140	18.99	
Active	48.425	4,200,460	86,742	152,008	3,139	657,324	13,574	17.29	
K-12 Program 21 Contracted	1.212	134,927	111,326						
Certificated Total	49.637	4,335,387	87,342	152,008	3,062	657,324	13,243	16.77	
Instructional for Funding Purposes	46.307	3,913,361	84,509	147,008	3,175	577,880	12,479	16.61	
Instructional for Compliance Purposes	45.095	3,778,434	83,788	147,008	3,260	577,880	12,815	17.18	
K-3 Program 01 Teacher	10.556	769,848	72,930	4,111	389	151,764	14,377	19.21	
K-3 Program 21 Teacher	1.370	122,220	89,212			19,366	14,136	19.17	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.960	165,294	84,334			27,707	14,136	19.22	
PSES Program 01 Certificated	1.160	115,350	99,440			16,398	14,136	18.96	
PSES Program 21 Certificated	4.612	520,059	112,762						

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	51.173	4,484,662	87,637	124,894	2,441	833,869	16,295	18.80	
21	7.077	630,869	89,144	958	135	119,972	16,952	18.91	
24	0.090	7,834	87,044			2,544	28,272	18.30	
31	6.094	465,120	76,324	17,296	2,838	86,145	14,136	19.08	
51	0.825	83,735	101,497	30,271	36,692	11,026	13,365	13.51	
53	0.400	51,448	128,620	488	1,220	5,654	14,136	10.55	
55	2.803	263,401	93,971	30,754	10,972	39,667	14,152	25.01	
58	4.115	296,276	71,999	5,122	1,245	57,534	13,981	22.83	
64	0.500	36,237	72,474			7,068	14,136	19.01	
65	0.500	36,237	72,474			7,068	14,136	19.01	
68	0.849	46,005	54,187			28,606	33,694	32.95	
69	1.000	89,060	89,060	366	366	14,136	14,136	15.16	
88	0.500	43,522	87,044			14,136	28,272	18.30	
97	1.000	254,399	254,399	12,400	12,400	14,136	14,136	15.34	
Program 21 Instructional	6.410	527,361	82,272			110,544	17,245	19.02	
Program 21 Administrative	0.667	103,508	155,184	958	1,436	9,429	14,136	18.38	
K-12 Program 21 Instructional	6.000	491,673	81,946			98,952	16,492	19.07	
Program 31 Instructional	5.860	435,273	74,279	17,296	2,952	82,837	14,136	19.12	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.234	29,847	127,551			3,308	14,136	18.57	
K-3 BEA Instructional	16.434	1,402,719	85,355	38,572	2,347	255,678	15,558	18.38	
4-6 BEA Instructional	9.480	741,796	78,249	15,562	1,642	177,209	18,693	18.94	
7-8 BEA Instructional	7.570	586,625	77,493	13,389	1,769	122,658	16,203	20.04	
9-12 BEA Instructional	17.800	1,428,532	80,255	53,593	3,011	279,893	15,724	19.15	
K-12 BEA Instructional	51.284	4,159,672	81,111	127,308	2,482	835,438	16,290	18.98	
K-12 BEA Administrative	5.333	689,992	129,382	5,590	1,048	75,387	14,136	18.27	
BEA	58.267	5,204,181	89,316	154,590	2,653	934,149	16,032	18.65	
Instructional	68.026	5,459,828	80,261	189,064	2,779	1,115,751	16,402	19.54	
Administrative	8.900	1,328,977	149,323	27,485	3,088	125,810	14,136	17.02	
Other				6,000					
Active	76.926	6,788,805	88,251	222,549	2,893	1,241,561	16,140	19.05	
Certificated Total	76.926	6,788,805	88,251	222,549	2,893	1,241,561	16,140	19.05	
Instructional for Funding Purposes	68.026	5,459,828	80,261	189,064	2,779	1,115,751	16,402	19.54	
Instructional for Compliance Purposes	68.026	5,459,828	80,261	189,064	2,779	1,115,751	16,402	19.54	
K-3 Program 01 Teacher	14.629	1,276,352	87,248	23,191	1,585	221,341	15,130	18.31	
K-3 Program 21 Teacher	1.286	112,056	87,135			18,179	14,136	19.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.300	213,264	164,049			43,822	33,709	18.76	

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	75.119	7,903,331	105,211	688,712	9,168	1,058,490	14,091	17.98	
02	1.000	104,024	104,024	9,460	9,460	14,136	14,136	17.97	
13	0.984	97,964	99,557	6,488	6,593	13,910	14,136	17.98	
21	22.704	2,139,833	94,249	166,041	7,313	332,662	14,652	17.96	
24	2.000	172,441	86,221	14,766	7,383	28,272	14,136	17.95	
31	4.320	447,373	103,559	83,985	19,441	61,068	14,136	18.13	
34	0.250	21,749	86,996	3,645	14,580	3,534	14,136	18.39	
51	1.985	202,573	102,052	19,820	9,985	23,932	12,057	16.48	
52	0.634	51,223	80,793	3,337	5,263	14,136	22,297	17.98	
55	3.475	348,659	100,334	25,137	7,234	49,250	14,173	17.63	
58				275,378					
65	1.000	77,675	77,675	5,697	5,697	14,136	14,136	17.98	
74	0.198	22,108	111,657	1,440	7,273	2,799	14,136	17.98	
79	0.659	48,229	73,185	4,199	6,372	9,316	14,136	17.98	
97	1.648	302,554	183,589	6,000	3,641	24,031	14,582	17.34	
98	0.147	25,666	174,599			2,120	14,424	17.90	
99	0.147	25,666	174,599			2,120	14,424	17.90	
K-12 Program 02 Instructional	1.000	104,024	104,024			14,136	14,136	17.97	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	21.870	1,994,394	91,193	166,041	7,592	320,647	14,661	17.96	
Program 21 Administrative	0.834	145,439	174,387			12,016	14,407	17.90	
K-12 Program 21 Instructional	19.343	1,723,154	89,084			282,494	14,604	17.96	
Program 31 Instructional	4.170	419,647	100,635	83,985	20,140	58,947	14,136	18.17	
Program 31 Administrative	0.150	27,726	184,840			2,120	14,136	17.43	
Program 34 Instructional	0.250	21,749	86,996	3,645	14,580	3,534	14,136	18.39	
K-3 BEA Instructional	25.228	2,428,165	96,249			354,771	14,063	17.97	
4-6 BEA Instructional	16.337	1,453,313	88,958			220,677	13,508	18.08	
7-8 BEA Instructional	12.964	1,373,885	105,977			189,634	14,628	17.97	
9-12 BEA Instructional	20.179	2,214,549	109,745			287,328	14,239	18.00	
K-12 BEA Instructional	74.708	7,469,912	99,988			1,052,411	14,087	18.00	
K-12 BEA Administrative	3.000	519,059	173,020			42,408	14,136	17.78	
BEA	82.337	8,779,031	106,623	791,802	9,617	1,161,258	14,104	17.97	
Instructional	107.366	10,459,512	97,419	1,308,105	12,184	1,526,688	14,219	17.95	
Administrative	8.904	1,531,556	172,008	6,000	674	127,224	14,288	17.77	
Active	116.270	11,991,068	103,131	1,314,105	11,302	1,653,912	14,225	17.93	
Certificated Total	116.270	11,991,068	103,131	1,314,105	11,302	1,653,912	14,225	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 Funding Purposes	107.366	10,459,512	97,419	1,308,105	12,184	1,526,688	14,219	17.95	
Instructional for Compliance Purposes	107.366	10,459,512	97,419	1,308,105	12,184	1,526,688	14,219	17.95	
K-3 Program 01 Teacher	20.764	1,953,977	94,104			293,520	14,136	17.98	
K-3 Program 21 Teacher	5.946	474,379	79,781			87,177	14,661	17.98	
PSES Program 01 Certificated	6.345	688,096	108,447			85,989	13,552	17.96	
PSES Program 21 Certificated	4.881	437,642	89,662			74,935	15,352	17.91	

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	5.000	447,637	89,527	17,409	3,482	70,680	14,136	18.04	
58				6,324					
97	0.373	59,716	160,097			14,136	37,898	18.04	
K-3 BEA Instructional	2.334	229,458	98,311	7,908	3,388	32,993	14,136	18.04	
4-6 BEA Instructional	1.749	149,307	85,367	3,584	2,049	24,724	14,136	18.04	
7-8 BEA Instructional	0.917	68,872	75,106			12,963	14,136	18.04	
K-12 BEA Instructional	5.000	447,637	89,527	11,492	2,298	70,680	14,136	18.04	
BEA	5.373	507,353	94,426	17,409	3,240	84,816	15,786	18.04	
Instructional	5.000	447,637	89,527	23,733	4,747	70,680	14,136	18.04	
Administrative	0.373	59,716	160,097			14,136	37,898	18.04	
Active	5.373	507,353	94,426	23,733	4,417	84,816	15,786	18.04	
On Leave									
Certificated Total	5.373	507,353	94,426	23,733	4,417	84,816	15,786	18.04	
Instructional for Funding Purposes	5.000	447,637	89,527	23,733	4,747	70,680	14,136	18.04	
Instructional for Compliance Purposes	5.000	447,637	89,527	23,733	4,747	70,680	14,136	18.04	
K-3 Program 01 Teacher	2.334	229,458	98,311	7,908	3,388	32,993	14,136	18.04	

Salary and Benefits by Program for 2024-2025

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	273.775	30,697,699	112,127	940,309	3,435	3,935,599	14,375	17.28	
02	18.986	2,064,053	108,714	78,569	4,138	330,782	17,422	17.22	
03	1.000	128,259	128,259	3,563	3,563	14,136	14,136	17.29	
09	10.000	1,108,793	110,879	30,329	3,033	141,360	14,136	17.32	
21	52.923	5,531,696	104,523	365,135	6,899	779,827	14,735	16.76	
24	7.000	765,785	109,398	52,360	7,480	98,952	14,136	16.51	
31	24.712	2,627,179	106,312	78,672	3,184	348,306	14,095	17.28	
45	13.500	1,337,135	99,047	45,546	3,374	212,040	15,707	17.29	
51	5.271	629,602	119,446	20,349	3,861	82,992	15,745	17.27	
52	0.500	66,976	133,952	1,860	3,720	7,068	14,136	17.27	
55	19.179	2,258,078	117,737	66,424	3,463	278,182	14,505	17.29	
58	0.250	33,488	133,952	931	3,724	3,534	14,136	17.27	
64	0.150	18,981	126,540	527	3,513	2,120	14,136	17.29	
65	14.018	1,460,518	104,189	40,924	2,919	198,158	14,136	17.34	
74	3.500	451,022	128,863	14,389	4,111	56,544	16,155	17.25	
K-12 Program 02 Instructional	18.986	2,064,053	108,714	51,849	2,731	330,782	17,422	17.22	
Program 21 Instructional	52.923	5,531,696	104,523	365,135	6,899	779,827	14,735	16.76	
K-12 Program 21 Instructional	52.923	5,531,696	104,523	128,332	2,425	779,827	14,735	16.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	24.712	2,627,179	106,312	78,672	3,184	348,306	14,095	17.28	
K-3 BEA Instructional	119.528	13,142,578	109,954	300,190	2,511	1,730,670	14,479	17.28	
4-6 BEA Instructional	57.367	6,388,696	111,365	145,102	2,529	825,231	14,385	17.32	
7-8 BEA Instructional	44.839	4,797,532	106,995	113,629	2,534	668,769	14,915	17.28	
9-12 BEA Instructional	109.739	12,465,306	113,590	278,815	2,541	1,609,124	14,663	17.25	
K-12 BEA Instructional	331.473	36,794,112	111,002	838,207	2,529	4,833,796	14,583	17.28	
BEA	331.973	36,854,325	111,016	1,146,659	3,454	4,840,864	14,582	17.28	
Instructional	444.264	49,119,051	110,563	1,739,887	3,916	6,482,534	14,592	17.21	
Active	444.264	49,119,051	110,563	1,739,887	3,916	6,482,534	14,592	17.21	
On Leave	0.500	60,213	120,426			7,068	14,136	17.69	
Certificated Total	444.764	49,179,264	110,574	1,739,887	3,912	6,489,602	14,591	17.21	
Instructional for Funding Purposes	444.264	49,119,051	110,563	1,739,887	3,916	6,482,534	14,592	17.21	
Instructional for Compliance Purposes	444.264	49,119,051	110,563	1,739,887	3,916	6,482,534	14,592	17.21	
K-3 Program 01 Teacher	97.746	10,631,672	108,768	246,060	2,517	1,404,270	14,367	17.33	
K-3 Program 21 Teacher	13.593	1,295,344	95,295	37,134	2,732	206,386	15,183	16.73	
Grade T Program 09 Teacher	10.000	1,108,793	110,879	30,329	3,033	141,360	14,136	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
PSES Program 01 Certificated	22.080	2,364,233	107,076			326,542	14,789	16.90	
PSES Program 21 Certificated	12.768	1,333,618	104,450			197,904	15,500	16.93	

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	39.968	4,238,720	106,053			678,199	16,969	10.01	
21	8.000	864,422	108,053			138,308	17,289	9.24	
31	3.000	263,530	87,843			48,987	16,329	8.65	
55	3.000	383,580	127,860			61,373	20,458	11.82	
68	5.000	632,678	126,536			101,230	20,246	9.33	
69	4.958	615,468	124,136			98,475	19,862	9.47	
97	0.996	194,264	195,044			31,082	31,207	7.83	
Program 21 Instructional	4.000	391,422	97,856			62,628	15,657	9.99	
Program 21 Administrative	1.000	170,000	170,000			27,200	27,200	8.60	
K-12 Program 21 Instructional	4.000	391,422	97,856			62,628	15,657	9.99	
Program 31 Instructional	3.000	263,530	87,843			48,987	16,329	8.65	
K-3 BEA Instructional	11.988	1,270,677	105,996			203,309	16,959	10.77	
4-6 BEA Instructional	4.000	412,430	103,108			65,990	16,498	10.72	
7-8 BEA Instructional	8.422	850,389	100,972			136,062	16,156	9.30	
9-12 BEA Instructional	16.602	1,654,195	99,638			271,494	16,353	9.64	
K-12 BEA Instructional	41.012	4,187,691	102,109			676,855	16,504	10.02	

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
K-12 BEA Administrative	1.956	314,559	160,817			50,330	25,731	8.65	
BEA	43.964	4,696,514	106,826			758,267	17,247	9.84	
Instructional	55.970	5,907,113	105,541			951,965	17,008	10.07	
Administrative	5.952	982,549	165,079			157,208	26,413	8.48	
Active	61.922	6,889,662	111,264			1,109,173	17,912	9.85	
K-12 Program 21 Contracted	3.000	303,000	101,000			48,480	16,160	8.65	
Certificated Total	64.922	7,192,662	110,789			1,157,653	17,831	9.80	
Instructional for Funding Purposes	58.970	6,210,113	105,310			1,000,445	16,965	10.00	
Instructional for Compliance Purposes	55.970	5,907,113	105,541			951,965	17,008	10.07	
K-3 Program 01 Teacher	7.268	722,145	99,360			115,543	15,897	11.07	
PSES Program 01 Certificated	3.996	432,444	108,219			69,191	17,315	9.82	

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	751.087	90,773,525	120,856	14,247,801	18,970	10,805,954	14,387	17.73	
02	1.000	123,127	123,127	18,211	18,211	14,136	14,136	17.82	
21	179.407	19,462,035	108,480	3,670,578	20,460	2,684,525	14,963	17.74	
24	17.199	2,101,839	122,207	389,556	22,650	263,085	15,297	17.80	
31	27.833	3,214,633	115,497	491,885	17,673	418,821	15,048	17.85	
34	9.366	1,070,575	114,304	161,462	17,239	132,426	14,139	17.93	
45	27.314	3,099,695	113,484	68,748	2,517	402,169	14,724	18.27	
46	4.000	430,118	107,530	5,347	1,337	56,544	14,136	17.90	
51	18.604	2,370,717	127,430	353,912	19,023	295,965	15,909	17.81	
52	2.500	329,889	131,956	66,870	26,748	35,340	14,136	17.81	
55	35.035	4,367,506	124,661	620,527	17,712	512,628	14,632	17.75	
58	1.000	131,237	131,237	945,802	945,802	14,136	14,136	17.80	
64	0.500	67,415	134,830	13,478	26,956	7,068	14,136	17.80	
65	32.341	3,750,859	115,978	565,280	17,479	489,049	15,122	17.83	
74	2.770	355,679	128,404	52,915	19,103	39,157	14,136	17.81	
79	0.040	9,332	233,300			580	14,489	16.08	
97	3.948	960,318	243,242	83,279	21,094	56,544	14,322	15.48	
K-12 Program 02 Instructional	1.000	123,127	123,127			14,136	14,136	17.82	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	177.063	18,978,453	107,185	3,665,030	20,699	2,650,754	14,971	17.77	
Program 21 Administrative	2.344	483,582	206,306	5,548	2,367	33,771	14,407	16.73	
K-12 Program 21 Instructional	161.165	17,118,791	106,219			2,408,039	14,941	17.80	
Program 31 Instructional	26.950	3,028,484	112,374	491,885	18,252	406,099	15,069	17.91	
Program 31 Administrative	0.883	186,149	210,814			12,722	14,408	16.67	
Program 34 Instructional	9.268	1,049,892	113,281	161,462	17,421	131,012	14,136	17.95	
Program 34 Administrative	0.098	20,683	211,051			1,414	14,424	16.67	
K-3 BEA Instructional	286.792	33,063,880	115,289			4,160,592	14,507	17.83	
4-6 BEA Instructional	154.286	17,784,428	115,269			2,195,943	14,233	17.84	
7-8 BEA Instructional	113.186	13,459,739	118,917			1,616,989	14,286	17.85	
9-12 BEA Instructional	209.375	24,743,312	118,177			3,041,148	14,525	17.88	
K-12 BEA Instructional	763.639	89,051,359	116,614			11,014,672	14,424	17.85	
K-12 BEA Administrative				5,548					
BEA	820.548	99,241,873	120,946	15,071,386	18,367	11,830,051	14,417	17.73	
Instructional	1,052.580	121,501,529	115,432	21,106,723	20,052	15,348,558	14,582	17.83	
Administrative	51.197	10,310,352	201,386	457,449	8,935	735,072	14,358	16.61	
Other	9.167	675,381	73,675	157,533	17,185	130,362	14,221	16.08	

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
Active	1,112.944	132,487,262	119,042	21,721,705	19,517	16,213,992	14,569	17.74	
On Leave	1.000	131,237	131,237	33,946	33,946	14,136	14,136	17.69	
Certificated Total	1,113.944	132,618,499	119,053	21,755,651	19,530	16,228,128	14,568	17.74	
Instructional for Funding Purposes	1,052.580	121,501,529	115,432	21,106,723	20,052	15,348,558	14,582	17.83	
Instructional for Compliance Purposes	1,052.580	121,501,529	115,432	21,106,723	20,052	15,348,558	14,582	17.83	
K-3 Program 01 Teacher	245.200	28,054,088	114,413			3,547,995	14,470	17.83	
K-3 Program 21 Teacher	31.644	3,043,395	96,176			462,813	14,626	17.90	
PSES Program 01 Certificated	50.648	5,952,977	117,536			745,420	14,718	17.84	
PSES Program 21 Certificated	63.887	7,326,912	114,685			1,001,253	15,672	17.79	

Naches Valley School District (39003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	66.011	5,851,955	88,651	95,353	1,445	881,812	13,359	17.95	
02	1.100	104,521	95,019	4,353	3,957	16,742	15,220	18.01	
09	2.059	183,766	89,250			27,358	13,287	18.08	
21	10.180	951,207	93,439	45,995	4,518	138,255	13,581	18.00	
31	6.596	585,977	88,838	39,036	5,918	89,008	13,494	18.09	
34	3.974	353,078	88,847	8,050	2,026	53,542	13,473	18.10	
51	1.000	109,770	109,770			13,152	13,152	18.06	
52									
55	2.400	242,547	101,061			31,709	13,212	18.07	
58	0.709	53,271	75,135			10,618	14,976	18.08	
64	0.196	11,167	56,974			3,006	15,336	18.07	
65	0.804	44,660	55,547			12,330	15,336	18.07	
74				15,952					
97	0.950	179,123	188,551			12,494	13,152	16.29	
99	0.100	19,000	190,000	7,500	75,000	1,315	13,152	16.24	
K-12 Program 02 Instructional	1.050	96,398	91,808	4,353	4,146	16,085	15,319	18.07	
Program 21 Instructional	9.180	797,767	86,903	45,995	5,010	122,919	13,390	18.08	
Program 21 Administrative	1.000	153,440	153,440			15,336	15,336	17.63	

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
Certificated Total	96.079	8,690,042	90,447	216,239	2,251	1,291,342	13,440	17.94	
Instructional for Funding Purposes	86.936	7,340,452	84,435	136,303	1,568	1,170,010	13,458	18.05	
Instructional for Compliance Purposes	86.936	7,340,452	84,435	136,303	1,568	1,170,010	13,458	18.05	
K-3 Program 01 Teacher	20.168	1,687,164	83,655			272,505	13,512	18.03	
K-3 Program 21 Teacher	0.894	64,439	72,079			11,758	13,152	18.08	
Grade T Program 09 Teacher	2.059	183,766	89,250			27,358	13,287	18.08	
PSES Program 01 Certificated	4.541	405,746	89,352			62,016	13,657	18.18	
PSES Program 21 Certificated	3.000	274,134	91,378			39,456	13,152	18.08	

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	37.892	3,271,643	86,341	79,002	2,085	540,674	14,269	18.05	
21	6.297	625,287	99,299	14,607	2,320	127,224	20,204	12.57	
31	8.580	706,414	82,333	21,388	2,493	121,287	14,136	17.99	
34	2.320	210,509	90,737	12,006	5,175	32,796	14,136	17.97	
51	0.202	19,223	95,163	777	3,847	2,855	14,136	17.26	
52				15,000					
55	1.348	132,958	98,634	11,618	8,619	19,055	14,136	17.28	
58				24,824					
65	0.050	5,264	105,280	146	2,920	707	14,136	17.35	
74	0.152	9,952	65,474	2,960	19,474	2,149	14,136	18.26	
97	1.100	190,213	172,921	1,290	1,173	15,550	14,136	17.57	
Program 21 Instructional	3.000	262,605	87,535	14,607	4,869	42,408	14,136	17.83	
K-12 Program 21 Instructional	2.375	213,705	89,981	13,044	5,492	33,573	14,136	17.80	
Program 31 Instructional	7.680	586,553	76,374	18,823	2,451	108,564	14,136	17.94	
Program 31 Administrative	0.900	119,861	133,179	2,565	2,850	12,722	14,136	18.27	
Program 34 Instructional	2.320	210,509	90,737	11,421	4,923	32,796	14,136	17.97	
Program 34 Administrative				585					

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	13.455	1,152,526	85,658	20,558	1,528	190,200	14,136	18.61	
4-6 BEA Instructional	9.637	703,314	72,981	12,834	1,332	141,261	14,658	18.04	
7-8 BEA Instructional	6.720	627,659	93,402	12,522	1,863	94,994	14,136	17.84	
9-12 BEA Instructional	15.680	1,274,083	81,255	44,442	2,834	221,652	14,136	17.73	
K-12 BEA Instructional	45.492	3,757,582	82,599	90,356	1,986	648,107	14,247	18.07	
K-12 BEA Administrative				5,442					
BEA	49.892	4,378,779	87,765	113,686	2,279	710,306	14,237	18.01	
Instructional	50.244	4,187,584	83,345	154,039	3,066	715,282	14,236	18.02	
Administrative	4.000	580,792	145,198	29,579	7,395	56,544	14,136	17.83	
Other	0.400	40,405	101,013			5,654	14,136	16.17	
Active	54.644	4,808,781	88,002	183,618	3,360	777,480	14,228	17.98	
K-12 Program 21 Contracted	3.297	362,682	110,004			84,816	25,725	8.47	
Certificated Total	57.941	5,171,463	89,254	183,618	3,169	862,296	14,882	17.35	
Instructional for Funding Purposes	53.541	4,550,266	84,987	154,039	2,877	800,098	14,944	17.30	
Instructional for Compliance Purposes	50.244	4,187,584	83,345	154,039	3,066	715,282	14,236	18.02	
K-3 Program 01 Teacher	13.055	1,117,753	85,619	20,558	1,575	184,545	14,136	18.66	
K-3 Program 21 Teacher	0.625	49,110	78,576	2,289	3,662	8,835	14,136	18.10	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.800	155,648	86,471			25,445	14,136	17.64	
PSES Program 21 Certificated	3.297	362,682	110,004			84,816	25,725	8.47	

Naselle-Grays River Valley School District (25155)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	18.543	1,632,548	88,041	37,958	2,047	275,416	14,853	18.15	
31	1.143	114,804	100,441	12,522	10,955	10,107	8,843	15.65	
34	0.713	67,683	94,927			10,079	14,136	19.28	
52	0.143	14,725	102,972			2,021	14,136	18.26	
53				7,438					
55	1.000	93,365	93,365			14,136	14,136	18.26	
58				19,606					
65				5,578					
97	1.000	163,967	163,967			14,136	14,136	18.26	
Program 31 Instructional	1.143	114,804	100,441			10,107	8,843	15.65	
Program 31 Administrative				12,522					
Program 34 Instructional	0.713	67,683	94,927			10,079	14,136	19.28	
K-3 BEA Instructional	5.745	518,192	90,199	9,837	1,712	85,007	14,797	18.14	
4-6 BEA Instructional	2.596	207,005	79,740	3,807	1,466	39,547	15,234	18.04	
7-8 BEA Instructional	3.327	278,361	83,667	2,834	852	51,772	15,561	18.27	
9-12 BEA Instructional	7.302	641,395	87,838	21,480	2,942	99,077	13,568	17.76	
K-12 BEA Instructional	18.970	1,644,953	86,713	37,958	2,001	275,402	14,518	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
K-12 BEA Administrative	2.429	334,049	137,525	12,522	5,155	34,336	14,136	18.26	
BEA	21.399	1,979,002	92,481	50,480	2,359	309,739	14,474	18.04	
Instructional	19.970	1,738,318	87,046	70,580	3,534	289,538	14,499	18.01	
Administrative	2.572	348,774	135,604	12,522	4,869	36,358	14,136	18.26	
Active	22.542	2,087,092	92,587	83,102	3,687	325,896	14,457	18.05	
Certificated Total	22.542	2,087,092	92,587	83,102	3,687	325,896	14,457	18.05	
Instructional for Funding Purposes	19.970	1,738,318	87,046	70,580	3,534	289,538	14,499	18.01	
Instructional for Compliance Purposes	19.970	1,738,318	87,046	70,580	3,534	289,538	14,499	18.01	
K-3 Program 01 Teacher	4.602	419,459	91,147	6,369	1,384	68,849	14,961	18.11	
PSES Program 01 Certificated	1.000	73,408	73,408			14,136	14,136	18.26	

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	10.890	851,777	78,216	26,521	2,435	153,941	14,136	17.43	
02	1.000	109,995	109,995			14,136	14,136	18.05	
09	1.000	50,160	50,160			14,136	14,136	18.18	
21	1.150	80,305	69,830			16,256	14,136	18.04	
31	0.300	25,176	83,920	2,000	6,667	4,241	14,136	18.01	
34	0.500	55,128	110,256	2,000	4,000	7,068	14,136	18.18	
51	0.380	53,717	141,361			5,372	14,136	18.03	
53	0.200	32,583	162,915			2,827	14,136	18.06	
55	0.080	8,918	111,475			1,131	14,136	17.93	
58									
97	0.500	83,924	167,848	750	1,500	7,068	14,136	17.69	
K-12 Program 02 Instructional	1.000	109,995	109,995			14,136	14,136	18.05	
Program 21 Instructional	1.000	55,127	55,127			14,136	14,136	18.18	
Program 21 Administrative	0.150	25,178	167,853			2,120	14,136	17.69	
K-12 Program 21 Instructional	1.000	55,127	55,127			14,136	14,136	18.18	
Program 31 Instructional	0.300	25,176	83,920	2,000	6,667	4,241	14,136	18.01	
Program 34 Instructional	0.500	55,128	110,256	2,000	4,000	7,068	14,136	18.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	5.257	350,857	66,741	3,082	586	74,313	14,136	16.74	
4-6 BEA Instructional	2.138	132,821	62,124	6,750	3,157	30,223	14,136	18.19	
7-8 BEA Instructional	2.075	209,651	101,037	9,700	4,675	29,332	14,136	18.11	
9-12 BEA Instructional	2.030	196,359	96,729			28,696	14,136	18.03	
K-12 BEA Instructional	11.500	889,688	77,364	19,532	1,698	162,564	14,136	17.48	
BEA	13.190	1,126,000	85,368	31,271	2,371	186,454	14,136	17.54	
Instructional	14.160	1,090,193	76,991	21,642	1,528	200,166	14,136	17.58	
Administrative	1.840	261,490	142,114	2,700	1,467	26,010	14,136	17.78	
Other				6,929					
Active	16.000	1,351,683	84,480	31,271	1,954	226,176	14,136	17.62	
On Leave									
Certificated Total	16.000	1,351,683	84,480	31,271	1,954	226,176	14,136	17.62	
Instructional for Funding Purposes	14.160	1,090,193	76,991	21,642	1,528	200,166	14,136	17.58	
Instructional for Compliance Purposes	14.160	1,090,193	76,991	21,642	1,528	200,166	14,136	17.58	
K-3 Program 01 Teacher	5.000	293,228	58,646	3,082	616	70,680	14,136	16.65	
PSES Program 01 Certificated	0.500	77,382	154,764			7,068	14,136	18.06	

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	56.081	4,411,255	78,659	52,250	932	797,412	14,219	18.26	
02	5.486	441,448	80,468	9,186	1,674	104,324	19,016	18.37	
21	13.000	1,058,190	81,399	22,919	1,763	183,768	14,136	18.23	
31	6.539	508,428	77,753	31,823	4,867	93,298	14,268	18.25	
34	1.520	151,543	99,699			21,487	14,136	18.18	
51	4.172	339,974	81,489	5,000	1,198	69,266	16,603	18.24	
52				6,000					
55	3.990	363,123	91,008	5,000	1,253	56,403	14,136	18.17	
74	0.300	25,186	83,953			4,241	14,136	18.22	
97	0.900	163,094	181,216			12,722	14,136	17.07	
K-12 Program 02 Instructional	5.386	423,326	78,597	3,186	592	102,910	19,107	18.43	
Program 21 Instructional	13.000	1,058,190	81,399	5,419	417	183,768	14,136	18.23	
Program 21 Administrative				17,500					
K-12 Program 21 Instructional	12.000	984,138	82,012	5,419	452	169,632	14,136	18.23	
Program 31 Instructional	6.189	470,999	76,103	29,323	4,738	88,350	14,275	18.25	
Program 31 Administrative	0.350	37,429	106,940	2,500	7,143	4,948	14,136	18.27	
Program 34 Instructional	1.170	114,114	97,533			16,539	14,136	18.14	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.350	37,429	106,940			4,948	14,136	18.27	
K-3 BEA Instructional	21.873	1,591,186	72,747	750	34	316,646	14,477	18.30	
4-6 BEA Instructional	10.380	821,708	79,163	800	77	146,732	14,136	18.25	
7-8 BEA Instructional	7.978	615,482	77,147	1,750	219	105,313	13,200	18.26	
9-12 BEA Instructional	23.295	1,793,753	77,002	48,755	2,093	361,599	15,523	18.30	
K-12 BEA Instructional	63.526	4,822,129	75,908	52,055	819	930,290	14,644	18.29	
K-12 BEA Administrative	3.253	354,246	108,898	7,500	2,306	45,984	14,136	18.17	
BEA	70.526	5,675,768	80,478	93,259	1,322	1,029,242	14,594	18.23	
Instructional	84.988	6,608,602	77,759	94,678	1,114	1,243,968	14,637	18.27	
Administrative	6.100	746,651	122,402	37,500	6,148	86,230	14,136	17.91	
Other	0.900	106,988	118,876			12,722	14,136	18.16	
Active	91.988	7,462,241	81,122	132,178	1,437	1,342,920	14,599	18.23	
Certificated Total	91.988	7,462,241	81,122	132,178	1,437	1,342,920	14,599	18.23	
Instructional for Funding Purposes	84.988	6,608,602	77,759	94,678	1,114	1,243,968	14,637	18.27	
Instructional for Compliance Purposes	84.988	6,608,602	77,759	94,678	1,114	1,243,968	14,637	18.27	
K-3 Program 01 Teacher	19.373	1,404,677	72,507			281,306	14,521	18.31	
K-3 Program 21 Teacher	2.350	204,129	86,863			33,220	14,136	18.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.000	292,433	73,108			56,544	14,136	18.28	
PSES Program 21 Certificated	3.000	261,763	87,254			42,408	14,136	18.19	

Salary and Benefits by Program for 2024-2025

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	75.736	6,716,383	88,682	202,216	2,670	1,082,818	14,297	18.27	
02	2.702	280,970	103,986	2,295	849	50,890	18,834	18.36	
09	3.000	234,603	78,201	2,346	782	42,408	14,136	18.32	
21	13.296	1,108,934	83,404	21,681	1,631	187,952	14,136	18.30	
24	3.000	236,383	78,794	2,364	788	42,408	14,136	18.34	
31	6.800	636,713	93,634	18,092	2,661	100,366	14,760	18.24	
34	0.600	60,945	101,575	609	1,015	8,482	14,136	18.16	
51	2.258	231,240	102,409	4,245	1,880	34,393	15,232	18.23	
55	1.144	104,391	91,251	977	854	16,172	14,136	18.26	
58				101,184					
65	0.101	10,156	100,554	103	1,020	1,795	17,775	18.31	
74	0.050	6,755	135,100	3,174	63,480	707	14,136	18.18	
97	1.050	189,081	180,077	16,518	15,731	14,843	14,136	17.10	
K-12 Program 02 Instructional	2.302	229,677	99,773	2,295	997	45,235	19,650	18.40	
Program 21 Instructional	12.398	987,339	79,637	10,934	882	175,258	14,136	18.31	
Program 21 Administrative	0.898	121,595	135,406	10,747	11,968	12,694	14,136	18.18	
K-12 Program 21 Instructional	11.198	891,040	79,571	9,971	890	158,295	14,136	18.31	
Program 31 Instructional	6.400	588,403	91,938	8,793	1,374	94,711	14,799	18.24	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	48,310	120,775	9,299	23,248	5,654	14,136	18.23	
Program 34 Instructional	0.600	60,945	101,575	609	1,015	8,482	14,136	18.16	
K-3 BEA Instructional	24.795	2,130,892	85,940	37,626	1,517	364,935	14,718	18.30	
4-6 BEA Instructional	15.241	1,223,187	80,256	14,336	941	221,963	14,564	18.33	
7-8 BEA Instructional	10.942	973,274	88,948	30,964	2,830	157,221	14,369	18.25	
9-12 BEA Instructional	26.960	2,366,406	87,775	97,001	3,598	386,761	14,346	18.26	
K-12 BEA Instructional	77.938	6,693,759	85,886	179,927	2,309	1,130,880	14,510	18.28	
K-12 BEA Administrative	6.000	807,834	134,639	30,402	5,067	84,816	14,136	18.18	
BEA	86.888	7,884,092	90,739	239,730	2,759	1,257,397	14,471	18.24	
Instructional	99.737	8,484,360	85,067	305,254	3,061	1,441,872	14,457	18.29	
Administrative	9.000	1,260,371	140,041	60,915	6,768	127,224	14,136	18.01	
Other	1.000	71,823	71,823	9,635	9,635	14,136	14,136	18.41	
Active	109.737	9,816,554	89,455	375,804	3,425	1,583,232	14,428	18.25	
Certificated Total	109.737	9,816,554	89,455	375,804	3,425	1,583,232	14,428	18.25	
Instructional for Funding Purposes	99.737	8,484,360	85,067	305,254	3,061	1,441,872	14,457	18.29	
Instructional for Compliance Purposes	99.737	8,484,360	85,067	305,254	3,061	1,441,872	14,457	18.29	
K-3 Program 01 Teacher	20.302	1,734,208	85,421	19,632	967	294,665	14,514	18.29	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.064	242,680	79,204	2,428	792	43,313	14,136	18.33	
Grade T Program 09 Teacher	3.000	234,603	78,201	2,346	782	42,408	14,136	18.32	
PSES Program 01 Certificated	6.400	550,674	86,043			91,884	14,357	18.29	
PSES Program 21 Certificated	1.800	157,771	87,651			25,445	14,136	18.26	

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	100.545	9,924,328	98,705	264,557	2,631	1,501,345	14,932	17.95	
09	4.831	451,735	93,508	11,542	2,389	71,799	14,862	16.24	
21	20.944	1,983,992	94,728	42,058	2,008	332,362	15,869	17.77	
24	3.200	216,888	67,778			47,854	14,955	17.97	
31	7.556	790,298	104,592	61,721	8,168	113,585	15,032	17.91	
34	0.750	87,436	116,581	1,030	1,373	11,075	14,767	17.97	
51	2.244	224,144	99,886			33,081	14,742	17.92	
52	0.128	11,064	86,438	16,500	128,906	1,890	14,767	17.97	
53	0.231	22,212	96,156			3,393	14,686	17.80	
55	6.514	656,688	100,812	16,797	2,579	101,443	15,573	17.94	
64	0.275	27,712	100,771			4,799	17,452	17.97	
65	2.429	261,443	107,634	15,621	6,431	35,831	14,751	17.93	
68	0.079	6,482	82,051			1,167	14,767	17.97	
74	0.380	44,750	117,763			5,551	14,609	17.71	
97	1.000	205,241	205,241	18,500	18,500	14,167	14,167	15.69	
Program 21 Instructional	20.207	1,866,729	92,380	42,058	2,081	321,921	15,931	17.80	
Program 21 Administrative	0.737	117,263	159,109			10,441	14,167	17.30	
K-12 Program 21 Instructional	19.040	1,764,413	92,669	32,785	1,722	304,688	16,002	17.79	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.206	737,616	102,361	61,721	8,565	108,626	15,074	17.93	
Program 31 Administrative	0.350	52,682	150,520			4,958	14,167	17.63	
Program 34 Instructional	0.750	87,436	116,581	1,030	1,373	11,075	14,767	17.97	
K-3 BEA Instructional	38.336	3,575,146	93,258	92,221	2,406	565,219	14,744	18.04	
4-6 BEA Instructional	24.045	2,196,649	91,356	40,004	1,664	364,523	15,160	17.97	
7-8 BEA Instructional	13.192	1,249,844	94,743	36,503	2,767	202,190	15,327	17.98	
9-12 BEA Instructional	24.600	2,467,847	100,319	90,681	3,686	371,132	15,087	17.94	
K-12 BEA Instructional	100.173	9,489,486	94,731	259,409	2,590	1,503,064	15,005	17.99	
K-12 BEA Administrative	7.000	1,060,693	151,528			99,169	14,167	17.69	
BEA	109.851	11,007,303	100,202	345,808	3,148	1,640,172	14,931	17.90	
Instructional	140.106	13,186,317	94,117	419,326	2,993	2,123,505	15,156	17.90	
Administrative	11.000	1,728,096	157,100	24,500	2,227	155,837	14,167	17.38	
Other				4,500					
Active	151.106	14,914,413	98,702	448,326	2,967	2,279,342	15,084	17.84	
Certificated Total	151.106	14,914,413	98,702	448,326	2,967	2,279,342	15,084	17.84	
Instructional for Funding Purposes	140.106	13,186,317	94,117	419,326	2,993	2,123,505	15,156	17.90	
Instructional for Compliance Purposes	140.106	13,186,317	94,117	419,326	2,993	2,123,505	15,156	17.90	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	34.883	3,292,378	94,383	92,032	2,638	514,228	14,742	18.04	
K-3 Program 21 Teacher	3.078	294,168	95,571	4,905	1,594	45,453	14,767	17.97	
Grade T Program 09 Teacher	4.407	392,220	88,999	9,647	2,189	65,678	14,903	16.02	
PSES Program 01 Certificated	5.214	441,399	84,657			76,995	14,767	17.93	
PSES Program 21 Certificated	6.888	682,925	99,147			118,136	17,151	17.46	

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	36.754	3,276,200	89,139	85,021	2,313	529,262	14,400	18.28	
09	1.330	99,523	74,829			19,065	14,334	18.42	
21	6.260	593,672	94,836			90,060	14,387	18.22	
24	0.350	27,321	78,060			5,019	14,341	18.38	
31	2.550	205,167	80,458	5,037	1,975	41,836	16,406	18.36	
34	0.670	55,561	82,927			11,458	17,101	18.36	
51	3.080	266,494	86,524	3,600	1,169	51,898	16,850	18.47	
55	2.065	168,948	81,815			29,641	14,354	18.33	
58				6,400					
65	0.100	6,858	68,580			1,432	14,316	18.49	
74	0.105	9,611	91,533			1,509	14,376	18.28	
88	0.630	49,177	78,059			9,035	14,341	18.38	
97	1.000	180,000	180,000			14,597	14,597	17.80	
Program 21 Instructional	6.260	593,672	94,836			90,060	14,387	18.22	
K-12 Program 21 Instructional	6.240	592,111	94,890			89,773	14,387	18.22	
Program 31 Instructional	2.550	205,167	80,458	5,037	1,975	41,836	16,406	18.36	
Program 34 Instructional	0.670	55,561	82,927			11,458	17,101	18.36	
K-3 BEA Instructional	12.720	1,067,034	83,886			182,774	14,369	18.31	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	8.400	720,608	85,787			120,660	14,364	18.29	
7-8 BEA Instructional	4.970	453,230	91,193			73,322	14,753	18.26	
9-12 BEA Instructional	11.594	981,021	84,615	5,037	434	172,603	14,887	18.35	
K-12 BEA Instructional	37.684	3,221,893	85,498	5,037	134	549,360	14,578	18.31	
K-12 BEA Administrative	1.290	173,644	134,608			18,690	14,489	18.07	
BEA	40.974	3,716,928	90,714	90,058	2,198	597,153	14,574	18.26	
Instructional	51.474	4,426,150	85,988	32,856	638	755,136	14,670	18.31	
Administrative	3.420	512,382	149,819			49,676	14,525	17.97	
Other				67,202					
Active	54.894	4,938,532	89,965	100,058	1,823	804,812	14,661	18.28	
Certificated Total	54.894	4,938,532	89,965	100,058	1,823	804,812	14,661	18.28	
Instructional for Funding Purposes	51.474	4,426,150	85,988	32,856	638	755,136	14,670	18.31	
Instructional for Compliance Purposes	51.474	4,426,150	85,988	32,856	638	755,136	14,670	18.31	
K-3 Program 01 Teacher	11.410	948,976	83,171			163,944	14,368	18.32	
K-3 Program 21 Teacher	1.160	106,734	92,012			16,678	14,378	18.24	
Grade T Program 09 Teacher	1.200	82,176	68,480			17,181	14,318	18.49	
PSES Program 01 Certificated	1.624	142,024	87,453			24,121	14,853	18.31	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	1.000	117,603	117,603			14,444	14,444	18.08	

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	107.259	10,173,091	94,846	178,056	1,660	1,532,752	14,290	18.02	
02	1.260	138,915	110,250	377	299	18,592	14,755	17.99	
09	1.100	85,124	77,385			15,635	14,214	17.93	
21	19.284	1,723,951	89,398	28,559	1,481	277,031	14,366	17.97	
31	6.849	640,298	93,488	62,284	9,094	98,645	14,403	18.81	
34	1.317	151,080	114,715			20,042	15,218	18.39	
51	2.100	210,757	100,360			29,849	14,214	17.91	
52				1,500					
53	1.150	93,905	81,657			16,346	14,214	17.87	
55	3.157	341,840	108,280			45,030	14,264	17.95	
65	5.220	491,686	94,193			74,197	14,214	17.96	
74	0.425	36,121	84,991			6,041	14,214	17.96	
97	1.855	314,690	169,644	27,948	15,066	26,367	14,214	16.31	
K-12 Program 02 Instructional	0.885	84,064	94,988			12,878	14,551	18.01	
Program 21 Instructional	18.284	1,572,759	86,018	20,824	1,139	262,817	14,374	18.04	
Program 21 Administrative	1.000	151,192	151,192	7,735	7,735	14,214	14,214	17.41	
K-12 Program 21 Instructional	16.901	1,470,014	86,978	2,749	163	242,789	14,365	18.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.599	604,950	91,673	62,284	9,438	95,092	14,410	18.87	
Program 31 Administrative	0.250	35,348	141,392			3,554	14,214	17.82	
Program 34 Instructional	1.077	116,332	108,015			16,630	15,441	18.53	
Program 34 Administrative	0.240	34,748	144,783			3,411	14,214	17.94	
K-3 BEA Instructional	37.793	3,471,133	91,846	18,737	496	538,583	14,251	18.04	
4-6 BEA Instructional	22.164	2,051,435	92,557			316,702	14,289	18.04	
7-8 BEA Instructional	17.521	1,623,591	92,665	34,607	1,975	253,052	14,443	18.05	
9-12 BEA Instructional	32.025	2,933,774	91,609	160,212	5,003	458,146	14,306	18.23	
K-12 BEA Instructional	109.503	10,079,933	92,052	213,556	1,950	1,566,482	14,305	18.10	
K-12 BEA Administrative	6.100	877,102	143,787	21,643	3,548	87,629	14,365	17.87	
BEA	118.540	11,418,074	96,323	268,665	2,266	1,696,398	14,311	18.02	
Instructional	139.814	12,735,806	91,091	239,478	1,713	2,000,407	14,308	18.09	
Administrative	10.200	1,538,207	150,805	57,326	5,620	145,907	14,305	17.43	
Other	0.962	127,445	132,479	1,920	1,996	14,214	14,775	17.96	
Active	150.976	14,401,458	95,389	298,724	1,979	2,160,528	14,310	18.01	
Certificated Total	150.976	14,401,458	95,389	298,724	1,979	2,160,528	14,310	18.01	
Instructional for Funding Purposes	139.814	12,735,806	91,091	239,478	1,713	2,000,407	14,308	18.09	

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
Instructional for Compliance Purposes	139.814	12,735,806	91,091	239,478	1,713	2,000,407	14,308	18.09	
K-3 Program 01 Teacher	32.726	2,992,208	91,432			466,560	14,257	18.04	
K-3 Program 21 Teacher	3.432	293,396	85,488			48,782	14,214	18.04	
Grade T Program 09 Teacher	1.000	70,275	70,275			14,214	14,214	18.04	
PSES Program 01 Certificated	7.810	630,688	80,754			111,011	14,214	18.04	
PSES Program 21 Certificated	3.482	345,684	99,277			52,052	14,949	18.04	

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	260.045	26,549,780	102,097	2,967,539	11,412	3,726,179	14,329	18.76	
02	2.500	276,439	110,576	33,323	13,329	35,340	14,136	18.04	
11	0.030	5,275	175,833			424	14,136	16.64	
21	58.829	5,817,060	98,881	788,091	13,396	883,811	15,023	19.12	
24	0.820	51,641	62,977			11,592	14,136	18.37	
31	19.077	1,877,685	98,427	261,516	13,708	272,500	14,284	22.66	
34	5.249	552,979	105,349	72,068	13,730	74,299	14,155	19.36	
38	0.240	27,902	116,258	4,035	16,813	3,393	14,136	18.07	
51	2.780	356,655	128,293	22,404	8,059	39,298	14,136	17.50	
52	1.000	107,750	107,750	11,232	11,232	14,136	14,136	18.11	
55	7.323	756,415	103,293	84,710	11,568	103,518	14,136	18.09	
62	1.527	187,967	123,096	13,594	8,902	21,586	14,136	17.63	
64	0.210	19,423	92,490	2,240	10,667	2,969	14,136	18.18	
65	2.290	204,626	89,356	24,850	10,852	32,371	14,136	18.19	
74	0.630	79,230	125,762	5,568	8,838	8,906	14,136	17.48	
97	1.000	229,177	229,177	161,596	161,596	14,136	14,136	14.81	
K-12 Program 02 Instructional	2.400	259,561	108,150	451	188	33,926	14,136	18.11	
Program 21 Instructional	56.829	5,442,671	95,773	785,091	13,815	855,539	15,055	19.29	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	374,389	187,195	3,000	1,500	28,272	14,136	16.32	
K-12 Program 21 Instructional	51.520	4,961,163	96,296	23,445	455	770,327	14,952	19.39	
Program 31 Instructional	17.560	1,607,585	91,548	261,516	14,893	251,055	14,297	23.54	
Program 31 Administrative	1.517	270,100	178,049			21,444	14,136	16.53	
Program 34 Instructional	4.693	456,069	97,181	72,068	15,356	66,439	14,157	19.87	
Program 34 Administrative	0.556	96,910	174,299			7,860	14,136	16.65	
K-3 BEA Instructional	99.243	9,240,932	93,114	18,657	188	1,447,230	14,583	18.46	
4-6 BEA Instructional	49.837	4,683,839	93,983	13,323	267	709,528	14,237	18.99	
7-8 BEA Instructional	39.665	3,896,222	98,228	19,506	492	566,967	14,294	18.73	
9-12 BEA Instructional	73.082	7,212,279	98,687	129,890	1,777	1,056,807	14,461	21.64	
K-12 BEA Instructional	261.827	25,033,272	95,610	181,376	693	3,780,532	14,439	19.53	
BEA	287.871	29,486,060	102,428	3,496,042	12,144	4,122,453	14,320	18.99	
Instructional	334.094	32,016,934	95,832	4,220,998	12,634	4,854,302	14,530	19.42	
Administrative	25.000	4,576,204	183,048	231,768	9,271	353,400	14,136	16.39	
Active	359.094	36,593,138	101,904	4,452,766	12,400	5,207,702	14,502	19.08	
K-12 BEA Contracted	1.856	232,050	125,027						
On Leave	2.600	274,816	105,698			36,754	14,136	18.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	363.550	37,100,004	102,049	4,452,766	12,248	5,244,456	14,426	18.96	
Instructional for Funding Purposes	335.950	32,248,984	95,993	4,220,998	12,564	4,854,302	14,449	19.30	
Instructional for Compliance Purposes	334.094	32,016,934	95,832	4,220,998	12,634	4,854,302	14,530	19.42	
K-3 Program 01 Teacher	85.284	7,934,617	93,038	9,110	107	1,244,251	14,589	18.51	
K-3 Program 21 Teacher	8.151	753,905	92,492			125,316	15,374	19.10	
PSES Program 01 Certificated	13.700	1,292,852	94,369			193,663	14,136	18.11	
PSES Program 21 Certificated	21.812	2,117,639	97,086			332,139	15,227	18.43	

Salary and Benefits by Program for 2024-2025

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	104.729	11,304,043	107,936	370,862	3,541	1,493,421	14,260	18.13	
02	7.120	755,987	106,178	39,054	5,485	109,408	15,366	18.27	
09	2.000	153,730	76,865	2,285	1,143	28,272	14,136	22.98	
13				27,795					
21	12.883	1,269,203	98,518	76,809	5,962	182,251	14,147	18.50	
24	2.599	314,347	120,949	901	347	36,739	14,136	18.18	
31	11.347	1,107,583	97,610	48,445	4,269	189,609	16,710	19.08	
34	3.871	410,138	105,951	9,556	2,469	60,259	15,567	18.31	
51	2.947	287,222	97,463	23	8	42,323	14,361	18.28	
55	6.350	660,041	103,943	1,704	268	90,202	14,205	18.84	
58	0.643	70,237	109,233	3,419	5,317	9,089	14,136	18.21	
64	0.492	59,509	120,953	171	348	6,955	14,136	18.19	
65	4.361	433,171	99,328	3,079	706	61,647	14,136	18.28	
74	0.325	37,020	113,908	392	1,206	4,594	14,136	18.22	
97	2.000	371,170	185,585	41,113	20,557	28,272	14,136	16.73	
K-12 Program 02 Instructional	6.720	694,649	103,370	39,054	5,812	104,225	15,510	18.28	
Program 21 Instructional	11.883	1,102,165	92,751	76,809	6,464	168,233	14,157	18.56	
Program 21 Administrative	1.000	167,038	167,038			14,018	14,018	18.03	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	10.821	1,000,736	92,481	40,024	3,699	153,220	14,160	18.60	
Program 31 Instructional	11.097	1,069,246	96,355	48,445	4,366	186,369	16,795	19.11	
Program 31 Administrative	0.250	38,337	153,348			3,240	12,958	18.19	
Program 34 Instructional	3.171	304,079	95,894	9,556	3,014	50,777	16,013	18.35	
Program 34 Administrative	0.700	106,059	151,513			9,483	13,547	18.20	
K-3 BEA Instructional	39.993	4,039,400	101,003	73,841	1,846	569,525	14,241	17.96	
4-6 BEA Instructional	22.653	2,294,090	101,271	43,208	1,907	327,234	14,446	18.27	
7-8 BEA Instructional	13.888	1,440,400	103,715	51,190	3,686	206,287	14,854	18.26	
9-12 BEA Instructional	39.533	4,102,046	103,763	158,154	4,001	597,571	15,116	18.49	
K-12 BEA Instructional	116.067	11,875,936	102,320	328,441	2,830	1,700,617	14,652	18.24	
K-12 BEA Administrative	1.360	226,254	166,363			19,225	14,136	17.96	
BEA	129.067	13,948,921	108,075	509,030	3,944	1,880,969	14,574	18.18	
Instructional	147.667	14,993,378	101,535	552,844	3,744	2,148,672	14,551	18.34	
Administrative	14.000	2,240,023	160,002	52,874	3,777	194,370	13,884	17.86	
Other				19,890					
Active	161.667	17,233,401	106,598	625,608	3,870	2,343,042	14,493	18.28	
Certificated Total	161.667	17,233,401	106,598	625,608	3,870	2,343,042	14,493	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
Instructional for Funding Purposes	147.667	14,993,378	101,535	552,844	3,744	2,148,672	14,551	18.34	
Instructional for Compliance Purposes	147.667	14,993,378	101,535	552,844	3,744	2,148,672	14,551	18.34	
K-3 Program 01 Teacher	36.166	3,635,121	100,512	64,953	1,796	515,427	14,252	18.27	
K-3 Program 21 Teacher	2.549	266,851	104,689	3,554	1,394	36,033	14,136	18.24	
Grade T Program 09 Teacher	2.000	153,730	76,865	2,285	1,143	28,272	14,136	22.98	
PSES Program 01 Certificated	7.000	673,763	96,252			98,952	14,136	16.51	
PSES Program 21 Certificated	0.952	80,259	84,306			13,486	14,166	17.58	

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	7.248	654,789	90,341	14,963	2,064	99,065	13,668	19.18	
09	0.492	29,961	60,896			6,955	14,136	19.19	
21				3,000					
97	0.500	57,500	115,000	12,000	24,000	7,068	14,136	18.26	
Program 21 Administrative				3,000					
K-3 BEA Instructional	1.508	104,931	69,583			21,317	14,136	25.70	
4-6 BEA Instructional	1.000	66,856	66,856			14,136	14,136	18.66	
7-8 BEA Instructional	0.740	65,229	88,147			7,068	9,551	15.70	
9-12 BEA Instructional	3.500	360,273	102,935			49,476	14,136	18.22	
K-12 BEA Instructional	6.748	597,289	88,513			91,997	13,633	19.28	
BEA	7.748	712,289	91,932	26,963	3,480	106,133	13,698	19.10	
Instructional	7.240	627,250	86,637			98,952	13,667	19.27	
Administrative	1.000	115,000	115,000	15,000	15,000	14,136	14,136	18.26	
Other				14,963					
Active	8.240	742,250	90,079	29,963	3,636	113,088	13,724	19.10	
Certificated Total	8.240	742,250	90,079	29,963	3,636	113,088	13,724	19.10	
Instructional for Funding Purposes	7.240	627,250	86,637			98,952	13,667	19.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.240	627,250	86,637			98,952	13,667	19.27	
K-3 Program 01 Teacher	1.508	104,931	69,583			21,317	14,136	25.70	
Grade T Program 09 Teacher	0.492	29,961	60,896			6,955	14,136	19.19	

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	746.137	76,882,178	103,040	7,374,324	9,883	10,738,200	14,392	18.13	
02	21.800	2,374,480	108,921	256,954	11,787	310,992	14,266	18.15	
09	8.000	715,317	89,415	25,272	3,159	113,088	14,136	18.18	
21	210.345	20,058,082	95,358	2,408,824	11,452	3,106,061	14,767	18.17	
24	12.912	1,323,781	102,523	116,531	9,025	194,695	15,079	18.02	
31	47.552	4,688,064	98,588	685,831	14,423	703,549	14,795	18.33	
34	12.093	1,207,167	99,824	129,272	10,690	173,802	14,372	18.18	
51	10.531	1,119,854	106,339	86,133	8,179	160,486	15,239	18.05	
52	4.000	434,163	108,541	66,615	16,654	56,544	14,136	18.15	
55	20.547	2,151,220	104,698	156,832	7,633	296,107	14,411	18.16	
58				596,855					
65	11.100	1,118,819	100,795	31,810	2,866	156,910	14,136	18.17	
68	0.400	43,993	109,983	1,628	4,070	5,654	14,136	18.16	
74	3.000	304,111	101,370	16,139	5,380	42,408	14,136	18.20	
97	5.000	1,015,673	203,135	20,785	4,157	70,680	14,136	16.79	
K-12 Program 02 Instructional	20.000	2,066,885	103,344			282,720	14,136	18.16	
Program 21 Instructional	207.845	19,633,072	94,460	2,408,824	11,590	3,070,721	14,774	18.17	
Program 21 Administrative	2.500	425,010	170,004			35,340	14,136	18.07	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	176.504	16,810,271	95,240	12,069	68	2,616,814	14,826	18.17	
Program 31 Instructional	46.782	4,557,161	97,413	685,831	14,660	692,664	14,806	18.33	
Program 31 Administrative	0.770	130,903	170,004			10,885	14,136	18.07	
Program 34 Instructional	11.863	1,168,066	98,463	129,272	10,897	170,551	14,377	18.19	
Program 34 Administrative	0.230	39,101	170,004			3,251	14,136	18.07	
K-3 BEA Instructional	285.435	27,700,105	97,045	21,561	76	4,114,000	14,413	18.14	
4-6 BEA Instructional	150.751	14,740,297	97,779	42,008	279	2,158,143	14,316	18.17	
7-8 BEA Instructional	114.553	11,365,187	99,213	12,069	105	1,668,613	14,566	18.21	
9-12 BEA Instructional	220.448	22,155,716	100,503	39,306	178	3,174,380	14,400	18.19	
K-12 BEA Instructional	771.187	75,961,305	98,499	114,944	149	11,115,137	14,413	18.17	
BEA	832.582	86,167,562	103,494	8,467,166	10,170	11,997,223	14,410	18.13	
Instructional	1,049.422	102,788,931	97,948	11,953,020	11,390	15,210,336	14,494	18.17	
Administrative	62.995	10,540,667	167,325	20,785	330	904,704	14,362	17.82	
Active	1,112.417	113,329,598	101,877	11,973,805	10,764	16,115,040	14,487	18.14	
On Leave	1.000	107,304	107,304			14,136	14,136	18.15	
Certificated Total	1,113.417	113,436,902	101,882	11,973,805	10,754	16,129,176	14,486	18.14	
Instructional for Funding Purposes	1,049.422	102,788,931	97,948	11,953,020	11,390	15,210,336	14,494	18.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	1,049.422	102,788,931	97,948	11,953,020	11,390	15,210,336	14,494	18.17	
K-3 Program 01 Teacher	244.457	23,421,420	95,810	9,492	39	3,518,337	14,392	18.14	
K-3 Program 21 Teacher	37.187	3,211,956	86,373			538,878	14,491	18.20	
Grade T Program 09 Teacher	8.000	715,317	89,415			113,088	14,136	18.18	
PSES Program 01 Certificated	54.535	5,551,049	101,789			799,179	14,654	18.16	
PSES Program 21 Certificated	68.471	7,111,200	103,857			1,047,718	15,302	18.13	

Northport School District (33211)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.550	1,003,827	74,083	32,198	2,376	193,779	14,301	18.08	
02	5.000	438,288	87,658	1,500	300	71,105	14,221	18.12	
21	1.400	80,252	57,323			19,909	14,221	18.16	
31	2.000	70,002	35,001			28,442	14,221	18.67	
51	0.550	34,801	63,275			7,822	14,221	18.15	
52				3,000					
55	0.500	43,426	86,852			7,382	14,763	18.11	
58									
97	1.000	141,626	141,626			18,289	18,289	18.06	
K-12 Program 02 Instructional	5.000	438,288	87,658	1,500	300	71,105	14,221	18.12	
Program 21 Instructional	1.400	80,252	57,323			19,909	14,221	18.16	
K-12 Program 21 Instructional	1.400	80,252	57,323			19,909	14,221	18.16	
Program 31 Instructional	2.000	70,002	35,001			28,442	14,221	18.67	
K-3 BEA Instructional	6.269	527,129	84,085	11,500	1,834	89,151	14,221	18.03	
4-6 BEA Instructional	2.833	211,216	74,556			40,288	14,221	18.14	
7-8 BEA Instructional	3.562	251,543	70,618	1,500	421	50,655	14,221	18.14	
9-12 BEA Instructional	6.086	373,233	61,326	1,500	246	86,549	14,221	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
K-12 BEA Instructional	18.750	1,363,121	72,700	14,500	773	266,644	14,221	18.14	
K-12 BEA Administrative	0.800	98,152	122,690			12,462	15,577	18.08	
BEA	21.550	1,653,743	76,740	33,698	1,564	311,615	14,460	18.13	
Instructional	21.000	1,497,063	71,289	17,500	833	298,641	14,221	18.14	
Administrative	2.000	264,315	132,158			33,866	16,933	18.07	
Other	1.000	50,844	50,844	19,198	19,198	14,221	14,221	18.17	
Active	24.000	1,812,222	75,509	36,698	1,529	346,728	14,447	18.13	
Certificated Total	24.000	1,812,222	75,509	36,698	1,529	346,728	14,447	18.13	
Instructional for Funding Purposes	21.000	1,497,063	71,289	17,500	833	298,641	14,221	18.14	
Instructional for Compliance Purposes	21.000	1,497,063	71,289	17,500	833	298,641	14,221	18.14	
K-3 Program 01 Teacher	3.444	277,177	80,481	10,000	2,904	48,977	14,221	17.97	
K-3 Program 21 Teacher	0.444	24,472	55,117			6,314	14,221	18.17	

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	1,072.566	110,970,010	103,462	26,446,134	24,657	15,693,674	14,632	17.74	
02	18.303	1,898,210	103,710	369,297	20,177	286,961	15,678	17.85	
21	250.338	23,668,246	94,545	5,090,836	20,336	3,704,424	14,798	17.85	
24	20.100	2,018,174	100,407	435,463	21,665	296,856	14,769	18.15	
31	52.900	5,026,246	95,014	1,372,082	25,937	773,762	14,627	17.58	
34	9.720	976,417	100,454	233,875	24,061	151,778	15,615	17.56	
51	3.200	286,871	89,647	57,909	18,097	48,020	15,006	18.36	
52	0.200	46,376	231,880	120	600	2,827	14,136	12.09	
55	14.901	1,543,994	103,617	281,966	18,923	242,687	16,287	17.47	
56	1.200	122,792	102,327	25,593	21,328	16,963	14,136	19.22	
58	1.000	112,770	112,770	22,574	22,574	14,136	14,136	17.95	
61	0.452	77,760	172,035	275	608	7,068	15,637	19.34	
64	1.000	92,607	92,607	4,871	4,871	14,136	14,136	18.12	
65	32.851	3,261,520	99,282	655,092	19,941	474,842	14,454	17.60	
74	2.200	238,594	108,452	47,816	21,735	31,410	14,277	17.66	
79	12.900	1,235,956	95,811	1,816,469	140,812	182,354	14,136	17.99	
97	2.750	790,598	287,490	27,849	10,127	42,408	15,421	13.06	
CP	0.400	92,752	231,880	480	1,200	11,309	28,272	17.68	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	17.303	1,686,802	97,486			272,825	15,767	17.95	
Program 21 Instructional	245.488	22,563,217	91,912	5,087,926	20,726	3,635,864	14,811	18.05	
Program 21 Administrative	4.850	1,105,029	227,841	2,910	600	68,560	14,136	12.69	
K-12 Program 21 Instructional	215.153	19,664,850	91,399			3,196,588	14,857	18.06	
Program 26, 56, and 59 Instructional	1.200	122,792	102,327	25,593	21,328	16,963	14,136	19.22	
Program 31 Instructional	52.400	4,916,250	93,822	1,371,782	26,179	766,694	14,632	17.62	
Program 31 Administrative	0.500	109,996	219,992	300	600	7,068	14,136	15.19	
Program 34 Instructional	9.220	866,421	93,972	233,575	25,334	144,710	15,695	17.79	
Program 34 Administrative	0.500	109,996	219,992	300	600	7,068	14,136	15.19	
K-3 BEA Instructional	377.785	35,886,250	94,991			5,471,933	14,484	17.84	
4-6 BEA Instructional	222.406	21,558,897	96,935			3,218,513	14,471	17.87	
7-8 BEA Instructional	147.813	14,561,300	98,512			2,175,332	14,717	17.89	
9-12 BEA Instructional	332.085	31,863,588	95,950			4,971,009	14,969	17.96	
K-12 BEA Instructional	1,080.089	103,870,035	96,168			15,836,787	14,662	17.89	
BEA	1,156.239	119,661,481	103,492	28,449,237	24,605	16,948,583	14,658	17.70	
Instructional	1,407.329	134,515,744	95,582	36,558,491	25,977	20,686,622	14,699	17.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	82.052	17,231,068	210,002	95,752	1,167	1,201,560	14,644	15.93	
Other	6.600	594,556	90,084	234,458	35,524	93,298	14,136	18.11	
Active	1,495.981	152,341,368	101,834	36,888,701	24,659	21,981,480	14,694	17.73	
On Leave	1.000	118,525	118,525			14,136	14,136	17.74	
Certificated Total	1,496.981	152,459,893	101,845	36,888,701	24,642	21,995,616	14,693	17.73	
Instructional for Funding Purposes	1,406.129	134,392,952	95,577	36,532,898	25,981	20,669,659	14,700	17.91	
Instructional for Compliance Purposes	1,406.129	134,392,952	95,577	36,532,898	25,981	20,669,659	14,700	17.91	
K-3 Program 01 Teacher	336.898	31,988,245	94,949			4,864,862	14,440	17.78	
K-3 Program 21 Teacher	32.800	2,850,845	86,916			471,393	14,372	17.90	
PSES Program 01 Certificated	62.833	5,922,290	94,254			946,306	15,061	18.25	
PSES Program 21 Certificated	73.517	6,940,332	94,404			1,151,787	15,667	18.11	

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	266.084	29,996,397	112,733	1,171,896	4,404	3,777,450	14,196	17.91	
02	12.176	1,488,390	122,240	42,503	3,491	179,103	14,710	17.91	
09	3.000	337,411	112,470	10,140	3,380	42,408	14,136	18.00	
21	86.881	9,041,752	104,071	482,680	5,556	1,262,769	14,534	17.90	
31	16.165	1,796,260	111,120	99,487	6,154	226,996	14,042	17.94	
34	2.150	239,864	111,565	6,336	2,947	30,392	14,136	17.91	
51	3.483	412,511	118,436	11,124	3,194	47,638	13,677	17.62	
52	0.758	98,295	129,677	2,954	3,897	10,715	14,136	17.97	
55	5.930	758,576	127,922	21,925	3,697	83,826	14,136	17.94	
65	6.601	791,517	119,909	23,782	3,603	98,952	14,990	17.99	
74	1.000	117,543	117,543	3,533	3,533	14,136	14,136	17.99	
79	0.681	54,286	79,715			7,238	10,628	18.37	
97	2.000	461,993	230,997	10,900	5,450	28,272	14,136	15.93	
K-12 Program 02 Instructional	11.506	1,358,731	118,089			169,632	14,743	17.99	
Program 21 Instructional	84.551	8,611,917	101,855	482,680	5,709	1,229,832	14,545	17.92	
Program 21 Administrative	2.330	429,835	184,479			32,937	14,136	17.37	
K-12 Program 21 Instructional	74.345	7,543,620	101,468	3,328	45	1,070,067	14,393	17.91	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	15.315	1,631,768	106,547	99,487	6,496	214,980	14,037	18.02	
Program 31 Administrative	0.850	164,492	193,520			12,016	14,136	17.09	
Program 34 Instructional	2.000	210,836	105,418	6,336	3,168	28,272	14,136	18.01	
Program 34 Administrative	0.150	29,028	193,520			2,120	14,136	17.09	
K-3 BEA Instructional	111.320	11,788,875	105,901	3,804	34	1,577,465	14,171	17.93	
4-6 BEA Instructional	56.877	5,904,095	103,805			811,929	14,275	18.02	
7-8 BEA Instructional	37.822	4,252,075	112,423			545,961	14,435	18.00	
9-12 BEA Instructional	74.793	8,608,423	115,097	3,897	52	1,055,761	14,116	17.99	
K-12 BEA Instructional	280.812	30,553,468	108,804	7,701	27	3,991,116	14,213	17.98	
BEA	298.575	33,982,904	113,817	1,331,122	4,458	4,242,214	14,208	17.88	
Instructional	386.516	41,677,468	107,829	1,834,863	4,747	5,521,621	14,286	17.96	
Administrative	20.000	3,866,312	193,316	11,400	570	282,720	14,136	17.05	
Other	0.393	51,015	129,809	40,997	104,318	5,555	14,136	17.92	
Active	406.909	45,594,795	112,052	1,887,260	4,638	5,809,896	14,278	17.89	
Certificated Total	406.909	45,594,795	112,052	1,887,260	4,638	5,809,896	14,278	17.89	
Instructional for Funding Purposes	386.516	41,677,468	107,829	1,834,863	4,747	5,521,621	14,286	17.96	
Instructional for Compliance Purposes	386.516	41,677,468	107,829	1,834,863	4,747	5,521,621	14,286	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
K-3 Program 01 Teacher	92.586	9,637,805	104,096			1,312,683	14,178	17.92	
K-3 Program 21 Teacher	18.688	1,883,930	100,810			264,937	14,177	18.03	
Grade T Program 09 Teacher	3.000	337,411	112,470			42,408	14,136	18.00	
PSES Program 01 Certificated	19.700	2,230,471	113,222			278,479	14,136	18.00	
PSES Program 21 Certificated	16.444	1,692,975	102,954			250,504	15,234	17.50	

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	9.102	666,694	73,247	157,200	17,271	145,500	15,985	17.14	
09	1.000	54,169	54,169			14,136	14,136	18.90	
21	1.200	116,478	97,065			16,963	14,136	17.97	
31	1.897	168,918	89,045	29,475	15,538	26,816	14,136	18.07	
34	0.103	8,852	85,942	3,525	34,223	1,456	14,136	18.10	
51	0.050	6,990	139,800			707	14,136	17.48	
55	0.050	6,990	139,800			707	14,136	17.48	
58									
74				10,000					
97	0.700	97,859	139,799	43,965	62,807	9,895	14,136	17.48	
Program 21 Instructional	1.000	88,518	88,518			14,136	14,136	18.17	
Program 21 Administrative	0.200	27,960	139,800			2,827	14,136	17.48	
K-12 Program 21 Instructional	1.000	88,518	88,518			14,136	14,136	18.17	
Program 31 Instructional	1.897	168,918	89,045	29,475	15,538	26,816	14,136	18.07	
Program 34 Instructional	0.103	8,852	85,942	3,525	34,223	1,456	14,136	18.10	
K-3 BEA Instructional	2.816	201,479	71,548	39,378	13,984	39,807	14,136	18.33	
4-6 BEA Instructional	1.719	116,457	67,747	1,122	653	27,424	15,953	18.36	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.031	154,862	76,249	2,975	1,465	30,279	14,909	17.86	
9-12 BEA Instructional	4.536	371,666	81,937	143,225	31,575	76,262	16,813	16.36	
K-12 BEA Instructional	11.102	844,464	76,064	186,700	16,817	173,772	15,652	17.33	
K-12 BEA Administrative				3,000					
BEA	11.802	942,323	79,844	234,165	19,841	183,667	15,562	17.35	
Instructional	13.102	987,151	75,344	197,200	15,051	202,044	15,421	17.46	
Administrative	1.000	139,799	139,799	46,965	46,965	14,136	14,136	17.48	
Active	14.102	1,126,950	79,914	244,165	17,314	216,180	15,330	17.46	
Certificated Total	14.102	1,126,950	79,914	244,165	17,314	216,180	15,330	17.46	
Instructional for Funding Purposes	13.102	987,151	75,344	197,200	15,051	202,044	15,421	17.46	
Instructional for Compliance Purposes	13.102	987,151	75,344	197,200	15,051	202,044	15,421	17.46	
K-3 Program 01 Teacher	2.816	201,479	71,548	7,316	2,598	39,807	14,136	18.33	
PSES Program 01 Certificated	0.600	44,883	74,805			18,276	30,460	0.20	

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	19.170	1,555,350	81,135	28,839	1,504	306,341	15,980	18.89	
02	0.931	85,043	91,346			13,161	14,136	18.75	
09	0.845	49,101	58,108			11,945	14,136	19.23	
21	4.231	527,869	124,762			27,297	6,452	6.17	
31	2.068	143,825	69,548			30,689	14,840	19.08	
34	0.207	16,470	79,565			2,926	14,136	18.90	
51	0.172	17,682	102,802	1,965	11,424	4,863	28,272	18.60	
52	1.000	56,980	56,980	2,500	2,500	14,136	14,136	19.25	
55	1.113	94,621	85,014	1,965	1,765	18,900	16,981	18.83	
88	0.563	32,734	58,142			7,959	14,136	19.23	
97	1.000	163,163	163,163			14,136	14,136	18.49	
K-12 Program 02 Instructional	0.931	85,043	91,346			13,161	14,136	18.75	
Program 21 Instructional	4.231	527,869	124,762			27,297	6,452	6.17	
K-12 Program 21 Instructional	3.858	482,141	124,972			25,275	6,551	6.35	
Program 31 Instructional	2.068	143,825	69,548			30,689	14,840	19.08	
Program 34 Instructional	0.207	16,470	79,565			2,926	14,136	18.90	
K-3 BEA Instructional	6.542	512,384	78,322	6,563	1,003	102,203	15,623	18.92	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.969	334,304	84,229	1,606	405	58,099	14,638	18.83	
7-8 BEA Instructional	1.678	148,353	88,411	1,249	744	27,622	16,461	18.78	
9-12 BEA Instructional	8.287	566,829	68,400	6,921	835	138,335	16,693	19.06	
K-12 BEA Instructional	20.476	1,561,870	76,278	16,339	798	326,259	15,934	18.94	
BEA	23.376	1,963,851	84,011	28,839	1,234	367,253	15,711	18.87	
Instructional	27.300	2,271,475	83,204	22,769	834	395,808	14,498	16.04	
Administrative	4.000	471,363	117,841			56,544	14,136	18.66	
Other				12,500					
Active	31.300	2,742,838	87,631	35,269	1,127	452,352	14,452	16.48	
Certificated Total	31.300	2,742,838	87,631	35,269	1,127	452,352	14,452	16.48	
Instructional for Funding Purposes	27.300	2,271,475	83,204	22,769	834	395,808	14,498	16.04	
Instructional for Compliance Purposes	27.300	2,271,475	83,204	22,769	834	395,808	14,498	16.04	
K-3 Program 01 Teacher	5.260	402,783	76,575	2,136	406	77,013	14,641	18.95	
K-3 Program 21 Teacher	0.571	41,212	72,175			8,072	14,136	19.03	
Grade T Program 09 Teacher	0.845	49,101	58,108			11,945	14,136	19.23	
PSES Program 01 Certificated	1.000	70,687	70,687			28,272	28,272	18.99	
PSES Program 21 Certificated	2.070	318,824	154,021						

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	46.413	4,303,459	92,721	126,535	2,726	672,944	14,499	18.77	
02	1.200	89,273	74,394			19,442	16,202	18.60	
09	1.000	86,976	86,976			14,136	14,136	18.45	
31	6.988	545,826	78,109	56,113	8,030	103,122	14,757	19.62	
51	1.634	147,336	90,169			23,098	14,136	18.44	
52				7,800					
55	1.066	102,068	95,749	5,799	5,440	15,069	14,136	18.42	
58				4,000					
65	0.400	41,750	104,375			5,654	14,136	18.38	
74				11,481					
97	0.800	123,958	154,948			21,226	26,532	18.34	
K-12 Program 02 Instructional	1.000	58,283	58,283			14,136	14,136	18.75	
Program 31 Instructional	6.613	506,685	76,620	50,314	7,608	97,821	14,792	19.75	
Program 31 Administrative	0.375	39,141	104,376	5,799	15,464	5,301	14,136	18.27	
K-3 BEA Instructional	14.117	1,274,888	90,309	25,452	1,803	207,418	14,693	18.96	
4-6 BEA Instructional	7.713	679,813	88,139	11,151	1,446	110,642	14,345	18.50	
7-8 BEA Instructional	10.800	910,556	84,311	24,600	2,278	152,669	14,136	18.52	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	17.471	1,483,978	84,939	104,196	5,964	255,862	14,645	18.49	
K-12 BEA Instructional	50.101	4,349,235	86,809	166,849	3,330	726,590	14,503	18.63	
K-12 BEA Administrative	0.500	52,188	104,376	15,799	31,598	7,068	14,136	18.27	
BEA	55.401	5,062,516	91,380	182,648	3,297	816,734	14,742	18.86	
Instructional	54.201	4,727,365	87,219	195,929	3,615	784,548	14,475	18.61	
Administrative	5.300	713,281	134,581	15,799	2,981	90,144	17,008	20.23	
Active	59.501	5,440,646	91,438	211,728	3,558	874,692	14,700	18.83	
Certificated Total	59.501	5,440,646	91,438	211,728	3,558	874,692	14,700	18.83	
Instructional for Funding Purposes	54.201	4,727,365	87,219	195,929	3,615	784,548	14,475	18.61	
Instructional for Compliance Purposes	54.201	4,727,365	87,219	195,929	3,615	784,548	14,475	18.61	
K-3 Program 01 Teacher	14.117	1,274,888	90,309	20,425	1,447	207,418	14,693	18.96	
Grade T Program 09 Teacher	1.000	86,976	86,976			14,136	14,136	18.45	
PSES Program 01 Certificated	1.500	123,564	82,376			21,204	14,136	13.46	

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	35.559	3,069,068	86,309	29,898	841	502,662	14,136	18.43	
02	0.667	62,334	93,454			9,429	14,136	18.37	
21	4.147	328,340	79,175			58,622	14,136	18.50	
24	0.100	5,771	57,710			1,414	14,136	18.77	
31	2.415	217,266	89,965			34,138	14,136	18.45	
34	0.800	66,186	82,733			11,309	14,136	18.47	
51	0.697	66,682	95,670			9,853	14,136	18.40	
55	1.944	183,014	94,143			27,480	14,136	18.38	
65	0.935	88,950	95,134			13,217	14,136	18.36	
74	0.133	7,797	58,624			1,880	14,136	18.74	
88	0.870	50,211	57,714			12,298	14,136	18.77	
97	1.733	255,142	147,226			24,498	14,136	18.26	
K-12 Program 02 Instructional	0.667	62,334	93,454			9,429	14,136	18.37	
Program 21 Instructional	3.897	292,996	75,185			55,088	14,136	18.53	
Program 21 Administrative	0.250	35,344	141,376			3,534	14,136	18.27	
K-12 Program 21 Instructional	3.867	291,265	75,321			54,664	14,136	18.52	
Program 31 Instructional	2.267	196,481	86,670			32,046	14,136	18.47	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	20,785	140,439			2,092	14,136	18.28	
Program 34 Instructional	0.800	66,186	82,733			11,309	14,136	18.47	
K-3 BEA Instructional	11.329	956,405	84,421	2,500	221	160,147	14,136	18.43	
4-6 BEA Instructional	6.869	475,501	69,224	1,250	182	97,100	14,136	18.61	
7-8 BEA Instructional	6.000	524,829	87,472			84,816	14,136	18.39	
9-12 BEA Instructional	11.038	935,595	84,761	3,750	340	156,033	14,136	18.44	
K-12 BEA Instructional	35.236	2,892,330	82,085	7,500	213	498,096	14,136	18.46	
K-12 BEA Administrative	1.711	190,855	111,546			24,187	14,136	18.26	
BEA	41.174	3,669,996	89,134	29,898	726	582,036	14,136	18.42	
Instructional	43.437	3,534,735	81,376	15,548	358	614,025	14,136	18.46	
Administrative	5.563	757,244	136,122			78,639	14,136	18.27	
Other				14,350					
Active	49.000	4,291,979	87,591	29,898	610	692,664	14,136	18.43	
On Leave	1.000	108,782	108,782			14,136	14,136	18.28	
Certificated Total	50.000	4,400,761	88,015	29,898	598	706,800	14,136	18.43	
Instructional for Funding Purposes	43.437	3,534,735	81,376	15,548	358	614,025	14,136	18.46	
Instructional for Compliance Purposes	43.437	3,534,735	81,376	15,548	358	614,025	14,136	18.46	

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
K-3 Program 01 Teacher	9.129	816,819	89,475			129,048	14,136	18.39	
K-3 Program 21 Teacher	1.152	88,404	76,740			16,285	14,136	18.51	
PSES Program 01 Certificated	2.000	151,224	75,612			28,272	14,136	18.48	

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	16.669	1,390,781	83,435	12,532	752	247,903	14,872	18.01	
09	1.084	66,440	61,292			15,323	14,136	18.02	
21	1.000	58,834	58,834	1,616	1,616	14,136	14,136	18.02	
31	1.592	103,478	64,999	21,848	13,724	28,032	17,608	18.28	
51	0.330	31,860	96,545			4,665	14,136	18.01	
55	0.066	5,841	88,500			933	14,136	18.01	
97	1.000	139,995	139,995			14,136	14,136	18.00	
Program 21 Instructional	1.000	58,834	58,834	1,616	1,616	14,136	14,136	18.02	
K-12 Program 21 Instructional	0.972	57,187	58,834	1,616	1,663	13,740	14,136	18.02	
Program 31 Instructional	1.592	103,478	64,999	21,848	13,724	28,032	17,608	18.28	
K-3 BEA Instructional	5.359	368,369	68,738			82,809	15,452	18.01	
4-6 BEA Instructional	3.555	283,353	79,705			52,600	14,796	18.01	
7-8 BEA Instructional	2.880	251,028	87,163			43,581	15,132	18.02	
9-12 BEA Instructional	5.467	473,290	86,572	34,380	6,289	82,809	15,147	18.08	
K-12 BEA Instructional	17.261	1,376,040	79,720	34,380	1,992	261,799	15,167	18.04	
K-12 BEA Administrative	1.000	118,219	118,219			14,136	14,136	17.99	
BEA	19.261	1,634,254	84,848	34,380	1,785	290,071	15,060	18.03	

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
Instructional	19.741	1,539,015	77,960	35,996	1,823	296,856	15,038	18.03	
Administrative	2.000	258,214	129,107			28,272	14,136	18.00	
Active	21.741	1,797,229	82,665	35,996	1,656	325,128	14,955	18.03	
Certificated Total	21.741	1,797,229	82,665	35,996	1,656	325,128	14,955	18.03	
Instructional for Funding Purposes	19.741	1,539,015	77,960	35,996	1,823	296,856	15,038	18.03	
Instructional for Compliance Purposes	19.741	1,539,015	77,960	35,996	1,823	296,856	15,038	18.03	
K-3 Program 01 Teacher	5.075	343,811	67,746			78,794	15,526	18.01	
K-3 Program 21 Teacher	0.373	21,927	58,786			5,273	14,136	18.02	
Grade T Program 09 Teacher	1.084	66,440	61,292			15,323	14,136	18.02	
PSES Program 01 Certificated	0.993	85,934	86,540			14,037	14,136	18.00	

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	52.730	4,626,578	87,741	234,091	4,439	731,255	13,868	18.48	
02	2.700	272,059	100,763	4,584	1,698	38,167	14,136	19.31	
09	1.100	69,273	62,975	1,577	1,434	15,550	14,136	19.09	
21	7.900	671,329	84,978	25,798	3,266	111,674	14,136	20.41	
31	4.474	364,489	81,468	40,252	8,997	63,244	14,136	18.33	
34	1.146	98,231	85,716	7,341	6,406	16,200	14,136	16.56	
51	2.300	219,936	95,624	12,337	5,364	32,513	14,136	18.51	
52	0.900	50,463	56,070	1,401	1,557	12,722	14,136	23.14	
55	2.200	223,596	101,635	3,695	1,680	31,099	14,136	19.30	
56	0.300	45,866	152,887			4,241	14,136	20.72	
58	0.100	14,779	147,790	51,830	518,300	1,414	14,136	20.96	
65	0.150	22,169	147,793			2,120	14,136	20.96	
97	1.000	171,392	171,392			14,136	14,136	19.94	
K-12 Program 02 Instructional	2.000	165,037	82,519	4,584	2,292	28,272	14,136	18.50	
Program 21 Instructional	7.000	558,829	79,833	25,798	3,685	98,952	14,136	20.23	
Program 21 Administrative	0.900	112,500	125,000			12,722	14,136	21.42	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.000	558,829	79,833	15,537	2,220	98,952	14,136	20.23	
Program 26, 56, and 59 Instructional	0.300	45,866	152,887			4,241	14,136	20.72	
Program 31 Instructional	4.148	313,049	75,470	40,252	9,704	58,636	14,136	18.50	
Program 31 Administrative	0.326	51,440	157,791			4,608	14,136	17.20	
Program 34 Instructional	1.146	98,231	85,716	7,341	6,406	16,200	14,136	16.56	
K-3 BEA Instructional	15.933	1,257,070	78,897	53,559	3,362	225,229	14,136	18.47	
4-6 BEA Instructional	9.667	825,175	85,360	19,599	2,027	136,653	14,136	18.25	
7-8 BEA Instructional	11.262	892,191	79,221	38,420	3,411	159,200	14,136	18.76	
9-12 BEA Instructional	19.524	1,704,077	87,281	167,977	8,604	261,855	13,412	18.01	
K-12 BEA Instructional	56.386	4,678,513	82,973	279,555	4,958	782,936	13,885	18.32	
K-12 BEA Administrative	3.700	572,627	154,764			52,303	14,136	19.72	
BEA	62.050	5,532,749	89,166	286,268	4,614	863,003	13,908	18.52	
Instructional	69.586	5,760,080	82,776	380,870	5,473	969,532	13,933	18.58	
Administrative	6.700	1,016,811	151,763			94,711	14,136	20.15	
Other	0.714	73,269	102,618	2,036	2,852	10,093	14,136	18.38	
Active	77.000	6,850,160	88,963	382,906	4,973	1,074,336	13,952	18.80	
Certificated Total	77.000	6,850,160	88,963	382,906	4,973	1,074,336	13,952	18.80	

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	69.286	5,714,214	82,473	380,870	5,497	965,291	13,932	18.57	
Instructional for Compliance Purposes	69.286	5,714,214	82,473	380,870	5,497	965,291	13,932	18.57	
K-3 Program 01 Teacher	13.601	1,067,443	78,483	28,289	2,080	192,264	14,136	18.53	
K-3 Program 21 Teacher	1.002	67,431	67,296			14,164	14,136	20.65	
Grade T Program 09 Teacher	1.000	56,773	56,773	1,577	1,577	14,136	14,136	18.59	
PSES Program 01 Certificated	3.500	305,240	87,211			35,340	10,097	14.84	
PSES Program 21 Certificated	1.000	102,617	102,617			14,136	14,136	18.47	

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	434.927	44,320,252	101,903	3,617,535	8,318	6,321,810	14,535	18.47	
02	33.199	3,364,493	101,343	131,423	3,959	484,370	14,590	18.40	
09	2.200	227,986	103,630			31,099	14,136	18.48	
21	109.409	10,486,253	95,845	157,937	1,444	1,599,597	14,620	18.52	
22	4.400	478,212	108,685	12,216	2,776	62,198	14,136	18.43	
24	9.991	980,791	98,167	18,695	1,871	138,533	13,866	18.34	
25	0.197	30,238	153,492			3,251	16,504	18.48	
31	28.623	2,997,455	104,722	121,179	4,234	420,122	14,678	18.42	
34	7.947	818,507	102,996	11,310	1,423	120,156	15,120	18.51	
51	10.199	1,085,153	106,398			158,341	15,525	18.51	
52	0.905	122,352	135,196	1,739	1,922	10,609	11,723	18.36	
55	12.255	1,220,580	99,599			190,776	15,567	18.56	
56	1.000	111,050	111,050			14,136	14,136	18.41	
57	0.200	22,400	112,000			2,827	14,136	18.41	
58	0.300	39,179	130,597	499,596	1,665,320	4,241	14,136	18.35	
65	3.296	308,971	93,741	6,956	2,110	57,010	17,297	18.59	
74	1.997	250,000	125,188			28,272	14,157	18.37	
79	0.200	15,382	76,910			2,827	14,136	18.68	
88	1.900	150,395	79,155			28,272	14,880	18.70	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.951	452,817	232,095	3,600	1,845	28,272	14,491	16.65	
K-12 Program 02 Instructional	30.399	2,890,879	95,098	5,880	193	444,789	14,632	18.43	
Program 21 Instructional	107.176	10,100,074	94,238	157,937	1,474	1,566,094	14,612	18.54	
Program 21 Administrative	2.233	386,179	172,942			33,502	15,003	18.10	
K-12 Program 21 Instructional	98.463	9,334,583	94,803	28,939	294	1,442,927	14,655	18.54	
Program 26, 56, and 59 Instructional	1.000	111,050	111,050			14,136	14,136	18.41	
Program 31 Instructional	27.961	2,895,658	103,561	121,179	4,334	410,651	14,687	18.43	
Program 31 Administrative	0.662	101,797	153,772			9,471	14,307	18.35	
Program 34 Instructional	7.600	764,854	100,639	11,310	1,488	115,208	15,159	18.52	
Program 34 Administrative	0.347	53,653	154,620			4,948	14,258	18.34	
K-3 BEA Instructional	150.216	14,308,059	95,250	125,187	833	2,207,534	14,696	18.53	
4-6 BEA Instructional	81.978	7,792,071	95,051	2,214	27	1,194,026	14,565	18.53	
7-8 BEA Instructional	86.520	8,445,969	97,619	36,389	421	1,281,329	14,810	18.51	
9-12 BEA Instructional	153.050	15,525,232	101,439	132,648	867	2,198,671	14,366	18.42	
K-12 BEA Instructional	471.764	46,071,331	97,658	296,438	628	6,881,560	14,587	18.49	
K-12 BEA Administrative	25.633	4,137,283	161,405	54,486	2,126	360,715	14,072	18.24	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	506.647	51,953,524	102,544	3,885,047	7,668	7,374,730	14,556	18.45	
Instructional	625.398	60,805,045	97,226	4,456,882	7,126	9,144,464	14,622	18.50	
Administrative	39.698	6,677,421	168,205	104,220	2,625	562,256	14,163	18.09	
Other				21,084					
Active	665.096	67,482,466	101,463	4,582,186	6,890	9,706,720	14,594	18.46	
Certificated Total	665.096	67,482,466	101,463	4,582,186	6,890	9,706,720	14,594	18.46	
Instructional for Funding Purposes	624.398	60,693,995	97,204	4,456,882	7,138	9,130,328	14,623	18.50	
Instructional for Compliance Purposes	624.398	60,693,995	97,204	4,456,882	7,138	9,130,328	14,623	18.50	
K-3 Program 01 Teacher	126.814	12,039,341	94,937			1,833,425	14,458	18.53	
K-3 Program 21 Teacher	17.483	1,631,810	93,337			248,803	14,231	18.54	
Grade T Program 09 Teacher	2.000	194,428	97,214			28,272	14,136	18.52	
PSES Program 01 Certificated	30.097	2,840,609	94,382			459,491	15,267	18.54	
PSES Program 21 Certificated	34.178	3,434,146	100,478			522,325	15,282	18.54	

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	90.170	7,608,718	84,382	244,020	2,706	1,302,915	14,450	18.07	
02	131.950	12,917,108	97,894	205,306	1,556	1,865,245	14,136	18.11	
21	41.728	3,736,564	89,546	58,923	1,412	621,984	14,906	18.12	
24	8.000	588,231	73,529			113,088	14,136	18.20	
31	8.130	683,797	84,108	74,510	9,165	114,926	14,136	18.74	
34	1.000	76,661	76,661	1,704	1,704	14,136	14,136	19.21	
51	2.340	238,585	101,959	14,800	6,325	33,078	14,136	18.11	
52	0.400	58,409	146,023			5,654	14,136	18.09	
55	9.860	1,079,800	109,513	280,711	28,470	139,381	14,136	18.11	
74	3.000	311,914	103,971			42,408	14,136	18.11	
88	0.150	19,060	127,067			2,120	14,136	18.10	
97	1.000	179,303	179,303	17,930	17,930	14,136	14,136	16.94	
K-12 Program 02 Instructional	131.750	12,885,693	97,804	176,732	1,341	1,862,418	14,136	18.11	
Program 21 Instructional	40.728	3,598,154	88,346	58,923	1,447	607,848	14,925	18.12	
Program 21 Administrative	1.000	138,410	138,410			14,136	14,136	18.10	
K-12 Program 21 Instructional	39.728	3,528,143	88,807	54,753	1,378	593,712	14,944	18.12	
Program 31 Instructional	7.330	558,138	76,144	74,510	10,165	103,617	14,136	18.86	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.800	125,659	157,074			11,309	14,136	18.09	
Program 34 Instructional	1.000	76,661	76,661	1,704	1,704	14,136	14,136	19.21	
K-3 BEA Instructional	59.491	5,224,826	87,825	102,516	1,723	869,237	14,611	18.01	
4-6 BEA Instructional	28.659	2,608,146	91,006	86,613	3,022	405,124	14,136	18.10	
7-8 BEA Instructional	54.600	4,852,714	88,878	75,819	1,389	800,098	14,654	18.16	
9-12 BEA Instructional	80.500	7,493,370	93,085	203,485	2,528	1,109,676	13,785	18.19	
K-12 BEA Instructional	223.250	20,179,056	90,388	468,433	2,098	3,184,134	14,263	18.13	
K-12 BEA Administrative	6.600	940,114	142,442			93,298	14,136	18.10	
BEA	232.250	21,465,587	92,424	543,470	2,340	3,311,358	14,258	18.11	
Instructional	284.978	25,704,820	90,199	871,861	3,059	4,088,838	14,348	18.13	
Administrative	11.750	1,677,042	142,727	17,930	1,526	166,098	14,136	17.96	
Other	1.000	116,288	116,288	8,113	8,113	14,136	14,136	18.17	
Active	297.728	27,498,150	92,360	897,904	3,016	4,269,072	14,339	18.12	
On Leave									
Certificated Total	297.728	27,498,150	92,360	897,904	3,016	4,269,072	14,339	18.12	
Instructional for Funding Purposes	284.978	25,704,820	90,199	871,861	3,059	4,088,838	14,348	18.13	
Instructional for Compliance Purposes	284.978	25,704,820	90,199	871,861	3,059	4,088,838	14,348	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
K-3 Program 01 Teacher	29.333	2,272,481	77,472	75,244	2,565	442,923	15,100	17.88	
K-3 Program 21 Teacher	2.666	262,738	98,551	10,623	3,985	37,687	14,136	18.12	
PSES Program 01 Certificated	4.500	403,833	89,741			63,612	14,136	18.12	
PSES Program 21 Certificated	4.800	443,880	92,475			70,680	14,725	18.13	

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	41.500	3,606,133	86,895	38,833	936	590,121	14,220	18.52	
09	1.223	86,320	70,581			17,288	14,136	18.71	
21	5.892	414,511	70,351	8,000	1,358	83,289	14,136	18.69	
31	5.400	405,824	75,153	30,771	5,698	76,334	14,136	18.92	
34	0.694	60,344	86,951			9,810	14,136	18.54	
51	0.492	50,412	102,463			6,955	14,136	18.40	
52				1,500					
55	0.652	71,302	109,359			9,217	14,136	18.39	
58				15,000					
65				3,000					
88	1.000	57,296	57,296			14,136	14,136	18.88	
97	0.901	137,195	152,270	2,000	2,220	12,737	14,136	18.93	
Program 21 Instructional	5.793	399,268	68,922	3,000	518	81,890	14,136	18.68	
Program 21 Administrative	0.099	15,243	153,970	5,000	50,505	1,399	14,136	18.93	
K-12 Program 21 Instructional	5.793	399,268	68,922			81,890	14,136	18.68	
Program 31 Instructional	5.000	352,011	70,402	30,771	6,154	70,680	14,136	19.01	
Program 31 Administrative	0.400	53,813	134,533			5,654	14,136	18.34	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.654	54,959	84,035			9,245	14,136	18.56	
Program 34 Administrative	0.040	5,385	134,625			565	14,136	18.35	
K-3 BEA Instructional	14.529	1,207,029	83,077			207,474	14,280	18.58	
4-6 BEA Instructional	9.164	688,776	75,161			129,542	14,136	18.63	
7-8 BEA Instructional	6.716	571,577	85,107			95,630	14,239	18.53	
9-12 BEA Instructional	14.595	1,260,563	86,370	32,041	2,195	207,008	14,183	18.59	
K-12 BEA Instructional	45.004	3,727,945	82,836	32,041	712	639,654	14,213	18.58	
BEA	48.495	4,209,496	86,803	71,604	1,477	689,003	14,208	18.58	
Instructional	53.754	4,339,620	80,731	90,758	1,688	763,344	14,201	18.60	
Administrative	4.000	549,717	137,429	8,346	2,087	56,544	14,136	18.52	
Active	57.754	4,889,337	84,658	99,104	1,716	819,888	14,196	18.59	
Certificated Total	57.754	4,889,337	84,658	99,104	1,716	819,888	14,196	18.59	
Instructional for Funding Purposes	53.754	4,339,620	80,731	90,758	1,688	763,344	14,201	18.60	
Instructional for Compliance Purposes	53.754	4,339,620	80,731	90,758	1,688	763,344	14,201	18.60	
K-3 Program 01 Teacher	14.077	1,169,002	83,043			198,992	14,136	18.55	
K-3 Program 21 Teacher	2.583	163,601	63,338			36,513	14,136	18.73	

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
Grade T Program 09 Teacher	0.973	54,287	55,793			13,754	14,136	18.89	
PSES Program 01 Certificated	1.754	165,845	94,552			28,272	16,119	18.78	

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	4.642	300,739	64,787			54,532	11,747	17.50	
21	0.653	40,969	62,740			6,193	9,484	16.51	
55	0.216	14,921	69,079			2,659	12,312	18.00	
58				11,019					
97	0.300	12,300	41,000	660	2,200			8.14	
99	0.150	6,150	41,000					8.14	
Program 21 Instructional	0.503	34,819	69,223			6,193	12,312	18.00	
Program 21 Administrative	0.150	6,150	41,000					8.14	
K-12 Program 21 Instructional	0.503	34,819	69,223			6,193	12,312	18.00	
K-3 BEA Instructional	1.713	84,519	49,340			22,914	13,377	18.07	
4-6 BEA Instructional	1.309	97,536	74,512			16,215	12,387	17.95	
7-8 BEA Instructional	0.720	40,064	55,644			9,000	12,500	18.05	
K-12 BEA Instructional	3.742	222,119	59,358			48,129	12,862	18.01	
K-12 BEA Administrative	0.400	16,400	41,000	660	1,650			8.14	
BEA	4.942	313,039	63,343	660	134	54,532	11,034	17.16	
Instructional	4.461	271,859	60,941	11,019	2,470	56,982	12,773	18.01	
Administrative	1.500	103,220	68,813	660	440	6,402	4,268	13.78	

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
Active	5.961	375,079	62,922	11,679	1,959	63,384	10,633	16.99	
Certificated Total	5.961	375,079	62,922	11,679	1,959	63,384	10,633	16.99	
Instructional for Funding Purposes	4.461	271,859	60,941	11,019	2,470	56,982	12,773	18.01	
Instructional for Compliance Purposes	4.461	271,859	60,941	11,019	2,470	56,982	12,773	18.01	
K-3 Program 01 Teacher	1.713	84,519	49,340			22,914	13,377	18.07	
K-3 Program 21 Teacher	0.224	15,488	69,143			2,758	12,312	18.00	

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	28.468	2,942,541	103,363	2,074	73	429,831	15,099	18.07	
02	11.862	1,307,316	110,210			188,640	15,903	18.26	
21	5.570	629,782	113,067			84,602	15,189	18.24	
24	1.030	119,830	116,340			15,631	15,176	18.23	
31	0.600	60,336	100,560			11,133	18,555	18.33	
51	1.000	117,451	117,451			15,176	15,176	18.23	
58	0.250	23,993	95,972			3,794	15,176	18.30	
65	0.650	73,468	113,028			9,882	15,204	18.23	
74	0.100	16,988	169,880			1,530	15,296	18.09	
97	1.000	199,451	199,451			15,296	15,296	17.12	
K-12 Program 02 Instructional	11.212	1,201,868	107,195			178,697	15,938	18.28	
Program 21 Instructional	4.970	527,853	106,208			75,425	15,176	18.27	
Program 21 Administrative	0.600	101,929	169,882			9,178	15,296	18.09	
K-12 Program 21 Instructional	4.970	527,853	106,208			75,425	15,176	18.27	
Program 31 Instructional	0.600	60,336	100,560			11,133	18,555	18.33	
K-3 BEA Instructional	12.102	1,212,910	100,224			188,151	15,547	18.19	
4-6 BEA Instructional	7.214	766,076	106,193			108,150	14,992	18.19	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	4.830	452,106	93,604			73,300	15,176	18.30	
9-12 BEA Instructional	14.634	1,524,912	104,203			227,117	15,520	18.01	
K-12 BEA Instructional	38.780	3,956,004	102,011			596,718	15,387	18.13	
K-12 BEA Administrative	2.000	328,707	164,354			30,592	15,296	18.12	
BEA	41.930	4,509,644	107,552	2,074	49	644,900	15,380	18.09	
Instructional	46.530	4,793,117	103,011	2,074	45	714,332	15,352	18.15	
Administrative	4.000	698,039	174,510			61,184	15,296	17.83	
Active	50.530	5,491,156	108,671	2,074	41	775,516	15,348	18.11	
Certificated Total	50.530	5,491,156	108,671	2,074	41	775,516	15,348	18.11	
Instructional for Funding Purposes	46.530	4,793,117	103,011	2,074	45	714,332	15,352	18.15	
Instructional for Compliance Purposes	46.530	4,793,117	103,011	2,074	45	714,332	15,352	18.15	
K-3 Program 01 Teacher	7.152	639,846	89,464			105,442	14,743	18.12	
K-3 Program 21 Teacher	1.000	126,488	126,488			15,176	15,176	18.21	
PSES Program 01 Certificated	1.000	111,968	111,968			15,176	15,176	18.25	
PSES Program 21 Certificated	1.000	126,488	126,488			15,176	15,176	18.21	

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	6.098	471,110	77,256			81,101	13,300	17.77	
21	0.881	56,270	63,871			10,283	11,672	14.51	
24	0.121	7,799	64,455			2,336	19,309	17.77	
97	0.900	70,200	78,000			11,880	13,200	17.77	
Program 21 Instructional	0.318	18,569	58,393					7.91	
Program 21 Administrative	0.100	7,800	78,000			1,320	13,200	17.77	
K-12 Program 21 Instructional	0.318	18,569	58,393					7.91	
K-3 BEA Instructional	3.699	296,281	80,098			48,827	13,200	17.77	
4-6 BEA Instructional	1.825	134,165	73,515			24,090	13,200	17.77	
7-8 BEA Instructional	0.476	34,301	72,061			6,283	13,200	17.77	
K-12 BEA Instructional	6.000	464,747	77,458			79,200	13,200	17.77	
K-12 BEA Administrative	0.900	70,200	78,000			11,880	13,200	17.77	
BEA	6.998	541,310	77,352			92,981	13,287	17.77	
Instructional	6.318	483,316	76,498			79,200	12,536	17.39	
Administrative	1.000	78,000	78,000			13,200	13,200	17.77	
Active	7.318	561,316	76,703			92,400	12,626	17.44	
On Leave	0.682	44,063	64,609			13,200	19,355	17.77	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	8.000	605,379	75,672			105,600	13,200	17.46	
Instructional for Funding Purposes	6.318	483,316	76,498			79,200	12,536	17.39	
Instructional for Compliance Purposes	6.318	483,316	76,498			79,200	12,536	17.39	
K-3 Program 01 Teacher	3.699	296,281	80,098			48,827	13,200	17.77	
K-3 Program 21 Teacher	0.278	16,248	58,446					7.91	

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	2.594	292,752	112,857			36,669	14,136	13.13	
21	0.450	47,781	106,180			12,722	28,272	17.78	
51	0.400	38,182	95,455			5,654	14,136	17.81	
55	0.050	5,309	106,180			1,414	28,272	17.78	
58				21,055					
97	0.005	45,210	9,042,000			71	14,136	7.93	
99	0.001	11,302	11,302,000			14	14,136	7.93	
Program 21 Instructional	0.450	47,781	106,180			12,722	28,272	17.78	
K-12 Program 21 Instructional	0.450	47,781	106,180			12,722	28,272	17.78	
K-3 BEA Instructional	1.294	134,694	104,091			18,292	14,136	9.41	
4-6 BEA Instructional	1.294	124,151	95,944			18,292	14,136	15.46	
K-12 BEA Instructional	2.588	258,845	100,017			36,584	14,136	13.13	
BEA	2.599	337,962	130,035			36,739	14,136	13.12	
Instructional	3.488	350,117	100,378	21,055	6,036	56,374	16,162	13.92	
Administrative	0.012	90,419	7,534,917			170	14,136	12.51	
Active	3.500	440,536	125,867	21,055	6,016	56,544	16,155	13.91	
Certificated Total	3.500	440,536	125,867	21,055	6,016	56,544	16,155	13.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	3.488	350,117	100,378	21,055	6,036	56,374	16,162	13.92	
Instructional for Compliance Purposes	3.488	350,117	100,378	21,055	6,036	56,374	16,162	13.92	
K-3 Program 01 Teacher	1.294	134,694	104,091			18,292	14,136	9.41	
K-3 Program 21 Teacher	0.200	21,236	106,180			5,654	28,272	17.78	

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	9.215	736,067	79,877	22,201	2,409	138,008	14,976	17.99	
13									
34	0.081	7,285	89,938			2,310	28,516	18.16	
51	0.407	48,434	119,002			7,651	18,799	17.97	
52				4,000					
55	0.201	23,577	117,299			3,898	19,392	17.98	
65	0.215	19,236	89,470			6,106	28,402	18.16	
74	0.014	1,252	89,429			390	27,841	18.16	
88	0.030	3,970	132,333			433	14,436	17.91	
Program 34 Instructional	0.081	7,285	89,938			2,310	28,516	18.16	
K-3 BEA Instructional	5.655	405,469	71,701	10,342	1,829	86,616	15,317	17.94	
4-6 BEA Instructional	3.000	256,494	85,498	7,346	2,449	43,308	14,436	18.08	
7-8 BEA Instructional	0.081	7,285	89,938	2,453	30,284	2,310	28,516	18.16	
K-12 BEA Instructional	8.736	669,248	76,608	20,141	2,306	132,234	15,137	18.00	
K-12 BEA Administrative				960					
BEA	9.296	743,352	79,965	22,201	2,388	140,318	15,094	17.99	
Instructional	9.163	707,492	77,212	25,241	2,755	144,360	15,755	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
Administrative	0.920	121,743	132,329	960	1,043	13,281	14,436	17.91	
Other	0.080	10,586	132,325			1,155	14,436	17.91	
Active	10.163	839,821	82,635	26,201	2,578	158,796	15,625	17.99	
Certificated Total	10.163	839,821	82,635	26,201	2,578	158,796	15,625	17.99	
Instructional for Funding Purposes	9.163	707,492	77,212	25,241	2,755	144,360	15,755	18.00	
Instructional for Compliance Purposes	9.163	707,492	77,212	25,241	2,755	144,360	15,755	18.00	
K-3 Program 01 Teacher	4.655	328,449	70,558	8,325	1,788	72,180	15,506	17.90	

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	29.424	2,327,771	79,111	76,530	2,601	404,233	13,738	18.38	
02	1.000	77,645	77,645	2,156	2,156	14,136	14,136	18.44	
21	4.140	313,564	75,740	18,256	4,410	65,026	15,707	16.68	
24	0.500	27,842	55,684			7,068	14,136	18.58	
31	3.416	229,043	67,050	28,180	8,249	52,063	15,241	19.41	
34	0.448	39,854	88,960	427	953	6,602	14,736	19.22	
51	4.450	366,065	82,262	11,606	2,608	62,905	14,136	18.33	
52	0.400	36,055	90,138			5,654	14,136	18.26	
55	1.592	122,164	76,736	11,939	7,499	28,329	17,794	18.48	
65	0.300	29,376	97,920	816	2,720	4,241	14,136	18.22	
97	1.000	167,704	167,704			14,136	14,136	18.14	
K-12 Program 02 Instructional	1.000	77,645	77,645			14,136	14,136	18.44	
Program 21 Instructional	3.540	252,204	71,244	8,314	2,349	56,544	15,973	16.29	
Program 21 Administrative	0.600	61,360	102,267	9,942	16,570	8,482	14,136	18.15	
K-12 Program 21 Instructional	3.415	242,842	71,110	6,507	1,905	54,777	16,040	16.21	
Program 31 Instructional	3.266	213,703	65,433	27,470	8,411	49,942	15,292	19.49	
Program 31 Administrative	0.150	15,340	102,267	710	4,733	2,120	14,136	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.348	29,627	85,135	427	1,227	5,188	14,908	19.55	
Program 34 Administrative	0.100	10,227	102,270			1,414	14,136	18.15	
K-3 BEA Instructional	9.183	694,675	75,648	21,258	2,315	129,811	14,136	18.35	
4-6 BEA Instructional	4.814	351,254	72,965	8,163	1,696	68,051	14,136	18.42	
7-8 BEA Instructional	6.621	471,145	71,159	8,579	1,296	89,057	13,451	18.51	
9-12 BEA Instructional	11.420	832,310	72,882	64,880	5,681	158,309	13,862	18.79	
K-12 BEA Instructional	32.038	2,349,384	73,331	102,880	3,211	445,227	13,897	18.56	
K-12 BEA Administrative	0.250	25,567	102,268			3,534	14,136	18.15	
BEA	35.288	2,842,017	80,538	107,293	3,040	491,169	13,919	18.48	
Instructional	42.670	3,167,750	74,238	135,708	3,180	607,848	14,245	18.35	
Administrative	4.000	569,333	142,333	14,202	3,551	56,544	14,136	18.10	
Active	46.670	3,737,083	80,075	149,910	3,212	664,392	14,236	18.31	
Certificated Total	46.670	3,737,083	80,075	149,910	3,212	664,392	14,236	18.31	
Instructional for Funding Purposes	42.670	3,167,750	74,238	135,708	3,180	607,848	14,245	18.35	
Instructional for Compliance Purposes	42.670	3,167,750	74,238	135,708	3,180	607,848	14,245	18.35	
K-3 Program 01 Teacher	8.266	641,493	77,606	18,749	2,268	116,848	14,136	18.34	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.929	61,304	65,989	1,040	1,119	13,132	14,136	18.45	
PSES Program 01 Certificated	1.850	150,270	81,227			26,152	14,136	18.27	
PSES Program 21 Certificated	0.540	55,122	102,078			14,136	26,178	8.71	

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	130.500	12,589,029	96,468	729,693	5,592	1,874,434	14,363	18.58	
21	22.708	2,208,692	97,265	176,860	7,788	322,117	14,185	18.52	
24	4.000	454,764	113,691	16,121	4,030	42,408	10,602	18.12	
31	14.693	1,385,643	94,306	69,894	4,757	207,700	14,136	18.63	
34	4.120	450,017	109,227	20,913	5,076	58,240	14,136	18.53	
51	0.500	49,086	98,172	2,591	5,182	7,068	14,136	18.60	
55	1.000	118,571	118,571	5,635	5,635	14,136	14,136	18.46	
65	1.300	116,918	89,937	10,499	8,076	18,377	14,136	18.66	
97	1.000	222,937	222,937	24,690	24,690	14,136	14,136	15.80	
Program 21 Instructional	21.708	2,019,619	93,036	167,197	7,702	307,981	14,187	18.63	
Program 21 Administrative	1.000	189,073	189,073	9,663	9,663	14,136	14,136	17.32	
K-12 Program 21 Instructional	17.718	1,641,244	92,631	13,020	735	251,578	14,199	18.64	
Program 31 Instructional	13.913	1,256,315	90,298	69,894	5,024	196,674	14,136	18.67	
Program 31 Administrative	0.780	129,328	165,805			11,026	14,136	18.16	
Program 34 Instructional	3.900	416,298	106,743	20,913	5,362	55,130	14,136	18.54	
Program 34 Administrative	0.220	33,719	153,268			3,110	14,136	18.43	
K-3 BEA Instructional	49.990	4,303,137	86,080	10,430	209	717,685	14,357	18.72	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	29.080	2,723,125	93,643	1,471	51	413,054	14,204	18.64	
7-8 BEA Instructional	18.870	1,877,368	99,490	12,376	656	269,008	14,256	18.59	
9-12 BEA Instructional	39.773	3,640,234	91,525	10,362	261	576,650	14,499	18.67	
K-12 BEA Instructional	137.713	12,543,864	91,087	34,639	252	1,976,397	14,352	18.67	
K-12 BEA Administrative	2.200	369,926	168,148	15,497	7,044	31,099	14,136	18.06	
BEA	150.313	14,647,626	97,447	845,190	5,623	2,154,510	14,333	18.54	
Instructional	165.421	15,141,542	91,533	924,140	5,587	2,366,366	14,305	18.65	
Administrative	13.000	2,229,065	171,467	128,594	9,892	183,768	14,136	17.73	
Other	0.600	63,770	106,283	4,162	6,937	8,482	14,136	18.49	
Active	179.021	17,434,377	97,387	1,056,896	5,904	2,558,616	14,292	18.53	
Certificated Total	179.821	17,595,657	97,851	1,056,896	5,877	2,558,616	14,229	18.53	
Instructional for Funding Purposes	166.221	15,302,822	92,063	924,140	5,560	2,366,366	14,236	18.65	
Instructional for Compliance Purposes	165.421	15,141,542	91,533	924,140	5,587	2,366,366	14,305	18.65	
K-3 Program 01 Teacher	46.870	4,059,152	86,604	10,430	223	666,230	14,214	18.72	
K-3 Program 21 Teacher	4.274	324,166	75,846			61,336	14,351	18.83	
PSES Program 01 Certificated	7.200	597,125	82,934			115,915	16,099	18.72	
PSES Program 21 Certificated	2.010	157,137	78,178			28,413	14,136	18.80	

Salary and Benefits by Program for 2024-2025

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	230.210	21,117,201	91,730	2,103,167	9,136	3,194,145	13,875	18.12	
02	2.840	296,331	104,342	25,646	9,030	40,146	14,136	18.09	
09	3.342	272,121	81,425	27,213	8,143	47,497	14,212	18.16	
21	37.914	3,083,778	81,336	303,892	8,015	526,189	13,878	18.17	
31	14.240	1,139,549	80,025	101,834	7,151	201,297	14,136	17.57	
34	1.250	125,894	100,715	11,873	9,498	17,670	14,136	18.07	
51	5.231	555,789	106,249	50,209	9,598	73,945	14,136	18.08	
53	0.250	38,796	155,184			3,534	14,136	18.08	
55	8.560	1,031,898	120,549	68,352	7,985	120,227	14,045	18.07	
64	0.200	21,799	108,995	2,507	12,535	2,827	14,136	18.03	
65	11.160	1,082,554	97,003	113,281	10,151	145,144	13,006	18.09	
74	0.800	87,200	109,000	10,020	12,525	11,309	14,136	18.04	
88	0.500	74,368	148,736	744	1,488	7,068	14,136	18.09	
97	2.000	405,165	202,583			44,340	22,170	16.92	
K-12 Program 02 Instructional	2.420	233,862	96,637	25,021	10,339	34,209	14,136	18.09	
Program 21 Instructional	36.914	2,940,492	79,658	303,892	8,232	512,053	13,872	18.17	
Program 21 Administrative	1.000	143,286	143,286			14,136	14,136	18.11	
K-12 Program 21 Instructional	34.378	2,733,088	79,501	283,152	8,236	474,310	13,797	18.17	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.290	1,003,427	75,502	101,834	7,662	187,867	14,136	17.50	
Program 31 Administrative	0.950	136,122	143,286			13,429	14,136	18.11	
Program 34 Instructional	1.200	118,730	98,942	11,873	9,894	16,963	14,136	18.07	
Program 34 Administrative	0.050	7,164	143,280			707	14,136	18.11	
K-3 BEA Instructional	78.192	6,861,814	87,756	785,629	10,047	1,062,376	13,587	18.12	
4-6 BEA Instructional	53.148	4,586,071	86,289	471,364	8,869	738,874	13,902	18.12	
7-8 BEA Instructional	31.678	2,792,226	88,144	314,733	9,935	449,835	14,200	18.12	
9-12 BEA Instructional	67.090	5,778,106	86,125	649,833	9,686	944,191	14,073	18.01	
K-12 BEA Instructional	230.108	20,018,217	86,995	2,221,559	9,654	3,195,275	13,886	18.09	
K-12 BEA Administrative	13.250	1,993,005	150,415	3,990	301	187,302	14,136	18.09	
BEA	250.540	23,084,140	92,138	2,242,520	8,951	3,497,597	13,960	18.07	
Instructional	292.315	25,422,177	86,968	2,798,147	9,572	4,051,733	13,861	18.10	
Administrative	23.500	3,615,758	153,862	6,966	296	348,264	14,820	17.96	
Other	1.500	179,941	119,961	13,625	9,083	21,204	14,136	18.07	
Active	317.315	29,217,876	92,078	2,818,738	8,883	4,421,201	13,933	18.08	
On Leave	1.182	114,567	96,926			14,136	11,959	18.06	
Certificated Total	318.497	29,332,443	92,096	2,818,738	8,850	4,435,337	13,926	18.08	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	292.315	25,422,177	86,968	2,798,147	9,572	4,051,733	13,861	18.10	
Instructional for Compliance Purposes	292.315	25,422,177	86,968	2,798,147	9,572	4,051,733	13,861	18.10	
K-3 Program 01 Teacher	71.052	6,162,674	86,735	657,385	9,252	965,380	13,587	18.12	
K-3 Program 21 Teacher	5.919	458,604	77,480	46,415	7,842	83,728	14,146	18.18	
Grade T Program 09 Teacher	3.342	272,121	81,425	27,213	8,143	47,497	14,212	18.16	
PSES Program 01 Certificated	7.580	668,767	88,228			108,182	14,272	18.14	
PSES Program 21 Certificated	10.242	940,830	91,860			143,669	14,027	18.11	

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	2.347	152,038	64,780	2,149	916	33,177	14,136	17.84	
09	0.132	8,404	63,667			1,866	14,136	17.84	
51	0.257	16,530	64,319			3,633	14,136	17.84	
52	0.102	6,378	62,529			1,442	14,136	17.84	
55	0.162	10,062	62,111			2,290	14,136	17.84	
K-3 BEA Instructional	1.504	91,707	60,975	1,192	793	21,261	14,136	17.84	
4-6 BEA Instructional	0.843	60,331	71,567			11,917	14,136	17.84	
K-12 BEA Instructional	2.347	152,038	64,780	1,192	508	33,177	14,136	17.84	
BEA	2.347	152,038	64,780	2,149	916	33,177	14,136	17.84	
Instructional	3.000	193,412	64,471	2,149	716	42,408	14,136	17.84	
Active	3.000	193,412	64,471	2,149	716	42,408	14,136	17.84	
Certificated Total	3.000	193,412	64,471	2,149	716	42,408	14,136	17.84	
Instructional for Funding Purposes	3.000	193,412	64,471	2,149	716	42,408	14,136	17.84	
Instructional for Compliance Purposes	3.000	193,412	64,471	2,149	716	42,408	14,136	17.84	
K-3 Program 01 Teacher	1.504	91,707	60,975			21,261	14,136	17.84	
Grade T Program 09 Teacher	0.132	8,404	63,667			1,866	14,136	17.84	

Salary and Benefits by Program for 2024-2025

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	15.101	1,262,237	83,586	5,975	396	228,935	15,160	17.72	
09	1.000	65,450	65,450			14,136	14,136	18.01	
21	1.621	99,975	61,675			28,272	17,441	18.01	
31	1.000	90,172	90,172	23,010	23,010	14,136	14,136	17.98	
51	0.167	16,843	100,856			2,836	16,982	17.99	
55	0.375	37,896	101,056			6,381	17,016	17.99	
74	0.030	3,435	114,500			424	14,136	18.03	
97	0.500	75,384	150,768	720	1,440	14,136	28,272	18.00	
Program 21 Instructional	1.621	99,975	61,675			28,272	17,441	18.01	
K-12 Program 21 Instructional	1.621	99,975	61,675			28,272	17,441	18.01	
Program 31 Instructional	1.000	90,172	90,172	23,010	23,010	14,136	14,136	17.98	
K-3 BEA Instructional	5.235	377,974	72,201			83,921	16,031	17.41	
4-6 BEA Instructional	2.546	216,982	85,225			39,374	15,465	17.40	
9-12 BEA Instructional	7.350	646,387	87,944	1,115	152	106,064	14,430	17.98	
K-12 BEA Instructional	15.131	1,241,343	82,040	1,115	74	229,359	15,158	17.71	
BEA	16.601	1,427,793	86,006	29,705	1,789	257,207	15,493	17.75	
Instructional	18.294	1,461,507	79,890	28,385	1,552	280,984	15,359	17.76	

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
Administrative	1.500	189,885	126,590	1,320	880	28,272	18,848	18.02	
Active	19.794	1,651,392	83,429	29,705	1,501	309,256	15,624	17.79	
Certificated Total	19.794	1,651,392	83,429	29,705	1,501	309,256	15,624	17.79	
Instructional for Funding Purposes	18.294	1,461,507	79,890	28,385	1,552	280,984	15,359	17.76	
Instructional for Compliance Purposes	18.294	1,461,507	79,890	28,385	1,552	280,984	15,359	17.76	
K-3 Program 01 Teacher	4.735	330,041	69,702			76,853	16,231	17.33	
PSES Program 01 Certificated	1.000	95,866	95,866			14,136	14,136	17.97	

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	1,156,349	68,021			225,664	13,274	10.10	
21	2.000	136,489	68,245			41,410	20,705	10.10	
68	3.000	202,877	67,626			44,781	14,927	10.10	
88	1.000	76,918	76,918			11,492	11,492	10.10	
97	8.000	624,520	78,065			160,867	20,108	10.10	
Program 21 Instructional	2.000	136,489	68,245			41,410	20,705	10.10	
K-12 Program 21 Instructional	2.000	136,489	68,245			41,410	20,705	10.10	
K-3 BEA Instructional	7.000	468,665	66,952			88,365	12,624	10.10	
4-6 BEA Instructional	2.000	168,552	84,276			27,259	13,630	10.10	
7-8 BEA Instructional	2.000	111,267	55,634			25,652	12,826	10.10	
9-12 BEA Instructional	1.000	63,713	63,713			14,499	14,499	10.10	
K-12 BEA Instructional	12.000	812,197	67,683			155,775	12,981	10.10	
K-12 BEA Administrative	3.000	324,563	108,188			66,240	22,080	10.10	
BEA	25.000	1,780,869	71,235			386,531	15,461	10.10	
Instructional	19.000	1,278,401	67,284			268,305	14,121	10.10	
Administrative	7.000	574,600	82,086			146,020	20,860	10.10	
Other	5.000	344,152	68,830			69,889	13,978	10.10	

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
Active	31.000	2,197,153	70,876			484,214	15,620	10.10	
Certificated Total	31.000	2,197,153	70,876			484,214	15,620	10.10	
Instructional for Funding Purposes	19.000	1,278,401	67,284			268,305	14,121	10.10	
Instructional for Compliance Purposes	19.000	1,278,401	67,284			268,305	14,121	10.10	
K-3 Program 01 Teacher	5.000	330,729	66,146			64,602	12,920	10.10	

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	977.600	105,047,107	107,454	4,453,269	4,555	14,302,202	14,630	17.71	
02	17.241	1,797,941	104,283	72,497	4,205	235,986	13,688	19.38	
14	0.500	44,617	89,234			14,136	28,272	19.71	
21	147.435	13,895,566	94,249	446,272	3,027	2,206,672	14,967	18.73	
24	20.780	1,874,014	90,184	51,974	2,501	303,924	14,626	18.56	
31	60.324	5,554,883	92,084	258,690	4,288	891,982	14,787	18.32	
34	11.000	1,066,390	96,945	59,032	5,367	155,496	14,136	18.80	
51	7.775	800,843	103,002	25,754	3,312	111,957	14,400	19.12	
52	2.000	196,598	98,299	17,005	8,503	28,272	14,136	18.90	
53	4.340	455,385	104,927	14,494	3,340	61,350	14,136	23.71	
55	67.457	6,911,673	102,460	352,789	5,230	971,242	14,398	19.42	
58	2.000	142,591	71,296	28,384	14,192	28,272	14,136	40.38	
64	4.000	409,911	102,478	46,000	11,500	56,544	14,136	18.49	
65	34.236	3,257,192	95,139	110,035	3,214	500,485	14,619	18.31	
74	2.500	271,470	108,588	16,558	6,623	35,340	14,136	18.92	
79	4.320	6,900	1,597			58,862	13,626	23.71	
97	3.000	601,379	200,460	27,944	9,315	42,408	14,136	15.55	
K-12 Program 02 Instructional	16.241	1,621,525	99,841	9,062	558	221,850	13,660	19.52	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	143.435	13,190,853	91,964	446,272	3,111	2,150,128	14,990	18.80	
Program 21 Administrative	4.000	649,537	162,384			56,544	14,136	18.05	
K-12 Program 21 Instructional	137.488	12,710,870	92,451	66,455	483	2,066,061	15,027	18.89	
Program 31 Instructional	58.224	5,233,231	89,881	258,690	4,443	862,296	14,810	18.33	
Program 31 Administrative	2.100	321,652	153,168			29,686	14,136	18.10	
Program 34 Instructional	11.000	1,066,390	96,945	59,032	5,367	155,496	14,136	18.80	
K-3 BEA Instructional	351.874	31,892,896	90,637	9,062	26	5,159,404	14,663	18.75	
4-6 BEA Instructional	138.728	12,638,793	91,105			2,028,304	14,621	18.14	
7-8 BEA Instructional	193.170	18,612,457	96,353	28,507	148	2,792,143	14,454	19.00	
9-12 BEA Instructional	292.881	27,966,260	95,487	19,449	66	4,225,307	14,427	18.79	
K-12 BEA Instructional	976.653	91,110,406	93,288	57,018	58	14,205,158	14,545	18.73	
BEA	1,069.165	114,067,700	106,689	4,871,432	4,556	15,628,074	14,617	17.77	
Instructional	1,268.819	118,285,686	93,225	5,952,753	4,692	18,506,715	14,586	18.81	
Administrative	89.000	14,426,816	162,099	27,944	314	1,258,104	14,136	17.97	
Other	8.689	9,621,958	1,107,372			240,312	27,657	5.73	
Active	1,366.508	142,334,460	104,159	5,980,697	4,377	20,005,131	14,640	18.02	
Certificated Total	1,366.508	142,334,460	104,159	5,980,697	4,377	20,005,131	14,640	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
Instructional for Funding Purposes	1,268.819	118,285,686	93,225	5,952,753	4,692	18,506,715	14,586	18.81	
Instructional for Compliance Purposes	1,268.819	118,285,686	93,225	5,952,753	4,692	18,506,715	14,586	18.81	
K-3 Program 01 Teacher	307.062	27,617,170	89,940			4,487,379	14,614	18.07	
K-3 Program 21 Teacher	1.153	96,949	84,084			28,272	24,520	21.82	
PSES Program 01 Certificated	65.179	6,414,048	98,407			959,467	14,720	23.68	
PSES Program 21 Certificated	33.701	3,341,422	99,149			565,440	16,778	19.29	

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	13.641	1,152,620	84,497	14,447	1,059	187,542	13,748	18.00	
02	0.166	16,795	101,175			2,347	14,136	18.17	
09	1.209	81,491	67,404			16,723	13,832	18.06	
21	1.500	145,609	97,073	4,500	3,000	21,204	14,136	18.14	
31	1.626	99,673	61,300	12,407	7,630	22,985	14,136	18.14	
51	1.016	90,816	89,386	4,937	4,859	14,362	14,136	18.20	
55	1.800	153,439	85,244	15,371	8,539	25,445	14,136	18.19	
65	0.300	23,514	78,380			4,241	14,136	18.28	
79	0.142	14,366	101,169			2,007	14,136	18.16	
97	1.000	145,181	145,181			14,136	14,136	18.09	
K-12 Program 02 Instructional	0.166	16,795	101,175			2,347	14,136	18.17	
Program 21 Instructional	1.500	145,609	97,073	4,500	3,000	21,204	14,136	18.14	
K-12 Program 21 Instructional	1.500	145,609	97,073			21,204	14,136	18.14	
Program 31 Instructional	1.626	99,673	61,300	12,407	7,630	22,985	14,136	18.14	
K-3 BEA Instructional	3.920	327,859	83,638	6,130	1,564	53,943	13,761	18.00	
4-6 BEA Instructional	2.749	232,706	84,651			37,757	13,735	18.03	
7-8 BEA Instructional	1.452	120,856	83,234	1,241	855	19,621	13,513	17.87	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	7.312	587,667	80,370	14,166	1,937	101,553	13,889	18.04	
K-12 BEA Instructional	15.433	1,269,088	82,232	21,537	1,396	212,874	13,793	18.01	
K-12 BEA Administrative	1.000	145,181	145,181			14,136	14,136	18.09	
BEA	16.433	1,414,269	86,063	26,854	1,634	227,010	13,814	18.02	
Instructional	20.400	1,691,240	82,904	32,537	1,595	282,720	13,859	18.05	
Administrative	2.000	232,264	116,132	15,808	7,904	28,272	14,136	18.14	
Other				3,317					
Active	22.400	1,923,504	85,871	51,662	2,306	310,992	13,884	18.06	
Certificated Total	22.400	1,923,504	85,871	51,662	2,306	310,992	13,884	18.06	
Instructional for Funding Purposes	20.400	1,691,240	82,904	32,537	1,595	282,720	13,859	18.05	
Instructional for Compliance Purposes	20.400	1,691,240	82,904	32,537	1,595	282,720	13,859	18.05	
K-3 Program 01 Teacher	3.816	320,543	84,000			53,943	14,136	18.20	
K-3 Program 21 Teacher	0.100	7,837	78,370			1,414	14,136	18.28	
Grade T Program 09 Teacher	1.183	79,662	67,339			16,723	14,136	18.26	
PSES Program 01 Certificated	0.824	59,395	72,081			6,361	7,720	14.46	
PSES Program 09 Certificated	0.026	1,829	70,346					9.31	
PSES Program 21 Certificated	0.900	87,186	96,873			12,722	14,136	18.17	

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	9.810	742,062	75,643	16,162	1,648	114,625	11,684	17.72	
21	1.700	181,812	106,948			16,598	9,764	17.72	
34	0.770	64,029	83,155			9,480	12,312	17.72	
52		43,200							
53	0.050	7,193	143,860	6,000	120,000	616	12,312	17.72	
55	1.150	105,360	91,617			14,159	12,312	17.72	
65	0.120	13,717	114,308	6,330	52,750	1,477	12,312	17.72	
97	0.250	35,963	143,852			3,078	12,312	17.72	
99	0.150	21,578	143,853			1,847	12,312	17.72	
Program 21 Instructional	1.000	93,192	93,192			14,136	14,136	17.72	
Program 21 Administrative	0.200	28,770	143,850			2,462	12,312	17.72	
K-12 Program 21 Instructional	1.000	93,192	93,192			14,136	14,136	17.72	
Program 34 Instructional	0.620	42,451	68,469			7,633	12,312	17.72	
Program 34 Administrative	0.150	21,578	143,853			1,847	12,312	17.72	
K-3 BEA Instructional	3.930	266,876	67,907			48,386	12,312	17.72	
4-6 BEA Instructional	2.640	212,658	80,552			32,504	12,312	17.72	
7-8 BEA Instructional	3.360	279,779	83,268			41,368	12,312	17.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	9.930	759,313	76,467			122,258	12,312	17.72	
BEA Instructional	10.830	842,054	77,752	16,162	1,492	127,183	11,744	17.72	
Administrative	1.000	143,853	143,853	28,492	28,492	12,312	12,312	17.72	
Active	13.000	1,129,864	86,913	28,492	2,192	161,880	12,452	17.72	
K-12 Program 21 Contracted	0.500	59,850	119,700						
K-12 BEA Contracted	0.500	25,200	50,400						
Certificated Total	14.000	1,214,914	86,780	28,492	2,035	161,880	11,563	17.72	
Instructional for Funding Purposes	13.000	1,071,061	82,389			149,568	11,505	17.72	
Instructional for Compliance Purposes	12.000	986,011	82,168			149,568	12,464	17.72	
K-3 Program 01 Teacher	3.930	266,876	67,907			48,386	12,312	17.72	
K-3 Program 21 Teacher	0.400	37,277	93,193			5,654	14,136	17.72	
PSES Program 01 Certificated	0.500	25,200	50,400						
PSES Program 21 Certificated	0.500	59,850	119,700						

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	15.163	1,417,767	93,502	25,851	1,705	222,642	14,683	18.42	
09	1.000	79,051	79,051			14,136	14,136	18.43	
21	1.000	105,164	105,164			14,136	14,136	18.41	
31	1.000	100,692	100,692	11,500	11,500	14,136	14,136	18.41	
51	0.360	36,797	102,214			5,089	14,136	18.42	
52	0.250	25,048	100,192			3,534	14,136	18.41	
55	0.640	65,414	102,209			9,047	14,136	18.42	
74				552					
97	1.000	175,849	175,849			14,136	14,136	18.12	
Program 21 Instructional	1.000	105,164	105,164			14,136	14,136	18.41	
K-12 Program 21 Instructional	1.000	105,164	105,164			14,136	14,136	18.41	
Program 31 Instructional	1.000	100,692	100,692	11,500	11,500	14,136	14,136	18.41	
K-3 BEA Instructional	4.197	373,323	88,950			65,690	15,652	18.42	
4-6 BEA Instructional	3.245	322,913	99,511			46,833	14,432	18.42	
7-8 BEA Instructional	1.842	152,728	82,914			26,293	14,274	18.43	
9-12 BEA Instructional	5.879	548,951	93,375			83,826	14,259	18.42	
K-12 BEA Instructional	15.163	1,397,915	92,193			222,642	14,683	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
BEA	17.163	1,694,308	98,719	37,351	2,176	250,914	14,619	18.39	
Instructional	18.413	1,709,389	92,836	35,142	1,909	268,584	14,587	18.42	
Administrative	2.000	296,393	148,197			28,272	14,136	18.24	
Other				2,761					
Active	20.413	2,005,782	98,260	37,903	1,857	296,856	14,542	18.39	
Certificated Total	20.413	2,005,782	98,260	37,903	1,857	296,856	14,542	18.39	
Instructional for Funding Purposes	18.413	1,709,389	92,836	35,142	1,909	268,584	14,587	18.42	
Instructional for Compliance Purposes	18.413	1,709,389	92,836	35,142	1,909	268,584	14,587	18.42	
K-3 Program 01 Teacher	4.197	373,323	88,950			65,690	15,652	18.42	
K-3 Program 21 Teacher	0.371	39,016	105,164			5,244	14,136	18.41	
Grade T Program 09 Teacher	1.000	79,051	79,051			14,136	14,136	18.43	
PSES Program 01 Certificated	1.000	75,648	75,648			14,136	14,136	18.43	

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	462.443	49,972,816	108,063	557,354	1,205	6,647,784	14,375	18.27	
09	6.000	612,647	102,108			84,816	14,136	18.37	
21	92.752	9,601,723	103,520	369,004	3,978	1,346,779	14,520	18.25	
24	10.000	974,318	97,432			141,360	14,136	18.38	
31	24.959	2,589,993	103,770	11,376	456	362,998	14,544	17.93	
34	5.755	620,001	107,733	7,584	1,318	81,989	14,247	18.20	
51	2.998	350,065	116,766	9,764	3,257	42,380	14,136	17.96	
52				1,916					
55	8.700	1,071,422	123,152	16,703	1,920	130,405	14,989	18.07	
58	0.260	41,622	160,085	405,083	1,558,012	3,675	14,136	17.48	
65	3.000	295,900	98,633	640	213	42,408	14,136	18.37	
74	0.500	63,533	127,066	960	1,920	8,128	16,256	18.21	
97	2.000	471,967	235,984	52,201	26,101	28,272	14,136	15.45	
Program 21 Instructional	89.133	8,975,340	100,696	324,952	3,646	1,295,621	14,536	18.33	
Program 21 Administrative	3.619	626,383	173,082	44,052	12,172	51,158	14,136	17.11	
K-12 Program 21 Instructional	81.033	8,111,287	100,099	1,488	18	1,181,119	14,576	18.33	
Program 31 Instructional	24.359	2,483,798	101,966			354,517	14,554	17.97	
Program 31 Administrative	0.600	106,195	176,992	11,376	18,960	8,482	14,136	17.00	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	5.355	549,204	102,559			76,334	14,255	18.37	
Program 34 Administrative	0.400	70,797	176,993	7,584	18,960	5,654	14,136	17.00	
K-3 BEA Instructional	164.908	16,805,764	101,910	430	3	2,355,637	14,285	18.36	
4-6 BEA Instructional	89.808	9,054,075	100,816			1,280,411	14,257	18.37	
7-8 BEA Instructional	69.859	7,285,513	104,289	2,376	34	1,004,957	14,385	18.35	
9-12 BEA Instructional	128.917	13,501,792	104,732	21,592	167	1,876,205	14,554	18.28	
K-12 BEA Instructional	453.492	46,647,144	102,862	24,398	54	6,517,210	14,371	18.34	
K-12 BEA Administrative	6.943	1,020,072	146,921			100,366	14,456	18.04	
BEA	495.157	53,654,777	108,359	628,515	1,269	7,121,043	14,381	18.22	
Instructional	572.723	58,782,234	102,636	900,480	1,572	8,246,777	14,399	18.34	
Administrative	41.843	7,274,921	173,862	369,705	8,836	593,712	14,189	17.32	
Other	1.295	164,990	127,405	162,400	125,405	23,961	18,502	19.58	
Active	615.861	66,222,145	107,528	1,432,585	2,326	8,864,450	14,394	18.23	
On Leave	3.506	443,862	126,601			56,544	16,128	18.32	
Certificated Total	619.367	66,666,007	107,636	1,432,585	2,313	8,920,994	14,403	18.23	
Instructional for Funding Purposes	572.723	58,782,234	102,636	900,480	1,572	8,246,777	14,399	18.34	
Instructional for Compliance Purposes	572.723	58,782,234	102,636	900,480	1,572	8,246,777	14,399	18.34	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	146.417	14,964,919	102,208			2,094,248	14,303	18.36	
K-3 Program 21 Teacher	10.076	885,003	87,833			147,127	14,602	18.46	
Grade T Program 09 Teacher	6.000	612,647	102,108			84,816	14,136	18.37	
PSES Program 01 Certificated	37.893	3,779,664	99,746			535,655	14,136	18.35	
PSES Program 21 Certificated	39.633	4,169,971	105,215			592,397	14,947	18.37	

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	15.600	1,220,075	78,210			226,176	14,498	20.27	
21	3.000	251,218	83,739			42,408	14,136	23.12	
97	1.000	122,000	122,000			14,136	14,136	28.41	
Program 21 Instructional	3.000	251,218	83,739			42,408	14,136	23.12	
K-12 Program 21 Instructional	3.000	251,218	83,739			42,408	14,136	23.12	
K-3 BEA Instructional		12,485							
4-6 BEA Instructional	4.000	275,792	68,948			56,544	14,136	19.50	
7-8 BEA Instructional	8.600	643,036	74,772			127,224	14,793	19.56	
9-12 BEA Instructional	3.000	288,762	96,254			42,408	14,136	22.93	
K-12 BEA Instructional	15.600	1,220,075	78,210			226,176	14,498	20.27	
BEA	16.600	1,342,075	80,848			240,312	14,477	21.06	
Instructional	18.600	1,471,293	79,102			268,584	14,440	20.79	
Administrative	1.000	122,000	122,000			14,136	14,136	28.41	
Active	19.600	1,593,293	81,290			282,720	14,424	21.40	
Certificated Total	19.600	1,593,293	81,290			282,720	14,424	21.40	
Instructional for Funding Purposes	18.600	1,471,293	79,102			268,584	14,440	20.79	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	18.600	1,471,293	79,102			268,584	14,440	20.79	
PSES Program 01 Certificated		73,445							

Salary and Benefits by Program for 2024-2025

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	42.489	3,682,905	86,679	276,931	6,518	601,885	14,166	18.41	
21	7.300	632,179	86,600			103,383	14,162	18.42	
51	2.000	191,407	95,704			28,324	14,162	18.39	
52				7,000					
55	2.350	248,099	105,574	24,976	10,628	33,281	14,162	18.35	
58	0.100	14,919	149,190	32,248	322,480	1,416	14,162	18.28	
65	1.000	74,822	74,822			14,162	14,162	18.49	
74				4,800					
97	1.500	256,068	170,712			21,243	14,162	17.85	
98	0.250	37,297	149,188			3,541	14,162	18.28	
Program 21 Instructional	7.000	587,423	83,918			99,134	14,162	18.43	
Program 21 Administrative	0.300	44,756	149,187			4,249	14,162	18.28	
K-12 Program 21 Instructional	6.000	477,174	79,529			84,972	14,162	18.45	
K-3 BEA Instructional	18.653	1,538,498	82,480	19,865	1,065	264,320	14,170	18.44	
4-6 BEA Instructional	12.769	1,076,671	84,319	16,345	1,280	180,835	14,162	18.42	
7-8 BEA Instructional	9.567	884,674	92,471	7,142	747	135,488	14,162	18.39	
K-12 BEA Instructional	40.989	3,499,843	85,385	43,352	1,058	580,642	14,166	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
K-12 BEA Administrative	1.250	145,765	116,612			17,703	14,162	18.33	
BEA	43.989	3,938,973	89,544	276,931	6,295	623,128	14,166	18.38	
Instructional	53.089	4,577,870	86,230	345,955	6,517	752,002	14,165	18.42	
Administrative	3.900	559,826	143,545			55,232	14,162	18.10	
Active	56.989	5,137,696	90,152	345,955	6,071	807,234	14,165	18.38	
On Leave									
Certificated Total	56.989	5,137,696	90,152	345,955	6,071	807,234	14,165	18.38	
Instructional for Funding Purposes	53.089	4,577,870	86,230	345,955	6,517	752,002	14,165	18.42	
Instructional for Compliance Purposes	53.089	4,577,870	86,230	345,955	6,517	752,002	14,165	18.42	
K-3 Program 01 Teacher	17.985	1,464,982	81,456	7,117	396	254,859	14,171	18.44	
K-3 Program 21 Teacher	2.328	192,442	82,664			32,969	14,162	18.43	
PSES Program 01 Certificated	2.000	191,407	95,704			28,324	14,162	18.35	

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	20.109	1,700,964	84,587	64,904	3,228	293,147	14,578	18.76	
09	1.000	83,794	83,794			14,136	14,136	18.81	
21	1.635	131,663	80,528			28,767	17,594	18.79	
24	0.679	47,952	70,622			9,598	14,136	18.90	
31	2.413	190,109	78,785	31,620	13,104	36,810	15,255	18.77	
34	0.968	72,199	74,586			15,027	15,523	18.82	
97	0.510	74,110	145,314			16,459	32,272	18.65	
Program 21 Instructional	1.349	101,145	74,978			24,724	18,328	18.84	
Program 21 Administrative	0.286	30,518	106,706			4,043	14,136	18.65	
K-12 Program 21 Instructional	1.349	101,145	74,978			24,724	18,328	18.84	
Program 31 Instructional	2.413	190,109	78,785	27,997	11,603	36,810	15,255	18.77	
Program 31 Administrative				3,623					
Program 34 Instructional	0.968	72,199	74,586			15,027	15,523	18.82	
K-3 BEA Instructional	7.051	573,784	81,376	2,651	376	99,673	14,136	18.70	
4-6 BEA Instructional	3.346	279,726	83,600			47,299	14,136	18.81	
7-8 BEA Instructional	1.578	125,664	79,635			22,307	14,136	18.81	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	10.025	807,894	80,588	38,158	3,806	145,756	14,539	18.80	
K-12 BEA Instructional	22.000	1,787,068	81,230	40,809	1,855	315,035	14,320	18.77	
K-12 BEA Administrative	1.490	176,204	118,258	3,623	2,432	29,949	20,100	18.74	
BEA	24.000	2,037,382	84,891	96,524	4,022	361,443	15,060	18.76	
Instructional	25.028	2,019,959	80,708	42,488	1,698	363,493	14,523	18.78	
Administrative	2.286	280,832	122,849	3,623	1,585	50,451	22,070	18.70	
Other				50,413					
Active	27.314	2,300,791	84,235	96,524	3,534	413,944	15,155	18.77	
Certificated Total	27.314	2,300,791	84,235	96,524	3,534	413,944	15,155	18.77	
Instructional for Funding Purposes	25.028	2,019,959	80,708	42,488	1,698	363,493	14,523	18.78	
Instructional for Compliance Purposes	25.028	2,019,959	80,708	42,488	1,698	363,493	14,523	18.78	
K-3 Program 01 Teacher	6.434	523,185	81,316			90,951	14,136	18.69	
K-3 Program 21 Teacher	0.201	14,314	71,214			2,841	14,136	18.90	
Grade T Program 09 Teacher	1.000	83,794	83,794			14,136	14,136	18.81	
PSES Program 01 Certificated	1.003	89,322	89,055			14,178	14,136	18.75	

Salary and Benefits by Program for 2024-2025

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	157.478	15,060,775	95,637	537,619	3,414	2,268,121	14,403	18.26	
02	8.800	900,127	102,287	22,946	2,608	124,397	14,136	18.24	
09	2.000	154,665	77,333	5,238	2,619	28,272	14,136	18.37	
21	30.975	2,753,211	88,885	160,561	5,184	450,373	14,540	18.52	
24	6.020	486,864	80,874	28,887	4,799	85,099	14,136	18.27	
29	0.120	12,301	102,508	205	1,708	1,696	14,136	18.22	
31	15.265	1,356,474	88,862	64,250	4,209	218,147	14,291	19.11	
34	5.000	460,252	92,050	14,148	2,830	73,507	14,701	18.30	
51	3.900	386,003	98,975	10,201	2,616	55,130	14,136	18.24	
52	2.500	262,475	104,990	5,834	2,334	35,340	14,136	18.22	
55	7.951	736,093	92,579	28,436	3,576	109,102	13,722	17.95	
65	1.000	109,700	109,700	2,439	2,439	14,136	14,136	18.21	
74	2.000	186,219	93,110	4,138	2,069	28,272	14,136	18.29	
97	2.000	346,766	173,383	25,320	12,660	58,772	29,386	16.49	
K-12 Program 02 Instructional	8.300	831,794	100,216	2,499	301	117,329	14,136	18.24	
Program 21 Instructional	30.152	2,631,789	87,284	157,841	5,235	436,237	14,468	18.54	
Program 21 Administrative	0.823	121,422	147,536	2,720	3,305	14,136	17,176	18.06	
K-12 Program 21 Instructional	30.152	2,631,789	87,284	37,625	1,248	436,237	14,468	18.54	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.165	1,219,272	86,076	61,850	4,366	202,597	14,303	19.22	
Program 31 Administrative	1.100	137,202	124,729	2,400	2,182	15,550	14,136	18.16	
Program 34 Instructional	4.600	410,751	89,294	14,148	3,076	67,853	14,751	18.31	
Program 34 Administrative	0.400	49,501	123,753			5,654	14,136	18.19	
K-3 BEA Instructional	59.223	5,586,031	94,322	77,584	1,310	846,859	14,300	18.28	
4-6 BEA Instructional	35.377	3,087,940	87,287	32,992	933	504,542	14,262	18.32	
7-8 BEA Instructional	23.361	2,179,308	93,288	36,486	1,562	344,918	14,765	18.29	
9-12 BEA Instructional	55.382	5,099,074	92,071	151,635	2,738	789,948	14,264	18.50	
K-12 BEA Instructional	173.343	15,952,353	92,028	298,697	1,723	2,486,268	14,343	18.36	
K-12 BEA Administrative	1.788	232,541	130,056			28,272	15,812	18.27	
BEA	188.543	18,124,394	96,129	664,283	3,523	2,742,944	14,548	18.29	
Instructional	228.986	20,918,462	91,353	863,706	3,772	3,279,552	14,322	18.36	
Administrative	15.523	2,226,222	143,414	46,516	2,997	256,676	16,535	17.80	
Other	0.500	67,241	134,482			14,136	28,272	17.95	
Active	245.009	23,211,925	94,739	910,222	3,715	3,550,364	14,491	18.31	
Certificated Total	245.009	23,211,925	94,739	910,222	3,715	3,550,364	14,491	18.31	
Instructional for Funding Purposes	228.986	20,918,462	91,353	863,706	3,772	3,279,552	14,322	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
Instructional for Compliance Purposes	228.986	20,918,462	91,353	863,706	3,772	3,279,552	14,322	18.36	
K-3 Program 01 Teacher	51.723	4,872,336	94,201	72,382	1,399	740,839	14,323	18.28	
K-3 Program 21 Teacher	10.386	806,163	77,620	3,294	317	149,757	14,419	19.11	
PSES Program 01 Certificated	9.550	852,401	89,257			134,999	14,136	18.31	
PSES Program 21 Certificated	11.000	1,063,147	96,650			155,496	14,136	18.26	

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	58.575	5,781,698	98,706	302,932	5,172	844,862	14,424	18.30	
02	6.760	635,407	93,995	32,002	4,734	86,489	12,794	18.32	
03	0.200	17,748	88,740	592	2,960			10.49	
09	2.000	218,235	109,118	7,276	3,638	28,272	14,136	18.24	
21	10.275	968,615	94,269	39,938	3,887	162,211	15,787	18.38	
24	2.925	214,646	73,383	7,156	2,446	44,175	15,103	18.51	
31	3.300	370,544	112,286	21,344	6,468	46,649	14,136	18.21	
34	0.600	67,742	112,903	2,258	3,763	8,482	14,136	18.22	
51	2.200	230,797	104,908	6,774	3,079	31,099	14,136	18.25	
55	2.290	185,093	80,827	5,254	2,294	32,371	14,136	18.41	
58				75,888					
65	0.800	55,115	68,894	1,834	2,293	11,309	14,136	18.54	
74	0.200	13,779	68,895	460	2,300	2,827	14,136	18.54	
79	0.750	77,866	103,821	6,708	8,944	8,658	11,544	18.28	
97	1.150	207,931	180,810	5,000	4,348	14,313	12,446	17.41	
K-12 Program 02 Instructional	6.060	539,045	88,951	21,275	3,511	85,664	14,136	18.34	
Program 21 Instructional	9.675	886,135	91,590	39,938	4,128	153,729	15,889	18.39	
Program 21 Administrative	0.600	82,480	137,467			8,482	14,136	18.27	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	8.800	787,344	89,471	32,644	3,710	141,360	16,064	18.42	
Program 31 Instructional	3.100	340,286	109,770	21,344	6,885	43,822	14,136	18.21	
Program 31 Administrative	0.200	30,258	151,290			2,827	14,136	18.19	
Program 34 Instructional	0.600	67,742	112,903	2,258	3,763	8,482	14,136	18.22	
K-3 BEA Instructional	20.470	1,900,251	92,831	78,768	3,848	289,364	14,136	18.31	
4-6 BEA Instructional	11.948	1,090,669	91,285	46,706	3,909	169,773	14,209	18.33	
7-8 BEA Instructional	9.412	851,264	90,445	44,244	4,701	133,939	14,231	18.33	
9-12 BEA Instructional	20.680	2,077,638	100,466	104,616	5,059	301,874	14,597	18.20	
K-12 BEA Instructional	62.510	5,919,822	94,702	274,334	4,389	894,950	14,317	18.28	
K-12 BEA Administrative	4.700	649,709	138,236	17,122	3,643	57,369	12,206	18.24	
BEA	70.585	7,081,070	100,320	364,128	5,159	1,000,793	14,179	18.25	
Instructional	82.800	7,725,853	93,307	472,977	5,712	1,201,560	14,512	18.30	
Administrative	9.000	1,296,103	144,011	42,439	4,715	114,266	12,696	18.11	
Active	91.800	9,021,956	98,278	515,416	5,615	1,315,826	14,334	18.27	
On Leave	0.225	23,260	103,378			5,890	26,178	20.01	
Certificated Total	92.025	9,045,216	98,291	515,416	5,601	1,321,716	14,363	18.28	
Instructional for Funding Purposes	82.800	7,725,853	93,307	472,977	5,712	1,201,560	14,512	18.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	82.800	7,725,853	93,307	472,977	5,712	1,201,560	14,512	18.30	
K-3 Program 01 Teacher	17.620	1,630,375	92,530	68,988	3,915	249,076	14,136	18.31	
K-3 Program 21 Teacher	0.570	49,805	87,377	3,260	5,719	8,058	14,136	18.36	
Grade T Program 09 Teacher	2.000	218,235	109,118	7,276	3,638	28,272	14,136	18.24	
PSES Program 01 Certificated	3.350	317,542	94,789			47,356	14,136	18.28	
PSES Program 21 Certificated	4.200	418,199	99,571			70,680	16,829	18.38	

Prescott School District (36402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.750	1,558,314	98,941	82,904	5,264	222,642	14,136	18.03	
02				1,203					
21	2.000	158,437	79,219	8,891	4,446	28,272	14,136	18.05	
31	1.000	65,264	65,264	2,195	2,195	14,136	14,136	12.90	
34	1.000	63,518	63,518	859	859	14,136	14,136	12.90	
52	0.300	26,192	87,307	1,455	4,850	4,241	14,136	17.97	
55	0.450	42,354	94,120	1,456	3,236	6,361	14,136	17.99	
58									
65	0.500	53,871	107,742	926	1,852	7,068	14,136	18.05	
K-12 Program 02 Instructional				1,203					
Program 21 Instructional	2.000	158,437	79,219	8,891	4,446	28,272	14,136	18.05	
K-12 Program 21 Instructional	1.900	151,930	79,963	1,276	672	26,858	14,136	18.05	
Program 31 Instructional	1.000	65,264	65,264	2,195	2,195	14,136	14,136	12.90	
Program 34 Instructional	1.000	63,518	63,518	859	859	14,136	14,136	12.90	
K-3 BEA Instructional	5.582	542,390	97,168	13,081	2,343	78,907	14,136	18.01	
4-6 BEA Instructional	2.268	208,157	91,780	6,633	2,925	32,060	14,136	17.96	
7-8 BEA Instructional	3.270	282,731	86,462	10,473	3,203	46,225	14,136	16.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	5.630	521,833	92,688	17,518	3,112	79,586	14,136	17.43	
K-12 BEA Instructional	16.750	1,555,111	92,842	47,705	2,848	236,778	14,136	17.61	
K-12 BEA Administrative	1.000	131,985	131,985			14,136	14,136	18.05	
BEA	17.750	1,687,096	95,048	87,161	4,910	250,914	14,136	17.65	
Instructional	20.000	1,835,965	91,798	62,048	3,102	282,720	14,136	17.68	
Administrative	1.000	131,985	131,985			14,136	14,136	18.05	
Other				37,841					
Active	21.000	1,967,950	93,712	99,889	4,757	296,856	14,136	17.70	
On Leave									
Certificated Total	21.000	1,967,950	93,712	99,889	4,757	296,856	14,136	17.70	
Instructional for Funding Purposes	20.000	1,835,965	91,798	62,048	3,102	282,720	14,136	17.68	
Instructional for Compliance Purposes	20.000	1,835,965	91,798	62,048	3,102	282,720	14,136	17.68	
K-3 Program 01 Teacher	4.532	424,481	93,663	8,943	1,973	64,064	14,136	17.98	
K-3 Program 21 Teacher	0.307	31,442	102,417			4,340	14,136	18.05	
PSES Program 01 Certificated	0.400	43,055	107,638			5,654	14,136	17.97	

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	122.116	11,093,291	90,842	650,066	5,323	1,728,395	14,154	8.92	
09	2.000	121,830	60,915	4,866	2,433	28,272	14,136	9.08	
21	20.860	1,694,474	81,231	97,758	4,686	296,856	14,231	9.58	
24	1.000	93,447	93,447			14,136	14,136	8.75	
31	11.910	1,140,625	95,770	150,772	12,659	168,360	14,136	9.39	
34	1.499	125,728	83,875	12,681	8,460	21,190	14,136	8.77	
51	4.150	384,863	92,738			58,664	14,136	9.55	
52	0.700	63,528	90,754			9,895	14,136	8.77	
53	0.350	46,049	131,569	1,037	2,963	4,948	14,136	8.68	
55	11.791	1,091,318	92,555	36,936	3,133	158,323	13,427	9.57	
65	4.650	443,059	95,282	15,488	3,331	65,732	14,136	8.74	
74	0.272	27,464	100,971	1,232	4,529	3,845	14,136	8.68	
97	1.000	197,030	197,030	1,212	1,212	14,136	14,136	7.61	
Program 21 Instructional	18.860	1,439,587	76,330	93,258	4,945	268,584	14,241	9.73	
Program 21 Administrative	2.000	254,887	127,444	4,500	2,250	28,272	14,136	8.71	
K-12 Program 21 Instructional	18.860	1,439,587	76,330	13,719	727	268,584	14,241	9.73	
Program 31 Instructional	10.910	984,665	90,253	150,772	13,820	154,224	14,136	9.50	
Program 31 Administrative	1.000	155,960	155,960			14,136	14,136	8.61	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.499	125,728	83,875	12,681	8,460	21,190	14,136	8.77	
K-3 BEA Instructional	40.675	3,243,874	79,751			574,982	14,136	8.85	
4-6 BEA Instructional	22.665	2,003,122	88,380			320,392	14,136	9.09	
7-8 BEA Instructional	23.513	2,189,342	93,112	16,092	684	332,380	14,136	9.21	
9-12 BEA Instructional	39.672	3,619,260	91,230	107,955	2,721	562,966	14,191	8.97	
K-12 BEA Instructional	126.525	11,055,598	87,379	124,047	980	1,790,720	14,153	9.01	
K-12 BEA Administrative	7.000	998,748	142,678			98,952	14,136	8.64	
BEA	136.525	12,556,674	91,973	814,731	5,968	1,932,080	14,152	8.95	
Instructional	169.298	14,635,174	86,446	761,527	4,498	2,388,984	14,111	9.12	
Administrative	13.000	1,887,532	145,195	29,471	2,267	183,768	14,136	8.54	
Other				181,050					
Active	182.298	16,522,706	90,636	972,048	5,332	2,572,752	14,113	9.06	
Certificated Total	182.298	16,522,706	90,636	972,048	5,332	2,572,752	14,113	9.06	
Instructional for Funding Purposes	169.298	14,635,174	86,446	761,527	4,498	2,388,984	14,111	9.12	
Instructional for Compliance Purposes	169.298	14,635,174	86,446	761,527	4,498	2,388,984	14,111	9.12	
K-3 Program 01 Teacher	36.675	2,948,582	80,398			518,438	14,136	8.84	
K-3 Program 21 Teacher	3.990	291,964	73,174			56,403	14,136	8.90	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	121,830	60,915	2,433	1,217	28,272	14,136	9.08	
PSES Program 01 Certificated	6.520	656,429	100,679			92,167	14,136	8.67	
PSES Program 21 Certificated	4.860	406,051	83,550			70,680	14,543	8.89	

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	145.668	13,321,338	91,450	898,011	6,165	2,102,023	14,430	18.03	
02	0.600	52,644	87,740			8,482	14,136	18.09	
21	25.434	2,078,211	81,710	137,154	5,393	360,468	14,173	17.80	
24	5.000	386,486	77,297	27,914	5,583	70,680	14,136	18.12	
31	7.800	719,939	92,300	96,294	12,345	113,088	14,498	18.03	
34	2.000	196,163	98,082	11,988	5,994	28,272	14,136	18.02	
51	3.000	276,189	92,063	10,741	3,580	42,408	14,136	18.07	
52	0.500	52,133	104,266			7,068	14,136	18.01	
55	6.006	447,346	74,483	17,996	2,996	87,643	14,593	18.17	
58				101,184					
65	2.000	161,718	80,859	6,291	3,146	28,272	14,136	18.12	
74	0.500	52,133	104,266			7,068	14,136	18.01	
97	2.000	381,966	190,983	44,242	22,121	28,272	14,136	16.58	
K-12 Program 02 Instructional	0.600	52,644	87,740			8,482	14,136	18.09	
Program 21 Instructional	23.959	1,888,264	78,812	131,777	5,500	342,798	14,308	18.12	
Program 21 Administrative	1.142	153,947	134,805	5,377	4,708	17,670	15,473	17.70	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	20.948	1,676,839	80,048			299,683	14,306	18.11	
Program 31 Instructional	7.400	679,051	91,764	94,568	12,779	107,434	14,518	18.03	
Program 31 Administrative	0.400	40,888	102,220	1,726	4,315	5,654	14,136	18.00	
Program 34 Instructional	2.000	196,163	98,082	11,988	5,994	28,272	14,136	18.02	
K-3 BEA Instructional	55.098	4,630,110	84,034			797,581	14,476	18.11	
4-6 BEA Instructional	25.494	2,107,651	82,672			360,383	14,136	17.84	
7-8 BEA Instructional	22.567	2,064,936	91,502			327,489	14,512	18.06	
9-12 BEA Instructional	40.867	3,726,566	91,188			594,659	14,551	18.06	
K-12 BEA Instructional	144.026	12,529,263	86,993			2,080,112	14,443	18.04	
K-12 BEA Administrative	10.400	1,492,621	143,521			147,014	14,136	18.01	
BEA	158.068	14,672,050	92,821	1,050,535	6,646	2,280,137	14,425	17.99	
Instructional	184.991	15,793,532	85,375	1,262,090	6,822	2,666,050	14,412	18.06	
Administrative	14.292	2,172,227	151,989	87,211	6,102	203,558	14,243	17.64	
Other	0.892	124,507	139,582	2,514	2,818	14,136	15,848	18.06	
Active	200.175	18,090,266	90,372	1,351,815	6,753	2,883,744	14,406	18.01	
Certificated Total	200.508	18,126,266	90,402	1,351,815	6,742	2,883,744	14,382	17.98	
Instructional for Funding Purposes	185.324	15,829,532	85,415	1,262,090	6,810	2,666,050	14,386	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
Instructional for Compliance Purposes	184.991	15,793,532	85,375	1,262,090	6,822	2,666,050	14,412	18.06	
K-3 Program 01 Teacher	50.473	4,239,364	83,993			728,089	14,425	18.11	
K-3 Program 21 Teacher	3.549	239,709	67,543			50,169	14,136	18.19	
PSES Program 01 Certificated	7.153	659,372	92,181			102,486	14,328	18.06	
PSES Program 21 Certificated	7.948	727,773	91,567			115,915	14,584	18.08	

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	1,091.539	119,174,612	109,180	8,471,509	7,761	15,572,318	14,266	12.21	
02	11.262	1,310,371	116,353	20,580	1,827	169,620	15,061	11.82	
03	5.200	526,580	101,265	8,928	1,717	73,492	14,133	12.24	
09	14.000	1,337,567	95,541	2,200	157	197,724	14,123	12.18	
21	218.479	22,179,208	101,516	126,225	578	3,171,072	14,514	12.08	
24	34.400	3,775,549	109,754	31,280	909	494,738	14,382	12.18	
31	73.473	7,601,750	103,463	191,446	2,606	1,054,513	14,352	12.66	
34	23.620	2,415,107	102,248	50,822	2,152	346,256	14,659	12.68	
51	17.245	1,970,508	114,265	9,050	525	243,830	14,139	11.91	
52	3.749	442,854	118,126	3,025	807	52,985	14,133	9.78	
55	32.146	3,578,686	111,326	36,621	1,139	455,060	14,156	11.57	
58	2.600	328,697	126,422	2,860	1,100	36,751	14,135	12.15	
64	1.000	126,422	126,422	1,100	1,100	14,145	14,145	11.80	
65	17.400	1,761,709	101,248	5,280	303	255,855	14,704	12.47	
68				1,000					
74	1.000	126,422	126,422	1,100	1,100	14,133	14,133	11.81	
79	1.000	113,798	113,798	12,000	12,000	14,133	14,133	11.99	
97	2.769	681,925	246,271	70,751	25,551	42,399	15,312	11.47	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	9.300	956,449	102,844			141,354	15,199	11.88	
Program 21 Instructional	212.593	21,049,738	99,014	106,825	502	3,086,274	14,517	12.11	
Program 21 Administrative	5.886	1,129,470	191,891	19,400	3,296	84,798	14,407	11.54	
K-12 Program 21 Instructional	196.593	19,503,244	99,206			2,860,110	14,548	12.10	
Program 31 Instructional	71.202	7,225,033	101,472	184,946	2,597	1,022,004	14,354	12.71	
Program 31 Administrative	2.271	376,717	165,882	6,500	2,862	32,509	14,315	11.57	
Program 34 Instructional	22.099	2,159,591	97,723	45,672	2,067	324,350	14,677	12.82	
Program 34 Administrative	1.521	255,516	167,992	5,150	3,386	21,906	14,402	11.54	
K-3 BEA Instructional	431.041	44,395,380	102,996			6,167,738	14,309	12.14	
4-6 BEA Instructional	229.474	23,150,515	100,885			3,223,264	14,046	12.33	
7-8 BEA Instructional	155.521	17,168,327	110,392			2,244,130	14,430	12.48	
9-12 BEA Instructional	307.315	32,958,692	107,247			4,415,505	14,368	12.38	
K-12 BEA Instructional	1,123.351	117,672,914	104,752			16,050,637	14,288	12.30	
BEA	1,207.863	131,710,345	109,044	8,814,036	7,297	17,258,598	14,289	12.23	
Instructional	1,458.994	152,069,912	104,229	8,769,006	6,010	20,895,065	14,322	12.24	
Administrative	90.888	15,268,055	167,988	263,986	2,905	1,299,826	14,301	11.66	
Other				785					

Program	FTE	Base Salary Total	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	1,549.882	167,337,967	107,968	9,033,777	5,829	22,194,891	14,320	12.19	
On Leave	1.000	113,798	113,798	12,000	12,000	14,133	14,133	11.99	
Certificated Total	1,550.882	167,451,765	107,972	9,045,777	5,833	22,209,024	14,320	12.19	
Instructional for Funding Purposes	1,458.994	152,069,912	104,229	8,769,006	6,010	20,895,065	14,322	12.24	
Instructional for Compliance Purposes	1,458.994	152,069,912	104,229	8,769,006	6,010	20,895,065	14,322	12.24	
K-3 Program 01 Teacher	368.800	37,865,729	102,673			5,240,510	14,210	12.10	
K-3 Program 21 Teacher	42.332	3,785,672	89,428			605,617	14,306	12.38	
Grade T Program 09 Teacher	1.000	77,387	77,387			14,133	14,133	12.13	
PSES Program 01 Certificated	68.300	6,725,405	98,469			986,673	14,446	12.32	
PSES Program 21 Certificated	75.900	8,157,463	107,476			1,142,125	15,048	11.84	

Salary and Benefits by Program for 2024-2025

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	3.211	242,164	75,417			45,391	14,136	18.61	
51	0.112	18,931	169,027			1,583	14,136	18.32	
52	0.100	5,890	58,900			1,414	14,136	18.69	
55	0.237	29,323	123,726			3,350	14,136	18.43	
97	0.340	8,400	24,706			4,806	14,136	18.32	
K-3 BEA Instructional	1.895	118,997	62,795			26,788	14,136	18.69	
4-6 BEA Instructional	1.210	105,349	87,065			17,105	14,136	18.53	
7-8 BEA Instructional	0.106	17,818	168,094			1,498	14,136	18.32	
K-12 BEA Instructional	3.211	242,164	75,417			45,391	14,136	18.61	
K-12 BEA Administrative	0.340	8,400	24,706			4,806	14,136	18.32	
BEA	3.551	250,564	70,562			50,197	14,136	18.56	
Instructional	3.660	296,308	80,958			51,738	14,136	18.58	
Administrative	0.340	8,400	24,706			4,806	14,136	18.32	
Active	4.000	304,708	76,177			56,544	14,136	18.54	
Certificated Total	4.000	304,708	76,177			56,544	14,136	18.54	
Instructional for Funding Purposes	3.660	296,308	80,958			51,738	14,136	18.58	
Instructional for Compliance Purposes	3.660	296,308	80,958			51,738	14,136	18.58	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.895	118,997	62,795			26,788	14,136	18.69	

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	12.769	1,301,507	101,927	59,424	4,654	205,311	16,079	18.40	
02	15.639	1,482,933	94,823	202,538	12,951	255,876	16,361	18.35	
21	4.979	474,047	95,209	49,913	10,025	78,299	15,726	18.02	
31	0.993	65,920	66,385	1,258	1,267	16,398	16,513	18.66	
34	0.510	35,935	70,461	588	1,153	7,209	14,136	18.53	
52				6,500					
55	0.843	84,907	100,720	36,729	43,569	15,069	17,875	18.38	
58				28,972					
74	0.100	9,685	96,850	3,353	33,530	1,414	14,136	18.28	
79				1,900					
97	0.800	122,532	153,165			14,136	17,670	18.34	
K-12 Program 02 Instructional	14.053	1,322,246	94,090	909	65	234,234	16,668	18.37	
Program 21 Instructional	4.064	385,528	94,864	30,329	7,463	66,128	16,272	17.99	
Program 21 Administrative	0.915	88,519	96,742	19,584	21,403	12,171	13,302	18.16	
K-12 Program 21 Instructional	3.984	377,658	94,794			64,997	16,315	17.98	
Program 31 Instructional	0.993	65,920	66,385	1,258	1,267	16,398	16,513	18.66	
Program 34 Instructional	0.510	35,935	70,461	588	1,153	7,209	14,136	18.53	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.711	1,324,173	90,012	909	62	235,887	16,035	18.39	
4-6 BEA Instructional	1.710	151,998	88,888			24,173	14,136	18.37	
7-8 BEA Instructional	6.173	582,777	94,407			96,874	15,693	18.37	
9-12 BEA Instructional	4.564	501,734	109,933			89,721	19,658	18.49	
K-12 BEA Instructional	27.158	2,560,682	94,288	909	33	446,655	16,447	18.40	
BEA	30.711	3,008,827	97,972	263,808	8,590	498,930	16,246	18.38	
Instructional	32.165	3,040,802	94,538	334,605	10,403	529,266	16,455	18.35	
Administrative	3.296	432,969	131,362	30,384	9,218	47,257	14,338	18.18	
Other	1.172	103,695	88,477	26,186	22,343	17,189	14,667	18.36	
Active	36.633	3,577,466	97,657	391,175	10,678	593,712	16,207	18.33	
Certificated Total	36.633	3,577,466	97,657	391,175	10,678	593,712	16,207	18.33	
Instructional for Funding Purposes	32.165	3,040,802	94,538	334,605	10,403	529,266	16,455	18.35	
Instructional for Compliance Purposes	32.165	3,040,802	94,538	334,605	10,403	529,266	16,455	18.35	
K-3 Program 01 Teacher	3.290	252,914	76,874			46,507	14,136	18.47	
K-3 Program 21 Teacher	0.851	89,176	104,790			12,722	14,950	18.23	
PSES Program 01 Certificated	1.000	84,213	84,213			14,136	14,136	18.38	
PSES Program 21 Certificated	0.875	66,542	76,048			14,136	16,155	16.37	

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	11.000	1,212,743	110,249			360,653	32,787	16.91	
26	2.000	211,968	105,984			41,685	20,843	26.80	
97		314,190				94,257		17.77	
Program 26, 56, and 59 Instructional	2.000	211,968	105,984			41,685	20,843	26.80	
K-3 BEA Instructional	3.725	398,033	106,854			118,587	31,836	17.34	
4-6 BEA Instructional	0.543	127,996	235,720			37,762	69,544	17.34	
7-8 BEA Instructional	1.651	155,473	94,169			46,430	28,123	15.69	
9-12 BEA Instructional	4.081	401,241	98,319			118,873	29,128	16.69	
K-12 BEA Instructional	10.000	1,082,743	108,274			321,653	32,165	16.86	
K-12 BEA Administrative	1.000	130,000	130,000			39,000	39,000	17.35	
BEA	11.000	1,526,933	138,812			454,910	41,355	17.09	
Instructional	12.000	1,294,711	107,893			363,338	30,278	18.00	
Administrative	1.000	444,190	444,190			133,257	133,257	17.65	
Active	13.000	1,738,901	133,762			496,595	38,200	17.91	
Certificated Total	13.000	1,738,901	133,762			496,595	38,200	17.91	
Instructional for Funding Purposes	10.000	1,082,743	108,274			321,653	32,165	16.86	

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 Compliance Purposes	10.000	1,082,743	108,274			321,653	32,165	16.86	
K-3 Program 01 Teacher	3.000	336,761	112,254			101,028	33,676	17.39	
PSES Program 01 Certificated	2.000	163,314	81,657			47,324	23,662	16.94	

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	55.174	4,945,287	89,631	72,952	1,322	726,955	13,176	18.33	
02	74.007	4,927,606	66,583	720	10	38,755	524	1.01	
09	1.000	71,366	71,366			13,200	13,200	18.48	
21	29.660	2,180,013	73,500	26,559	895	137,465	4,635	7.57	
24	2.889	259,748	89,909			38,135	13,200	18.29	
31	2.100	191,359	91,123	5,288	2,518	27,720	13,200	18.79	
34	0.983	74,524	75,813	461	469	12,976	13,200	19.52	
51	1.650	156,544	94,875			21,780	13,200	18.10	
52				10,870					
53	0.228	22,027	96,610			3,010	13,200	18.37	
55	12.482	1,051,561	84,246			112,710	9,030	13.50	
58	0.074	7,869	106,338	2,157	29,149	977	13,200	18.23	
64	0.167	12,971	77,671			2,204	13,200	18.52	
65	3.088	256,636	83,108			27,562	8,925	8.18	
74	0.930	92,426	99,383			12,276	13,200	18.24	
97	1.430	308,854	215,982	1,080	755	18,876	13,200	16.56	
K-12 Program 02 Instructional	73.077	4,774,056	65,329			26,479	362	0.46	
Program 21 Instructional	7.958	696,942	87,578	26,199	3,292	104,465	13,127	19.28	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.500	96,182	192,364	360	720	6,600	13,200	17.12	
K-12 Program 21 Instructional	7.618	666,916	87,545			99,977	13,124	19.33	
Program 31 Instructional	2.100	191,359	91,123	5,288	2,518	27,720	13,200	18.79	
Program 34 Instructional	0.933	66,269	71,028	461	494	12,316	13,200	19.69	
Program 34 Administrative	0.050	8,255	165,100			660	13,200	18.09	
K-3 BEA Instructional	16.985	1,463,354	86,156			224,981	13,246	18.34	
4-6 BEA Instructional	9.800	872,607	89,042			132,282	13,498	18.02	
7-8 BEA Instructional	10.223	816,294	79,849			138,882	13,585	18.87	
9-12 BEA Instructional	14.743	1,321,672	89,647			199,294	13,518	18.40	
K-12 BEA Instructional	51.979	4,498,688	86,548			698,447	13,437	18.40	
BEA	133.694	10,447,630	78,146	80,501	602	825,282	6,173	10.24	
Instructional	75.891	6,612,681	87,134	115,047	1,516	1,027,400	13,538	18.47	
Administrative	6.954	1,205,095	173,295	5,040	725	92,400	13,287	17.62	
Other	3.755	232,418	61,896			61,600	16,405	18.02	
Active	86.600	8,050,194	92,958	120,087	1,387	1,181,400	13,642	18.33	
K-12 Program 21 Contracted	20.262	1,319,812	65,137						
K-12 BEA Contracted	72.000	4,653,039	64,626						

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	112,876	112,876			13,200	13,200	18.20	
Certificated Total	185.862	14,558,791	78,331	120,087	646	1,194,600	6,427	10.40	
Instructional for Funding Purposes	174.153	13,008,402	74,695	115,047	661	1,027,400	5,899	9.53	
Instructional for Compliance Purposes	75.891	6,612,681	87,134	115,047	1,516	1,027,400	13,538	18.47	
K-3 Program 01 Teacher	16.912	1,455,559	86,067			223,252	13,201	18.34	
K-3 Program 21 Teacher	3.444	254,923	74,019			26,453	7,681	11.95	
Grade T Program 09 Teacher	0.016	1,170	73,125			211	13,200	18.48	
PSES Program 01 Certificated	1.800	138,349	76,861			23,760	13,200	18.38	
PSES Program 21 Certificated	2.170	187,065	86,205			11,986	5,523	9.04	

Quincy School District (13144)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	172.722	15,445,159	89,422	1,158,006	6,704	2,453,783	14,207	18.46	
02	2.000	180,387	90,194	6,013	3,007	28,272	14,136	18.29	
09	2.717	233,818	86,057	11,826	4,353	42,408	15,608	18.31	
21	16.099	1,336,710	83,031	50,822	3,157	233,385	14,497	18.83	
24	2.607	205,602	78,865	34,486	13,228	49,335	18,924	18.37	
31	14.888	1,199,004	80,535	139,158	9,347	215,602	14,482	19.00	
34	3.268	327,427	100,192	22,448	6,869	47,214	14,447	17.24	
51	3.530	302,882	85,802	9,626	2,727	49,900	14,136	19.01	
52	0.345	27,843	80,704	2,232	6,470	4,948	14,341	18.36	
53	1.100	123,519	112,290	4,106	3,733	15,550	14,136	18.18	
55	12.112	1,167,012	96,352	37,362	3,085	170,933	14,113	18.46	
58				89,648					
65	12.862	1,099,476	85,483	34,981	2,720	171,781	13,356	19.27	
74	0.600	44,577	74,295	1,485	2,475	8,482	14,136	19.70	
97	2.000	368,604	184,302	22,110	11,055	28,272	14,136	16.82	
K-12 Program 02 Instructional	2.000	180,387	90,194			28,272	14,136	18.29	
Program 21 Instructional	15.099	1,176,112	77,893	47,087	3,119	219,249	14,521	18.92	
Program 21 Administrative	1.000	160,598	160,598	3,735	3,735	14,136	14,136	18.12	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.589	1,134,272	77,748	7,569	519	212,040	14,534	18.95	
Program 31 Instructional	14.088	1,079,149	76,601	135,171	9,595	204,293	14,501	19.09	
Program 31 Administrative	0.800	119,855	149,819	3,987	4,984	11,309	14,136	18.05	
Program 34 Instructional	3.068	297,463	96,957	21,451	6,992	44,387	14,468	17.17	
Program 34 Administrative	0.200	29,964	149,820	997	4,985	2,827	14,136	18.05	
K-3 BEA Instructional	64.354	5,379,308	83,589	14,581	227	910,500	14,148	18.71	
4-6 BEA Instructional	39.517	3,138,435	79,420	7,208	182	562,655	14,238	18.74	
7-8 BEA Instructional	27.202	2,288,648	84,135	15,659	576	387,355	14,240	17.83	
9-12 BEA Instructional	46.805	4,059,494	86,732	14,753	315	672,322	14,364	18.54	
K-12 BEA Instructional	177.878	14,865,885	83,573	52,201	293	2,532,832	14,239	18.53	
K-12 BEA Administrative	6.000	901,072	150,179	3,000	500	84,816	14,136	18.08	
BEA	194.878	17,520,581	89,905	1,347,735	6,916	2,773,144	14,230	18.44	
Instructional	227.850	19,086,128	83,766	1,516,063	6,654	3,251,280	14,269	18.60	
Administrative	19.000	2,975,892	156,626	108,246	5,697	268,584	14,136	17.90	
Active	246.850	22,062,020	89,374	1,624,309	6,580	3,519,864	14,259	18.51	
Certificated Total	246.850	22,062,020	89,374	1,624,309	6,580	3,519,864	14,259	18.51	
Instructional for Funding Purposes	227.850	19,086,128	83,766	1,516,063	6,654	3,251,280	14,269	18.60	

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 Compliance Purposes	227.850	19,086,128	83,766	1,516,063	6,654	3,251,280	14,269	18.60	
K-3 Program 01 Teacher	52.719	4,345,699	82,431	2,235	42	744,769	14,127	18.84	
K-3 Program 21 Teacher	3.330	253,415	76,101			47,073	14,136	18.39	
Grade T Program 09 Teacher	2.717	233,818	86,057			42,408	15,608	18.31	
PSES Program 01 Certificated	14.700	1,231,937	83,805			207,799	14,136	18.01	
PSES Program 21 Certificated	1.000	75,759	75,759			14,136	14,136	18.39	

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	21.333	1,768,925	82,920			252,412	11,832	22.36	
21	1.833	387,475	211,388			27,604	15,059	10.45	
51	1.000	112,060	112,060			11,832	11,832	23.00	
52	0.333	7,605	22,838			3,940	11,832	1.15	
55	3.000	307,000	102,333			35,496	11,832	23.00	
65	1.000	96,005	96,005			11,832	11,832	23.00	
97	1.000	158,400	158,400			11,832	11,832	23.00	
Program 21 Instructional	1.500	341,845	227,897			23,664	15,776	13.86	
Program 21 Administrative	0.333	45,630	137,027			3,940	11,832	1.15	
K-12 Program 21 Instructional	1.500	138,345	92,230			23,664	15,776	13.86	
K-3 BEA Instructional	7.000	574,975	82,139			82,824	11,832	23.00	
7-8 BEA Instructional	13.000	956,885	73,607			153,816	11,832	23.00	
K-12 BEA Instructional	20.000	1,531,860	76,593			236,640	11,832	23.00	
K-12 BEA Administrative	1.333	237,065	177,843			15,772	11,832	17.14	
BEA	22.333	1,927,325	86,299			264,244	11,832	22.41	
Instructional	25.500	2,250,570	88,258			307,632	12,064	22.38	
Administrative	3.999	586,900	146,762			47,316	11,832	17.34	

Salary and Benefits by Program for 2024-2025

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	51.656	4,826,649	93,438	280,867	5,437	739,077	14,308	18.42	
03	1.000	107,837	107,837			14,136	14,136	18.25	
21	7.601	615,861	81,024	12,745	1,677	107,448	14,136	18.41	
31	3.800	385,383	101,417	51,464	13,543	53,717	14,136	18.18	
34	1.000	87,048	87,048	4,155	4,155	14,136	14,136	18.34	
51	1.150	127,345	110,735	5,322	4,628	16,256	14,136	18.22	
52	0.099	13,006	131,374	3,188	32,202	1,399	14,136	17.96	
55	0.150	19,509	130,060	5,835	38,900	2,120	14,136	17.96	
74				5,000					
97	1.000	180,000	180,000	5,700	5,700	14,136	14,136	16.38	
Program 21 Instructional	7.000	537,824	76,832	12,745	1,821	98,952	14,136	18.48	
Program 21 Administrative	0.601	78,037	129,845			8,496	14,136	17.96	
K-12 Program 21 Instructional	6.250	484,045	77,447	11,550	1,848	88,350	14,136	18.47	
Program 31 Instructional	3.600	357,030	99,175	51,464	14,296	50,890	14,136	18.23	
Program 31 Administrative	0.200	28,353	141,765			2,827	14,136	17.53	
Program 34 Instructional	1.000	87,048	87,048	4,155	4,155	14,136	14,136	18.34	
K-3 BEA Instructional	19.518	1,686,877	86,427	61,716	3,162	277,395	14,212	18.84	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	10.441	953,584	91,331	17,962	1,720	148,287	14,202	18.95	
7-8 BEA Instructional	8.957	834,925	93,215	21,964	2,452	133,302	14,882	17.63	
9-12 BEA Instructional	15.540	1,508,005	97,040	91,972	5,918	219,673	14,136	18.24	
K-12 BEA Instructional	54.456	4,983,391	91,512	193,614	3,555	778,658	14,299	18.47	
K-12 BEA Administrative	3.000	423,526	141,175	5,700	1,900	42,408	14,136	17.59	
BEA	58.456	5,586,917	95,575	342,186	5,854	835,202	14,288	18.34	
Instructional	62.456	5,629,051	90,128	235,569	3,772	891,746	14,278	18.46	
Administrative	5.000	733,587	146,717	10,700	2,140	70,680	14,136	17.36	
Other				128,007					
Active	67.456	6,362,638	94,323	374,276	5,548	962,426	14,267	18.34	
Certificated Total	67.456	6,362,638	94,323	374,276	5,548	962,426	14,267	18.34	
Instructional for Funding Purposes	62.456	5,629,051	90,128	235,569	3,772	891,746	14,278	18.46	
Instructional for Compliance Purposes	62.456	5,629,051	90,128	235,569	3,772	891,746	14,278	18.46	
K-3 Program 01 Teacher	17.688	1,505,571	85,118	41,559	2,350	251,527	14,220	18.91	
K-3 Program 21 Teacher	1.340	82,049	61,231	353	263	18,942	14,136	18.58	
PSES Program 01 Certificated	3.600	328,859	91,350			56,544	15,707	16.58	
PSES Program 21 Certificated	1.000	107,837	107,837			14,136	14,136	18.28	

Salary and Benefits by Program for 2024-2025

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	10.540	916,650	86,969			154,566	14,665	20.31	
21	0.860	89,874	104,505			14,136	16,437	20.23	
24	1.164	108,096	92,866			18,141	15,585	20.22	
31	1.000	105,486	105,486			15,314	15,314	19.86	
51	1.000	85,721	85,721			15,314	15,314	20.35	
55	1.925	138,298	71,843			29,450	15,299	20.92	
65	0.250	26,371	105,484					11.14	
79	0.250	20,606	82,424			3,829	15,314	20.45	
97	1.800	278,128	154,516			25,752	14,307	19.35	
Program 21 Instructional	0.660	58,210	88,197			11,309	17,135	20.81	
Program 21 Administrative	0.200	31,664	158,320			2,827	14,136	19.16	
K-12 Program 21 Instructional	0.660	58,210	88,197			11,309	17,135	20.81	
Program 31 Instructional	1.000	105,486	105,486			15,314	15,314	19.86	
K-3 BEA Instructional	1.080	105,383	97,577			16,539	15,314	20.03	
7-8 BEA Instructional	3.640	272,774	74,938			55,896	15,356	20.73	
9-12 BEA Instructional	4.020	334,320	83,164			60,384	15,021	20.43	
K-12 BEA Instructional	8.740	712,477	81,519			132,820	15,197	20.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	4.600	587,787	127,780			62,813	13,655	19.57	
BEA	13.340	1,300,264	97,471			195,632	14,665	20.07	
Instructional	13.989	1,149,779	82,192			210,862	15,073	20.31	
Administrative	4.800	619,451	129,052			65,640	13,675	19.55	
Active	18.789	1,769,230	94,163			276,502	14,716	20.04	
Certificated Total	18.789	1,769,230	94,163			276,502	14,716	20.04	
Instructional for Funding Purposes	13.989	1,149,779	82,192			210,862	15,073	20.31	
Instructional for Compliance Purposes	13.989	1,149,779	82,192			210,862	15,073	20.31	
K-3 Program 01 Teacher	1.080	105,383	97,577			16,539	15,314	20.03	

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	22.901	2,132,350	93,112	56,356	2,461	325,093	14,196	18.05	
09	1.000	100,309	100,309			14,136	14,136	18.48	
21	4.000	305,662	76,416	10,777	2,694	42,408	10,602	21.35	
31	2.330	254,625	109,281	17,872	7,670	32,937	14,136	18.24	
51	0.972	98,864	101,712			14,101	14,507	18.15	
52	0.200	22,316	111,580			2,827	14,136	17.46	
55	2.450	241,179	98,440			34,633	14,136	18.14	
58	1.125	75,863	67,434	56,620	50,329	15,903	14,136	18.84	
65	0.650	72,526	111,578	1,305	2,008	9,188	14,136	17.46	
74				4,736					
97	1.000	166,682	166,682	7,682	7,682	14,136	14,136	16.82	
Program 21 Instructional	4.000	305,662	76,416	10,777	2,694	42,408	10,602	21.35	
K-12 Program 21 Instructional	3.860	297,888	77,173	10,777	2,792	41,418	10,730	21.43	
Program 31 Instructional	2.130	228,082	107,081	17,872	8,391	30,110	14,136	18.22	
Program 31 Administrative	0.200	26,543	132,715			2,827	14,136	18.42	
K-3 BEA Instructional	8.572	758,893	88,532	10,896	1,271	121,174	14,136	18.10	
4-6 BEA Instructional	3.584	362,544	101,156			52,028	14,517	18.31	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.570	208,413	81,095	10,695	4,161	36,330	14,136	17.74	
9-12 BEA Instructional	9.180	884,885	96,393	50,860	5,540	129,768	14,136	17.96	
K-12 BEA Instructional	23.906	2,214,735	92,643	72,451	3,031	339,299	14,193	18.04	
BEA	26.231	2,553,657	97,353	81,910	3,123	372,166	14,188	17.99	
Instructional	33.628	3,044,036	90,521	147,666	4,391	462,954	13,767	18.37	
Administrative	3.000	426,340	142,113			42,408	14,136	17.79	
Active	36.628	3,470,376	94,747	147,666	4,032	505,362	13,797	18.31	
On Leave				7,682					
Certificated Total	36.628	3,470,376	94,747	155,348	4,241	505,362	13,797	18.31	
Instructional for Funding Purposes	33.628	3,044,036	90,521	147,666	4,391	462,954	13,767	18.37	
Instructional for Compliance Purposes	33.628	3,044,036	90,521	147,666	4,391	462,954	13,767	18.37	
K-3 Program 01 Teacher	7.072	626,525	88,592			99,970	14,136	18.01	
K-3 Program 21 Teacher	1.360	120,360	88,500	4,932	3,626	15,267	11,226	18.38	
Grade T Program 09 Teacher	1.000	100,309	100,309			14,136	14,136	18.48	
PSES Program 01 Certificated	1.500	132,368	88,245			21,204	14,136	18.53	

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	37.120	2,940,507	79,216	14,667	395	534,439	14,398	17.85	
02	4.100	196,051	47,817			30,286	7,387	17.84	
09	1.000	57,469	57,469			14,436	14,436	17.89	
21	3.600	289,833	80,509			51,790	14,386	17.85	
24	1.000	71,926	71,926			14,436	14,436	17.87	
31	1.531	137,347	89,711	34,864	22,772	21,811	14,246	17.83	
34	1.530	131,281	85,805	3,475	2,271	21,871	14,294	17.83	
51	0.400	44,436	111,090			5,714	14,286	17.82	
55	0.770	73,069	94,895			11,041	14,339	17.84	
58				6,019					
65	0.080	6,256	78,200			1,155	14,436	17.86	
97	0.900	152,128	169,031			12,722	14,136	17.77	
K-12 Program 02 Instructional	4.000	179,148	44,787			28,872	7,218	17.84	
Program 21 Instructional	3.000	209,822	69,941			43,308	14,436	17.86	
Program 21 Administrative	0.600	80,011	133,352			8,482	14,136	17.80	
K-12 Program 21 Instructional	2.760	196,385	71,154			39,843	14,436	17.86	
Program 31 Instructional	1.331	110,677	83,153	27,364	20,559	18,983	14,262	17.83	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	26,670	133,350	7,500	37,500	2,827	14,136	17.80	
Program 34 Instructional	1.530	131,281	85,805	3,475	2,271	21,871	14,294	17.83	
K-3 BEA Instructional	16.679	1,138,584	68,265			225,742	13,535	17.86	
4-6 BEA Instructional	7.031	555,746	79,042			101,500	14,436	17.86	
7-8 BEA Instructional	6.745	563,615	83,560	5,855	868	97,154	14,404	17.85	
9-12 BEA Instructional	11.776	876,089	74,396	39,651	3,367	155,031	13,165	17.85	
K-12 BEA Instructional	42.231	3,134,034	74,212	45,506	1,078	579,427	13,720	17.85	
K-12 BEA Administrative	2.050	271,152	132,269	7,500	3,659	28,979	14,136	17.80	
BEA	45.181	3,557,314	78,735	53,006	1,173	621,128	13,748	17.85	
Instructional	48.031	3,538,683	73,675	51,525	1,073	663,156	13,807	17.85	
Administrative	4.000	561,620	140,405	7,500	1,875	56,544	14,136	17.79	
Active	52.031	4,100,303	78,805	59,025	1,134	719,700	13,832	17.85	
Certificated Total	52.031	4,100,303	78,805	59,025	1,134	719,700	13,832	17.85	
Instructional for Funding Purposes	48.031	3,538,683	73,675	51,525	1,073	663,156	13,807	17.85	
Instructional for Compliance Purposes	48.031	3,538,683	73,675	51,525	1,073	663,156	13,807	17.85	
K-3 Program 01 Teacher	13.879	974,961	70,247			199,757	14,393	17.86	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.240	13,437	55,988			3,465	14,436	17.89	
PSES Program 01 Certificated	1.550	147,438	95,121			22,376	14,436	17.83	

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	694.096	73,888,146	106,452	10,016,667	14,431	10,164,689	14,645	18.48	
02	5.314	497,776	93,673	98,679	18,570	98,952	18,621	18.26	
09	14.000	1,418,493	101,321	99,350	7,096	197,904	14,136	18.57	
21	204.424	20,347,527	99,536	982,112	4,804	3,016,340	14,755	18.49	
24	18.900	2,012,498	106,481	297,055	15,717	268,629	14,213	18.52	
31	66.415	6,854,869	103,213	814,242	12,260	968,062	14,576	18.48	
34	12.940	1,252,625	96,803	161,845	12,507	182,920	14,136	18.56	
38	0.500	41,967	83,934	3,696	7,392	7,068	14,136	18.57	
51	15.065	1,624,320	107,821	132,699	8,808	236,729	15,714	18.54	
52	3.300	324,656	98,381	60,163	18,231	46,649	14,136	18.57	
55	31.858	3,626,682	113,839	371,676	11,667	466,488	14,643	18.55	
58	0.800	98,254	122,818	8,006	10,008	11,309	14,136	18.54	
64	1.200	147,379	122,816	21,106	17,588	16,963	14,136	18.54	
65	33.326	3,418,734	102,585	330,886	9,929	501,969	15,062	18.55	
74	0.640	75,397	117,808	1,570	2,453	11,395	17,805	18.58	
79	2.500	257,351	102,940	28,381	11,352	35,340	14,136	18.56	
88	0.681	80,721	118,533	3,892	5,715	16,963	24,909	18.50	
97	2.000	471,287	235,644	151,144	75,572	28,272	14,136	14.13	
CP	1.000	182,220	182,220	83,104	83,104	14,136	14,136	17.84	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	5.314	497,776	93,673			98,952	18,621	18.26	
Program 21 Instructional	199.159	19,404,145	97,430	978,698	4,914	2,941,702	14,771	18.51	
Program 21 Administrative	5.265	943,382	179,180	3,414	648	74,638	14,176	18.07	
K-12 Program 21 Instructional	168.010	16,506,530	98,247			2,479,624	14,759	18.50	
Program 31 Instructional	63.415	6,319,188	99,648	808,808	12,754	925,654	14,597	18.51	
Program 31 Administrative	3.000	535,681	178,560	5,434	1,811	42,408	14,136	18.08	
Program 34 Instructional	12.940	1,252,625	96,803	161,845	12,507	182,920	14,136	18.56	
K-3 BEA Instructional	286.161	28,621,064	100,017	12,936	45	4,216,327	14,734	18.57	
4-6 BEA Instructional	132.590	13,128,708	99,017	6,464	49	1,933,847	14,585	18.48	
7-8 BEA Instructional	98.307	9,525,716	96,898	1,028	10	1,456,422	14,815	18.48	
9-12 BEA Instructional	201.509	20,713,073	102,790	56,831	282	2,947,709	14,628	18.53	
K-12 BEA Instructional	718.567	71,988,561	100,184	77,259	108	10,554,306	14,688	18.53	
BEA	780.765	82,964,703	106,261	11,242,577	14,399	11,442,895	14,656	18.45	
Instructional	1,039.636	104,364,817	100,386	13,402,506	12,892	15,301,257	14,718	18.53	
Administrative	68.323	12,112,796	177,287	249,495	3,652	975,384	14,276	17.88	
Other				1,611					
Active	1,107.959	116,477,613	105,128	13,653,612	12,323	16,276,641	14,691	18.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	143,289	143,289	12,661	12,661	14,136	14,136	18.54	
Certificated Total	1,108.959	116,620,902	105,163	13,666,273	12,324	16,290,777	14,690	18.47	
Instructional for Funding Purposes	1,039.636	104,364,817	100,386	13,402,506	12,892	15,301,257	14,718	18.53	
Instructional for Compliance Purposes	1,039.636	104,364,817	100,386	13,402,506	12,892	15,301,257	14,718	18.53	
K-3 Program 01 Teacher	236.021	23,296,569	98,705	12,936	55	3,453,280	14,631	18.57	
K-3 Program 21 Teacher	34.376	3,192,004	92,856			489,671	14,245	18.56	
Grade T Program 09 Teacher	14.000	1,418,493	101,321			197,904	14,136	18.57	
PSES Program 01 Certificated	51.217	5,111,032	99,792			797,270	15,567	18.57	
PSES Program 21 Certificated	64.114	6,301,026	98,278			960,004	14,973	18.42	

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	16.880	1,402,234	83,071	47,107	2,791	238,616	14,136	18.32	
02	2.000	181,700	90,850	3,027	1,514	28,272	14,136	18.37	
21	3.000	242,144	80,715	3,214	1,071	42,408	14,136	18.41	
31	1.000	74,308	74,308	1,185	1,185	14,136	14,136	18.41	
51	1.000	97,872	97,872	2,131	2,131	14,136	14,136	18.36	
52	0.120	11,246	93,717			1,696	14,136	18.36	
55	1.000	66,422	66,422	554	554	14,136	14,136	18.44	
58				22,412					
97	1.000	170,000	170,000			14,136	14,136	23.00	
K-12 Program 02 Instructional	2.000	181,700	90,850	3,027	1,514	28,272	14,136	18.37	
Program 21 Instructional	3.000	242,144	80,715	3,214	1,071	42,408	14,136	18.41	
K-12 Program 21 Instructional	3.000	242,144	80,715	3,214	1,071	42,408	14,136	18.41	
Program 31 Instructional	1.000	74,308	74,308	1,185	1,185	14,136	14,136	18.41	
K-3 BEA Instructional	6.248	481,774	77,109	9,473	1,516	88,322	14,136	18.38	
4-6 BEA Instructional	4.512	384,423	85,200	5,910	1,310	63,782	14,136	18.22	
7-8 BEA Instructional	3.640	295,584	81,204	6,402	1,759	51,455	14,136	18.38	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	3.980	321,381	80,749	17,534	4,406	56,261	14,136	18.39	
K-12 BEA Instructional	18.380	1,483,162	80,694	39,319	2,139	259,820	14,136	18.34	
K-12 BEA Administrative	1.500	175,080	116,720			21,204	14,136	18.23	
BEA	20.880	1,828,242	87,559	51,319	2,458	295,160	14,136	18.74	
Instructional	23.500	1,900,846	80,887	67,630	2,878	332,196	14,136	18.35	
Administrative	2.500	345,080	138,032			35,340	14,136	20.58	
Other				12,000					
Active	26.000	2,245,926	86,382	79,630	3,063	367,536	14,136	18.68	
Certificated Total	26.000	2,245,926	86,382	79,630	3,063	367,536	14,136	18.68	
Instructional for Funding Purposes	23.500	1,900,846	80,887	67,630	2,878	332,196	14,136	18.35	
Instructional for Compliance Purposes	23.500	1,900,846	80,887	67,630	2,878	332,196	14,136	18.35	
K-3 Program 01 Teacher	5.588	421,813	75,486	6,458	1,156	78,992	14,136	18.38	
K-3 Program 21 Teacher	0.830	57,270	69,000			11,733	14,136	18.47	

Salary and Benefits by Program for 2024-2025

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	693.909	73,161,656	105,434	4,983,653	7,182	9,818,559	14,150	18.13	
21	139.792	13,418,955	95,992	1,121,744	8,024	2,010,257	14,380	19.17	
22	1.000	70,430	70,430			14,136	14,136	18.12	
24	20.500	1,923,724	93,840	141,576	6,906	289,788	14,136	19.01	
31	39.163	3,813,141	97,366	565,410	14,437	554,013	14,146	19.00	
34	8.140	846,656	104,012	67,174	8,252	114,478	14,064	17.44	
51	10.732	1,129,313	105,229	74,290	6,922	151,726	14,138	17.83	
52				1,188					
55	20.440	2,140,808	104,736	144,223	7,056	288,940	14,136	17.85	
64	0.600	69,650	116,083	4,141	6,902	8,482	14,136	17.49	
65	5.400	608,526	112,690	40,151	7,435	76,334	14,136	17.78	
74	3.000	297,386	99,129	15,717	5,239	42,408	14,136	18.06	
88	8.831	885,638	100,287	32,127	3,638	110,732	12,539	17.67	
97	2.000	416,335	208,168	123,805	61,903	28,272	14,136	14.25	
Program 21 Instructional	135.419	12,733,488	94,030	1,121,744	8,284	1,949,590	14,397	19.25	
Program 21 Administrative	4.373	685,467	156,750			60,667	13,873	17.53	
K-12 Program 21 Instructional	129.919	12,221,065	94,067	6,429	49	1,871,842	14,408	19.25	
Program 31 Instructional	38.213	3,644,574	95,375	565,410	14,796	540,584	14,147	19.05	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.950	168,567	177,439			13,429	14,136	17.62	
Program 34 Instructional	7.840	794,843	101,383	67,174	8,568	110,237	14,061	17.43	
Program 34 Administrative	0.300	51,813	172,710			4,241	14,136	17.64	
K-3 BEA Instructional	247.149	24,594,459	99,513	13,028	53	3,438,158	13,911	17.77	
4-6 BEA Instructional	71.186	7,040,441	98,902	3,482	49	1,019,960	14,328	17.62	
7-8 BEA Instructional	153.873	15,333,315	99,649	20,979	136	2,161,866	14,050	18.70	
9-12 BEA Instructional	213.224	21,787,027	102,179	40,663	191	3,080,753	14,448	18.59	
K-12 BEA Instructional	685.432	68,755,242	100,309	78,152	114	9,700,736	14,153	18.23	
K-12 BEA Administrative	1.000	149,949	149,949			14,136	14,136	17.57	
BEA	743.212	78,237,788	105,270	5,740,042	7,723	10,515,323	14,148	18.14	
Instructional	890.191	88,414,325	99,321	7,093,939	7,969	12,616,380	14,173	18.37	
Administrative	62.316	10,246,651	164,430	219,519	3,523	877,610	14,083	17.49	
Active	952.507	98,660,976	103,580	7,313,458	7,678	13,493,990	14,167	18.28	
On Leave	1.000	121,242	121,242	1,741	1,741	14,136	14,136	17.65	
Certificated Total	953.507	98,782,218	103,599	7,315,199	7,672	13,508,126	14,167	18.28	
Instructional for Funding Purposes	890.191	88,414,325	99,321	7,093,939	7,969	12,616,380	14,173	18.37	
Instructional for Compliance Purposes	890.191	88,414,325	99,321	7,093,939	7,969	12,616,380	14,173	18.37	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	162.393	16,273,144	100,208	6,525	40	2,285,918	14,076	17.61	
K-3 Program 21 Teacher	1.000	62,419	62,419			14,136	14,136	22.72	
PSES Program 01 Certificated	63.245	6,202,786	98,076			894,809	14,148	17.71	
PSES Program 21 Certificated	51.213	5,323,136	103,941			755,098	14,744	19.03	

Salary and Benefits by Program for 2024-2025

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	200.619	19,708,526	98,239	1,613,815	8,044	2,859,694	14,254	18.17	
02	5.000	518,869	103,774	30,189	6,038	70,680	14,136	18.22	
21	38.126	3,464,286	90,864	388,273	10,184	554,909	14,555	17.90	
24	6.095	544,572	89,347			86,159	14,136	18.27	
31	11.355	990,048	87,190	82,708	7,284	169,787	14,953	19.16	
34	4.190	429,993	102,624	30,434	7,263	59,230	14,136	18.47	
51	0.800	78,770	98,463	11,755	14,694	11,309	14,136	18.19	
55	1.600	148,215	92,634	16,450	10,281	22,618	14,136	18.23	
58				189,948					
65	1.800	180,940	100,522	12,466	6,926	24,978	13,877	18.18	
74	0.700	77,983	111,404	6,472	9,246	9,895	14,136	18.15	
97	2.200	471,015	214,098	6,888	3,131	31,099	14,136	12.90	
K-12 Program 02 Instructional	4.000	357,221	89,305	29,649	7,412	56,544	14,136	18.26	
Program 21 Instructional	36.815	3,276,824	89,008	386,881	10,509	542,699	14,741	18.27	
Program 21 Administrative	0.800	138,600	173,250	1,392	1,740	11,309	14,136	8.22	
K-12 Program 21 Instructional	30.665	2,732,087	89,095	325,261	10,607	455,692	14,860	18.27	
Program 31 Instructional	11.199	960,066	85,728	82,708	7,385	167,582	14,964	19.19	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.156	29,982	192,192			2,205	14,136	18.03	
Program 34 Instructional	3.996	397,566	99,491	30,434	7,616	56,487	14,136	18.49	
Program 34 Administrative	0.194	32,427	167,149			2,742	14,136	18.11	
K-3 BEA Instructional	73.558	6,662,931	90,581	580,336	7,890	1,053,712	14,325	18.25	
4-6 BEA Instructional	44.194	4,288,267	97,033	384,612	8,703	621,697	14,067	18.19	
7-8 BEA Instructional	32.730	3,199,404	97,751	288,226	8,806	462,671	14,136	18.14	
9-12 BEA Instructional	54.882	5,040,117	91,836	495,002	9,019	776,966	14,157	18.31	
K-12 BEA Instructional	205.364	19,190,719	93,447	1,748,176	8,513	2,915,046	14,195	18.23	
K-12 BEA Administrative	9.000	1,517,366	168,596	1,620	180	127,224	14,136	18.10	
BEA	223.364	22,118,451	99,024	1,764,034	7,898	3,190,490	14,284	18.12	
Instructional	253.174	23,498,023	92,814	2,372,898	9,373	3,612,703	14,270	18.24	
Administrative	16.000	2,811,671	175,729	16,500	1,031	226,176	14,136	16.73	
Other	2.200	187,786	85,357			56,544	25,702	18.19	
Active	271.374	26,497,480	97,642	2,389,398	8,805	3,895,423	14,354	18.09	
On Leave	1.111	115,737	104,174			4,935	4,442	18.89	
Certificated Total	272.485	26,613,217	97,669	2,389,398	8,769	3,900,358	14,314	18.09	
Instructional for Funding Purposes	253.174	23,498,023	92,814	2,372,898	9,373	3,612,703	14,270	18.24	

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
Instructional for Compliance Purposes	253.174	23,498,023	92,814	2,372,898	9,373	3,612,703	14,270	18.24	
K-3 Program 01 Teacher	66.121	6,048,780	91,480	510,379	7,719	948,822	14,350	18.35	
K-3 Program 21 Teacher	5.972	497,615	83,325	45,803	7,670	92,061	15,415	18.36	
PSES Program 01 Certificated	9.558	797,308	83,418			140,455	14,695	18.22	
PSES Program 21 Certificated	12.981	1,211,390	93,320			194,370	14,973	18.25	

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	19.746	1,633,570	82,729	63,131	3,197	279,554	14,157	18.61	
02	0.984	53,181	54,046	884	898	13,910	14,136	18.07	
09	0.800	62,216	77,770	1,037	1,296	11,309	14,136	18.59	
21	1.968	144,367	73,357	2,406	1,223	27,820	14,136	18.91	
31	2.952	289,287	97,997	25,459	8,624	41,729	14,136	18.79	
34				5,236					
51	0.395	38,575	97,658	643	1,628	5,584	14,136	18.57	
52	0.336	23,225	69,122	12,976	38,619	4,948	14,725	18.60	
55	1.090	83,949	77,017	1,184	1,086	22,264	20,426	18.58	
58				12,412					
88	0.200	15,554	77,770	259	1,295	2,827	14,136	18.59	
97	1.000	166,684	166,684			14,136	14,136	18.02	
K-12 Program 02 Instructional	0.984	53,181	54,046	884	898	13,910	14,136	18.07	
Program 21 Instructional	1.968	144,367	73,357	2,406	1,223	27,820	14,136	18.91	
K-12 Program 21 Instructional	1.968	144,367	73,357	2,406	1,223	27,820	14,136	18.91	
Program 31 Instructional	2.952	289,287	97,997	11,040	3,740	41,729	14,136	18.79	
Program 34 Instructional				5,236					

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	5.907	422,851	71,585	6,093	1,031	83,544	14,143	18.66	
4-6 BEA Instructional	3.469	331,464	95,550	6,476	1,867	49,066	14,144	18.63	
7-8 BEA Instructional	1.833	153,125	83,538	4,065	2,218	25,911	14,136	18.95	
9-12 BEA Instructional	10.473	828,745	79,132	26,348	2,516	148,400	14,170	18.70	
K-12 BEA Instructional	21.682	1,736,185	80,075	42,982	1,982	306,921	14,156	18.70	
K-12 BEA Administrative	2.000	239,853	119,927			28,272	14,136	18.04	
BEA	24.682	2,142,722	86,813	94,710	3,837	349,329	14,153	18.58	
Instructional	26.471	2,104,071	79,486	73,899	2,792	381,672	14,418	18.70	
Administrative	3.000	406,537	135,512			42,408	14,136	18.03	
Other				51,728					
Active	29.471	2,510,608	85,189	125,627	4,263	424,080	14,390	18.60	
Certificated Total	29.471	2,510,608	85,189	125,627	4,263	424,080	14,390	18.60	
Instructional for Funding Purposes	26.471	2,104,071	79,486	73,899	2,792	381,672	14,418	18.70	
Instructional for Compliance Purposes	26.471	2,104,071	79,486	73,899	2,792	381,672	14,418	18.70	
K-3 Program 01 Teacher	5.671	410,083	72,312	5,881	1,037	80,208	14,143	18.68	
Grade T Program 09 Teacher	0.800	62,216	77,770	1,037	1,296	11,309	14,136	18.59	
PSES Program 01 Certificated	0.625	43,132	69,011			9,188	14,701	18.60	

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	70.600	6,303,529	89,285	217,393	3,079	1,098,359	15,557	18.20	
02	4.600	333,399	72,478	26,172	5,690	69,718	15,156	18.27	
21	16.299	1,381,912	84,785	8,869	544	250,575	15,374	18.24	
24	0.190	11,763	61,911			2,880	15,156	18.41	
31	5.450	449,511	82,479	21,705	3,983	82,141	15,072	18.19	
34	3.154	314,539	99,727	17,364	5,505	49,404	15,664	18.17	
51	2.800	250,647	89,517			49,913	17,826	18.29	
55	4.891	465,710	95,218			76,043	15,548	18.23	
58				2,830					
65	0.125	19,381	155,048			1,767	14,136	18.08	
74				2,713					
88	0.200	27,599	137,995	1,308	6,540	2,827	14,136	18.12	
97	1.330	258,063	194,032	23,211	17,452	18,801	14,136	16.67	
K-12 Program 02 Instructional	4.600	333,399	72,478	26,172	5,690	69,718	15,156	18.27	
Program 21 Instructional	15.899	1,319,894	83,017	5,195	327	244,921	15,405	18.25	
Program 21 Administrative	0.400	62,018	155,045	3,674	9,185	5,654	14,136	18.08	
K-12 Program 21 Instructional	14.544	1,214,582	83,511	5,195	357	222,793	15,319	18.24	
Program 31 Instructional	5.000	401,816	80,363	21,705	4,341	75,780	15,156	18.18	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	47,695	105,989			6,361	14,136	18.26	
Program 34 Instructional	2.704	267,144	98,796	17,364	6,422	43,043	15,918	18.15	
Program 34 Administrative	0.450	47,395	105,322			6,361	14,136	18.26	
K-3 BEA Instructional	25.111	2,090,491	83,250	26,264	1,046	407,863	16,242	18.26	
4-6 BEA Instructional	17.355	1,509,161	86,958	334	19	263,032	15,156	18.21	
7-8 BEA Instructional	11.738	1,050,073	89,459	3,379	288	184,009	15,676	18.16	
9-12 BEA Instructional	24.000	1,997,491	83,229	26,534	1,106	365,556	15,231	18.20	
K-12 BEA Instructional	78.204	6,647,216	84,998	56,511	723	1,220,460	15,606	18.21	
K-12 BEA Administrative	2.300	303,917	132,138			32,513	14,136	18.14	
BEA	85.134	7,659,041	89,965	305,845	3,593	1,318,423	15,486	18.15	
Instructional	99.839	8,429,026	84,426	249,880	2,503	1,563,895	15,664	18.22	
Administrative	9.300	1,322,778	142,234	68,640	7,381	131,465	14,136	17.84	
Other	0.500	64,249	128,498	3,045	6,090	7,068	14,136	18.15	
Active	109.639	9,816,053	89,531	321,565	2,933	1,702,428	15,528	18.17	
Certificated Total	109.639	9,816,053	89,531	321,565	2,933	1,702,428	15,528	18.17	
Instructional for Funding Purposes	99.839	8,429,026	84,426	249,880	2,503	1,563,895	15,664	18.22	
Instructional for Compliance Purposes	99.839	8,429,026	84,426	249,880	2,503	1,563,895	15,664	18.22	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	23.511	1,960,722	83,396			377,551	16,058	18.25	
K-3 Program 21 Teacher	2.575	214,947	83,475			39,027	15,156	18.24	
PSES Program 01 Certificated	4.800	372,261	77,554			78,607	16,377	18.30	
PSES Program 21 Certificated	5.194	473,535	91,170			81,085	15,611	18.20	

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	157.317	16,892,851	107,381	2,002,600	12,730	2,263,456	14,388	17.64	
02	7.500	861,849	114,913	83,396	11,119	106,020	14,136	17.91	
21	27.700	2,624,675	94,754	405,053	14,623	409,661	14,789	17.92	
24	0.410	40,733	99,349	5,872	14,322	5,796	14,136	18.02	
31	8.700	1,007,911	115,852	195,653	22,489	122,983	14,136	17.94	
34	1.500	193,653	129,102	15,342	10,228	21,204	14,136	17.63	
51	1.300	149,612	115,086	9,697	7,459	21,204	16,311	18.02	
55	1.600	171,411	107,132	39,641	24,776	28,272	17,670	18.02	
64	0.140	13,761	98,293	9,040	64,571	2,827	20,194	18.02	
65	3.150	303,535	96,360	32,601	10,350	47,921	15,213	18.02	
74	0.800	88,183	110,229			11,309	14,136	18.02	
88				7,500					
97	1.000	294,615	294,615	45,743	45,743	14,136	14,136	14.93	
K-12 Program 02 Instructional	6.500	681,483	104,844	1,352	208	91,884	14,136	18.02	
Program 21 Instructional	25.700	2,247,957	87,469	402,803	15,673	381,389	14,840	18.02	
Program 21 Administrative	2.000	376,718	188,359	2,250	1,125	28,272	14,136	17.27	
K-12 Program 21 Instructional	24.700	2,185,797	88,494	106,971	4,331	367,253	14,869	18.02	
Program 31 Instructional	8.200	912,087	111,230	195,653	23,860	115,915	14,136	18.01	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.500	95,824	191,648			7,068	14,136	17.18	
Program 34 Instructional	1.000	97,829	97,829	15,342	15,342	14,136	14,136	18.02	
Program 34 Administrative	0.500	95,824	191,648			7,068	14,136	17.18	
K-3 BEA Instructional	64.575	6,314,302	97,782	92,147	1,427	928,735	14,382	17.37	
4-6 BEA Instructional	26.884	2,717,457	101,081	52,474	1,952	386,478	14,376	18.01	
7-8 BEA Instructional	27.680	2,878,861	104,005	32,888	1,188	398,070	14,381	17.88	
9-12 BEA Instructional	43.620	4,800,339	110,049	15,833	363	616,612	14,136	17.99	
K-12 BEA Instructional	162.759	16,710,959	102,673	193,342	1,188	2,329,896	14,315	17.75	
K-12 BEA Administrative	1.000	177,366	177,366	1,500	1,500	14,136	14,136	17.38	
BEA	176.017	19,250,879	109,369	2,342,734	13,310	2,527,800	14,361	17.63	
Instructional	195.859	19,726,151	100,716	2,731,394	13,946	2,828,614	14,442	17.79	
Administrative	15.258	2,916,638	191,155	111,330	7,297	226,176	14,823	16.82	
Other				9,414					
Active	211.117	22,642,789	107,252	2,852,138	13,510	3,054,790	14,470	17.67	
Certificated Total	211.117	22,642,789	107,252	2,852,138	13,510	3,054,790	14,470	17.67	
Instructional for Funding Purposes	195.859	19,726,151	100,716	2,731,394	13,946	2,828,614	14,442	17.79	
Instructional for Compliance Purposes	195.859	19,726,151	100,716	2,731,394	13,946	2,828,614	14,442	17.79	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	51.105	4,974,171	97,332	39,303	769	731,255	14,309	17.67	
K-3 Program 21 Teacher	3.313	294,339	88,844	30,280	9,140	49,942	15,075	18.02	
PSES Program 01 Certificated	10.520	1,100,297	104,591			155,779	14,808	16.71	
PSES Program 21 Certificated	9.100	883,183	97,053			141,077	15,503	18.02	

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	105.285	10,276,972	97,611	1,141,109	10,838	1,503,763	14,283	18.67	
02	1.350	134,664	99,751	3,438	2,547	19,108	14,154	18.69	
09	2.000	187,868	93,934			28,308	14,154	18.72	
21	17.595	1,629,390	92,605	23,757	1,350	264,336	15,023	18.72	
24	2.990	307,637	102,889			42,320	14,154	18.70	
31	6.286	520,656	82,828	49,992	7,953	105,854	16,840	19.04	
51	0.850	107,462	126,426			12,031	14,154	18.67	
52	0.550	59,948	108,996			7,785	14,154	18.69	
55	4.350	468,722	107,752	801	184	61,570	14,154	18.69	
58				24,824					
64	0.150	16,283	108,553			2,123	14,154	18.69	
65	1.850	170,668	92,253			26,185	14,154	18.72	
74	0.100	16,483	164,830			1,415	14,154	18.65	
97	1.400	279,452	199,609			19,816	14,154	17.55	
K-12 Program 02 Instructional	0.856	83,608	97,673			12,116	14,154	18.70	
Program 21 Instructional	16.928	1,519,501	89,763	23,757	1,403	254,896	15,058	18.73	
Program 21 Administrative	0.667	109,889	164,751			9,441	14,154	18.65	
K-12 Program 21 Instructional	13.808	1,248,408	90,412			210,749	15,263	18.73	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.086	507,534	83,394	49,992	8,214	91,718	15,070	19.24	
K-3 BEA Instructional	37.606	3,396,128	90,308			537,696	14,298	18.73	
4-6 BEA Instructional	22.926	2,197,496	95,852			324,580	14,158	18.71	
7-8 BEA Instructional	16.011	1,505,734	94,044			227,441	14,205	18.71	
9-12 BEA Instructional	25.855	2,366,795	91,541	4,876	189	389,320	15,058	18.85	
K-12 BEA Instructional	102.398	9,466,153	92,445	4,876	48	1,479,036	14,444	18.75	
K-12 BEA Administrative	0.169	19,751	116,870			2,392	14,154	18.67	
BEA	114.321	11,211,744	98,072	1,194,539	10,449	1,648,541	14,420	18.67	
Instructional	131.316	12,180,623	92,758	1,211,735	9,228	1,903,638	14,497	18.75	
Administrative	12.494	1,939,520	155,236			176,840	14,154	18.49	
Other	0.946	56,062	59,262	32,186	34,023	14,136	14,943	8.94	
Active	144.756	14,176,205	97,932	1,243,921	8,593	2,094,614	14,470	18.67	
Certificated Total	144.756	14,176,205	97,932	1,243,921	8,593	2,094,614	14,470	18.67	
Instructional for Funding Purposes	131.316	12,180,623	92,758	1,211,735	9,228	1,903,638	14,497	18.75	
Instructional for Compliance Purposes	131.316	12,180,623	92,758	1,211,735	9,228	1,903,638	14,497	18.75	
K-3 Program 01 Teacher	34.273	3,073,900	89,689			490,521	14,312	18.73	
K-3 Program 21 Teacher	2.148	214,124	99,685			42,575	19,821	18.71	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	187,868	93,934			28,308	14,154	18.72	
PSES Program 01 Certificated	5.000	481,678	96,336			70,770	14,154	18.70	
PSES Program 21 Certificated	2.750	259,651	94,419			38,919	14,152	18.71	

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	2.626	151,615	57,736	27,833	10,599	37,121	14,136	18.34	
52	0.250	12,300	49,200			3,534	14,136	18.69	
65	0.124	6,150	49,597			1,753	14,136	18.69	
K-3 BEA Instructional	1.626	81,894	50,365	1,672	1,028	22,985	14,136	18.29	
4-6 BEA Instructional	1.000	69,721	69,721	1,161	1,161	14,136	14,136	18.38	
K-12 BEA Instructional	2.626	151,615	57,736	2,833	1,079	37,121	14,136	18.34	
BEA	2.626	151,615	57,736	27,833	10,599	37,121	14,136	18.34	
Instructional	3.000	170,065	56,688	27,833	9,278	42,408	14,136	18.37	
Active	3.000	170,065	56,688	27,833	9,278	42,408	14,136	18.37	
Certificated Total	3.000	170,065	56,688	27,833	9,278	42,408	14,136	18.37	
Instructional for Funding Purposes	3.000	170,065	56,688	27,833	9,278	42,408	14,136	18.37	
Instructional for Compliance Purposes	3.000	170,065	56,688	27,833	9,278	42,408	14,136	18.37	
K-3 Program 01 Teacher	1.626	81,894	50,365	1,672	1,028	22,985	14,136	18.29	

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	6.000	403,453	67,242			84,816	14,136	21.16	
21	1.000	73,950	73,950			14,136	14,136	20.88	
97	1.000	140,608	140,608			14,136	14,136	29.95	
Program 21 Instructional	1.000	73,950	73,950			14,136	14,136	20.88	
K-12 Program 21 Instructional	1.000	73,950	73,950			14,136	14,136	20.88	
9-12 BEA Instructional	5.000	304,453	60,891			70,680	14,136	19.67	
K-12 BEA Instructional	5.000	304,453	60,891			70,680	14,136	19.67	
K-12 BEA Administrative	2.000	239,608	119,804			28,272	14,136	28.20	
BEA	7.000	544,061	77,723			98,952	14,136	23.43	
Instructional	6.000	378,403	63,067			84,816	14,136	19.91	
Administrative	2.000	239,608	119,804			28,272	14,136	28.20	
Active	8.000	618,011	77,251			113,088	14,136	23.12	
Certificated Total	8.000	618,011	77,251			113,088	14,136	23.12	
Instructional for Funding Purposes	6.000	378,403	63,067			84,816	14,136	19.91	
Instructional for Compliance Purposes	6.000	378,403	63,067			84,816	14,136	19.91	

Salary and Benefits by Program for 2024-2025

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	15.707	1,138,280	72,470	30,378	1,934	241,952	15,404	17.72	
09	1.000	49,617	49,617			14,136	14,136	18.03	
21	1.100	65,556	59,596			15,550	14,136	18.01	
31	0.833	52,958	63,575	5,296	6,358	11,775	14,136	17.95	
34	0.167	10,594	63,437	5,296	31,713	2,361	14,136	17.95	
51	0.450	39,546	87,880			6,361	14,136	17.98	
52									
55	0.762	67,425	88,484			12,496	16,399	17.60	
58				11,427					
97	0.450	67,650	150,333	900	2,000	6,361	14,136	17.89	
Program 21 Instructional	1.000	50,519	50,519			14,136	14,136	18.04	
Program 21 Administrative	0.100	15,037	150,370			1,414	14,136	17.89	
K-12 Program 21 Instructional	1.000	50,519	50,519			14,136	14,136	18.04	
Program 31 Instructional	0.833	52,958	63,575	5,296	6,358	11,775	14,136	17.95	
Program 34 Instructional	0.167	10,594	63,437	5,296	31,713	2,361	14,136	17.95	
K-3 BEA Instructional	4.629	354,999	76,690			68,051	14,701	17.99	
4-6 BEA Instructional	2.907	165,010	56,763			42,677	14,681	17.99	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	2.570	183,626	71,450	5,796	2,255	42,394	16,496	17.72	
9-12 BEA Instructional	4.322	344,011	79,595	16,004	3,703	75,387	17,443	17.77	
K-12 BEA Instructional	14.428	1,047,646	72,612	21,800	1,511	228,508	15,838	17.87	
BEA	17.157	1,269,482	73,992	41,870	2,440	262,449	15,297	17.74	
Instructional	17.640	1,254,753	71,131	33,227	1,884	275,638	15,626	17.87	
Administrative	1.501	199,857	133,149	11,270	7,508	21,218	14,136	17.90	
Other	1.328	37,016	27,873	8,800	6,627	14,136	10,645	13.10	
Active	20.469	1,491,626	72,872	53,297	2,604	310,992	15,193	17.76	
Certificated Total	20.469	1,491,626	72,872	53,297	2,604	310,992	15,193	17.76	
Instructional for Funding Purposes	17.640	1,254,753	71,131	33,227	1,884	275,638	15,626	17.87	
Instructional for Compliance Purposes	17.640	1,254,753	71,131	33,227	1,884	275,638	15,626	17.87	
K-3 Program 01 Teacher	4.519	345,273	76,405			63,329	14,014	17.84	
K-3 Program 21 Teacher	0.192	9,620	50,104			2,714	14,136	18.04	
Grade T Program 09 Teacher	1.000	49,617	49,617			14,136	14,136	18.03	
PSES Program 01 Certificated	0.612	45,586	74,487			14,136	23,098	17.97	

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	82.053	7,779,117	94,806	126,961	1,547	1,231,090	15,004	18.23	
09	3.250	300,369	92,421			47,369	14,575	18.28	
21	10.860	1,037,755	95,558			158,285	14,575	18.26	
24	0.140	11,554	82,529			2,041	14,575	18.33	
31	7.140	641,284	89,816			104,066	14,575	18.28	
34	1.120	86,019	76,803			16,324	14,575	18.38	
51	2.550	219,523	86,087			37,166	14,575	18.31	
53	0.050	8,064	161,280			729	14,575	18.09	
55	3.300	321,174	97,325			48,098	14,575	18.24	
65	4.300	386,125	89,797			62,673	14,575	18.28	
74	1.000	82,530	82,530			14,575	14,575	18.33	
97	1.200	224,940	187,450			17,070	14,225	17.19	
Program 21 Instructional	9.860	899,096	91,186			143,710	14,575	18.27	
Program 21 Administrative	1.000	138,659	138,659			14,575	14,575	18.15	
K-12 Program 21 Instructional	9.860	899,096	91,186			143,710	14,575	18.27	
Program 31 Instructional	6.940	614,565	88,554			101,151	14,575	18.29	
Program 31 Administrative	0.200	26,719	133,595			2,915	14,575	18.14	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.070	79,339	74,149			15,595	14,575	18.40	
Program 34 Administrative	0.050	6,680	133,600			729	14,575	18.14	
K-3 BEA Instructional	26.184	2,312,546	88,319	2,345	90	381,513	14,570	18.31	
4-6 BEA Instructional	20.353	1,987,007	97,627	2,570	126	311,131	15,287	18.26	
7-8 BEA Instructional	12.423	1,066,404	85,841			186,903	15,045	17.92	
9-12 BEA Instructional	25.440	2,168,812	85,252			370,637	14,569	18.31	
K-12 BEA Instructional	84.400	7,534,769	89,275	4,915	58	1,250,183	14,813	18.24	
K-12 BEA Administrative	3.963	690,448	174,224			72,875	18,389	18.26	
BEA	91.513	8,731,360	95,411	126,961	1,387	1,368,549	14,955	18.21	
Instructional	108.000	9,627,861	89,147	54,027	500	1,594,153	14,761	18.25	
Administrative	8.163	1,364,993	167,217	63,725	7,807	133,670	16,375	18.04	
Other	0.800	105,600	132,000	9,209	11,511	11,660	14,575	18.15	
Active	116.963	11,098,454	94,889	126,961	1,085	1,739,483	14,872	18.22	
Certificated Total	116.963	11,098,454	94,889	126,961	1,085	1,739,483	14,872	18.22	
Instructional for Funding Purposes	108.000	9,627,861	89,147	54,027	500	1,594,153	14,761	18.25	
Instructional for Compliance Purposes	108.000	9,627,861	89,147	54,027	500	1,594,153	14,761	18.25	
K-3 Program 01 Teacher	23.000	2,018,233	87,749	2,345	102	335,225	14,575	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
K-3 Program 21 Teacher	2.860	214,528	75,010			41,685	14,575	18.39	
Grade T Program 09 Teacher	1.000	81,488	81,488			14,575	14,575	18.34	
PSES Program 01 Certificated	4.030	335,691	83,298			58,317	14,471	18.48	
PSES Program 09 Certificated	0.100	9,062	90,620			1,458	14,575	18.93	
PSES Program 21 Certificated	2.000	194,968	97,484			29,150	14,575	18.23	

Salary and Benefits by Program for 2024-2025

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	46.089	4,773,666	103,575	354,853	7,699	653,083	14,170	16.92	
02	1.426	166,925	117,058	6,420	4,502	20,158	14,136	17.71	
09	1.228	91,190	74,259	3,050	2,484	28,272	23,023	18.43	
21	7.000	713,846	101,978	31,446	4,492	98,952	14,136	15.73	
24	2.000	184,962	92,481			28,272	14,136	17.94	
31	1.600	160,557	100,348	20,985	13,116	36,754	22,971	18.47	
51	1.000	124,654	124,654	3,464	3,464	14,136	14,136	17.86	
52				1,721					
55	0.774	92,708	119,778	3,018	3,899	10,941	14,136	17.77	
58	0.295	21,496	72,868	25,296	85,749	4,170	14,136	18.05	
65	1.206	132,943	110,235	5,148	4,269	17,048	14,136	17.90	
74				2,000					
88	0.499	36,434	73,014	406	814	7,054	14,136	18.05	
97	1.000	198,797	198,797			14,136	14,136	6.97	
K-12 Program 02 Instructional	1.426	166,925	117,058	5,945	4,169	20,158	14,136	17.71	
Program 21 Instructional	6.000	549,253	91,542	31,446	5,241	84,816	14,136	17.96	
Program 21 Administrative	1.000	164,593	164,593			14,136	14,136	8.06	
K-12 Program 21 Instructional	6.000	549,253	91,542	7,512	1,252	84,816	14,136	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.600	160,557	100,348	20,985	13,116	36,754	22,971	18.47	
K-3 BEA Instructional	15.218	1,420,012	93,311	5,069	333	218,896	14,384	17.89	
4-6 BEA Instructional	5.130	590,607	115,128	1,384	270	74,412	14,505	17.88	
7-8 BEA Instructional	9.551	923,790	96,722	7,935	831	135,013	14,136	17.92	
9-12 BEA Instructional	16.216	1,669,881	102,977	94,663	5,838	239,266	14,755	17.90	
K-12 BEA Instructional	46.115	4,604,290	99,844	109,051	2,365	667,587	14,477	17.90	
BEA	50.115	5,299,945	105,756	382,258	7,628	724,131	14,449	16.67	
Instructional	59.117	5,837,930	98,752	430,043	7,274	862,296	14,586	17.92	
Administrative	5.000	860,248	172,050			70,680	14,136	7.79	
Other				27,764					
Active	64.117	6,698,178	104,468	457,807	7,140	932,976	14,551	16.71	
Certificated Total	64.117	6,698,178	104,468	457,807	7,140	932,976	14,551	16.71	
Instructional for Funding Purposes	59.117	5,837,930	98,752	430,043	7,274	862,296	14,586	17.92	
Instructional for Compliance Purposes	59.117	5,837,930	98,752	430,043	7,274	862,296	14,586	17.92	
K-3 Program 01 Teacher	12.868	1,220,086	94,816	2,765	215	185,676	14,429	17.94	
K-3 Program 21 Teacher	1.000	72,697	72,697			14,136	14,136	18.05	
PSES Program 01 Certificated	4.000	356,514	89,129			56,544	14,136	18.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	2.000	198,974	99,487			28,272	14,136	17.93	

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	3.261	293,505	90,005			55,215	16,932	17.86	
21	0.608	38,884	63,954			10,602	17,438	17.87	
97	0.344	68,964	200,477			4,863	14,136	17.85	
Program 21 Instructional	0.608	38,884	63,954			10,602	17,438	17.87	
K-12 Program 21 Instructional	0.608	38,884	63,954			10,602	17,438	17.87	
K-3 BEA Instructional	2.145	190,910	89,002			39,439	18,387	17.86	
4-6 BEA Instructional	1.000	79,607	79,607			14,136	14,136	17.86	
K-12 BEA Instructional	3.145	270,517	86,015			53,575	17,035	17.86	
BEA	3.605	362,469	100,546			60,078	16,665	17.86	
Instructional	3.753	309,401	82,441			64,177	17,100	17.86	
Administrative	0.460	91,952	199,896			6,503	14,136	17.85	
Active	4.213	401,353	95,265			70,680	16,777	17.86	
Certificated Total	4.213	401,353	95,265			70,680	16,777	17.86	
Instructional for Funding Purposes	3.753	309,401	82,441			64,177	17,100	17.86	
Instructional for Compliance Purposes	3.753	309,401	82,441			64,177	17,100	17.86	
K-3 Program 01 Teacher	1.942	177,949	91,632			35,905	18,489	17.86	

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	2,581.415	266,165,874	103,109	43,317,832	16,781	37,445,929	14,506	18.63	
02	43.346	4,676,612	107,890	722,672	16,672	621,758	14,344	18.32	
03	1.200	82,348	68,623	14,711	12,259	16,963	14,136	18.61	
13				508					
21	758.381	71,663,710	94,496	13,593,909	17,925	11,183,594	14,747	18.89	
24	37.699	4,531,649	120,206	666,663	17,684	550,597	14,605	18.48	
31	101.366	9,525,439	93,971	1,671,855	16,493	1,518,334	14,979	19.06	
34	15.745	1,575,044	100,035	272,354	17,298	224,706	14,272	18.89	
45	9.501	863,365	90,871	125,661	13,226	162,578	17,112	18.74	
51	50.531	5,221,896	103,340	944,737	18,696	755,453	14,950	18.86	
52	6.452	685,458	106,240	159,536	24,727	91,205	14,136	18.81	
55	84.957	8,536,240	100,477	1,598,069	18,810	1,315,339	15,482	18.81	
56	3.500	335,192	95,769	61,525	17,579	49,476	14,136	18.51	
58	2.700	254,887	94,403	81,548	30,203	38,167	14,136	19.38	
61	1.600	153,529	95,956	34,509	21,568	28,272	17,670	20.84	
64	4.300	499,462	116,154	119,653	27,826	60,785	14,136	20.26	
65	166.513	16,643,553	99,953	2,874,771	17,265	2,477,207	14,877	18.83	
74	3.000	347,466	115,822	83,319	27,773	42,408	14,136	18.86	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	133.781	12,750,682	95,310	2,139,769	15,995	2,012,839	15,046	19.36	
97	7.539	1,324,214	175,648	50,719	6,728	107,434	14,250	17.11	
CP	1.000	88,042	88,042	17,243	17,243	14,136	14,136	19.26	
K-12 Program 02 Instructional	39.346	3,877,137	98,540			565,214	14,365	19.06	
Program 21 Instructional	747.381	70,384,648	94,175	13,524,877	18,096	11,045,061	14,778	18.90	
Program 21 Administrative	2.800	609,878	217,814			39,581	14,136	15.04	
K-12 Program 21 Instructional	712.531	67,276,080	94,418			10,545,354	14,800	18.90	
Program 26, 56, and 59 Instructional	3.500	335,192	95,769	61,525	17,579	49,476	14,136	18.51	
Program 31 Instructional	99.466	9,136,287	91,853	1,671,855	16,808	1,491,475	14,995	19.18	
Program 31 Administrative	1.900	389,152	204,817			26,858	14,136	15.58	
Program 34 Instructional	15.097	1,460,292	96,727	272,354	18,040	215,546	14,277	18.93	
Program 34 Administrative	0.648	114,752	177,086			9,160	14,136	18.27	
K-3 BEA Instructional	1,004.230	95,164,408	94,764	14,484	14	14,619,531	14,558	19.00	
4-6 BEA Instructional	429.679	41,827,952	97,347			6,211,471	14,456	18.82	
7-8 BEA Instructional	394.755	37,737,185	95,596			5,755,006	14,579	18.99	
9-12 BEA Instructional	678.986	64,977,059	95,697			9,932,373	14,628	19.25	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2,507.650	239,706,604	95,590	14,484	6	36,518,381	14,563	19.04	
K-12 BEA Administrative	218.061	41,726,858	191,354			3,102,697	14,229	15.79	
BEA	2,760.112	284,212,896	102,972	46,175,804	16,730	40,097,701	14,528	18.63	
Instructional	3,722.318	355,679,592	95,553	67,828,880	18,222	54,579,332	14,663	19.01	
Administrative	243.607	46,259,262	189,893	113,950	468	3,477,456	14,275	15.98	
Other	46.601	3,815,499	81,876	578,285	12,409	632,120	13,565	19.57	
Active	4,012.526	405,754,353	101,122	68,521,115	17,077	58,688,908	14,626	18.72	
On Leave	2.000	170,309	85,155	30,448	15,224	28,272	14,136	23.86	
Certificated Total	4,014.526	405,924,662	101,114	68,551,563	17,076	58,717,180	14,626	18.72	
Instructional for Funding Purposes	3,718.818	355,344,400	95,553	67,767,355	18,223	54,529,856	14,663	19.01	
Instructional for Compliance Purposes	3,718.818	355,344,400	95,553	67,767,355	18,223	54,529,856	14,663	19.01	
K-3 Program 01 Teacher	879.840	82,554,676	93,829			12,556,754	14,272	18.79	
K-3 Program 21 Teacher	148.792	13,502,484	90,747			2,183,601	14,676	18.95	
PSES Program 01 Certificated	186.739	17,829,859	95,480			2,979,002	15,953	21.16	
PSES Program 21 Certificated	232.382	23,437,734	100,859			3,558,201	15,312	18.78	

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	207.902	24,551,664	118,092	846,880	4,073	3,033,152	14,589	17.98	
02	0.200	23,983	119,915	800	4,000	2,827	14,136	18.06	
09	5.639	460,348	81,636	4,852	860	84,628	15,008	18.20	
21	48.860	5,317,374	108,829	398,830	8,163	709,189	14,515	18.05	
24	6.400	671,031	104,849			90,470	14,136	18.10	
31	19.062	2,047,934	107,435	81,903	4,297	272,066	14,273	18.05	
34	2.259	254,143	112,502	8,102	3,587	31,947	14,142	18.05	
51	3.533	292,210	82,709			51,724	14,640	18.21	
55	5.725	550,790	96,208	12,090	2,112	89,665	15,662	18.17	
58				214,943					
65	4.000	446,970	111,743	16,899	4,225	56,544	14,136	18.08	
74	1.000	131,666	131,666	4,390	4,390	14,136	14,136	18.03	
89	2.000	163,864	81,932	1,382	691	28,272	14,136	18.34	
97	1.962	463,137	236,054	15,803	8,055	42,995	21,914	16.07	
K-12 Program 02 Instructional	0.200	23,983	119,915			2,827	14,136	18.06	
Program 21 Instructional	48.369	5,208,496	107,683	398,290	8,234	702,121	14,516	18.09	
Program 21 Administrative	0.491	108,878	221,747	540	1,100	7,068	14,395	16.50	
K-12 Program 21 Instructional	43.348	4,614,084	106,443			628,755	14,505	18.09	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	18.135	1,873,390	103,302	80,823	4,457	258,778	14,270	18.11	
Program 31 Administrative	0.927	174,544	188,289	1,080	1,165	13,288	14,334	17.34	
Program 34 Instructional	2.200	243,002	110,455	8,102	3,683	31,099	14,136	18.09	
Program 34 Administrative	0.059	11,141	188,831			848	14,376	17.34	
K-3 BEA Instructional	77.418	8,156,412	105,355			1,138,005	14,699	18.10	
4-6 BEA Instructional	42.492	4,816,517	113,351			603,899	14,212	18.07	
7-8 BEA Instructional	29.962	3,448,930	115,110	13,167	439	435,624	14,539	18.07	
9-12 BEA Instructional	58.354	6,640,270	113,793	18,124	311	858,823	14,717	18.07	
K-12 BEA Instructional	208.226	23,062,129	110,755	31,291	150	3,036,352	14,582	18.08	
BEA	231.385	27,340,861	118,162	953,488	4,121	3,382,988	14,621	17.95	
Instructional	283.224	30,852,374	108,933	1,568,661	5,539	4,130,304	14,583	18.09	
Administrative	21.668	4,222,716	194,883	38,213	1,764	325,715	15,032	17.14	
Other	3.150	234,191	74,346			44,528	14,136	18.51	
Active	308.042	35,309,281	114,625	1,606,874	5,216	4,500,547	14,610	17.98	
On Leave	0.500	65,833	131,666			7,068	14,136	18.00	
Certificated Total	308.542	35,375,114	114,653	1,606,874	5,208	4,507,615	14,609	17.98	
Instructional for Funding Purposes	283.224	30,852,374	108,933	1,568,661	5,539	4,130,304	14,583	18.09	

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
Instructional for Compliance Purposes	283.224	30,852,374	108,933	1,568,661	5,539	4,130,304	14,583	18.09	
K-3 Program 01 Teacher	71.744	7,521,573	104,839			1,044,551	14,559	18.11	
K-3 Program 21 Teacher	8.611	838,959	97,429			121,725	14,136	18.12	
Grade T Program 09 Teacher	5.471	431,051	78,788			82,224	15,029	18.23	
PSES Program 01 Certificated	12.247	1,377,759	112,498			187,599	15,318	18.08	
PSES Program 21 Certificated	18.979	2,173,563	114,525			284,275	14,978	18.06	

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	172.780	16,458,064	95,254	780,459	4,517	2,464,244	14,262	18.11	
02	0.200	34,278	171,390			2,827	14,136	17.94	
09	1.000	111,066	111,066	3,000	3,000	14,136	14,136	18.06	
21	32.642	2,875,889	88,104	182,065	5,578	473,132	14,495	17.84	
26	0.812	61,201	75,371			9,273	11,420	17.85	
31	27.950	2,584,431	92,466	106,973	3,827	395,101	14,136	18.26	
34	11.800	1,203,946	102,029	21,907	1,857	166,805	14,136	18.09	
51	4.050	453,411	111,953			57,251	14,136	18.08	
53	0.125	21,106	168,848			1,767	14,136	18.04	
55	13.125	1,312,652	100,012			185,535	14,136	18.11	
65	2.550	250,877	98,383			36,047	14,136	18.11	
69	0.750	77,800	103,733	2,000	2,667	10,602	14,136	18.14	
74				4,178					
79	0.200	34,278	171,390	260,917	1,304,585	2,827	14,136	17.94	
97	3.000	616,617	205,539	27,822	9,274	42,408	14,136	16.85	
99	0.800	137,113	171,391			11,309	14,136	17.94	
Program 21 Instructional	30.954	2,717,189	87,782	182,065	5,882	461,201	14,900	17.86	
Program 21 Administrative	1.688	158,700	94,017			11,931	7,068	17.33	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	27.004	2,373,462	87,893			405,364	15,011	17.84	
Program 26, 56, and 59 Instructional	0.500	31,868	63,736			7,068	14,136	18.30	
Program 26, 56, and 59 Administrative	0.312	29,333	94,016			2,205	7,068	17.33	
Program 31 Instructional	25.550	2,184,707	85,507	106,973	4,187	361,175	14,136	18.31	
Program 31 Administrative	2.400	399,724	166,552			33,926	14,136	17.90	
Program 34 Instructional	10.900	1,056,633	96,939	21,907	2,010	154,082	14,136	18.10	
Program 34 Administrative	0.900	147,313	163,681			12,722	14,136	17.97	
K-3 BEA Instructional	68.289	6,184,420	90,562	38,497	564	987,159	14,456	18.15	
4-6 BEA Instructional	30.327	2,654,556	87,531	14,598	481	428,702	14,136	18.16	
7-8 BEA Instructional	38.500	3,622,212	94,083	50,499	1,312	544,236	14,136	18.24	
9-12 BEA Instructional	60.014	5,357,750	89,275	27,509	458	848,358	14,136	18.08	
K-12 BEA Instructional	197.130	17,818,938	90,392	131,103	665	2,808,456	14,247	18.15	
K-12 BEA Administrative	5.000	756,824	151,365			70,680	14,136	18.07	
BEA	215.730	20,897,336	96,868	937,161	4,344	3,071,385	14,237	18.09	
Instructional	248.584	22,540,527	90,676	1,361,499	5,477	3,559,445	14,319	18.11	
Administrative	23.000	3,669,989	159,565	27,822	1,210	310,992	13,521	17.76	

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
Other	0.200	22,213	111,065			2,827	14,136	18.01	
Active	271.784	26,232,729	96,521	1,389,321	5,112	3,873,264	14,251	18.06	
Certificated Total	271.784	26,232,729	96,521	1,389,321	5,112	3,873,264	14,251	18.06	
Instructional for Funding Purposes	248.084	22,508,659	90,730	1,361,499	5,488	3,552,377	14,319	18.11	
Instructional for Compliance Purposes	248.084	22,508,659	90,730	1,361,499	5,488	3,552,377	14,319	18.11	
K-3 Program 01 Teacher	62.429	5,631,574	90,208	30,337	486	904,322	14,486	18.15	
K-3 Program 21 Teacher	4.200	389,960	92,848			59,371	14,136	18.12	
Grade T Program 09 Teacher	1.000	111,066	111,066			14,136	14,136	18.06	
PSES Program 01 Certificated	12.374	1,149,736	92,915			174,919	14,136	18.14	
PSES Program 21 Certificated	8.615	741,879	86,115			141,021	16,369	17.25	

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	17.922	1,208,780	67,447	30,612	1,708	221,030	12,333	17.92	
09	1.050	65,237	62,130			14,843	14,136	18.34	
21	3.609	249,687	69,185	7,567	2,097	54,664	15,147	16.73	
24	0.469	43,294	92,311			9,047	19,290	12.56	
31	1.600	127,206	79,504	6,500	4,063	22,618	14,136	19.05	
34	0.550	38,884	70,698	1,212	2,204	7,775	14,136	18.75	
51	0.816	69,234	84,846			11,535	14,136	18.07	
52	0.080	6,864	85,800			1,131	14,136	18.07	
55	0.761	47,757	62,756			10,757	14,136	18.07	
58				11,206					
97	0.850	130,795	153,876			12,016	14,136	18.07	
98				4,000					
99	0.150	24,110	160,733			2,120	14,136	18.07	
Program 21 Instructional	3.609	249,687	69,185	7,567	2,097	54,664	15,147	16.73	
K-12 Program 21 Instructional	3.609	249,687	69,185	7,567	2,097	54,664	15,147	16.73	
Program 31 Instructional	1.500	116,961	77,974	4,040	2,693	21,204	14,136	19.13	
Program 31 Administrative	0.100	10,245	102,450	2,460	24,600	1,414	14,136	18.14	
Program 34 Instructional	0.500	33,762	67,524			7,068	14,136	18.84	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.050	5,122	102,440	1,212	24,240	707	14,136	18.14	
K-3 BEA Instructional	5.899	407,316	69,048	1,050	178	69,252	11,740	18.08	
4-6 BEA Instructional	2.363	178,389	75,493	53	22	33,403	14,136	18.15	
7-8 BEA Instructional	3.244	225,384	69,477	2,553	787	45,857	14,136	18.30	
9-12 BEA Instructional	7.616	463,542	60,864	21,950	2,882	89,481	11,749	17.83	
K-12 BEA Instructional	19.122	1,274,631	66,658	25,606	1,339	237,994	12,446	18.04	
K-12 BEA Administrative				1,572					
BEA	20.922	1,505,665	71,966	38,324	1,832	263,438	12,591	18.05	
Instructional	25.857	1,748,667	67,628	53,065	2,052	339,264	13,121	17.73	
Administrative	2.000	263,181	131,591	8,032	4,016	28,272	14,136	18.10	
Active	27.857	2,011,848	72,221	61,097	2,193	367,536	13,194	17.78	
Certificated Total	27.857	2,011,848	72,221	61,097	2,193	367,536	13,194	17.78	
Instructional for Funding Purposes	25.857	1,748,667	67,628	53,065	2,052	339,264	13,121	17.73	
Instructional for Compliance Purposes	25.857	1,748,667	67,628	53,065	2,052	339,264	13,121	17.73	
K-3 Program 01 Teacher	4.400	372,976	84,767	750	170	62,198	14,136	18.08	
K-3 Program 21 Teacher	0.532	37,324	70,158			7,520	14,136	18.02	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	57,200	57,200			14,136	14,136	18.38	
PSES Program 01 Certificated	1.000	66,841	66,841			14,136	14,136	18.29	
PSES Program 21 Certificated	1.262	101,752	80,628			21,487	17,026	14.62	

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	111.763	11,957,263	106,988	235,558	2,108	1,594,965	14,271	18.23	
02	10.618	1,086,500	102,326	6,888	649	156,910	14,778	18.26	
21	23.189	2,252,836	97,151	32,899	1,419	344,933	14,875	18.28	
24	4.983	451,140	90,536	2,053	412	70,440	14,136	18.29	
31	13.122	1,457,625	111,083	105,040	8,005	186,171	14,188	18.43	
34	3.339	351,403	105,242	25,495	7,636	47,384	14,191	18.24	
38				7,400					
51	1.822	182,563	100,199	681	374	25,756	14,136	18.17	
52	0.601	69,680	115,940	381	634	8,496	14,136	18.20	
55	2.768	305,860	110,499	13,641	4,928	39,227	14,172	18.16	
58				124,120					
65	0.720	63,748	88,539	348	483	10,178	14,136	18.26	
74	0.800	81,464	101,830	445	556	14,079	17,599	18.24	
97	1.000	250,913	250,913	5,018	5,018	14,136	14,136	15.76	
K-12 Program 02 Instructional	10.118	1,005,287	99,356	2,632	260	149,842	14,809	18.27	
Program 21 Instructional	22.289	2,094,389	93,965	32,899	1,476	330,797	14,841	18.29	
Program 21 Administrative	0.900	158,447	176,052			14,136	15,707	18.19	
K-12 Program 21 Instructional	22.272	2,093,126	93,980	23,808	1,069	330,556	14,842	18.29	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.322	1,325,628	107,582	105,040	8,525	174,862	14,191	18.45	
Program 31 Administrative	0.800	131,997	164,996			11,309	14,136	18.17	
Program 34 Instructional	3.139	318,918	101,599	25,495	8,122	44,557	14,195	18.25	
Program 34 Administrative	0.200	32,485	162,425			2,827	14,136	18.18	
K-3 BEA Instructional	46.781	4,622,045	98,802	29,027	620	664,307	14,200	18.25	
4-6 BEA Instructional	22.637	2,386,270	105,415	7,512	332	319,346	14,107	18.24	
7-8 BEA Instructional	22.818	2,316,269	101,511	28,830	1,263	338,656	14,842	18.25	
9-12 BEA Instructional	36.675	4,009,335	109,321	79,299	2,162	526,269	14,350	18.29	
K-12 BEA Instructional	128.911	13,333,919	103,435	145,078	1,125	1,848,579	14,340	18.26	
BEA	139.842	15,103,704	108,005	377,999	2,703	1,999,565	14,299	18.21	
Instructional	162.234	16,465,451	101,492	554,949	3,421	2,338,222	14,413	18.26	
Administrative	11.900	1,981,159	166,484	5,018	422	166,098	13,958	17.87	
Other	0.591	64,385	108,942			8,354	14,136	18.16	
Active	174.725	18,510,995	105,944	559,967	3,205	2,512,674	14,381	18.22	
Certificated Total	174.725	18,510,995	105,944	559,967	3,205	2,512,674	14,381	18.22	
Instructional for Funding Purposes	162.234	16,465,451	101,492	554,949	3,421	2,338,222	14,413	18.26	
Instructional for Compliance Purposes	162.234	16,465,451	101,492	554,949	3,421	2,338,222	14,413	18.26	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	37.608	3,786,908	100,694	19,709	524	532,503	14,159	18.24	
K-3 Program 21 Teacher	3.888	310,434	79,844			62,509	16,078	18.40	
PSES Program 01 Certificated	7.155	636,493	88,958			101,200	14,144	18.28	
PSES Program 21 Certificated	6.741	773,940	114,811			100,662	14,933	18.22	

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	0.667	76,746	115,061			9,429	14,136	24.87	
09	0.333	38,373	115,234			4,707	14,136	24.87	
79				3,000					
97	0.219	45,000	205,479					8.00	
K-3 BEA Instructional	0.667	76,746	115,061			9,429	14,136	24.87	
K-12 BEA Instructional	0.667	76,746	115,061			9,429	14,136	24.87	
K-12 BEA Administrative	0.219	45,000	205,479					8.00	
BEA	0.886	121,746	137,411			9,429	10,642	18.74	
Instructional	1.000	115,119	115,119	3,000	3,000	14,136	14,136	24.87	
Administrative	0.219	45,000	205,479					8.00	
Active	1.219	160,119	131,353	3,000	2,461	14,136	11,596	20.22	
Certificated Total	1.219	160,119	131,353	3,000	2,461	14,136	11,596	20.22	
Instructional for Funding Purposes	1.000	115,119	115,119	3,000	3,000	14,136	14,136	24.87	
Instructional for Compliance Purposes	1.000	115,119	115,119	3,000	3,000	14,136	14,136	24.87	
K-3 Program 01 Teacher	0.667	76,746	115,061			9,429	14,136	24.87	
Grade T Program 09 Teacher	0.333	38,373	115,234			4,707	14,136	24.87	

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	198.094	19,094,595	96,392	908,287	4,585	2,818,634	14,229	18.13	
02	7.000	775,680	110,811	37,417	5,345	98,952	14,136	18.20	
03	2.000	161,536	80,768			28,272	14,136	18.38	
21	46.361	4,210,633	90,823	223,307	4,817	655,359	14,136	18.10	
24	4.639	486,542	104,881	26,502	5,713	65,577	14,136	17.08	
31	41.180	3,697,857	89,797	233,230	5,664	596,256	14,479	18.34	
34	7.057	635,234	90,015	31,803	4,507	99,758	14,136	18.12	
51	5.951	554,550	93,186	17,530	2,946	84,123	14,136	18.07	
52	0.250	38,171	152,684			3,534	14,136	18.22	
55	14.918	1,413,244	94,734	35,310	2,367	210,881	14,136	18.19	
56	1.000	84,007	84,007	2,520	2,520	14,136	14,136	18.33	
58				225,408					
64	0.250	30,112	120,448			3,534	14,136	18.35	
65	10.250	952,500	92,927	17,244	1,682	144,894	14,136	18.30	
74	0.850	90,037	105,926	3,535	4,159	12,016	14,136	18.22	
79	1.000	94,518	94,518			14,136	14,136	18.20	
89	0.900	77,220	85,800			12,722	14,136	18.30	
97	1.000	254,771	254,771	6,600	6,600	14,136	14,136	15.72	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	6.000	608,812	101,469			84,816	14,136	18.22	
Program 21 Instructional	45.461	4,053,017	89,154	223,307	4,912	642,637	14,136	18.11	
Program 21 Administrative	0.900	157,616	175,129			12,722	14,136	17.88	
K-12 Program 21 Instructional	37.011	3,255,443	87,959	17,684	478	523,187	14,136	18.11	
Program 26, 56, and 59 Instructional	1.000	84,007	84,007	2,520	2,520	14,136	14,136	18.33	
Program 31 Instructional	40.400	3,577,420	88,550	233,230	5,773	585,230	14,486	18.33	
Program 31 Administrative	0.780	120,437	154,406			11,026	14,136	18.83	
Program 34 Instructional	6.837	601,264	87,943	31,803	4,652	96,648	14,136	18.08	
Program 34 Administrative	0.220	33,970	154,409			3,110	14,136	18.83	
K-3 BEA Instructional	70.741	6,122,874	86,553	19,778	280	999,995	14,136	18.13	
4-6 BEA Instructional	40.510	3,580,059	88,375	7,598	188	572,649	14,136	18.46	
7-8 BEA Instructional	29.587	2,794,508	94,451	29,256	989	418,242	14,136	17.93	
9-12 BEA Instructional	91.993	8,246,466	89,642	108,147	1,176	1,332,926	14,489	18.19	
K-12 BEA Instructional	232.831	20,743,907	89,094	164,779	708	3,323,812	14,276	18.18	
K-12 BEA Administrative	8.000	1,287,422	160,928			113,088	14,136	18.06	
BEA	256.331	24,619,673	96,046	1,217,337	4,749	3,656,008	14,263	18.14	

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
Instructional	316.700	28,403,243	89,685	1,722,236	5,438	4,509,384	14,239	18.15	
Administrative	25.000	4,096,144	163,846	46,457	1,858	353,400	14,136	17.93	
Other	1.000	151,820	151,820			14,136	14,136	18.19	
Active	342.700	32,651,207	95,276	1,768,693	5,161	4,876,920	14,231	18.13	
Certificated Total	342.700	32,651,207	95,276	1,768,693	5,161	4,876,920	14,231	18.13	
Instructional for Funding Purposes	315.700	28,319,236	89,703	1,719,716	5,447	4,495,248	14,239	18.15	
Instructional for Compliance Purposes	315.700	28,319,236	89,703	1,719,716	5,447	4,495,248	14,239	18.15	
K-3 Program 01 Teacher	66.141	5,674,516	85,794			934,969	14,136	18.14	
K-3 Program 21 Teacher	6.946	562,995	81,053			98,189	14,136	18.34	
PSES Program 01 Certificated	15.650	1,352,909	86,448			221,228	14,136	17.96	
PSES Program 21 Certificated	6.760	684,096	101,198			95,559	14,136	17.39	

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	468.905	51,553,195	109,944	10,427,983	22,239	7,147,374	15,243	18.17	
02	2.500	292,967	117,187	63,674	25,470	42,408	16,963	18.32	
21	88.211	8,537,591	96,786	1,841,042	20,871	1,450,142	16,439	18.49	
24	13.887	1,495,135	107,664	392,917	28,294	230,134	16,572	18.32	
31	19.087	2,075,862	108,758	415,543	21,771	309,682	16,225	18.18	
34	1.300	161,948	124,575	27,452	21,117	18,377	14,136	18.04	
51	5.438	613,287	112,778	124,536	22,901	96,450	17,736	18.25	
52	0.333	35,703	107,216	7,759	23,300	4,707	14,136	18.26	
55	10.534	1,136,747	107,912	233,909	22,205	175,569	16,667	18.28	
58				509,714					
64	0.500	60,466	120,932	13,142	26,284	7,068	14,136	18.24	
65	8.767	932,654	106,382	188,958	21,553	132,454	15,108	18.25	
74	0.900	82,311	91,457	17,888	19,876	33,926	37,696	25.03	
88	0.604	128,342	212,487			16,963	28,085	18.53	
89	0.100	21,390	213,900			1,414	14,136	16.85	
97	4.000	1,040,809	260,202	11,400	2,850	70,680	17,670	16.03	
K-12 Program 02 Instructional	2.500	292,967	117,187			42,408	16,963	18.32	
Program 21 Instructional	87.308	8,340,505	95,530	1,835,542	21,024	1,431,751	16,399	18.51	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.903	197,086	218,257	5,500	6,091	18,391	20,366	17.45	
K-12 Program 21 Instructional	76.710	7,264,144	94,696	5,584	73	1,237,932	16,138	18.57	
Program 31 Instructional	18.140	1,889,346	104,154	413,143	22,775	296,606	16,351	18.29	
Program 31 Administrative	0.947	186,516	196,955	2,400	2,534	13,076	13,808	16.85	
Program 34 Instructional	1.100	122,503	111,366	26,852	24,411	15,550	14,136	18.26	
Program 34 Administrative	0.200	39,445	197,225	600	3,000	2,827	14,136	17.21	
K-3 BEA Instructional	175.610	18,195,011	103,610	90,586	516	2,573,977	14,657	18.32	
4-6 BEA Instructional	63.527	6,709,580	105,618			939,818	14,794	18.26	
7-8 BEA Instructional	94.423	9,868,920	104,518	27,895	295	1,482,301	15,699	18.25	
9-12 BEA Instructional	127.670	13,372,737	104,745	5,777	45	2,116,762	16,580	18.25	
K-12 BEA Instructional	461.230	48,146,248	104,387	124,258	269	7,112,858	15,421	18.28	
BEA	495.792	55,124,781	111,185	10,946,052	22,078	7,588,521	15,306	18.13	
Instructional	588.147	60,682,627	103,176	14,250,017	24,229	9,214,316	15,667	18.32	
Administrative	34.871	7,338,566	210,449	25,900	743	508,896	14,594	16.94	
Active	623.018	68,021,193	109,180	14,275,917	22,914	9,723,212	15,607	18.20	
On Leave	2.048	147,214	71,882			14,136	6,902	18.06	
Certificated Total	625.066	68,168,407	109,058	14,275,917	22,839	9,737,348	15,578	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
Instructional for Funding Purposes	588.147	60,682,627	103,176	14,250,017	24,229	9,214,316	15,667	18.32	
Instructional for Compliance Purposes	588.147	60,682,627	103,176	14,250,017	24,229	9,214,316	15,667	18.32	
K-3 Program 01 Teacher	151.510	15,761,924	104,032	53,413	353	2,192,871	14,473	18.32	
K-3 Program 21 Teacher	10.995	976,257	88,791			160,104	14,562	19.01	
PSES Program 01 Certificated	26.698	2,489,300	93,239			423,844	15,876	18.37	
PSES Program 21 Certificated	23.670	2,281,753	96,399			394,239	16,656	18.37	

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	7.590	579,192	76,310	27,385	3,608	112,947	14,881	18.13	
09	0.560	30,788	54,979			7,916	14,136	18.13	
51	0.121	13,915	115,000			1,710	14,136	18.13	
52	0.143	16,445	115,000			2,021	14,136	18.13	
55	0.156	17,940	115,000			2,205	14,136	18.13	
74	0.030	1,941	64,700			424	14,136	18.13	
97	0.608	75,412	124,033			13,783	22,669	8.27	
99	0.016	1,934	120,875			353	22,088	8.27	
K-3 BEA Instructional	3.290	221,214	67,238			49,335	14,995	18.13	
4-6 BEA Instructional	2.300	196,212	85,310			35,340	15,365	18.13	
7-8 BEA Instructional	1.420	95,066	66,948			20,073	14,136	18.13	
K-12 BEA Instructional	7.010	512,492	73,109			104,748	14,943	18.13	
BEA	8.198	654,604	79,849	27,385	3,340	126,729	15,459	17.04	
Instructional	7.600	545,221	71,740	27,385	3,603	113,088	14,880	18.13	
Administrative	1.624	192,346	118,440			28,272	17,409	14.17	
Active	9.224	737,567	79,962	27,385	2,969	141,360	15,325	17.13	
Certificated Total	9.224	737,567	79,962	27,385	2,969	141,360	15,325	17.13	
Instructional for Funding Purposes	7.600	545,221	71,740	27,385	3,603	113,088	14,880	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
Instructional for Compliance Purposes	7.600	545,221	71,740	27,385	3,603	113,088	14,880	18.13	
K-3 Program 01 Teacher	3.290	221,214	67,238			49,335	14,995	18.13	
Grade T Program 09 Teacher	0.560	30,788	54,979			7,916	14,136	18.13	

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	944,855	104,984	54,726	6,081	127,224	14,136	18.77	
21	1.000	122,831	122,831	13,882	13,882	14,136	14,136	18.72	
55				2,040					
97	1.000	112,914	112,914			14,136	14,136	18.73	
Program 21 Instructional	1.000	122,831	122,831	13,882	13,882	14,136	14,136	18.72	
K-12 Program 21 Instructional	1.000	122,831	122,831	13,882	13,882	14,136	14,136	18.72	
K-3 BEA Instructional	2.000	195,615	97,808	9,792	4,896	28,272	14,136	18.82	
4-6 BEA Instructional	2.000	204,869	102,435	4,051	2,026	28,272	14,136	18.76	
7-8 BEA Instructional	1.000	88,563	88,563	5,966	5,966	14,136	14,136	18.82	
9-12 BEA Instructional	4.000	455,808	113,952	32,374	8,094	56,544	14,136	18.75	
K-12 BEA Instructional	9.000	944,855	104,984	52,183	5,798	127,224	14,136	18.77	
BEA	10.000	1,057,769	105,777	54,726	5,473	141,360	14,136	18.77	
Instructional	10.000	1,067,686	106,769	70,648	7,065	141,360	14,136	18.76	
Administrative	1.000	112,914	112,914			14,136	14,136	18.73	
Active	11.000	1,180,600	107,327	70,648	6,423	155,496	14,136	18.76	
Certificated Total	11.000	1,180,600	107,327	70,648	6,423	155,496	14,136	18.76	
Instructional for Funding Purposes	10.000	1,067,686	106,769	70,648	7,065	141,360	14,136	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
Instructional for Compliance Purposes	10.000	1,067,686	106,769	70,648	7,065	141,360	14,136	18.76	
K-3 Program 01 Teacher	2.000	195,615	97,808	9,792	4,896	28,272	14,136	18.82	
PSES Program 01 Certificated	1.000	129,778	129,778			14,136	14,136	18.72	

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	477.952	53,407,028	111,741	9,233,952	19,320	7,037,387	14,724	18.55	
02	12.937	1,396,543	107,950	243,872	18,851	200,358	15,487	18.23	
09	3.000	212,524	70,841	41,385	13,795	42,408	14,136	18.95	
21	89.243	9,030,865	101,194	1,744,942	19,553	1,306,704	14,642	18.67	
24	8.300	776,281	93,528	138,130	16,642	131,465	15,839	18.84	
31	20.264	2,208,747	108,999	483,916	23,881	307,583	15,179	18.71	
34	5.550	694,614	125,156	114,882	20,699	80,416	14,489	19.30	
51	2.400	291,686	121,536	55,925	23,302	33,926	14,136	18.65	
52	0.800	97,228	121,535	25,394	31,743	11,309	14,136	18.63	
55	6.800	738,015	108,532	153,744	22,609	115,915	17,046	18.32	
58	0.600	72,922	121,537	19,045	31,742	8,482	14,136	18.63	
65	5.794	552,213	95,308	118,577	20,465	84,957	14,663	18.71	
73				3,000					
74	1.000	98,301	98,301	27,309	27,309	14,136	14,136	18.72	
79	1.386	163,562	118,010	21,115	15,234	19,592	14,136	18.66	
89				5,200					
97	4.000	923,401	230,850	66,688	16,672	80,464	20,116	15.89	
K-12 Program 02 Instructional	11.937	1,201,491	100,653	82,991	6,952	183,768	15,395	18.41	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	86.243	8,433,756	97,791	1,737,442	20,146	1,251,036	14,506	18.76	
Program 21 Administrative	3.000	597,109	199,036	7,500	2,500	55,668	18,556	17.10	
K-12 Program 21 Instructional	85.243	8,312,220	97,512	475,000	5,572	1,236,900	14,510	18.76	
Program 31 Instructional	19.414	2,049,620	105,574	483,916	24,926	292,347	15,059	18.79	
Program 31 Administrative	0.850	159,127	187,208			15,236	17,925	17.46	
Program 34 Instructional	5.000	590,634	118,127	114,882	22,976	70,680	14,136	19.58	
Program 34 Administrative	0.550	103,980	189,055			9,736	17,701	17.40	
K-3 BEA Instructional	186.676	19,377,085	103,801	2,957,409	15,842	2,706,408	14,498	18.70	
4-6 BEA Instructional	92.009	9,413,553	102,311	1,236,015	13,434	1,345,535	14,624	18.72	
7-8 BEA Instructional	62.675	6,717,182	107,175	763,541	12,183	914,472	14,591	18.78	
9-12 BEA Instructional	135.401	14,589,222	107,748	1,231,329	9,094	1,980,962	14,630	18.69	
K-12 BEA Instructional	477.103	50,133,661	105,079	6,188,294	12,971	6,952,141	14,572	18.71	
K-12 BEA Administrative	1.100	204,705	186,095			19,995	18,177	17.50	
BEA	520.703	58,630,333	112,598	10,143,310	19,480	7,706,207	14,800	18.52	
Instructional	592.426	61,451,411	103,728	12,363,256	20,869	8,651,232	14,603	18.72	
Administrative	46.600	9,093,781	195,146	114,024	2,447	809,734	17,376	17.14	
Active	639.026	70,545,192	110,395	12,477,280	19,525	9,460,966	14,805	18.54	

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
On Leave	1.000	118,738	118,738	19,796	19,796	14,136	14,136	18.67	
Certificated Total	640.026	70,663,930	110,408	12,497,076	19,526	9,475,102	14,804	18.54	
Instructional for Funding Purposes	592.426	61,451,411	103,728	12,363,256	20,869	8,651,232	14,603	18.72	
Instructional for Compliance Purposes	592.426	61,451,411	103,728	12,363,256	20,869	8,651,232	14,603	18.72	
K-3 Program 01 Teacher	157.097	16,438,879	104,642	2,105,405	13,402	2,252,586	14,339	18.69	
K-3 Program 21 Teacher	12.919	1,187,911	91,951	29,727	2,301	188,744	14,610	18.80	
Grade T Program 09 Teacher	3.000	212,524	70,841	27,826	9,275	42,408	14,136	18.95	
PSES Program 01 Certificated	37.588	3,807,506	101,296			551,304	14,667	18.75	
PSES Program 21 Certificated	32.883	3,233,809	98,343			480,624	14,616	18.76	

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	382.311	39,218,730	102,583	4,834,609	12,646	5,522,935	14,446	17.92	
02	7.884	854,604	108,397	72,731	9,225	138,533	17,571	17.86	
09	1.000	75,204	75,204	6,245	6,245	14,136	14,136	18.08	
21	72.516	6,796,796	93,728	1,020,366	14,071	1,060,200	14,620	17.98	
24	3.000	303,870	101,290	56,697	18,899	42,408	14,136	17.98	
31	27.147	2,680,536	98,742	525,607	19,362	391,567	14,424	18.33	
34	2.500	264,221	105,688	36,300	14,520	35,340	14,136	17.98	
51	0.300	24,257	80,857	3,419	11,397	4,241	14,136	18.05	
52	1.300	161,330	124,100	17,590	13,531	18,377	14,136	17.97	
55	0.700	56,600	80,857	9,324	13,320	9,895	14,136	18.05	
58	0.200	20,547	102,735	3,029	15,145	2,827	14,136	17.98	
64	0.200	29,174	145,870			2,827	14,136	17.98	
65	2.000	172,758	86,379	17,960	8,980	28,272	14,136	18.03	
71	0.500	41,417	82,834	3,565	7,130	14,136	28,272	19.06	
74	4.500	455,871	101,305	39,231	8,718	63,612	14,136	17.98	
88	0.100	16,247	162,470			1,414	14,136	17.84	
97	3.000	767,569	255,856	69,920	23,307	42,408	14,136	15.66	
K-12 Program 02 Instructional	7.134	715,183	100,250			127,931	17,933	17.99	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	71.116	6,554,863	92,171	1,019,366	14,334	1,040,410	14,630	18.00	
Program 21 Administrative	1.400	241,933	172,809	1,000	714	19,790	14,136	17.38	
K-12 Program 21 Instructional	66.116	6,110,182	92,416			969,730	14,667	18.00	
Program 31 Instructional	25.547	2,390,686	93,580	525,607	20,574	368,950	14,442	18.42	
Program 31 Administrative	1.600	289,850	181,156			22,618	14,136	17.36	
Program 34 Instructional	2.500	264,221	105,688	36,300	14,520	35,340	14,136	17.98	
K-3 BEA Instructional	156.542	15,246,935	97,398			2,309,794	14,755	17.99	
4-6 BEA Instructional	59.108	5,716,122	96,706			842,930	14,261	18.00	
7-8 BEA Instructional	66.911	6,421,970	95,978			948,681	14,178	18.00	
9-12 BEA Instructional	106.869	10,306,192	96,438			1,547,341	14,479	18.10	
K-12 BEA Instructional	389.430	37,691,219	96,786			5,648,746	14,505	18.02	
K-12 BEA Administrative	1.000	182,902	182,902			14,136	14,136	17.16	
BEA	422.842	43,785,660	103,551	5,539,167	13,100	6,130,783	14,499	17.91	
Instructional	473.846	45,522,123	96,069	6,632,653	13,997	6,884,232	14,528	18.02	
Administrative	33.001	6,158,349	186,611	77,920	2,361	472,142	14,307	17.07	
Other	1.711	188,717	110,296	6,020	3,518	28,272	16,524	18.41	
Active	508.558	51,869,189	101,993	6,716,593	13,207	7,384,646	14,521	17.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	0.600	70,542	117,570			8,482	14,136	17.94	
Certificated Total	509.158	51,939,731	102,011	6,716,593	13,192	7,393,128	14,520	17.92	
Instructional for Funding Purposes	473.846	45,522,123	96,069	6,632,653	13,997	6,884,232	14,528	18.02	
Instructional for Compliance Purposes	473.846	45,522,123	96,069	6,632,653	13,997	6,884,232	14,528	18.02	
K-3 Program 01 Teacher	123.637	12,081,196	97,715			1,790,466	14,482	17.99	
K-3 Program 21 Teacher	11.612	1,001,110	86,213			164,147	14,136	18.02	
Grade T Program 09 Teacher	1.000	75,204	75,204			14,136	14,136	18.08	
PSES Program 01 Certificated	31.526	2,946,555	93,464			479,917	15,223	17.98	
PSES Program 21 Certificated	23.716	2,314,726	97,602			367,536	15,497	17.99	

Salary and Benefits by Program for 2024-2025

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	25.022	2,050,813	81,960	76,862	3,072	352,690	14,095	18.51	
09	2.000	135,948	67,974	3,777	1,889	28,272	14,136	18.68	
21	2.795	163,190	58,386	4,923	1,761	39,510	14,136	18.78	
24	0.965	78,525	81,373	2,182	2,261	13,641	14,136	18.51	
31	2.120	193,620	91,330	15,020	7,085	29,968	14,136	18.41	
34	0.290	29,583	102,010	1,200	4,138	4,099	14,136	18.35	
51	1.483	109,662	73,946	2,854	1,924	20,807	14,030	18.83	
55	1.484	123,369	83,133	3,811	2,568	20,978	14,136	18.65	
65	0.941	97,979	104,122	2,721	2,892	13,302	14,136	18.42	
97	0.900	117,000	130,000			12,722	14,136	18.33	
Program 21 Instructional	2.695	150,190	55,729	4,923	1,827	38,097	14,136	18.81	
Program 21 Administrative	0.100	13,000	130,000			1,414	14,136	18.33	
K-12 Program 21 Instructional	2.695	150,190	55,729	3,333	1,237	38,097	14,136	18.81	
Program 31 Instructional	2.120	193,620	91,330	15,020	7,085	29,968	14,136	18.41	
Program 34 Instructional	0.290	29,583	102,010	1,200	4,138	4,099	14,136	18.35	
K-3 BEA Instructional	8.284	712,117	85,963	19,456	2,349	117,103	14,136	18.47	
4-6 BEA Instructional	5.416	378,169	69,824	10,262	1,895	75,539	13,947	18.63	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.776	280,748	74,351	10,070	2,667	53,378	14,136	18.56	
9-12 BEA Instructional	7.956	661,378	83,129	30,114	3,785	112,466	14,136	18.47	
K-12 BEA Instructional	25.432	2,032,412	79,916	69,902	2,749	358,485	14,096	18.51	
K-12 BEA Administrative	1.000	120,000	120,000			14,136	14,136	18.39	
BEA	28.332	2,391,016	84,393	93,082	3,285	399,480	14,100	18.49	
Instructional	35.000	2,728,085	77,945	113,350	3,239	493,582	14,102	18.55	
Administrative	3.000	371,604	123,868			42,408	14,136	18.36	
Active	38.000	3,099,689	81,571	113,350	2,983	535,990	14,105	18.53	
Certificated Total	38.000	3,099,689	81,571	113,350	2,983	535,990	14,105	18.53	
Instructional for Funding Purposes	35.000	2,728,085	77,945	113,350	3,239	493,582	14,102	18.55	
Instructional for Compliance Purposes	35.000	2,728,085	77,945	113,350	3,239	493,582	14,102	18.55	
K-3 Program 01 Teacher	8.284	712,117	85,963	19,456	2,349	117,103	14,136	18.47	
K-3 Program 21 Teacher	0.592	32,704	55,243			8,369	14,136	18.80	
Grade T Program 09 Teacher	2.000	135,948	67,974	3,777	1,889	28,272	14,136	18.68	
PSES Program 01 Certificated	1.000	61,209	61,209			14,136	14,136	18.67	

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	27.713	2,679,129	96,674	89,282	3,222	391,751	14,136	18.58	
09	0.500	38,501	77,002	856	1,712	7,068	14,136	18.80	
21	2.905	241,242	83,044	4,723	1,626	41,065	14,136	18.67	
24	0.900	73,254	81,393			12,722	14,136	18.66	
31	3.180	306,448	96,367	11,336	3,565	44,952	14,136	18.56	
34	0.670	55,442	82,749			9,471	14,136	18.68	
51	1.352	142,322	105,268			19,112	14,136	18.50	
55	1.330	145,149	109,135	15,467	11,629	18,801	14,136	18.52	
58				11,324					
65	0.770	85,625	111,201	5,701	7,404	10,885	14,136	18.46	
68	0.095	10,256	107,958			1,343	14,136	18.50	
74	0.085	8,497	99,965			1,202	14,136	18.54	
88	0.500	38,501	77,002			7,068	14,136	18.80	
97	1.000	182,813	182,813	17,770	17,770	34,187	34,187	16.95	
Program 21 Instructional	2.100	154,340	73,495	4,723	2,249	29,686	14,136	18.77	
Program 21 Administrative	0.805	86,902	107,953			11,379	14,136	18.50	
K-12 Program 21 Instructional	1.975	146,866	74,363			27,919	14,136	18.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.180	306,448	96,367	11,336	3,565	44,952	14,136	18.56	
Program 34 Instructional	0.670	55,442	82,749			9,471	14,136	18.68	
K-3 BEA Instructional	9.765	844,363	86,468			138,038	14,136	18.69	
4-6 BEA Instructional	6.565	644,039	98,102			92,803	14,136	18.56	
7-8 BEA Instructional	4.500	444,576	98,795			63,612	14,136	18.55	
9-12 BEA Instructional	8.745	843,357	96,439	9,660	1,105	123,619	14,136	18.57	
K-12 BEA Instructional	29.575	2,776,335	93,874	9,660	327	418,072	14,136	18.60	
BEA	32.563	3,223,832	99,003	118,388	3,636	480,362	14,752	18.48	
Instructional	36.340	3,379,465	92,996	119,157	3,279	513,702	14,136	18.61	
Administrative	4.660	627,714	134,703	37,302	8,005	85,925	18,439	17.99	
Active	41.000	4,007,179	97,736	156,459	3,816	599,627	14,625	18.51	
Certificated Total	41.000	4,007,179	97,736	156,459	3,816	599,627	14,625	18.51	
Instructional for Funding Purposes	36.340	3,379,465	92,996	119,157	3,279	513,702	14,136	18.61	
Instructional for Compliance Purposes	36.340	3,379,465	92,996	119,157	3,279	513,702	14,136	18.61	
K-3 Program 01 Teacher	9.105	778,383	85,490			128,708	14,136	18.70	
K-3 Program 21 Teacher	0.563	33,633	59,739			7,959	14,136	19.05	

South Kitsap School District (18402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	474.122	51,559,410	108,747	1,158,964	2,444	6,729,287	14,193	18.11	
02	22.000	2,685,925	122,088	62,447	2,839	310,992	14,136	18.07	
21	87.368	8,816,180	100,909	37,354	428	1,248,053	14,285	18.18	
24	43.701	4,160,695	95,208	117,523	2,689	621,984	14,233	18.23	
31	35.484	3,697,328	104,197	260,082	7,330	501,602	14,136	18.14	
34	16.455	1,699,669	103,292	28,080	1,706	232,608	14,136	18.17	
51	12.769	1,316,152	103,074	12,279	962	181,407	14,207	18.21	
52	1.500	158,654	105,769	1,587	1,058	21,204	14,136	18.20	
55	20.353	2,212,159	108,690	22,352	1,098	302,312	14,853	18.21	
58				235,424					
65	1.500	156,981	104,654	1,570	1,047	21,204	14,136	18.20	
74	1.000	101,811	101,811	1,018	1,018	14,136	14,136	18.22	
79	0.350	34,460	98,457	345	986	4,948	14,136	18.16	
89	2.164	347,174	160,432	4,694	2,169	30,590	14,136	17.34	
97	3.000	590,798	196,933	42,369	14,123	42,408	14,136	16.13	
K-12 Program 02 Instructional	20.000	2,371,161	118,558	12,363	618	282,720	14,136	18.14	
Program 21 Instructional	84.368	8,266,213	97,978	34,654	411	1,205,645	14,290	18.25	
Program 21 Administrative	3.000	549,967	183,322	2,700	900	42,408	14,136	17.21	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	79.438	7,795,930	98,139			1,134,965	14,287	18.24	
Program 31 Instructional	34.734	3,573,769	102,890	259,407	7,468	491,000	14,136	18.16	
Program 31 Administrative	0.750	123,559	164,745	675	900	10,602	14,136	17.64	
Program 34 Instructional	14.605	1,409,322	96,496	26,955	1,846	206,456	14,136	18.23	
Program 34 Administrative	1.850	290,347	156,944	1,125	608	26,152	14,136	17.87	
K-3 BEA Instructional	197.717	20,519,297	103,781	6,575	33	2,814,972	14,237	18.21	
4-6 BEA Instructional	96.233	10,087,281	104,821	11,204	116	1,361,071	14,143	18.08	
7-8 BEA Instructional	82.174	8,920,020	108,550	38,584	470	1,164,439	14,170	18.17	
9-12 BEA Instructional	129.845	14,128,339	108,809	234,697	1,808	1,835,489	14,136	18.16	
K-12 BEA Instructional	505.969	53,654,937	106,044	291,060	575	7,175,971	14,183	18.16	
BEA	551.061	60,233,130	109,304	1,551,942	2,816	7,816,897	14,185	18.09	
Instructional	659.111	69,107,537	104,850	1,865,789	2,831	9,372,168	14,219	18.18	
Administrative	37.853	6,621,738	174,933	119,005	3,144	537,168	14,191	17.33	
Other	11.802	782,402	66,294			169,632	14,373	18.47	
Active	708.766	76,511,677	107,951	1,984,794	2,800	10,078,968	14,220	18.11	
On Leave	1.000	129,362	129,362	1,294	1,294	14,136	14,136	18.11	
Certificated Total	721.766	77,537,396	107,427	1,986,088	2,752	10,262,736	14,219	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 Funding Purposes	671.111	70,003,894	104,310	1,865,789	2,780	9,541,800	14,218	18.18	
Instructional for Compliance Purposes	659.111	69,107,537	104,850	1,865,789	2,831	9,372,168	14,219	18.18	
K-3 Program 01 Teacher	168.743	17,042,541	100,997	5,018	30	2,392,645	14,179	18.22	
K-3 Program 21 Teacher	23.839	2,108,992	88,468			349,018	14,641	18.32	
PSES Program 01 Certificated	36.002	3,726,041	103,495			523,032	14,528	18.18	

South Whidbey School District (15206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	55.635	6,332,536	113,823	580,254	10,430	878,540	15,791	18.47	
02	2.438	197,071	80,833	17,630	7,231	35,851	14,705	16.31	
09	1.000	79,890	79,890	6,432	6,432	15,514	15,514	18.64	
21	9.489	1,030,936	108,645	100,095	10,549	162,730	17,149	18.36	
24	2.532	219,676	86,760	19,354	7,644	39,281	15,514	18.60	
31	3.153	344,914	109,392	34,489	10,938	51,079	16,200	18.42	
51	1.000	131,142	131,142	19,306	19,306	15,514	15,514	18.49	
55	1.000	131,142	131,142	9,274	9,274	15,514	15,514	18.49	
58				44,898					
65	0.200	23,826	119,130			3,103	15,514	18.50	
97	0.600	142,151	236,918	3,500	5,833	23,593	39,322	16.24	
K-12 Program 02 Instructional	2.288	171,631	75,014	8,529	3,728	33,727	14,741	16.06	
Program 21 Instructional	9.089	936,168	103,000	100,095	11,013	147,002	16,174	18.55	
Program 21 Administrative	0.400	94,768	236,920			15,729	39,322	16.24	
K-12 Program 21 Instructional	9.089	936,168	103,000	100,095	11,013	147,002	16,174	18.55	
Program 31 Instructional	2.903	297,063	102,330	34,489	11,880	47,540	16,376	18.55	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	47,851	191,404			3,540	14,158	17.46	
K-3 BEA Instructional	17.110	1,784,561	104,299	154,643	9,038	277,977	16,246	18.33	
4-6 BEA Instructional	9.399	1,034,342	110,048	69,835	7,430	135,928	14,462	18.47	
7-8 BEA Instructional	9.955	1,167,166	117,244	138,504	13,913	156,438	15,714	18.47	
9-12 BEA Instructional	21.762	2,361,484	108,514	260,290	11,961	352,654	16,205	18.48	
K-12 BEA Instructional	58.226	6,347,553	109,016	623,272	10,704	922,996	15,852	18.44	
K-12 BEA Administrative	1.000	191,403	191,403			14,158	14,158	17.46	
BEA	61.826	7,016,672	113,491	635,873	10,285	989,063	15,998	18.36	
Instructional	73.047	7,869,397	107,731	831,732	11,386	1,158,924	15,865	18.46	
Administrative	4.000	763,887	190,972	3,500	875	81,796	20,449	17.42	
Active	77.047	8,633,284	112,052	835,232	10,841	1,240,720	16,103	18.38	
Certificated Total	77.047	8,633,284	112,052	835,232	10,841	1,240,720	16,103	18.38	
Instructional for Funding Purposes	73.047	7,869,397	107,731	831,732	11,386	1,158,924	15,865	18.46	
Instructional for Compliance Purposes	73.047	7,869,397	107,731	831,732	11,386	1,158,924	15,865	18.46	
K-3 Program 01 Teacher	15.568	1,671,314	107,356	118,769	7,629	247,986	15,929	18.54	
K-3 Program 21 Teacher	1.711	144,712	84,577	13,517	7,900	25,947	15,165	18.63	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	79,890	79,890	5,995	5,995	15,514	15,514	18.64	
PSES Program 01 Certificated	4.000	444,962	111,241			62,056	15,514	18.54	
PSES Program 21 Certificated	2.968	350,116	117,964			53,803	18,128	18.50	

Salary and Benefits by Program for 2024-2025

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	12.879	1,206,877	93,709	67,639	5,252	194,596	15,110	17.68	
21	1.541	170,832	110,858			24,734	16,051	15.02	
51	0.848	82,566	97,366			12,751	15,036	17.93	
52	0.102	11,304	110,824			1,895	18,574	8.07	
55	0.439	49,720	113,257			6,601	15,036	17.92	
97	1.000	160,195	160,195			15,036	15,036	17.92	
Program 21 Instructional	1.441	156,817	108,825			23,231	16,121	14.77	
Program 21 Administrative	0.100	14,015	140,150			1,504	15,036	17.92	
K-12 Program 21 Instructional	1.441	156,817	108,825			23,231	16,121	14.77	
K-3 BEA Instructional	6.192	573,851	92,676	28,548	4,610	94,050	15,189	17.41	
4-6 BEA Instructional	4.441	387,760	87,314	10,066	2,267	66,775	15,036	17.93	
7-8 BEA Instructional	1.346	119,134	88,510	3,088	2,294	20,238	15,036	17.93	
K-12 BEA Instructional	11.979	1,080,745	90,220	41,702	3,481	181,064	15,115	17.65	
BEA	13.879	1,367,072	98,499	67,639	4,873	209,632	15,104	17.71	
Instructional	14.809	1,381,152	93,264	67,639	4,567	225,540	15,230	17.27	
Administrative	2.000	300,342	150,171			30,072	15,036	17.92	
Active	16.809	1,681,494	100,035	67,639	4,024	255,612	15,207	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
Certificated Total	16.809	1,681,494	100,035	67,639	4,024	255,612	15,207	17.39	
Instructional for Funding Purposes	14.809	1,381,152	93,264	67,639	4,567	225,540	15,230	17.27	
Instructional for Compliance Purposes	14.809	1,381,152	93,264	67,639	4,567	225,540	15,230	17.27	
K-3 Program 01 Teacher	5.926	543,719	91,751	28,548	4,817	89,103	15,036	17.93	
K-3 Program 21 Teacher	0.721	78,413	108,756			11,623	16,120	14.76	
PSES Program 01 Certificated	0.266	30,132	113,278			4,947	18,597	8.07	

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	56.004	4,042,523	72,183	88,000	1,571	791,856	14,139	18.56	
21	4.500	360,394	80,088			70,680	15,707	18.68	
55	2.000	185,892	92,946			28,272	14,136	18.46	
58	0.030	5,176	172,533			424	14,136	18.01	
74	0.483	30,706	63,573			6,828	14,136	18.78	
97	0.470	81,075	172,500			6,644	14,136	18.01	
Program 21 Instructional	4.000	300,352	75,088			56,544	14,136	18.64	
Program 21 Administrative	0.500	60,042	120,084			14,136	28,272	18.89	
K-12 Program 21 Instructional	4.000	300,352	75,088			56,544	14,136	18.64	
K-3 BEA Instructional	22.337	1,527,464	68,383			315,812	14,139	18.63	
4-6 BEA Instructional	16.240	1,090,218	67,132			229,611	14,139	18.65	
7-8 BEA Instructional	8.700	592,642	68,120			123,011	14,139	18.56	
9-12 BEA Instructional	5.227	374,664	71,679			73,945	14,147	18.34	
K-12 BEA Instructional	52.504	3,584,988	68,280			742,380	14,140	18.59	
BEA	56.474	4,123,598	73,018	88,000	1,558	798,500	14,139	18.55	
Instructional	58.987	4,101,938	69,540	86,000	1,458	834,024	14,139	18.59	
Administrative	4.500	603,828	134,184			70,680	15,707	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
Other				2,000					
Active	63.487	4,705,766	74,122	88,000	1,386	904,704	14,250	18.55	
Certificated Total	63.487	4,705,766	74,122	88,000	1,386	904,704	14,250	18.55	
Instructional for Funding Purposes	58.987	4,101,938	69,540	86,000	1,458	834,024	14,139	18.59	
Instructional for Compliance Purposes	58.987	4,101,938	69,540	86,000	1,458	834,024	14,139	18.59	
K-3 Program 01 Teacher	20.837	1,430,559	68,655			294,608	14,139	18.62	
K-3 Program 21 Teacher	1.030	71,729	69,640			14,560	14,136	18.72	
PSES Program 01 Certificated	3.000	198,596	66,199			42,408	14,136	18.74	
PSES Program 21 Certificated	1.000	74,802	74,802			14,136	14,136	18.65	

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	1,606.903	156,857,947	97,615	11,003,169	6,847	23,145,564	14,404	18.12	
02	65.574	6,608,797	100,784	1,333,693	20,339	979,647	14,940	17.94	
03	2.000	218,122	109,061	13,524	6,762	28,272	14,136	18.80	
13	1.000	109,061	109,061	21,836	21,836	14,136	14,136	17.99	
21	336.358	29,858,929	88,771	2,198,966	6,538	4,853,021	14,428	18.14	
24	43.726	4,215,606	96,410	258,948	5,922	620,570	14,192	17.92	
31	71.188	6,757,918	94,931	610,311	8,573	1,058,201	14,865	18.32	
34	13.650	1,335,371	97,829	78,799	5,773	195,617	14,331	18.21	
45	25.467	2,272,984	89,252	114,046	4,478	362,868	14,249	17.83	
51	82.681	8,253,700	99,826	515,054	6,229	1,182,739	14,305	17.81	
52	12.625	1,419,509	112,436	52,234	4,137	187,617	14,861	17.93	
55	111.773	11,238,891	100,551	761,757	6,815	1,639,039	14,664	17.87	
58	1.540	167,954	109,061	10,412	6,761	21,769	14,136	18.36	
64	1.600	171,119	106,949	10,669	6,668	22,618	14,136	18.03	
65	25.420	2,275,476	89,515	195,132	7,676	369,471	14,535	18.29	
68	0.500	67,006	134,012	731	1,462	7,668	15,336	17.77	
74	15.000	1,434,805	95,654	86,889	5,793	212,040	14,136	17.95	
79	0.680	68,154	100,226	6,884	10,124	9,612	14,136	17.61	
88	46.675	3,799,804	81,410	229,729	4,922	660,608	14,153	18.16	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.300	200,119	153,938	21,957	16,890	19,937	15,336	17.63	
97	5.100	981,418	192,435	66,752	13,089	77,014	15,101	16.96	
98	0.300	50,848	169,493	3,305	11,017	4,601	15,336	21.50	
99	0.200	33,898	169,490	2,203	11,015	3,067	15,336	21.50	
CP	2.000	203,615	101,808	25,482	12,741	15,336	7,668	15.28	
K-12 Program 02 Instructional	61.574	6,030,158	97,934			918,303	14,914	17.84	
Program 21 Instructional	327.358	28,716,616	87,722	2,166,755	6,619	4,731,333	14,453	18.19	
Program 21 Administrative	8.000	1,082,193	135,274	32,211	4,026	121,688	15,211	17.68	
K-12 Program 21 Instructional	308.172	26,851,390	87,131			4,438,153	14,402	18.18	
Program 31 Instructional	69.638	6,548,049	94,030	597,639	8,582	1,034,430	14,854	18.30	
Program 31 Administrative	1.550	209,869	135,399	12,672	8,175	23,771	15,336	19.05	
Program 34 Instructional	13.200	1,275,366	96,619	75,539	5,723	188,716	14,297	18.18	
Program 34 Administrative	0.450	60,005	133,344	3,260	7,244	6,901	15,336	18.89	
K-3 BEA Instructional	621.612	57,826,018	93,026			8,956,075	14,408	17.98	
4-6 BEA Instructional	287.398	26,589,795	92,519	706	2	4,091,255	14,236	17.99	
7-8 BEA Instructional	270.149	25,594,068	94,741			3,887,358	14,390	18.31	
9-12 BEA Instructional	473.890	45,368,339	95,736			6,867,424	14,492	18.24	

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
K-12 BEA Instructional	1,653.049	155,378,220	93,995	706		23,802,112	14,399	18.11	
BEA Instructional	1,789.882	175,032,557	97,790	13,220,294	7,386	25,847,182	14,441	18.12	
Administrative	2,312.460	215,574,806	93,223	15,719,491	6,798	33,307,243	14,403	18.10	
Other	152.000	22,118,380	145,516	1,852,398	12,187	2,298,200	15,120	18.20	
Active	4.800	612,330	127,569	25,923	5,401	71,453	14,886	17.86	
K-12 Program 21 Contracted	2,469.260	238,305,516	96,509	17,597,812	7,127	35,676,896	14,448	18.10	
K-12 BEA Contracted	1.000	60,120	60,120						
On Leave	2.000	129,733	64,867						
Certificated Total	1.000	105,682	105,682	24,670	24,670	14,136	14,136	17.43	
Instructional for Funding Purposes	2,473.260	238,601,051	96,472	17,622,482	7,125	35,691,032	14,431	18.09	
Instructional for Compliance Purposes	2,315.460	215,764,659	93,184	15,719,491	6,789	33,307,243	14,385	18.08	
K-3 Program 01 Teacher	2,312.460	215,574,806	93,223	15,719,491	6,798	33,307,243	14,403	18.10	
K-3 Program 21 Teacher	535.768	49,630,938	92,635			7,698,536	14,369	17.91	
PSES Program 01 Certificated	45.726	3,685,705	80,604			647,287	14,156	18.30	
PSES Program 21 Certificated	93.789	8,686,459	92,617			1,361,283	14,514	18.71	
	106.013	9,779,043	92,244			1,564,318	14,756	18.11	

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	10.000	743,840	74,384	12,640	1,264	141,360	14,136	17.78	
21	1.600	154,871	96,794	2,500	1,563	22,618	14,136	17.77	
31	1.000	60,779	60,779	12,410	12,410	14,136	14,136	17.78	
51	0.250	23,470	93,880	2,500	10,000	3,534	14,136	17.78	
52				1,510					
58				1,000					
74				800					
97	0.150	21,272	141,813			2,120	14,136	17.79	
Program 21 Instructional	1.600	154,871	96,794	2,500	1,563	22,618	14,136	17.77	
K-12 Program 21 Instructional	1.600	154,871	96,794	2,500	1,563	22,618	14,136	17.77	
Program 31 Instructional	1.000	60,779	60,779	12,410	12,410	14,136	14,136	17.78	
K-3 BEA Instructional	3.970	271,012	68,265			53,293	13,424	17.79	
4-6 BEA Instructional	1.080	69,877	64,701			14,560	13,482	17.79	
9-12 BEA Instructional	5.100	343,189	67,292	12,410	2,433	75,628	14,829	17.78	
K-12 BEA Instructional	10.150	684,078	67,397	12,410	1,223	143,480	14,136	17.78	
K-12 BEA Administrative	0.850	120,541	141,813			12,016	14,136	17.79	
BEA	11.150	825,891	74,071	25,050	2,247	157,616	14,136	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
Instructional	12.000	862,419	71,868	21,010	1,751	169,632	14,136	17.78	
Administrative	1.000	141,813	141,813			14,136	14,136	17.79	
Other				12,350					
Active	13.000	1,004,232	77,249	33,360	2,566	183,768	14,136	17.78	
Certificated Total	13.000	1,004,232	77,249	33,360	2,566	183,768	14,136	17.78	
Instructional for Funding Purposes	12.000	862,419	71,868	21,010	1,751	169,632	14,136	17.78	
Instructional for Compliance Purposes	12.000	862,419	71,868	21,010	1,751	169,632	14,136	17.78	
K-3 Program 01 Teacher	3.470	241,349	69,553			46,225	13,321	17.78	
K-3 Program 21 Teacher	0.480	45,064	93,883			6,785	14,136	17.78	
PSES Program 01 Certificated	1.000	59,326	59,326			14,136	14,136	17.79	

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	12.094	822,747	68,029	7,891	652	160,133	13,241	17.02	
09	0.500	30,843	61,686			7,068	14,136	18.00	
21	1.000	59,294	59,294			14,136	14,136	17.98	
31	1.000	71,241	71,241	15,831	15,831	14,136	14,136	18.49	
51	0.355	31,356	88,327			5,018	14,136	17.98	
55	0.317	28,000	88,328			4,481	14,136	17.98	
97	0.500	56,387	112,774			7,068	14,136	8.11	
Program 21 Instructional	1.000	59,294	59,294			14,136	14,136	17.98	
K-12 Program 21 Instructional	1.000	59,294	59,294			14,136	14,136	17.98	
Program 31 Instructional	1.000	71,241	71,241	15,831	15,831	14,136	14,136	18.49	
K-3 BEA Instructional	3.630	222,919	61,410			53,717	14,798	17.99	
4-6 BEA Instructional	2.000	167,733	83,867			28,272	14,136	17.99	
9-12 BEA Instructional	5.631	421,467	74,848	23,025	4,089	85,212	15,133	18.09	
K-12 BEA Instructional	11.261	812,119	72,118	23,025	2,045	167,201	14,848	18.04	
BEA	13.594	950,375	69,911	23,722	1,745	181,337	13,339	16.47	
Instructional	13.433	961,612	71,586	23,025	1,714	197,904	14,733	18.03	
Administrative	1.000	131,569	131,569			14,136	14,136	8.11	

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
Other	1.333	6,687	5,017	697	523			8.14	
Active	15.766	1,099,868	69,762	23,722	1,505	212,040	13,449	16.68	
Certificated Total	15.766	1,099,868	69,762	23,722	1,505	212,040	13,449	16.68	
Instructional for Funding Purposes	13.433	961,612	71,586	23,025	1,714	197,904	14,733	18.03	
Instructional for Compliance Purposes	13.433	961,612	71,586	23,025	1,714	197,904	14,733	18.03	
K-3 Program 01 Teacher	3.500	211,436	60,410			49,476	14,136	18.00	
PSES Program 01 Certificated	0.433	38,276	88,397			14,136	32,647	17.98	

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	221.037	23,845,851	107,882	3,332,855	15,078	3,212,307	14,533	18.11	
02	6.804	779,961	114,633	104,482	15,356	113,088	16,621	18.07	
09	2.767	272,366	98,434	34,833	12,589	39,114	14,136	18.13	
21	48.324	4,878,518	100,954	838,230	17,346	733,658	15,182	18.13	
24	6.100	630,887	103,424	111,089	18,211	84,816	13,904	18.16	
31	16.400	1,861,562	113,510	428,494	26,128	237,485	14,481	18.10	
34	3.990	475,270	119,115	90,173	22,600	56,403	14,136	18.12	
51	0.900	148,063	164,514	8,910	9,900	12,722	14,136	17.73	
55	3.800	462,375	121,678	70,408	18,528	53,717	14,136	18.09	
64	0.200	23,300	116,500	3,557	17,785	2,827	14,136	18.11	
65	1.600	133,736	83,585	20,915	13,072	22,618	14,136	18.26	
74	1.400	122,572	87,551	19,094	13,639	19,790	14,136	18.24	
79	0.500	60,839	121,678	9,264	18,528	7,068	14,136	18.09	
97	2.900	663,099	228,655			40,994	14,136	16.80	
K-12 Program 02 Instructional	5.404	577,515	106,868	62,690	11,601	93,298	17,265	18.14	
Program 21 Instructional	46.424	4,484,504	96,599	838,230	18,056	706,800	15,225	18.19	
Program 21 Administrative	1.900	394,014	207,376			26,858	14,136	17.36	
K-12 Program 21 Instructional	43.424	4,230,274	97,418	381,826	8,793	650,256	14,975	18.19	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	15.400	1,667,852	108,302	428,494	27,824	223,349	14,503	18.13	
Program 31 Administrative	1.000	193,710	193,710			14,136	14,136	17.71	
Program 34 Instructional	3.750	431,666	115,111	90,173	24,046	53,010	14,136	18.12	
Program 34 Administrative	0.240	43,604	181,683			3,393	14,136	18.13	
K-3 BEA Instructional	90.874	9,184,843	101,072	986,238	10,853	1,316,486	14,487	18.17	
4-6 BEA Instructional	43.802	4,531,404	103,452	186,377	4,255	652,758	14,902	18.16	
7-8 BEA Instructional	35.991	3,625,210	100,725	425,682	11,827	539,232	14,982	18.17	
9-12 BEA Instructional	58.964	6,212,779	105,366	301,570	5,114	847,877	14,380	18.15	
K-12 BEA Instructional	229.631	23,554,236	102,574	1,899,867	8,274	3,356,353	14,616	18.16	
K-12 BEA Administrative	11.280	2,176,753	192,975			159,454	14,136	17.73	
BEA	251.131	27,625,743	110,005	3,956,004	15,753	3,660,277	14,575	18.08	
Instructional	292.222	29,710,956	101,673	5,063,304	17,327	4,290,276	14,682	18.17	
Administrative	21.000	4,221,573	201,027	9,000	429	296,856	14,136	17.49	
Active	313.222	33,932,529	108,334	5,072,304	16,194	4,587,132	14,645	18.09	
On Leave	3.500	425,870	121,677			49,476	14,136	18.09	
Certificated Total	316.722	34,358,399	108,481	5,072,304	16,015	4,636,608	14,639	18.09	
Instructional for Funding Purposes	292.222	29,710,956	101,673	5,063,304	17,327	4,290,276	14,682	18.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	292.222	29,710,956	101,673	5,063,304	17,327	4,290,276	14,682	18.17	
K-3 Program 01 Teacher	77.944	7,946,009	101,945	97,879	1,256	1,124,858	14,432	18.17	
K-3 Program 21 Teacher	7.611	658,978	86,582			113,060	14,855	18.24	
PSES Program 01 Certificated	16.950	1,601,899	94,507			262,930	15,512	18.20	
PSES Program 21 Certificated	14.183	1,502,570	105,942			212,040	14,950	18.15	

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	171,579	85,790			28,272	14,136	17.74	
97	0.900	31,500	35,000					7.88	
99	0.100	3,500	35,000					7.88	
K-3 BEA Instructional	1.250	94,601	75,681			17,670	14,136	17.74	
4-6 BEA Instructional	0.750	76,978	102,637			10,602	14,136	17.74	
K-12 BEA Instructional	2.000	171,579	85,790			28,272	14,136	17.74	
BEA	2.900	203,079	70,027			28,272	9,749	16.21	
Instructional	2.000	171,579	85,790			28,272	14,136	17.74	
Administrative	1.000	35,000	35,000					7.88	
Active	3.000	206,579	68,860			28,272	9,424	16.07	
Certificated Total	3.000	206,579	68,860			28,272	9,424	16.07	
Instructional for Funding Purposes	2.000	171,579	85,790			28,272	14,136	17.74	
Instructional for Compliance Purposes	2.000	171,579	85,790			28,272	14,136	17.74	
K-3 Program 01 Teacher	1.250	94,601	75,681			17,670	14,136	17.74	

Starbuck School District (07035)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.293	250,103	75,950	6,074	1,845	46,550	14,136	17.74	
51	0.573	34,347	59,942			8,100	14,136	17.74	
52	0.134	7,986	59,597			1,894	14,136	17.74	
K-3 BEA Instructional	1.293	101,874	78,789	2,404	1,859	18,278	14,136	17.74	
4-6 BEA Instructional	0.273	24,083	88,216			3,859	14,136	17.74	
7-8 BEA Instructional	1.727	124,146	71,885	3,670	2,125	24,413	14,136	17.74	
K-12 BEA Instructional	3.293	250,103	75,950	6,074	1,845	46,550	14,136	17.74	
BEA	3.293	250,103	75,950	6,074	1,845	46,550	14,136	17.74	
Instructional	4.000	292,436	73,109	6,074	1,519	56,544	14,136	17.74	
Active	4.000	292,436	73,109	6,074	1,519	56,544	14,136	17.74	
Certificated Total	4.000	292,436	73,109	6,074	1,519	56,544	14,136	17.74	
Instructional for Funding Purposes	4.000	292,436	73,109	6,074	1,519	56,544	14,136	17.74	
Instructional for Compliance Purposes	4.000	292,436	73,109	6,074	1,519	56,544	14,136	17.74	

Stehekin School District (04069)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
K-3 BEA Instructional	0.360	35,044	97,344	5,408	15,022	5,426	15,072	18.67	
4-6 BEA Instructional	0.270	26,283	97,344			4,069	15,072	18.67	
7-8 BEA Instructional	0.370	36,017	97,343			5,577	15,072	18.67	
K-12 BEA Instructional	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
BEA	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
Instructional	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
Active	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
Certificated Total	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
Instructional for Funding Purposes	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
Instructional for Compliance Purposes	1.000	97,344	97,344	5,408	5,408	15,072	15,072	18.67	
K-3 Program 01 Teacher	0.360	35,044	97,344	5,408	15,022	5,426	15,072	18.67	

Salary and Benefits by Program for 2024-2025

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	137.014	14,526,061	106,019	1,575,165	11,496	1,944,407	14,191	18.29	
09	1.500	146,298	97,532	16,057	10,705	28,272	18,848	18.41	
21	27.576	2,742,434	99,450	383,203	13,896	401,575	14,562	18.33	
24	2.000	161,683	80,842	23,046	11,523	28,272	14,136	18.39	
31	12.500	1,219,786	97,583	153,950	12,316	182,354	14,588	18.33	
34	0.800	82,253	102,816	9,027	11,284	11,309	14,136	18.32	
51	3.000	333,156	111,052	36,566	12,189	42,408	14,136	18.29	
55	3.400	413,263	121,548	20,402	6,001	48,062	14,136	18.28	
65	2.300	244,987	106,516	26,890	11,691	32,513	14,136	18.31	
74	0.600	68,620	114,367	7,531	12,552	14,136	23,560	18.50	
79	1.330	142,699	107,292	17,876	13,441	23,211	17,452	18.26	
97	2.000	445,621	222,811	36,635	18,318	28,272	14,136	16.50	
Program 21 Instructional	26.576	2,582,434	97,172	381,203	14,344	387,439	14,579	18.33	
Program 21 Administrative	1.000	160,000	160,000	2,000	2,000	14,136	14,136	18.30	
K-12 Program 21 Instructional	24.076	2,325,502	96,590	327,571	13,606	352,099	14,625	18.34	
Program 31 Instructional	11.800	1,104,415	93,594	153,950	13,047	172,459	14,615	18.33	
Program 31 Administrative	0.700	115,371	164,816			9,895	14,136	18.29	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.800	82,253	102,816	9,027	11,284	11,309	14,136	18.32	
K-3 BEA Instructional	46.544	4,817,468	103,504	520,663	11,186	658,625	14,151	18.32	
4-6 BEA Instructional	29.700	2,924,608	98,472	322,968	10,874	419,839	14,136	18.33	
7-8 BEA Instructional	22.970	2,388,740	103,994	261,182	11,371	334,429	14,559	18.32	
9-12 BEA Instructional	40.300	3,864,987	95,905	439,616	10,909	572,508	14,206	18.33	
K-12 BEA Instructional	139.514	13,995,803	100,318	1,544,429	11,070	1,985,401	14,231	18.32	
BEA	152.314	16,273,721	106,843	1,774,777	11,652	2,166,342	14,223	18.24	
Instructional	180.020	18,051,943	100,277	2,239,507	12,440	2,586,888	14,370	18.33	
Administrative	14.000	2,474,918	176,780	66,841	4,774	197,904	14,136	17.75	
Active	194.020	20,526,861	105,798	2,306,348	11,887	2,784,792	14,353	18.26	
Certificated Total	194.020	20,526,861	105,798	2,306,348	11,887	2,784,792	14,353	18.26	
Instructional for Funding Purposes	180.020	18,051,943	100,277	2,239,507	12,440	2,586,888	14,370	18.33	
Instructional for Compliance Purposes	180.020	18,051,943	100,277	2,239,507	12,440	2,586,888	14,370	18.33	
K-3 Program 01 Teacher	41.944	4,329,037	103,210	464,198	11,067	593,599	14,152	18.32	
K-3 Program 21 Teacher	4.776	452,836	94,815	34,074	7,134	67,966	14,231	18.34	
Grade T Program 09 Teacher	1.500	146,298	97,532	16,057	10,705	28,272	18,848	18.41	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	9.000	922,375	102,486			127,224	14,136	18.32	
PSES Program 21 Certificated	10.700	1,050,477	98,175			162,564	15,193	18.34	

Salary and Benefits by Program for 2024-2025

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	3.221	317,920	98,702			45,532	14,136	17.76	
09	0.448	37,852	84,491			6,333	14,136	17.76	
21	0.230	26,323	114,448			3,251	14,136	17.76	
97	0.101	5,989	59,297			1,428	14,136	17.76	
Program 21 Instructional	0.218	23,966	109,936			3,082	14,136	17.76	
Program 21 Administrative	0.012	2,357	196,417			170	14,136	17.76	
K-12 Program 21 Instructional	0.218	23,966	109,936			3,082	14,136	17.76	
K-3 BEA Instructional	1.162	102,226	87,974			16,426	14,136	17.76	
4-6 BEA Instructional	0.944	86,928	92,085			13,344	14,136	17.76	
7-8 BEA Instructional	0.869	83,987	96,648			12,284	14,136	17.76	
K-12 BEA Instructional	2.975	273,141	91,812			42,055	14,136	17.76	
BEA	3.322	323,909	97,504			46,960	14,136	17.76	
Instructional	3.641	334,959	91,996			51,469	14,136	17.76	
Administrative	0.359	53,125	147,981			5,075	14,136	17.76	
Active	4.000	388,084	97,021			56,544	14,136	17.76	
Certificated Total	4.000	388,084	97,021			56,544	14,136	17.76	
Instructional for Funding Purposes	3.641	334,959	91,996			51,469	14,136	17.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	334,959	91,996			51,469	14,136	17.76	
K-3 Program 01 Teacher	1.162	102,226	87,974			16,426	14,136	17.76	
Grade T Program 09 Teacher	0.448	37,852	84,491			6,333	14,136	17.76	

Salary and Benefits by Program for 2024-2025

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	39.732	3,728,605	93,844	149,850	3,772	567,136	14,274	18.44	
09	2.450	231,778	94,603	6,563	2,679	34,633	14,136	18.48	
31	1.600	164,793	102,996	4,853	3,033	22,618	14,136	19.50	
34	0.600	55,895	93,158	8,877	14,795	8,482	14,136	19.21	
51	1.250	125,193	100,154	2,969	2,375	17,670	14,136	18.35	
55	3.080	278,635	90,466	9,010	2,925	43,539	14,136	18.40	
65	0.200	22,165	110,825	2,105	10,525	2,827	14,136	18.34	
97	0.700	122,500	175,000			9,895	14,136	18.02	
Program 31 Instructional	1.400	135,910	97,079	4,077	2,912	19,790	14,136	19.75	
Program 31 Administrative	0.200	28,883	144,415	776	3,880	2,827	14,136	18.26	
Program 34 Instructional	0.600	55,895	93,158	8,877	14,795	8,482	14,136	19.21	
K-3 BEA Instructional	11.076	943,161	85,154	31,380	2,833	156,570	14,136	18.54	
4-6 BEA Instructional	6.564	633,260	96,475	18,996	2,894	92,789	14,136	18.45	
7-8 BEA Instructional	7.595	706,256	92,990	36,246	4,772	107,363	14,136	18.40	
9-12 BEA Instructional	13.797	1,283,641	93,038	52,806	3,827	200,519	14,534	18.60	
K-12 BEA Instructional	39.032	3,566,318	91,369	139,428	3,572	557,241	14,277	18.52	
K-12 BEA Administrative	1.000	144,416	144,416			14,136	14,136	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
BEA	42.632	4,071,793	95,510	163,580	3,837	608,131	14,265	18.48	
Instructional	45.612	4,158,601	91,173	167,275	3,667	650,256	14,256	18.51	
Administrative	4.000	570,963	142,741	14,004	3,501	56,544	14,136	18.19	
Other				2,948					
Active	49.612	4,729,564	95,331	184,227	3,713	706,800	14,247	18.47	
Certificated Total	49.612	4,729,564	95,331	184,227	3,713	706,800	14,247	18.47	
Instructional for Funding Purposes	45.612	4,158,601	91,173	167,275	3,667	650,256	14,256	18.51	
Instructional for Compliance Purposes	45.612	4,158,601	91,173	167,275	3,667	650,256	14,256	18.51	
K-3 Program 01 Teacher	10.276	881,807	85,812	26,453	2,574	145,262	14,136	18.54	
Grade T Program 09 Teacher	2.350	218,790	93,102	6,563	2,793	33,220	14,136	18.50	
PSES Program 01 Certificated	2.800	221,767	79,203			39,581	14,136	18.46	

Salary and Benefits by Program for 2024-2025

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	96.442	11,055,146	114,630	227,845	2,363	1,376,253	14,270	17.76	
02	2.090	242,790	116,167	3,016	1,443	32,103	15,360	17.96	
09	3.000	287,095	95,698	5,742	1,914	42,408	14,136	17.97	
21	19.181	1,994,402	103,978	120,555	6,285	278,196	14,504	17.72	
24	0.150	19,095	127,300	382	2,547	2,120	14,136	17.96	
31	7.440	837,721	112,597	38,929	5,232	105,172	14,136	17.96	
34	2.333	221,519	94,950	4,430	1,899	32,979	14,136	17.89	
51	1.100	149,771	136,155	6,900	6,273	15,550	14,136	17.80	
52	0.100	18,180	181,800			1,414	14,136	16.66	
55	2.812	334,679	119,018	7,900	2,809	39,595	14,081	17.79	
65	1.100	128,210	116,555	2,202	2,002	15,550	14,136	17.76	
74	0.400	49,340	123,350	1,986	4,965	9,429	23,572	17.97	
97	1.000	241,650	241,650			14,136	14,136	15.41	
K-12 Program 02 Instructional	1.490	150,826	101,226			22,943	15,398	17.96	
Program 21 Instructional	18.181	1,790,217	98,466	120,555	6,631	264,060	14,524	17.92	
Program 21 Administrative	1.000	204,185	204,185			14,136	14,136	16.10	
K-12 Program 21 Instructional	16.481	1,594,860	96,770			240,029	14,564	17.92	
Program 31 Instructional	7.440	837,721	112,597	38,929	5,232	105,172	14,136	17.96	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	2.333	221,519	94,950	4,430	1,899	32,979	14,136	17.89	
K-3 BEA Instructional	36.944	3,870,545	104,768	3,334	90	534,129	14,458	17.97	
4-6 BEA Instructional	15.813	1,760,348	111,323	2,076	131	223,419	14,129	17.97	
7-8 BEA Instructional	19.501	2,135,397	109,502			277,504	14,230	17.96	
9-12 BEA Instructional	26.847	3,006,531	111,988	2,530	94	380,725	14,181	17.72	
K-12 BEA Instructional	99.105	10,772,821	108,701	7,940	80	1,415,777	14,286	17.90	
BEA	109.305	12,598,826	115,263	274,220	2,509	1,560,643	14,278	17.73	
Instructional	125.548	13,476,688	107,343	418,587	3,334	1,800,248	14,339	17.90	
Administrative	10.600	1,946,652	183,646	1,300	123	150,520	14,200	16.65	
Other	1.000	156,258	156,258			14,136	14,136	18.62	
Active	137.148	15,579,598	113,597	419,887	3,062	1,964,904	14,327	17.74	
Certificated Total	137.148	15,579,598	113,597	419,887	3,062	1,964,904	14,327	17.74	
Instructional for Funding Purposes	125.548	13,476,688	107,343	418,587	3,334	1,800,248	14,339	17.90	
Instructional for Compliance Purposes	125.548	13,476,688	107,343	418,587	3,334	1,800,248	14,339	17.90	
K-3 Program 01 Teacher	34.466	3,603,672	104,557			499,100	14,481	17.97	
K-3 Program 21 Teacher	4.004	378,963	94,646			56,601	14,136	17.96	
Grade T Program 09 Teacher	1.000	80,141	80,141			14,136	14,136	17.97	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	3.900	432,373	110,865			55,130	14,136	17.97	
PSES Program 21 Certificated	5.651	589,759	104,364			86,936	15,384	17.85	

Summit Public School: Atlas (17905)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	25.701	2,554,668	99,400			361,305	14,058	19.54	
21	3.569	319,848	89,618			50,173	14,058	19.71	
24	1.431	134,678	94,115			20,117	14,058	19.71	
51	2.335	250,545	107,300			32,825	14,058	19.71	
55	1.319	139,778	105,973			18,543	14,058	19.71	
65	0.489	50,079	102,411			6,874	14,058	19.71	
74	0.156	16,392	105,077			2,193	14,058	19.71	
Program 21 Instructional	3.569	319,848	89,618			50,173	14,058	19.71	
K-12 Program 21 Instructional	3.569	319,848	89,618			50,173	14,058	19.71	
7-8 BEA Instructional	13.043	1,214,123	93,086			183,358	14,058	19.71	
9-12 BEA Instructional	12.658	1,340,545	105,905			177,946	14,058	19.38	
K-12 BEA Instructional	25.701	2,554,668	99,400			361,305	14,058	19.54	
BEA	25.701	2,554,668	99,400			361,305	14,058	19.54	
Instructional	35.000	3,465,988	99,028			492,030	14,058	19.58	
Active	35.000	3,465,988	99,028			492,030	14,058	19.58	
Certificated Total	35.000	3,465,988	99,028			492,030	14,058	19.58	
Instructional for Funding Purposes	35.000	3,465,988	99,028			492,030	14,058	19.58	

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	35.000	3,465,988	99,028			492,030	14,058	19.58	
PSES Program 01 Certificated	1.000	108,028	108,028			14,058	14,058	19.71	

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	9.168	950,776	103,706			128,884	14,058	19.71	
21	0.627	72,841	116,174			8,814	14,058	19.71	
24	0.277	32,198	116,238			3,894	14,058	19.71	
51	0.667	61,238	91,811			9,377	14,058	19.71	
55	1.025	97,532	95,153			14,409	14,058	19.71	
65	0.190	19,183	100,963			2,671	14,058	19.71	
74	0.046	4,224	91,826			647	14,058	19.71	
Program 21 Instructional	0.627	72,841	116,174			8,814	14,058	19.71	
K-12 Program 21 Instructional	0.627	72,841	116,174			8,814	14,058	19.71	
9-12 BEA Instructional	9.168	950,776	103,706			128,884	14,058	19.71	
K-12 BEA Instructional	9.168	950,776	103,706			128,884	14,058	19.71	
BEA	9.168	950,776	103,706			128,884	14,058	19.71	
Instructional	12.000	1,237,992	103,166			168,696	14,058	19.71	
Active	12.000	1,237,992	103,166			168,696	14,058	19.71	
Certificated Total	12.000	1,237,992	103,166			168,696	14,058	19.71	
Instructional for Funding Purposes	12.000	1,237,992	103,166			168,696	14,058	19.71	
Instructional for Compliance Purposes	12.000	1,237,992	103,166			168,696	14,058	19.71	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.000	108,028	108,028			14,058	14,058	19.71	

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	11.128	1,016,894	91,382			156,437	14,058	19.72	
21	1.643	144,913	88,200			23,097	14,058	19.71	
24	0.357	35,383	99,112			5,019	14,058	19.71	
51	0.937	94,408	100,756			13,172	14,058	19.71	
55	0.480	48,358	100,746			6,748	14,058	19.71	
65	0.391	37,887	96,898			5,497	14,058	19.73	
74	0.064	6,434	100,531			900	14,058	19.71	
Program 21 Instructional	1.643	144,913	88,200			23,097	14,058	19.71	
K-12 Program 21 Instructional	1.643	144,913	88,200			23,097	14,058	19.71	
9-12 BEA Instructional	11.128	1,016,894	91,382			156,437	14,058	19.72	
K-12 BEA Instructional	11.128	1,016,894	91,382			156,437	14,058	19.72	
BEA	11.128	1,016,894	91,382			156,437	14,058	19.72	
Instructional	15.000	1,384,277	92,285			210,870	14,058	19.72	
Active	15.000	1,384,277	92,285			210,870	14,058	19.72	
Certificated Total	15.000	1,384,277	92,285			210,870	14,058	19.72	
Instructional for Funding Purposes	15.000	1,384,277	92,285			210,870	14,058	19.72	
Instructional for Compliance Purposes	15.000	1,384,277	92,285			210,870	14,058	19.72	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.000	108,028	108,028			14,058	14,058	19.71	

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	5.709	374,835	65,657			82,102	14,381	18.00	
21	0.606	50,794	83,818			9,061	14,952	17.97	
51	0.152	8,877	58,401			2,149	14,136	18.02	
52	0.161	9,433	58,590			2,276	14,136	18.02	
55	0.150	7,599	50,660			2,120	14,136	18.03	
97	0.075	12,000	160,000			1,244	16,586	17.92	
Program 21 Instructional	0.506	34,794	68,763			7,407	14,639	17.99	
Program 21 Administrative	0.100	16,000	160,000			1,654	16,539	17.92	
K-12 Program 21 Instructional	0.506	34,794	68,763			7,407	14,639	17.99	
K-3 BEA Instructional	2.730	163,966	60,061			39,157	14,343	18.01	
4-6 BEA Instructional	2.198	141,185	64,233			31,382	14,277	18.01	
7-8 BEA Instructional	0.706	57,684	81,705			10,319	14,617	17.98	
K-12 BEA Instructional	5.634	362,835	64,401			80,858	14,352	18.01	
BEA	5.784	386,835	66,880			83,346	14,410	18.00	
Instructional	6.603	423,538	64,143			94,810	14,359	18.00	
Administrative	0.250	40,000	160,000			4,142	16,567	17.92	
Active	6.853	463,538	67,640			98,952	14,439	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
Certificated Total	6.853	463,538	67,640			98,952	14,439	18.00	
Instructional for Funding Purposes	6.603	423,538	64,143			94,810	14,359	18.00	
Instructional for Compliance Purposes	6.603	423,538	64,143			94,810	14,359	18.00	
K-3 Program 01 Teacher	2.618	146,174	55,834			37,291	14,244	18.02	
K-3 Program 21 Teacher	0.090	4,886	54,289			1,272	14,136	18.03	
PSES Program 01 Certificated	0.251	40,000	159,363			4,184	16,670	17.92	

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	536.750	54,468,465	101,478	6,730,351	12,539	7,636,413	14,227	18.22	
02	2.940	314,094	106,835	36,980	12,578	44,952	15,290	18.22	
21	110.963	10,390,321	93,638	1,744,470	15,721	1,646,279	14,836	18.26	
24	12.590	1,244,287	98,831	167,267	13,286	177,972	14,136	18.26	
31	31.050	2,960,125	95,334	417,396	13,443	461,540	14,864	18.36	
34	6.600	707,401	107,182	125,557	19,024	93,298	14,136	18.23	
39	2.000	170,985	85,493			28,272	14,136	18.38	
51	1.000	108,827	108,827	14,636	14,636	14,136	14,136	18.23	
52	1.150	130,505	113,483	20,349	17,695	16,256	14,136	18.22	
55	7.393	818,051	110,652	105,302	14,243	104,507	14,136	18.16	
58	0.650	83,084	127,822	528,302	812,772	9,188	14,136	17.94	
64	0.500	52,085	104,170	5,788	11,576	7,068	14,136	18.26	
65	3.000	292,718	97,573	33,793	11,264	42,408	14,136	18.21	
74	7.200	704,587	97,859	91,507	12,709	101,779	14,136	18.28	
97	4.500	1,042,545	231,677	39,793	8,843	63,612	14,136	16.09	
K-12 Program 02 Instructional	2.740	279,878	102,145			42,125	15,374	18.25	
Program 21 Instructional	108.603	9,959,524	91,706	1,728,870	15,919	1,612,918	14,852	18.29	
Program 21 Administrative	2.360	430,797	182,541	15,600	6,610	33,361	14,136	17.50	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	99.553	9,111,453	91,524			1,480,746	14,874	18.29	
Program 31 Instructional	29.550	2,688,323	90,975	415,672	14,067	440,336	14,901	18.42	
Program 31 Administrative	1.500	271,802	181,201	1,724	1,149	21,204	14,136	17.68	
Program 34 Instructional	6.600	707,401	107,182	125,557	19,024	93,298	14,136	18.23	
K-3 BEA Instructional	186.788	17,308,566	92,664			2,645,369	14,162	18.30	
4-6 BEA Instructional	104.064	9,708,341	93,292			1,488,309	14,302	18.29	
7-8 BEA Instructional	76.144	7,399,992	97,184			1,076,372	14,136	18.27	
9-12 BEA Instructional	160.041	15,512,579	96,929	2,413	15	2,313,229	14,454	18.29	
K-12 BEA Instructional	527.037	49,929,478	94,736	2,413	5	7,523,278	14,275	18.29	
BEA	581.840	59,492,630	102,249	7,350,077	12,632	8,299,816	14,265	18.19	
Instructional	670.333	63,342,523	94,494	9,779,029	14,588	9,626,616	14,361	18.29	
Administrative	54.953	9,746,108	177,354	250,840	4,565	778,658	14,170	17.58	
Other	2.000	285,966	142,983	19,013	9,507	28,272	14,136	18.06	
Active	727.286	73,374,597	100,888	10,048,882	13,817	10,433,546	14,346	18.20	
On Leave	1.000	113,483	113,483	12,609	12,609	14,136	14,136	18.23	
Certificated Total	728.286	73,488,080	100,906	10,061,491	13,815	10,447,682	14,346	18.20	
Instructional for Funding Purposes	670.333	63,342,523	94,494	9,779,029	14,588	9,626,616	14,361	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
Instructional for Compliance Purposes	670.333	63,342,523	94,494	9,779,029	14,588	9,626,616	14,361	18.29	
K-3 Program 01 Teacher	168.988	15,635,570	92,525			2,393,748	14,165	18.30	
K-3 Program 21 Teacher	14.488	1,146,709	79,149			204,802	14,136	18.36	
PSES Program 01 Certificated	32.100	3,126,184	97,389			459,420	14,312	18.26	
PSES Program 21 Certificated	50.402	4,716,751	93,583			783,120	15,537	18.27	

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	302.942	28,408,869	93,777	1,106,978	3,654	4,299,040	14,191	18.16	
09	2.000	139,928	69,964			28,272	14,136	18.43	
21	53.317	4,468,987	83,819	472,387	8,860	756,276	14,185	18.35	
31	16.576	1,562,381	94,256	179,740	10,843	247,380	14,924	18.14	
34	2.000	166,140	83,070	17,425	8,713	28,272	14,136	18.28	
51	5.820	584,285	100,393	891,993	153,263	82,272	14,136	18.02	
52	1.500	139,976	93,317	8,445	5,630	21,204	14,136	18.19	
53	3.050	209,717	68,760	1,000	328	43,115	14,136	18.12	
55	21.225	2,180,777	102,746	783,975	36,936	300,037	14,136	18.16	
58				509,580					
64	0.500	53,981	107,962	4,339	8,678	7,068	14,136	18.14	
65	9.000	887,581	98,620	4,060	451	127,224	14,136	18.17	
69	2.035	167,653	82,385			28,767	14,136	18.31	
74	1.000	90,912	90,912			14,136	14,136	18.21	
79	0.750	120,786	161,048			10,602	14,136	17.03	
97	2.000	401,548	200,774	27,300	13,650	28,272	14,136	15.15	
Program 21 Instructional	51.317	4,175,858	81,374	467,587	9,112	728,004	14,186	18.41	
Program 21 Administrative	2.000	293,129	146,565	4,800	2,400	28,272	14,136	17.50	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	49.317	3,968,459	80,468			699,732	14,188	18.42	
Program 31 Instructional	16.000	1,475,134	92,196	179,740	11,234	226,176	14,136	18.18	
Program 31 Administrative	0.576	87,247	151,470			21,204	36,813	17.84	
Program 34 Instructional	2.000	166,140	83,070	17,425	8,713	28,272	14,136	18.28	
K-3 BEA Instructional	104.249	9,346,067	89,651			1,488,662	14,280	18.27	
4-6 BEA Instructional	56.291	4,799,552	85,263			796,281	14,146	18.29	
7-8 BEA Instructional	46.952	4,125,987	87,877	246	5	664,816	14,159	18.27	
9-12 BEA Instructional	89.200	8,180,637	91,711			1,260,931	14,136	18.22	
K-12 BEA Instructional	296.692	26,452,243	89,157	246	1	4,210,690	14,192	18.26	
K-12 BEA Administrative	0.500	75,710	151,420			7,068	14,136	17.34	
BEA	323.518	30,538,938	94,396	1,331,443	4,116	4,602,964	14,228	18.12	
Instructional	392.639	34,853,326	88,767	3,896,010	9,923	5,569,584	14,185	18.27	
Administrative	29.076	4,470,813	153,763	108,812	3,742	424,080	14,585	17.17	
Other	2.000	259,382	129,691	2,400	1,200	28,272	14,136	17.72	
Active	423.715	39,583,521	93,420	4,007,222	9,457	6,021,936	14,212	18.15	
Certificated Total	423.715	39,583,521	93,420	4,007,222	9,457	6,021,936	14,212	18.15	
Instructional for Funding Purposes	392.639	34,853,326	88,767	3,896,010	9,923	5,569,584	14,185	18.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	392.639	34,853,326	88,767	3,896,010	9,923	5,569,584	14,185	18.27	
K-3 Program 01 Teacher	87.759	7,855,785	89,515			1,255,560	14,307	18.27	
K-3 Program 21 Teacher	11.580	948,851	81,939			163,695	14,136	18.28	
Grade T Program 09 Teacher	2.000	139,928	69,964			28,272	14,136	18.43	
PSES Program 01 Certificated	25.200	2,232,157	88,578			356,227	14,136	18.23	
PSES Program 21 Certificated	9.817	835,560	85,114			141,360	14,400	18.20	

Salary and Benefits by Program for 2024-2025

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	14.000	1,094,863	78,205			175,094	12,507	15.83	
21	1.000	84,614	84,614			13,538	13,538	16.00	
97		79,643							
Program 21 Instructional	1.000	84,614	84,614			13,538	13,538	16.00	
K-12 Program 21 Instructional	1.000	84,614	84,614			13,538	13,538	16.00	
7-8 BEA Instructional	9.000	679,718	75,524			109,233	12,137	16.07	
9-12 BEA Instructional	4.000	274,142	68,536			43,861	10,965	16.00	
K-12 BEA Instructional	13.000	953,860	73,374			153,094	11,776	16.05	
K-12 BEA Administrative	1.000	141,003	141,003			22,000	22,000	14.40	
BEA	14.000	1,174,506	83,893			175,094	12,507	15.83	
Instructional	14.000	1,038,474	74,177			166,632	11,902	16.04	
Administrative	1.000	220,646	220,646			22,000	22,000	14.40	
Active	15.000	1,259,120	83,941			188,632	12,575	15.85	
Certificated Total	15.000	1,259,120	83,941			188,632	12,575	15.85	
Instructional for Funding Purposes	14.000	1,038,474	74,177			166,632	11,902	16.04	
Instructional for Compliance Purposes	14.000	1,038,474	74,177			166,632	11,902	16.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.000	76,460	76,460			12,233	12,233	16.00	

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	1,366.791	164,639,710	120,457	9,697,551	7,095	19,537,267	14,294	18.96	
02	40.956	5,114,809	124,885	321,483	7,849	579,576	14,151	18.14	
03	4.967	587,877	118,357	26,590	5,353	67,853	13,661	24.88	
09	41.846	4,517,823	107,963	450,601	10,768	598,236	14,296	18.56	
21	302.466	34,429,638	113,830	2,258,355	7,466	4,354,468	14,397	19.18	
24	29.948	3,348,311	111,804	224,798	7,506	428,321	14,302	18.76	
31	78.246	8,513,326	108,802	523,595	6,692	1,137,948	14,543	19.71	
34	15.749	1,815,521	115,278	100,209	6,363	209,213	13,284	19.75	
38	1.000	134,670	134,670	8,948	8,948	14,136	14,136	18.50	
51	47.087	5,579,772	118,499	386,688	8,212	700,665	14,880	20.41	
52	9.997	1,316,302	131,670	79,276	7,930	142,024	14,207	20.47	
55	60.999	7,489,357	122,778	504,217	8,266	868,403	14,236	19.84	
56	1.200	166,042	138,368	5,360	4,467	16,963	14,136	22.64	
57	1.400	150,990	107,850	11,564	8,260	19,790	14,136	18.49	
58	1.498	181,519	121,174	12,060	8,051	21,204	14,155	26.82	
61	3.000	377,777	125,926	25,102	8,367	42,408	14,136	18.53	
64	1.400	179,893	128,495	11,952	8,537	19,790	14,136	18.47	
65	25.640	2,851,832	111,226	212,355	8,282	360,369	14,055	19.50	
68	1.000	197,300	197,300			14,136	14,136	18.01	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
74	0.500	110,596	221,192			7,068	14,136	34.29	
79	4.000	273,788	68,447	19,513	4,878	56,544	14,136	19.76	
88	3.112	370,778	119,145	15,904	5,111	44,217	14,209	18.46	
97	1.900	612,427	322,330			26,858	14,136	16.04	
CP	34.071	4,475,194	131,349	305,302	8,961	488,823	14,347	22.86	
K-12 Program 02 Instructional	37.956	4,523,615	119,180			537,168	14,152	18.17	
Program 21 Instructional	298.720	33,762,554	113,024	2,258,355	7,560	4,296,510	14,383	18.95	
Program 21 Administrative	3.746	667,084	178,079			57,958	15,472	31.35	
K-12 Program 21 Instructional	283.768	32,205,314	113,492			4,079,805	14,377	18.97	
Program 26, 56, and 59 Administrative	0.200	46,903	234,515			2,827	14,136	33.42	
Program 31 Instructional	73.746	7,575,896	102,730	523,595	7,100	1,074,336	14,568	18.96	
Program 31 Administrative	4.500	937,430	208,318			63,612	14,136	26.17	
Program 34 Instructional	13.784	1,467,883	106,492	100,209	7,270	180,941	13,127	18.78	
Program 34 Administrative	1.965	347,638	176,915			28,272	14,388	23.99	
K-3 BEA Instructional	502.483	56,910,312	113,258			7,178,501	14,286	19.01	
4-6 BEA Instructional	298.838	34,098,270	114,103			4,277,610	14,314	18.84	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	191.130	21,574,067	112,876			2,735,104	14,310	18.73	
9-12 BEA Instructional	397.685	44,652,573	112,281			5,685,315	14,296	18.84	
K-12 BEA Instructional	1,390.136	157,235,222	113,108			19,876,531	14,298	18.88	
BEA	1,508.609	181,283,670	120,166	10,669,428	7,072	21,558,715	14,290	18.99	
Instructional	1,948.654	221,161,991	113,495	15,151,295	7,775	27,904,464	14,320	19.03	
Administrative	122.119	25,334,046	207,454			1,738,728	14,238	20.18	
Other	3.000	366,598	122,199	24,359	8,120	42,408	14,136	18.42	
Active	2,073.773	246,862,635	119,040	15,175,654	7,318	29,685,600	14,315	19.14	
On Leave	5.000	572,617	114,523	25,769	5,154	70,680	14,136	18.57	
Certificated Total	2,078.773	247,435,252	119,029	15,201,423	7,313	29,756,280	14,314	19.14	
Instructional for Funding Purposes	1,948.654	221,161,991	113,495	15,151,295	7,775	27,904,464	14,320	19.03	
Instructional for Compliance Purposes	1,948.654	221,161,991	113,495	15,151,295	7,775	27,904,464	14,320	19.03	
K-3 Program 01 Teacher	445.518	50,420,361	113,172			6,324,715	14,196	19.00	
K-3 Program 21 Teacher	54.026	5,723,102	105,932			761,916	14,103	18.80	
Grade T Program 09 Teacher	41.646	4,480,161	107,577			595,408	14,297	18.56	
PSES Program 01 Certificated	112.860	12,408,767	109,948			1,680,770	14,893	18.77	
PSES Program 21 Certificated	119.657	14,141,863	118,187			1,761,346	14,720	18.91	

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	15.133	1,215,847	80,344	59,625	3,940	214,867	14,199	55.43	
02	0.500	30,377	60,754			7,068	14,136	45.88	
21	1.850	187,490	101,346			26,152	14,136	56.11	
31	1.000	101,644	101,644			14,136	14,136	55.86	
51	1.000	72,425	72,425			14,136	14,136	56.89	
55	0.750	45,566	60,755			10,602	14,136	56.65	
68	0.700	42,528	60,754			9,895	14,136	46.40	
97	1.000	157,500	157,500			14,136	14,136	55.30	
K-12 Program 02 Instructional	0.500	30,377	60,754			7,068	14,136	45.88	
Program 21 Instructional	1.700	170,805	100,474			24,031	14,136	56.11	
Program 21 Administrative	0.150	16,685	111,233			2,120	14,136	56.12	
K-12 Program 21 Instructional	1.700	170,805	100,474			24,031	14,136	56.11	
Program 31 Instructional	1.000	101,644	101,644			14,136	14,136	55.86	
K-3 BEA Instructional	3.900	291,535	74,753			55,130	14,136	54.34	
4-6 BEA Instructional	2.000	161,525	80,763			28,272	14,136	53.93	
7-8 BEA Instructional	3.393	266,631	78,583	12,167	3,586	48,911	14,415	61.08	
9-12 BEA Instructional	5.990	469,029	78,302	8,119	1,355	84,675	14,136	53.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	15.283	1,188,720	77,781	20,286	1,327	216,988	14,198	55.12	
BEA	17.633	1,505,368	85,372	59,625	3,381	250,207	14,190	55.18	
Instructional	19.433	1,520,044	78,220	59,625	3,068	275,652	14,185	55.02	
Administrative	2.300	320,870	139,509			32,513	14,136	55.49	
Other	0.200	12,463	62,315			2,827	14,136	54.84	
Active	21.933	1,853,377	84,502	59,625	2,719	310,992	14,179	55.10	
Certificated Total	21.933	1,853,377	84,502	59,625	2,719	310,992	14,179	55.10	
Instructional for Funding Purposes	19.433	1,520,044	78,220	59,625	3,068	275,652	14,185	55.02	
Instructional for Compliance Purposes	19.433	1,520,044	78,220	59,625	3,068	275,652	14,185	55.02	
K-3 Program 01 Teacher	3.250	231,633	71,272			45,942	14,136	56.39	

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	442.256	46,200,469	104,465	5,783,472	13,077	6,306,564	14,260	18.11	
09	1.148	77,559	67,560	9,830	8,563	18,848	16,418	18.57	
21	84.000	8,315,985	99,000	1,000,729	11,913	1,142,472	13,601	17.38	
24	3.634	360,332	99,156	49,092	13,509	54,848	15,093	18.23	
31	28.691	2,975,150	103,696	378,883	13,206	414,397	14,443	18.25	
34	2.300	200,660	87,243	16,536	7,190	32,513	14,136	18.56	
52	1.300	142,630	109,715			18,377	14,136	18.17	
65	9.007	949,525	105,421	126,921	14,091	134,292	14,910	18.26	
74	7.000	722,356	103,194	91,559	13,080	84,816	12,117	18.19	
79	2.500	249,678	99,871	31,648	12,659	35,340	14,136	18.28	
97	4.173	1,031,926	247,286	51,005	12,223	58,900	14,115	15.97	
Program 21 Instructional	82.300	7,999,973	97,205	982,834	11,942	1,118,440	13,590	17.39	
Program 21 Administrative	1.700	316,012	185,889	17,895	10,526	24,031	14,136	17.22	
K-12 Program 21 Instructional	74.275	7,140,602	96,137			1,003,656	13,513	17.30	
Program 31 Instructional	27.191	2,705,362	99,495	358,110	13,170	393,193	14,460	18.34	
Program 31 Administrative	1.500	269,788	179,859	20,773	13,849	21,204	14,136	17.31	
Program 34 Instructional	2.300	200,660	87,243	16,536	7,190	32,513	14,136	18.56	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	166.746	16,942,407	101,606			2,372,742	14,230	18.21	
4-6 BEA Instructional	86.323	8,630,800	99,983			1,232,108	14,273	18.21	
7-8 BEA Instructional	73.571	7,265,368	98,753			1,039,849	14,134	18.18	
9-12 BEA Instructional	124.404	12,723,753	102,278			1,791,187	14,398	18.17	
K-12 BEA Instructional	451.044	45,562,328	101,015			6,435,885	14,269	18.19	
BEA	477.420	50,408,205	105,585	6,229,896	13,049	6,812,374	14,269	18.08	
Instructional	557.933	56,064,381	100,486	7,181,806	12,872	7,900,846	14,161	18.08	
Administrative	26.400	5,013,481	189,905	353,453	13,388	381,672	14,457	16.91	
Other	0.503	34,846	69,276	4,416	8,779	14,136	28,103	18.92	
Active	584.836	61,112,708	104,495	7,539,675	12,892	8,296,654	14,186	17.99	
On Leave	1.173	113,562	96,813			4,712	4,017	18.00	
Certificated Total	586.009	61,226,270	104,480	7,539,675	12,866	8,301,366	14,166	17.99	
Instructional for Funding Purposes	557.933	56,064,381	100,486	7,181,806	12,872	7,900,846	14,161	18.08	
Instructional for Compliance Purposes	557.933	56,064,381	100,486	7,181,806	12,872	7,900,846	14,161	18.08	
K-3 Program 01 Teacher	137.594	13,791,928	100,236			1,959,886	14,244	18.21	
K-3 Program 21 Teacher	13.200	1,167,579	88,453			177,407	13,440	18.18	
Grade T Program 09 Teacher	1.148	77,559	67,560			18,848	16,418	18.57	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	21.100	2,115,768	100,273			298,270	14,136	18.21	
PSES Program 21 Certificated	25.503	2,635,497	103,341			317,919	12,466	15.71	

Salary and Benefits by Program for 2024-2025

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	14.820	1,150,802	77,652	21,295	1,437	217,921	14,704	18.62	
09	0.650	34,634	53,283			9,188	14,136	18.66	
21	1.930	148,749	77,072	7,038	3,647	27,282	14,136	18.59	
31	1.744	100,728	57,757	16,562	9,497	24,766	14,201	18.59	
34	0.291	17,464	60,014	480	1,649	4,142	14,233	18.59	
51	0.429	34,206	79,734			5,753	13,411	18.62	
52	0.452	23,799	52,653			14,136	31,274	18.64	
55	0.555	93,284	168,079			7,803	14,060	18.57	
58				6,336					
74				1,000					
97	0.450	66,744	148,320	720	1,600			18.64	
Program 21 Instructional	1.930	148,749	77,072	7,038	3,647	27,282	14,136	18.59	
K-12 Program 21 Instructional	1.798	140,573	78,183	7,038	3,914	25,417	14,136	18.59	
Program 31 Instructional	1.636	86,804	53,059	14,642	8,950	23,126	14,136	18.59	
Program 31 Administrative	0.108	13,924	128,926	1,920	17,778	1,640	15,183	18.61	
Program 34 Instructional	0.264	13,983	52,966			3,732	14,136	18.59	
Program 34 Administrative	0.027	3,481	128,926	480	17,778	410	15,183	18.61	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.785	388,595	81,211	4,172	872	67,641	14,136	18.62	
4-6 BEA Instructional	3.215	250,451	77,901	1,750	544	45,447	14,136	18.64	
7-8 BEA Instructional	1.110	80,251	72,298	1,500	1,351	15,776	14,212	18.62	
9-12 BEA Instructional	6.678	415,886	62,277	28,515	4,270	101,822	15,247	18.62	
K-12 BEA Instructional	15.788	1,135,183	71,902	35,937	2,276	230,685	14,611	18.62	
K-12 BEA Administrative	1.067	133,811	125,409	2,400	2,249	16,143	15,130	18.58	
BEA	17.305	1,335,738	77,188	39,057	2,257	246,829	14,263	18.62	
Instructional	19.754	1,462,439	74,033	50,311	2,547	294,849	14,926	18.62	
Administrative	1.567	207,971	132,719	3,120	1,991	16,143	10,302	18.60	
Active	21.321	1,670,410	78,346	53,431	2,506	310,992	14,586	18.61	
Certificated Total	21.321	1,670,410	78,346	53,431	2,506	310,992	14,586	18.61	
Instructional for Funding Purposes	19.754	1,462,439	74,033	50,311	2,547	294,849	14,926	18.62	
Instructional for Compliance Purposes	19.754	1,462,439	74,033	50,311	2,547	294,849	14,926	18.62	
K-3 Program 01 Teacher	4.285	348,266	81,276	2,750	642	60,573	14,136	18.62	
K-3 Program 21 Teacher	0.532	32,952	61,940			7,520	14,136	18.59	
Grade T Program 09 Teacher	0.650	34,634	53,283			9,188	14,136	18.66	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.388	115,535	83,238			20,059	14,452	18.62	

Tenino School District (34402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	66.764	5,999,046	89,855	452,311	6,775	981,038	14,694	18.14	
09	1.000	103,567	103,567			14,136	14,136	18.10	
21	8.920	714,007	80,046	52,504	5,886	126,093	14,136	18.15	
24	0.360	31,160	86,556	313	869	5,089	14,136	18.17	
31	4.370	429,866	98,368	50,204	11,488	61,774	14,136	18.22	
34	1.900	151,417	79,693	22,674	11,934	26,858	14,136	18.19	
51	0.350	38,957	111,306			4,948	14,136	18.06	
52				8,683					
55	1.300	131,456	101,120	6,333	4,872	18,377	14,136	18.10	
58				5,505					
65	0.100	13,017	130,170			1,414	14,136	18.11	
74	0.300	24,961	83,203			4,241	14,136	18.22	
79				7,361					
97	1.000	204,673	204,673			14,136	14,136	16.14	
Program 21 Instructional	8.520	648,531	76,119	52,504	6,162	120,439	14,136	18.23	
Program 21 Administrative	0.400	65,476	163,690			5,654	14,136	17.35	
K-12 Program 21 Instructional	8.520	648,531	76,119	45,828	5,379	120,439	14,136	18.23	
Program 31 Instructional	3.920	371,291	94,717	50,204	12,807	55,413	14,136	18.24	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	58,575	130,167			6,361	14,136	18.11	
Program 34 Instructional	1.800	138,400	76,889	22,674	12,597	25,445	14,136	18.20	
Program 34 Administrative	0.100	13,017	130,170			1,414	14,136	18.11	
K-3 BEA Instructional	23.686	1,985,317	83,818	109,474	4,622	351,053	14,821	18.24	
4-6 BEA Instructional	9.535	811,446	85,102	31,745	3,329	145,021	15,209	18.19	
7-8 BEA Instructional	16.307	1,433,053	87,880	86,519	5,306	230,516	14,136	18.16	
9-12 BEA Instructional	17.306	1,457,867	84,241	118,599	6,853	255,438	14,760	18.13	
K-12 BEA Instructional	66.834	5,687,683	85,102	346,337	5,182	982,028	14,694	18.18	
K-12 BEA Administrative	3.000	423,138	141,046	6,000	2,000	42,408	14,136	17.87	
BEA	74.034	6,785,002	91,647	525,189	7,094	1,083,807	14,639	18.09	
Instructional	78.414	6,633,774	84,599	597,888	7,625	1,145,723	14,611	18.19	
Administrative	7.950	1,208,353	151,994	8,000	1,006	112,381	14,136	17.56	
Active	86.364	7,842,127	90,803	605,888	7,016	1,258,104	14,567	18.10	
Certificated Total	86.364	7,842,127	90,803	605,888	7,016	1,258,104	14,567	18.10	
Instructional for Funding Purposes	78.414	6,633,774	84,599	597,888	7,625	1,145,723	14,611	18.19	
Instructional for Compliance Purposes	78.414	6,633,774	84,599	597,888	7,625	1,145,723	14,611	18.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	21.886	1,851,073	84,578	75,011	3,427	325,609	14,877	18.21	
K-3 Program 21 Teacher	3.603	268,990	74,657	4,667	1,295	50,932	14,136	18.24	
Grade T Program 09 Teacher	1.000	103,567	103,567			14,136	14,136	18.10	
PSES Program 01 Certificated	3.150	261,601	83,048			44,528	14,136	18.43	
PSES Program 21 Certificated	1.000	71,485	71,485			14,136	14,136	18.27	

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	16.751	1,337,038	79,818	187,889	11,217	272,118	16,245	17.78	
09	1.230	91,131	74,090	3,341	2,716	17,387	14,136	18.13	
21	1.350	143,541	106,327	24,641	18,253	19,084	14,136	18.06	
31	1.600	119,744	74,840	5,248	3,280	22,618	14,136	15.45	
34	0.150	14,691	97,940	735	4,900	2,120	14,136	18.06	
51	0.400	22,382	55,955			5,654	14,136	18.15	
52		6,140		8,400					
55	0.750	69,495	92,660	2,687	3,583	10,602	14,136	18.08	
58				7,500					
74	0.120	8,872	73,933			1,696	14,136	18.16	
97	1.000	181,544	181,544	15,000	15,000	14,136	14,136	16.86	
Program 21 Instructional	1.000	94,422	94,422	23,891	23,891	14,136	14,136	18.07	
Program 21 Administrative	0.350	49,119	140,340	750	2,143	4,948	14,136	18.05	
K-12 Program 21 Instructional	1.000	94,422	94,422	16,891	16,891	14,136	14,136	18.07	
Program 31 Instructional	1.600	119,744	74,840	5,248	3,280	22,618	14,136	15.45	
Program 34 Instructional	0.150	14,691	97,940	735	4,900	2,120	14,136	18.06	
K-3 BEA Instructional	5.708	450,187	78,869	30,942	5,421	93,425	16,367	18.12	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.660	279,746	76,433	13,991	3,823	51,738	14,136	18.13	
7-8 BEA Instructional	2.086	143,581	68,831	3,309	1,586	32,301	15,485	14.81	
9-12 BEA Instructional	6.797	540,521	79,523	25,414	3,739	115,859	17,046	17.55	
K-12 BEA Instructional	18.251	1,414,035	77,477	73,656	4,036	293,322	16,072	17.57	
BEA	19.501	1,653,017	84,766	208,872	10,711	310,992	15,947	17.50	
Instructional	21.751	1,706,477	78,455	220,459	10,136	342,798	15,760	17.65	
Administrative	1.600	267,503	167,189	15,750	9,844	22,618	14,136	17.22	
Other		20,598		19,232					
Active	23.351	1,994,578	85,417	255,441	10,939	365,416	15,649	17.60	
On Leave									
Certificated Total	23.351	1,994,578	85,417	255,441	10,939	365,416	15,649	17.60	
Instructional for Funding Purposes	21.751	1,706,477	78,455	220,459	10,136	342,798	15,760	17.65	
Instructional for Compliance Purposes	21.751	1,706,477	78,455	220,459	10,136	342,798	15,760	17.65	
K-3 Program 01 Teacher	5.708	450,187	78,869	26,197	4,590	93,425	16,367	18.12	
K-3 Program 21 Teacher	0.400	37,768	94,420			5,654	14,136	18.07	
Grade T Program 09 Teacher	1.130	77,930	68,965	3,341	2,957	15,974	14,136	18.14	

Toledo School District (21237)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	38.120	3,854,735	101,121	75,182	1,972	540,278	14,173	18.82	
02	1.000	103,598	103,598	2,400	2,400	14,136	14,136	18.88	
21	6.201	553,237	89,217	11,769	1,898	87,657	14,136	18.92	
31	4.755	453,436	95,360	23,700	4,984	67,217	14,136	18.68	
34	2.205	235,736	106,910			31,170	14,136	18.82	
51	1.050	79,118	75,350			14,843	14,136	19.09	
52				18,305					
55	1.649	173,187	105,025			23,310	14,136	18.68	
74	0.020	2,420	121,000			283	14,136	18.40	
97	0.900	127,800	142,000	432	480	12,722	14,136	17.63	
K-12 Program 02 Instructional	1.000	103,598	103,598			14,136	14,136	18.88	
Program 21 Instructional	6.000	527,365	87,894	11,721	1,954	84,816	14,136	18.97	
Program 21 Administrative	0.201	25,872	128,716	48	239	2,841	14,136	17.96	
K-12 Program 21 Instructional	5.800	513,735	88,575	11,418	1,969	81,989	14,136	18.96	
Program 31 Instructional	4.556	426,504	93,614	23,700	5,202	64,404	14,136	18.72	
Program 31 Administrative	0.199	26,932	135,337			2,813	14,136	17.95	
Program 34 Instructional	2.000	210,931	105,466			28,272	14,136	18.86	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	24,805	121,000			2,898	14,136	18.40	
K-3 BEA Instructional	15.950	1,533,201	96,125	1,000	63	226,883	14,225	18.91	
4-6 BEA Instructional	7.197	753,418	104,685			101,737	14,136	18.83	
7-8 BEA Instructional	7.333	680,338	92,778	3,523	480	103,659	14,136	18.90	
9-12 BEA Instructional	13.670	1,432,681	104,805	30,510	2,232	193,239	14,136	18.76	
K-12 BEA Instructional	44.150	4,399,638	99,652	35,033	793	625,518	14,168	18.84	
K-12 BEA Administrative				4,000					
BEA	46.980	4,775,305	101,645	101,714	2,165	665,523	14,166	18.78	
Instructional	52.799	5,173,258	97,980	111,308	2,108	747,780	14,163	18.85	
Administrative	3.101	410,009	132,218	20,480	6,604	43,836	14,136	17.98	
Active	55.900	5,583,267	99,880	131,788	2,358	791,616	14,161	18.79	
Certificated Total	55.900	5,583,267	99,880	131,788	2,358	791,616	14,161	18.79	
Instructional for Funding Purposes	52.799	5,173,258	97,980	111,308	2,108	747,780	14,163	18.85	
Instructional for Compliance Purposes	52.799	5,173,258	97,980	111,308	2,108	747,780	14,163	18.85	
K-3 Program 01 Teacher	15.950	1,533,201	96,125	1,000	63	226,883	14,225	18.91	
K-3 Program 21 Teacher	0.868	74,966	86,366	1,666	1,919	12,270	14,136	18.99	

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
PSES Program 01 Certificated	0.814	79,318	97,442			11,507	14,136	18.86	

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	57.649	5,077,555	88,077	155,835	2,703	824,666	14,305	18.29	
02	0.966	98,398	101,861	2,830	2,930	13,655	14,136	18.19	
21	4.251	344,687	81,084	8,946	2,104	62,170	14,625	18.37	
24	3.120	209,257	67,070	5,416	1,736	47,214	15,133	18.43	
31	3.624	344,219	94,983	72,279	19,945	51,229	14,136	18.55	
34	0.260	24,123	92,781	670	2,577	3,675	14,136	18.99	
51	3.540	329,929	93,200	7,409	2,093	50,112	14,156	18.29	
52	1.000	77,583	77,583	2,155	2,155	14,136	14,136	18.34	
55	2.233	222,157	99,488	14,271	6,391	31,651	14,174	18.22	
58				56,620					
65	1.275	120,379	94,415	3,344	2,623	18,023	14,136	18.23	
74	0.115	14,619	127,122	576	5,009	1,626	14,136	18.13	
97	0.900	165,987	184,430	11,848	13,164	12,722	14,136	17.15	
K-12 Program 02 Instructional	0.966	98,398	101,861	2,830	2,930	13,655	14,136	18.19	
Program 21 Instructional	3.801	275,352	72,442	8,046	2,117	55,809	14,683	18.44	
Program 21 Administrative	0.450	69,335	154,078	900	2,000	6,361	14,136	18.09	
K-12 Program 21 Instructional	3.404	246,690	72,471	7,250	2,130	50,197	14,746	18.41	
Program 31 Instructional	3.524	325,776	92,445	72,279	20,510	49,815	14,136	18.62	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	18,443	184,430			1,414	14,136	17.15	
Program 34 Instructional	0.260	24,123	92,781	670	2,577	3,675	14,136	18.99	
K-3 BEA Instructional	16.627	1,401,055	84,264	52,965	3,185	236,269	14,210	18.29	
4-6 BEA Instructional	12.013	1,028,334	85,602	32,797	2,730	171,696	14,293	18.28	
7-8 BEA Instructional	8.315	683,518	82,203	25,533	3,071	118,983	14,309	18.36	
9-12 BEA Instructional	20.428	1,736,276	84,995	110,504	5,409	293,958	14,390	18.40	
K-12 BEA Instructional	57.383	4,849,183	84,506	221,799	3,865	820,906	14,306	18.34	
K-12 BEA Administrative	3.466	454,597	131,159	4,500	1,298	48,995	14,136	18.13	
BEA	63.399	5,710,282	90,069	243,462	3,840	905,948	14,290	18.28	
Instructional	71.933	6,017,613	83,656	324,951	4,517	1,031,928	14,346	18.34	
Administrative	6.500	949,075	146,012	17,248	2,654	91,884	14,136	17.92	
Other	0.500	62,205	124,410			7,068	14,136	18.25	
Active	78.933	7,028,893	89,049	342,199	4,335	1,130,880	14,327	18.29	
Certificated Total	78.933	7,028,893	89,049	342,199	4,335	1,130,880	14,327	18.29	
Instructional for Funding Purposes	71.933	6,017,613	83,656	324,951	4,517	1,031,928	14,346	18.34	
Instructional for Compliance Purposes	71.933	6,017,613	83,656	324,951	4,517	1,031,928	14,346	18.34	
K-3 Program 01 Teacher	14.762	1,231,273	83,408	35,345	2,394	209,905	14,219	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
PSES Program 01 Certificated	2.872	214,692	74,753			40,599	14,136	18.46	

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	137.374	12,410,377	90,340	1,748,535	12,728	168,259	1,225	31.72	
02	3.429	379,191	110,584	53,743	15,673	6,900	2,012	29.75	
21	27.879	2,383,140	85,482	392,330	14,073	30,300	1,087	32.02	
31	23.126	1,838,538	79,501	306,329	13,246	22,860	988	33.32	
34	10.150	732,668	72,184	107,335	10,575	9,960	981	35.04	
51	6.542	624,069	95,394	71,807	10,976	6,713	1,026	31.69	
52	1.000	82,245	82,245			900	900	35.25	
53	0.984	97,504	99,089	12,977	13,188	1,530	1,555	32.51	
55	10.268	975,074	94,962	103,716	10,101	10,470	1,020	31.83	
58	0.750	91,967	122,623	180,903	241,204	3,150	4,200	47.88	
64	0.999	138,919	139,058	6,133	6,139	899	900	29.23	
65	2.810	253,723	90,293	33,014	11,749	2,509	893	30.22	
74				12,000					
86	0.250	30,656	122,624	6,067	24,268	1,050	4,200	47.88	
97	2.000	463,236	231,618	31,183	15,592	8,400	4,200	21.55	
K-12 Program 02 Instructional	2.429	223,187	91,884	27,854	11,467	2,700	1,112	33.01	
Program 21 Instructional	26.879	2,210,808	82,250	364,403	13,557	26,100	971	32.63	
Program 21 Administrative	1.000	172,332	172,332	27,927	27,927	4,200	4,200	24.01	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	25.879	2,148,826	83,034	307,168	11,869	25,200	974	32.47	
Program 31 Instructional	23.126	1,838,538	79,501	306,329	13,246	22,860	988	33.32	
Program 34 Instructional	10.150	732,668	72,184	102,213	10,070	9,960	981	35.04	
Program 34 Administrative				5,122					
K-3 BEA Instructional	58.865	5,011,865	85,142	588,123	9,991	54,220	921	32.96	
4-6 BEA Instructional	29.081	2,316,061	79,642	289,614	9,959	26,433	909	33.85	
7-8 BEA Instructional	26.649	2,012,155	75,506	258,222	9,690	25,031	939	34.51	
9-12 BEA Instructional	44.335	3,847,258	86,777	600,114	13,536	42,462	958	32.14	
K-12 BEA Instructional	158.930	13,187,339	82,976	1,736,073	10,924	148,145	932	33.11	
K-12 BEA Administrative	7.000	1,088,388	155,484	144,864	20,695	29,400	4,200	25.36	
BEA	176.079	15,824,010	89,869	2,247,125	12,762	216,379	1,229	31.74	
Instructional	207.412	17,406,174	83,921	2,484,218	11,977	193,066	931	32.95	
Administrative	18.250	2,972,951	162,901	431,451	23,641	76,650	4,200	25.63	
Other	1.899	122,182	64,340	150,403	79,201	4,184	2,203	29.86	
Active	227.561	20,501,307	90,091	3,066,072	13,474	273,900	1,204	31.86	
Certificated Total	227.561	20,501,307	90,091	3,066,072	13,474	273,900	1,204	31.86	
Instructional for Funding Purposes	207.412	17,406,174	83,921	2,484,218	11,977	193,066	931	32.95	

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
Instructional for Compliance Purposes	207.412	17,406,174	83,921	2,484,218	11,977	193,066	931	32.95	
K-3 Program 01 Teacher	54.865	4,680,191	85,304	546,731	9,965	50,620	923	32.95	
K-3 Program 21 Teacher	4.400	404,063	91,833	50,421	11,459	3,960	900	31.45	
PSES Program 01 Certificated	7.750	658,729	84,997			6,975	900	32.38	
PSES Program 21 Certificated	10.379	759,037	73,132			11,250	1,084	33.99	

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	13.600	1,049,532	77,171			209,251	15,386	17.88	
02	0.750	72,779	97,039			11,052	14,736	18.11	
09	1.000	52,172	52,172			14,736	14,736	18.48	
21	1.000	101,975	101,975			14,736	14,736	6.67	
31	1.450	130,974	90,327	16,231	11,194	21,367	14,736	18.08	
34	0.500	43,772	87,544			7,368	14,736	18.14	
51	0.500	33,632	67,264			7,368	14,736	17.98	
55	0.400	23,928	59,820			5,894	14,736	18.47	
58				33,424					
65	0.200	12,629	63,145			2,947	14,736	18.40	
97	1.000	153,353	153,353			14,736	14,736	18.01	
K-12 Program 02 Instructional	0.750	72,779	97,039			11,052	14,736	18.11	
Program 21 Instructional	0.500	35,975	71,950			7,368	14,736	6.67	
Program 21 Administrative	0.500	66,000	132,000			7,368	14,736	6.67	
K-12 Program 21 Instructional	0.500	35,975	71,950			7,368	14,736	6.67	
Program 31 Instructional	1.200	106,714	88,928	16,231	13,526	17,683	14,736	18.08	
Program 31 Administrative	0.250	24,260	97,040			3,684	14,736	18.11	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.500	43,772	87,544			7,368	14,736	18.14	
K-3 BEA Instructional	5.050	465,532	92,185			74,417	14,736	17.91	
4-6 BEA Instructional	1.600	90,397	56,498			23,578	14,736	18.54	
7-8 BEA Instructional	1.500	140,811	93,874			22,104	14,736	17.26	
9-12 BEA Instructional	7.900	576,057	72,919			125,256	15,855	18.01	
K-12 BEA Instructional	16.050	1,272,797	79,302			245,354	15,287	17.92	
K-12 BEA Administrative	0.250	24,260	97,040			3,684	14,736	18.11	
BEA	17.300	1,450,410	83,839	16,231	938	263,774	15,247	17.94	
Instructional	18.650	1,431,133	76,736	49,655	2,662	283,668	15,210	17.57	
Administrative	1.750	243,613	139,207			25,788	14,736	15.51	
Active	20.400	1,674,746	82,095	49,655	2,434	309,456	15,169	17.30	
Certificated Total	20.400	1,674,746	82,095	49,655	2,434	309,456	15,169	17.30	
Instructional for Funding Purposes	18.650	1,431,133	76,736	49,655	2,662	283,668	15,210	17.57	
Instructional for Compliance Purposes	18.650	1,431,133	76,736	49,655	2,662	283,668	15,210	17.57	
K-3 Program 01 Teacher	4.100	380,124	92,713			60,418	14,736	17.86	
PSES Program 01 Certificated	0.600	36,494	60,823			14,736	24,560	18.90	

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	34.895	3,240,629	92,868	9,143	262	493,276	14,136	18.43	
31	2.586	199,218	77,037			29,488	11,403	18.06	
34	1.519	101,319	66,701			14,405	9,483	17.72	
51	0.600	65,890	109,817	6,101	10,168	8,482	14,136	18.43	
55	0.400	43,928	109,820			5,654	14,136	18.43	
74				5,000					
97	1.000	155,550	155,550			14,136	14,136	18.41	
Program 31 Instructional	2.050	187,212	91,323			28,979	14,136	18.41	
Program 31 Administrative	0.536	12,006	22,399			509	949	11.93	
Program 34 Instructional	0.950	85,281	89,769			13,429	14,136	18.41	
Program 34 Administrative	0.569	16,038	28,186			975	1,714	13.48	
K-3 BEA Instructional	12.160	1,018,775	83,781			171,894	14,136	18.43	
4-6 BEA Instructional	6.840	671,463	98,167			96,690	14,136	18.41	
7-8 BEA Instructional	4.950	490,092	99,008			69,973	14,136	18.44	
9-12 BEA Instructional	11.850	1,094,683	92,378			167,512	14,136	18.42	
K-12 BEA Instructional	35.800	3,275,013	91,481			506,069	14,136	18.43	

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
K-12 BEA Administrative	1.000	15,948	15,948					8.55	
BEA	40.000	3,696,716	92,418	9,143	229	551,304	13,783	18.38	
Instructional	36.800	3,384,831	91,979	20,244	550	520,205	14,136	18.43	
Administrative	4.000	399,739	99,935			42,408	10,602	18.02	
Other	0.200	21,964	109,820			2,827	14,136	18.41	
Active	41.000	3,806,534	92,842	20,244	494	565,440	13,791	18.38	
Certificated Total	41.000	3,806,534	92,842	20,244	494	565,440	13,791	18.38	
Instructional for Funding Purposes	36.800	3,384,831	91,979	20,244	550	520,205	14,136	18.43	
Instructional for Compliance Purposes	36.800	3,384,831	91,979	20,244	550	520,205	14,136	18.43	
K-3 Program 01 Teacher	11.160	960,143	86,034			157,758	14,136	18.43	
PSES Program 01 Certificated	2.000	146,553	73,277			28,272	14,136	18.41	

Salary and Benefits by Program for 2024-2025

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	16.142	1,431,944	88,709	4,963	307	238,390	14,768	18.14	
65	0.136	13,880	102,059			1,922	14,136	18.39	
97	0.407	67,482	165,803	15,172	37,278	12,722	31,259	8.40	
99	0.045	7,498	166,622			1,414	31,413	8.40	
K-3 BEA Instructional	3.984	369,444	92,732			56,318	14,136	18.56	
4-6 BEA Instructional	2.563	205,997	80,373			36,231	14,136	18.60	
7-8 BEA Instructional	1.432	142,307	99,376			24,879	17,374	15.40	
9-12 BEA Instructional	7.163	589,756	82,334	4,963	693	106,826	14,914	18.33	
K-12 BEA Instructional	15.142	1,307,504	86,349	4,963	328	224,254	14,810	18.13	
K-12 BEA Administrative	1.000	124,440	124,440			14,136	14,136	18.26	
BEA	16.549	1,499,426	90,605	20,135	1,217	251,112	15,174	17.72	
Instructional	15.278	1,321,384	86,489	4,963	325	226,176	14,804	18.13	
Administrative	1.452	199,420	137,342	15,172	10,449	28,272	19,471	14.55	
Active	16.730	1,520,804	90,903	20,135	1,204	254,448	15,209	17.68	
Certificated Total	16.730	1,520,804	90,903	20,135	1,204	254,448	15,209	17.68	
Instructional for Funding Purposes	15.278	1,321,384	86,489	4,963	325	226,176	14,804	18.13	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	15.278	1,321,384	86,489	4,963	325	226,176	14,804	18.13	
K-3 Program 01 Teacher	3.284	321,368	97,859			46,423	14,136	18.53	
PSES Program 01 Certificated	0.500	32,482	64,964			7,068	14,136	18.80	

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	125.239	13,458,609	107,463	1,654,713	13,212	1,810,115	14,453	18.03	
21	28.700	2,837,607	98,871	425,349	14,821	405,703	14,136	18.37	
24	0.200	15,630	78,150	1,967	9,835	2,827	14,136	18.57	
31	8.893	915,327	102,927	98,703	11,099	127,083	14,290	18.14	
34	0.800	82,714	103,393	10,412	13,015	11,309	14,136	16.67	
38	0.100	10,811	108,110	1,361	13,610	1,414	14,136	16.90	
51	1.450	160,910	110,972	20,254	13,968	20,497	14,136	18.06	
52	0.400	29,656	74,140	3,733	9,333	5,654	14,136	18.62	
55	4.599	525,772	114,323	65,250	14,188	65,026	14,139	17.65	
58				419,840					
65	6.996	795,595	113,721	94,546	13,514	100,366	14,346	17.79	
88	0.108	16,322	151,130			1,555	14,398	18.47	
89	0.500	63,351	126,702	6,919	13,838	7,068	14,136	17.01	
97	2.000	454,750	227,375	1,500	750	28,272	14,136	16.46	
Program 21 Instructional	27.800	2,690,668	96,787	425,349	15,300	392,981	14,136	18.37	
Program 21 Administrative	0.900	146,939	163,266			12,722	14,136	18.40	
K-12 Program 21 Instructional	27.800	2,690,668	96,787	22,380	805	392,981	14,136	18.37	
Program 31 Instructional	8.106	785,040	96,847	97,953	12,084	115,915	14,300	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	0.787	130,287	165,549	750	953	11,167	14,190	18.09	
Program 34 Instructional	0.800	82,714	103,393	10,412	13,015	11,309	14,136	16.67	
K-3 BEA Instructional	44.405	4,561,672	102,729	23,584	531	646,015	14,548	18.26	
4-6 BEA Instructional	22.515	2,272,448	100,930			318,272	14,136	18.04	
7-8 BEA Instructional	20.841	2,112,456	101,361			312,194	14,980	18.01	
9-12 BEA Instructional	37.539	3,811,875	101,544			535,754	14,272	17.83	
K-12 BEA Instructional	125.300	12,758,451	101,823	23,584	188	1,812,235	14,463	18.05	
BEA	136.932	14,911,400	108,896	1,765,328	12,892	1,976,778	14,436	17.98	
Instructional	167.000	16,998,910	101,790	2,786,070	16,683	2,403,120	14,390	18.07	
Administrative	12.985	2,368,144	182,375	18,477	1,423	183,768	14,152	17.60	
Active	179.985	19,367,054	107,604	2,804,547	15,582	2,586,888	14,373	18.02	
Certificated Total	179.985	19,367,054	107,604	2,804,547	15,582	2,586,888	14,373	18.02	
Instructional for Funding Purposes	167.000	16,998,910	101,790	2,786,070	16,683	2,403,120	14,390	18.07	
Instructional for Compliance Purposes	167.000	16,998,910	101,790	2,786,070	16,683	2,403,120	14,390	18.07	
K-3 Program 01 Teacher	40.445	4,155,726	102,750	23,584	583	584,297	14,447	18.28	
K-3 Program 21 Teacher	5.474	535,653	97,854			77,380	14,136	18.45	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	8.522	898,721	105,459			134,292	15,758	17.77	
PSES Program 21 Certificated	12.000	1,223,692	101,974			169,632	14,136	18.25	

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	308.304	31,490,299	102,140	2,798,339	9,077	4,452,685	14,443	18.09	
02	8.160	810,369	99,310	86,114	10,553	115,350	14,136	18.15	
09	2.000	207,652	103,826	9,669	4,835	28,272	14,136	18.23	
21	67.085	6,180,461	92,129	741,751	11,057	954,152	14,223	18.25	
24	5.600	494,940	88,382	53,970	9,638	84,816	15,146	18.32	
31	23.353	2,427,007	103,927	207,658	8,892	334,316	14,316	18.23	
34	8.650	815,765	94,308	52,183	6,033	122,276	14,136	18.27	
45	3.540	442,974	125,134	32,561	9,198	50,041	14,136	17.88	
51	5.742	594,435	103,524	40,613	7,073	89,651	15,613	18.22	
52	1.000	110,194	110,194	11,031	11,031	14,136	14,136	18.18	
55	4.762	479,657	100,726	29,988	6,297	69,761	14,650	18.24	
56	1.000	101,886	101,886	9,622	9,622	14,136	14,136	18.19	
58				225,016					
65	1.400	147,730	105,521	21,432	15,309	21,006	15,004	18.20	
74	2.000	172,936	86,468	11,031	5,516	28,272	14,136	18.30	
86	1.000	110,191	110,191	11,031	11,031	14,136	14,136	18.18	
97	3.274	418,164	127,723	40,590	12,398	38,874	11,874	16.58	
K-12 Program 02 Instructional	7.319	696,733	95,195	4,285	585	103,461	14,136	18.15	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	65.085	5,864,315	90,102	741,751	11,397	925,880	14,226	18.28	
Program 21 Administrative	2.000	316,146	158,073			28,272	14,136	17.63	
K-12 Program 21 Instructional	58.819	5,343,715	90,850	160,011	2,720	837,247	14,234	18.27	
Program 26, 56, and 59 Instructional	1.000	101,886	101,886	9,622	9,622	14,136	14,136	18.19	
Program 31 Instructional	22.703	2,325,864	102,447	206,218	9,083	325,128	14,321	18.24	
Program 31 Administrative	0.650	101,143	155,605	1,440	2,215	9,188	14,136	18.07	
Program 34 Instructional	8.300	761,304	91,723	52,183	6,287	117,329	14,136	18.29	
Program 34 Administrative	0.350	54,461	155,603			4,948	14,136	18.07	
K-3 BEA Instructional	113.217	10,660,805	94,163	138,415	1,223	1,636,892	14,458	18.19	
4-6 BEA Instructional	61.957	6,031,379	97,348	110,344	1,781	880,998	14,220	18.25	
7-8 BEA Instructional	54.284	5,295,457	97,551	115,352	2,125	783,361	14,431	18.14	
9-12 BEA Instructional	93.926	9,569,079	101,879	216,111	2,301	1,359,502	14,474	18.20	
K-12 BEA Instructional	323.384	31,556,720	97,583	580,222	1,794	4,660,752	14,412	18.20	
K-12 BEA Administrative	21.023	3,340,157	158,881	180,165	8,570	306,483	14,578	17.41	
BEA	355.281	36,404,578	102,467	3,217,445	9,056	5,113,543	14,393	18.09	
Instructional	412.973	39,840,656	96,473	4,010,076	9,710	5,950,818	14,410	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
Administrative	29.023	4,715,910	162,489	228,080	7,859	419,571	14,456	17.30	
Other	2.600	263,451	101,327	62,087	23,880	36,754	14,136	18.19	
Active	444.596	44,820,017	100,811	4,300,243	9,672	6,407,142	14,411	18.12	
On Leave	2.274	184,643	81,197	82,356	36,216	24,738	10,879	18.17	
Certificated Total	446.870	45,004,660	100,711	4,382,599	9,807	6,431,880	14,393	18.12	
Instructional for Funding Purposes	411.973	39,738,770	96,460	4,000,454	9,710	5,936,682	14,410	18.21	
Instructional for Compliance Purposes	411.973	39,738,770	96,460	4,000,454	9,710	5,936,682	14,410	18.21	
K-3 Program 01 Teacher	101.620	9,576,204	94,235	131,669	1,296	1,471,190	14,477	18.23	
K-3 Program 21 Teacher	8.337	674,350	80,886	9,039	1,084	127,365	15,277	18.36	
PSES Program 01 Certificated	22.700	2,141,873	94,356			328,309	14,463	18.04	
PSES Program 21 Certificated	19.334	1,688,927	87,355			264,767	13,694	18.23	

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	32.567	2,878,589	88,390	104,059	3,195			18.57	
09	1.000	66,380	66,380	1,844	1,844			18.84	
21	4.500	356,780	79,284	12,410	2,758			18.65	
24				500					
52				29,244					
55	0.500	25,343	50,686	759	1,518			19.16	
65	2.000	121,011	60,506	2,624	1,312			18.94	
97	1.000	167,523	167,523	12,269	12,269			17.80	
Program 21 Instructional	4.500	356,780	79,284	11,910	2,647			18.65	
Program 21 Administrative				500					
K-12 Program 21 Instructional	4.000	331,437	82,859	3,514	879			18.61	
K-3 BEA Instructional	13.303	1,146,837	86,209	12,431	934			18.60	
4-6 BEA Instructional	9.810	762,239	77,700	10,448	1,065			18.67	
7-8 BEA Instructional	7.454	691,933	92,827	7,922	1,063			18.52	
K-12 BEA Instructional	30.567	2,601,009	85,092	30,801	1,008			18.60	
BEA	33.567	3,046,112	90,747	116,328	3,466			18.53	
Instructional	38.567	3,170,523	82,208	150,940	3,914			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
Administrative	3.000	445,103	148,368	12,769	4,256			18.11	
Active	41.567	3,615,626	86,983	163,709	3,938			18.56	
Certificated Total	41.567	3,615,626	86,983	163,709	3,938			18.56	
Instructional for Funding Purposes	38.567	3,170,523	82,208	150,940	3,914			18.63	
Instructional for Compliance Purposes	38.567	3,170,523	82,208	150,940	3,914			18.63	
K-3 Program 01 Teacher	12.803	1,092,822	85,357	12,431	971			18.61	
K-3 Program 21 Teacher	0.812	74,622	91,899					18.55	
PSES Program 01 Certificated	1.000	108,030	108,030					18.39	
PSES Program 21 Certificated	1.000	54,264	54,264					19.07	

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	278.032	28,352,215	101,975	3,127,136	11,247	3,922,806	14,109	18.49	
09	2.000	157,634	78,817	16,004	8,002	28,272	14,136	18.69	
21	41.851	4,020,299	96,062	561,821	13,424	590,177	14,102	18.56	
24	4.000	409,575	102,394	60,672	15,168	56,544	14,136	18.56	
31	15.950	1,446,650	90,699	154,641	9,695	225,469	14,136	18.63	
51	3.800	408,003	107,369	43,560	11,463	53,717	14,136	18.55	
52	0.250	40,319	161,276	34,460	137,840	3,534	14,136	17.80	
55	8.848	944,153	106,708	101,586	11,481	125,078	14,136	18.57	
58				25,850					
65	5.500	525,870	95,613	53,136	9,661	77,748	14,136	18.64	
74	1.000	111,181	111,181	12,173	12,173	14,136	14,136	18.54	
79				34,763					
97	2.000	403,024	201,512	75,892	37,946	28,272	14,136	16.12	
Program 21 Instructional	39.051	3,611,584	92,484	538,441	13,788	550,597	14,099	18.59	
Program 21 Administrative	2.800	408,715	145,970	23,380	8,350	39,581	14,136	18.24	
K-12 Program 21 Instructional	35.578	3,315,612	93,193			501,644	14,100	18.59	
Program 31 Instructional	15.200	1,322,149	86,983	152,061	10,004	214,867	14,136	18.67	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	124,501	166,001	2,580	3,440	10,602	14,136	18.15	
K-3 BEA Instructional	95.953	8,959,608	93,375	367,901	3,834	1,349,319	14,062	18.59	
4-6 BEA Instructional	52.125	5,031,353	96,525	187,330	3,594	736,832	14,136	18.58	
7-8 BEA Instructional	40.552	4,053,563	99,960	206,395	5,090	573,243	14,136	18.58	
9-12 BEA Instructional	79.402	7,513,330	94,624	439,278	5,532	1,122,051	14,131	18.60	
K-12 BEA Instructional	268.032	25,557,854	95,354	1,200,904	4,480	3,781,446	14,108	18.59	
K-12 BEA Administrative	19.250	3,132,366	162,720			272,118	14,136	18.07	
BEA	295.982	30,201,889	102,040	3,357,669	11,344	4,176,547	14,111	18.47	
Instructional	332.231	31,725,854	95,493	4,011,195	12,074	4,687,538	14,109	18.59	
Administrative	31.000	5,093,069	164,293	290,499	9,371	438,216	14,136	17.78	
Active	363.231	36,818,923	101,365	4,301,694	11,843	5,125,754	14,112	18.49	
Certificated Total	363.231	36,818,923	101,365	4,301,694	11,843	5,125,754	14,112	18.49	
Instructional for Funding Purposes	332.231	31,725,854	95,493	4,011,195	12,074	4,687,538	14,109	18.59	
Instructional for Compliance Purposes	332.231	31,725,854	95,493	4,011,195	12,074	4,687,538	14,109	18.59	
K-3 Program 01 Teacher	87.363	8,136,392	93,133	330,096	3,778	1,227,891	14,055	18.59	
K-3 Program 21 Teacher	7.550	685,977	90,858			106,726	14,136	18.56	

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
Grade T Program 09 Teacher	2.000	157,634	78,817			28,272	14,136	18.69	
PSES Program 01 Certificated	14.000	1,338,889	95,635			197,904	14,136	18.58	
PSES Program 21 Certificated	11.828	1,150,654	97,282			165,914	14,027	18.60	

Salary and Benefits by Program for 2024-2025

Valley School District (33070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.350	1,775,932	79,460	56,884	2,545	315,940	14,136	19.33	
02	30.200	2,586,627	85,650	61,134	2,024	426,907	14,136	19.02	
09	1.000	61,048	61,048	1,445	1,445	14,136	14,136	18.69	
21	4.050	364,148	89,913	13,111	3,237	57,251	14,136	18.39	
24	0.950	78,949	83,104	3,232	3,402	13,429	14,136	18.45	
51	0.650	62,882	96,742	1,747	2,688	9,188	14,136	18.33	
55	1.000	86,971	86,971	2,416	2,416	14,136	14,136	18.42	
58				17,412					
65	0.800	55,678	69,598	1,804	2,255	11,309	14,136	18.60	
74				9,533					
97	1.000	163,994	163,994	6,000	6,000	14,136	14,136	18.12	
K-12 Program 02 Instructional	28.200	2,340,619	83,001	3,762	133	398,635	14,136	19.10	
Program 21 Instructional	3.050	252,750	82,869	13,111	4,299	43,115	14,136	18.43	
Program 21 Administrative	1.000	111,398	111,398			14,136	14,136	18.28	
K-12 Program 21 Instructional	2.950	247,049	83,745	3,193	1,082	41,701	14,136	18.42	
K-3 BEA Instructional	13.307	946,405	71,121	4,323	325	188,108	14,136	18.88	
4-6 BEA Instructional	14.228	1,098,758	77,225	2,687	189	201,127	14,136	19.52	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.355	1,248,303	86,959	2,687	187	202,922	14,136	19.69	
9-12 BEA Instructional	6.660	563,794	84,654	500	75	94,146	14,136	18.43	
K-12 BEA Instructional	48.550	3,857,260	79,449	10,197	210	686,303	14,136	19.26	
BEA	53.550	4,526,553	84,529	124,018	2,316	756,983	14,136	19.11	
Instructional	56.000	4,455,538	79,563	162,388	2,900	791,616	14,136	19.15	
Administrative	6.000	780,691	130,115	6,000	1,000	84,816	14,136	18.23	
Other				6,330					
Active	62.000	5,236,229	84,455	174,718	2,818	876,432	14,136	19.02	
Certificated Total	62.000	5,236,229	84,455	174,718	2,818	876,432	14,136	19.02	
Instructional for Funding Purposes	56.000	4,455,538	79,563	162,388	2,900	791,616	14,136	19.15	
Instructional for Compliance Purposes	56.000	4,455,538	79,563	162,388	2,900	791,616	14,136	19.15	
K-3 Program 01 Teacher	5.602	349,103	62,318	3,248	580	79,190	14,136	19.53	
K-3 Program 21 Teacher	0.875	67,878	77,575			12,369	14,136	18.47	
Grade T Program 09 Teacher	1.000	61,048	61,048	867	867	14,136	14,136	18.69	
PSES Program 01 Certificated	1.000	66,157	66,157			14,136	14,136	18.69	

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	988.990	98,635,374	99,733	11,358,316	11,485	14,274,816	14,434	18.24	
02	30.140	2,991,349	99,248	307,539	10,204	469,457	15,576	18.26	
03	3.439	321,889	93,600	36,696	10,671	49,476	14,387	18.36	
09	13.684	1,224,401	89,477	138,985	10,157	200,222	14,632	18.36	
21	245.062	21,738,606	88,707	2,407,061	9,822	3,584,819	14,628	18.30	
24	37.056	3,244,196	87,548	369,521	9,972	537,168	14,496	18.36	
31	89.548	7,881,889	88,019	888,270	9,919	1,327,512	14,825	18.24	
34	16.112	1,501,523	93,193	171,967	10,673	241,259	14,974	18.35	
51	29.947	2,763,600	92,283	313,321	10,463	448,111	14,963	18.26	
52	6.000	556,821	92,804	63,480	10,580	84,816	14,136	18.36	
55	57.024	5,560,936	97,519	642,013	11,259	838,095	14,697	18.31	
58	1.346	123,955	92,091	11,319	8,409	23,268	17,287	18.36	
64	2.300	234,191	101,822	26,699	11,608	32,513	14,136	18.36	
65	32.396	3,166,835	97,754	335,382	10,353	459,420	14,181	18.35	
74	3.231	331,126	102,484	37,404	11,577	46,649	14,438	18.36	
79	1.000	72,256	72,256	8,237	8,237	14,136	14,136	18.36	
97	1.000	295,675	295,675	15,000	15,000	14,136	14,136	14.88	
K-12 Program 02 Instructional	28.540	2,697,677	94,523			446,839	15,657	18.36	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	236.553	20,426,666	86,351	2,407,061	10,176	3,449,113	14,581	18.32	
Program 21 Administrative	8.509	1,311,940	154,183			135,706	15,948	18.04	
K-12 Program 21 Instructional	227.291	19,566,347	86,085			3,313,648	14,579	18.32	
Program 31 Instructional	87.526	7,537,813	86,121	888,270	10,149	1,297,826	14,828	18.25	
Program 31 Administrative	2.022	344,076	170,166			29,686	14,681	17.88	
Program 34 Instructional	15.726	1,439,621	91,544	171,967	10,935	235,605	14,982	18.36	
Program 34 Administrative	0.386	61,902	160,368			5,654	14,649	18.19	
K-3 BEA Instructional	387.027	35,596,262	91,974	6,069	16	5,579,635	14,417	18.35	
4-6 BEA Instructional	204.936	19,188,482	93,632			2,928,216	14,288	18.35	
7-8 BEA Instructional	149.673	13,969,067	93,331			2,186,260	14,607	18.32	
9-12 BEA Instructional	301.619	27,889,543	92,466			4,417,966	14,648	18.32	
K-12 BEA Instructional	1,043.255	96,643,354	92,636	6,069	6	15,112,077	14,486	18.34	
BEA	1,129.229	111,627,699	98,853	12,777,788	11,315	16,376,655	14,503	18.24	
Instructional	1,461.931	134,133,501	91,751	15,788,482	10,800	21,231,452	14,523	18.34	
Administrative	94.332	16,315,431	172,958	1,342,728	14,234	1,366,767	14,489	17.55	
Active	1,556.263	150,448,932	96,673	17,131,210	11,008	22,598,220	14,521	18.26	
On Leave	2.012	195,690	97,261			47,652	23,684	18.36	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1,558.275	150,644,622	96,674	17,131,210	10,994	22,645,872	14,533	18.26	
Instructional for Funding Purposes	1,461.931	134,133,501	91,751	15,788,482	10,800	21,231,452	14,523	18.34	
Instructional for Compliance Purposes	1,461.931	134,133,501	91,751	15,788,482	10,800	21,231,452	14,523	18.34	
K-3 Program 01 Teacher	320.029	29,564,125	92,380	2,003	6	4,574,070	14,293	18.35	
K-3 Program 21 Teacher	43.352	3,413,894	78,748			616,358	14,218	18.36	
Grade T Program 09 Teacher	13.684	1,224,401	89,477			200,222	14,632	18.36	
PSES Program 01 Certificated	84.480	7,453,377	88,227			1,253,580	14,839	18.36	
PSES Program 21 Certificated	92.445	8,098,443	87,603			1,377,157	14,897	18.26	

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	63.901	7,118,290	111,396	523,981	8,200				
02	3.600	424,690	117,969	31,126	8,646				
21	8.775	885,524	100,914	73,616	8,389				
24	1.175	96,872	82,444	779	663				
31	4.819	485,002	100,644	26,885	5,579				
34	2.560	273,038	106,655	7,417	2,897				
51	0.193	14,327	74,233						
52				22,800					
55	1.450	137,167	94,598	11,811	8,146				
58	0.600	57,107	95,178						
65	0.750	60,227	80,303	5,028	6,704				
74	0.200	25,415	127,075	1,271	6,355				
79	1.070	120,427	112,549	841	786				
97	1.000	198,158	198,158	11,889	11,889				
K-12 Program 02 Instructional	3.600	424,690	117,969						
Program 21 Instructional	8.025	754,689	94,042	73,616	9,173				
Program 21 Administrative	0.750	130,835	174,447						
K-12 Program 21 Instructional	7.100	646,385	91,040						

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.519	435,422	96,354	26,885	5,949				
Program 31 Administrative	0.300	49,580	165,267						
Program 34 Instructional	2.460	255,869	104,012	7,417	3,015				
Program 34 Administrative	0.100	17,169	171,690						
K-3 BEA Instructional	20.490	2,036,622	99,396						
4-6 BEA Instructional	11.700	1,338,342	114,388						
7-8 BEA Instructional	9.790	1,061,141	108,390	70,646	7,216				
9-12 BEA Instructional	26.750	2,815,437	105,250						
K-12 BEA Instructional	68.730	7,251,542	105,508	70,646	1,028				
BEA	75.880	8,499,178	112,008	601,298	7,924				
Instructional	82.093	8,500,328	103,545	692,555	8,436				
Administrative	8.000	1,395,916	174,490	24,889	3,111				
Active	90.093	9,896,244	109,845	717,444	7,963				
Certificated Total	90.093	9,896,244	109,845	717,444	7,963				
Instructional for Funding Purposes	82.093	8,500,328	103,545	692,555	8,436				
Instructional for Compliance Purposes	82.093	8,500,328	103,545	692,555	8,436				

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	18.000	1,766,746	98,153						
K-3 Program 21 Teacher	1.500	123,593	82,395						
PSES Program 01 Certificated	4.138	475,899	115,007						
PSES Program 21 Certificated	1.000	88,298	88,298						

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	9.128	711,018	77,894	34,492	3,779	99,887	10,943	14.58	
14				3,000					
21	1.000	71,494	71,494	5,000	5,000	10,016	10,016	7.83	
55	1.000	85,203	85,203	19,467	19,467	1,019	1,019	14.07	
Program 21 Instructional	1.000	71,494	71,494	5,000	5,000	10,016	10,016	7.83	
K-12 Program 21 Instructional	1.000	71,494	71,494			10,016	10,016	7.83	
K-3 BEA Instructional	4.670	381,251	81,638			46,775	10,016	13.12	
4-6 BEA Instructional	2.709	188,815	69,699			29,947	11,055	14.64	
7-8 BEA Instructional	1.749	140,952	80,590			23,165	13,245	18.42	
K-12 BEA Instructional	9.128	711,018	77,894			99,887	10,943	14.58	
BEA	9.128	711,018	77,894	34,492	3,779	99,887	10,943	14.58	
Instructional	11.128	867,715	77,976	61,959	5,568	110,922	9,968	13.95	
Active	11.128	867,715	77,976	61,959	5,568	110,922	9,968	13.95	
Certificated Total	11.128	867,715	77,976	61,959	5,568	110,922	9,968	13.95	
Instructional for Funding Purposes	11.128	867,715	77,976	61,959	5,568	110,922	9,968	13.95	
Instructional for Compliance Purposes	11.128	867,715	77,976	61,959	5,568	110,922	9,968	13.95	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.000	333,915	83,479			40,064	10,016	12.58	
K-3 Program 21 Teacher	0.445	31,772	71,398			4,457	10,016	7.83	
PSES Program 01 Certificated	1.000	70,651	70,651			10,016	10,016	16.54	

Salary and Benefits by Program for 2024-2025

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	21.924	1,806,751	82,410	51,713	2,359	427,289	19,490	18.79	
02	0.151	11,516	76,265			2,135	14,136	18.54	
31	1.606	142,201	88,544	42,839	26,674	35,538	22,128	19.08	
34	0.118	10,638	90,153	236	2,000	3,138	26,595	18.40	
51	0.958	84,152	87,841			18,928	19,758	18.44	
52	0.500	47,612	95,224			7,068	14,136	18.42	
55	0.743	68,576	92,296			14,800	19,920	18.41	
71				9,862					
97	0.992	135,000	136,089			14,136	14,250	8.54	
K-12 Program 02 Instructional	0.151	11,516	76,265			2,135	14,136	18.54	
Program 31 Instructional	1.606	142,201	88,544	42,839	26,674	35,538	22,128	19.08	
Program 34 Instructional	0.118	10,638	90,153	236	2,000	3,138	26,595	18.40	
K-3 BEA Instructional	7.122	556,043	78,074			114,813	16,121	18.74	
4-6 BEA Instructional	5.567	414,899	74,528			98,938	17,772	18.93	
7-8 BEA Instructional	2.157	179,976	83,438	1,903	882	37,432	17,354	18.99	
9-12 BEA Instructional	6.653	544,176	81,794	49,098	7,380	175,923	26,443	18.83	
K-12 BEA Instructional	21.499	1,695,094	78,845	51,001	2,372	427,105	19,866	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
BEA	24.791	2,106,106	84,954	94,788	3,823	482,236	19,452	18.19	
Instructional	23.700	1,895,434	79,976	92,085	3,885	467,902	19,743	18.80	
Administrative	2.992	389,534	130,192	4,966	1,660	42,408	14,174	15.04	
Other	0.300	21,478	71,593	7,599	25,330	12,722	42,408	20.22	
Active	26.992	2,306,446	85,449	104,650	3,877	523,032	19,377	18.21	
Certificated Total	26.992	2,306,446	85,449	104,650	3,877	523,032	19,377	18.21	
Instructional for Funding Purposes	23.700	1,895,434	79,976	92,085	3,885	467,902	19,743	18.80	
Instructional for Compliance Purposes	23.700	1,895,434	79,976	92,085	3,885	467,902	19,743	18.80	
K-3 Program 01 Teacher	7.122	556,043	78,074			114,813	16,121	18.74	

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	109.993	10,109,099	91,907	1,085,973	9,873	1,580,334	14,368	18.41	
02	0.832	82,215	98,816	12,145	14,597	11,761	14,136	18.36	
09	1.022	84,415	82,598	10,556	10,329	14,136	13,832	19.07	
21	14.800	1,242,392	83,945	126,816	8,569	209,213	14,136	18.46	
31	10.300	889,346	86,344	160,462	15,579	145,601	14,136	18.40	
34	3.330	298,335	89,590	75,710	22,736	47,073	14,136	18.35	
51	2.848	254,027	89,195	34,502	12,114	40,259	14,136	18.41	
53	0.600	88,726	147,877			8,482	14,136	18.19	
55	13.438	1,198,546	89,191	101,761	7,573	200,039	14,886	18.43	
58				12,500					
65	5.590	548,694	98,156	55,920	10,004	79,020	14,136	18.36	
74	0.454	29,562	65,115			6,418	14,136	18.67	
88	0.300	23,248	77,493	2,109	7,030	4,241	14,136	18.53	
97	1.000	187,195	187,195	13,488	13,488	14,136	14,136	17.08	
K-12 Program 02 Instructional	0.832	82,215	98,816			11,761	14,136	18.36	
Program 21 Instructional	13.800	1,094,516	79,313	123,816	8,972	195,077	14,136	18.49	
Program 21 Administrative	1.000	147,876	147,876	3,000	3,000	14,136	14,136	18.18	
K-12 Program 21 Instructional	13.800	1,094,516	79,313			195,077	14,136	18.49	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	9.600	790,618	82,356	148,462	15,465	135,706	14,136	18.42	
Program 31 Administrative	0.700	98,728	141,040	12,000	17,143	9,895	14,136	18.18	
Program 34 Instructional	3.330	298,335	89,590	70,710	21,234	47,073	14,136	18.35	
Program 34 Administrative				5,000					
K-3 BEA Instructional	40.014	3,560,083	88,971	390	10	565,383	14,130	18.43	
4-6 BEA Instructional	22.743	2,060,843	90,614			332,097	14,602	18.42	
7-8 BEA Instructional	15.406	1,328,807	86,253			217,779	14,136	18.42	
9-12 BEA Instructional	36.162	3,074,817	85,029			526,312	14,554	18.44	
K-12 BEA Instructional	114.325	10,024,550	87,685	390	3	1,641,571	14,359	18.43	
BEA	125.455	11,566,190	92,194	1,347,778	10,743	1,798,905	14,339	18.39	
Instructional	149.507	12,944,363	86,580	1,626,340	10,878	2,148,672	14,372	18.44	
Administrative	15.000	2,091,437	139,429	65,602	4,373	212,040	14,136	18.11	
Active	164.507	15,035,800	91,399	1,691,942	10,285	2,360,712	14,350	18.40	
Certificated Total	164.507	15,035,800	91,399	1,691,942	10,285	2,360,712	14,350	18.40	
Instructional for Funding Purposes	149.507	12,944,363	86,580	1,626,340	10,878	2,148,672	14,372	18.44	
Instructional for Compliance Purposes	149.507	12,944,363	86,580	1,626,340	10,878	2,148,672	14,372	18.44	

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-3 Program 01 Teacher	34.322	3,074,829	89,588			484,921	14,129	18.43	
K-3 Program 21 Teacher	4.501	347,283	77,157			63,626	14,136	18.52	
Grade T Program 09 Teacher	1.022	84,415	82,598			14,136	13,832	19.07	
PSES Program 01 Certificated	10.700	940,368	87,885			151,255	14,136	18.43	
PSES Program 21 Certificated	2.000	187,437	93,719			28,272	14,136	18.35	

Salary and Benefits by Program for 2024-2025

Waitsburg School District (36401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.350	1,265,355	72,931	51,929	2,993	245,260	14,136	18.48	
31	1.749	131,540	75,209	15,402	8,806	24,724	14,136	24.05	
34	0.351	26,319	74,983	945	2,692	4,962	14,136	24.04	
51	0.300	28,819	96,063	896	2,987	4,241	14,136	18.05	
55	0.800	78,954	98,693	3,160	3,950	11,309	14,136	16.64	
97	0.450	52,690	117,089			6,361	14,136	8.15	
Program 31 Instructional	1.666	122,522	73,543	15,402	9,245	23,551	14,136	24.46	
Program 31 Administrative	0.083	9,018	108,651			1,173	14,136	17.99	
Program 34 Instructional	0.334	24,511	73,386	945	2,829	4,721	14,136	24.46	
Program 34 Administrative	0.017	1,808	106,353			240	14,136	17.99	
K-3 BEA Instructional	4.518	329,751	72,986			63,866	14,136	19.01	
4-6 BEA Instructional	3.731	252,805	67,758			52,741	14,136	19.39	
7-8 BEA Instructional	3.439	210,271	61,143			48,614	14,136	19.08	
9-12 BEA Instructional	6.312	469,433	74,372			89,226	14,136	20.47	
K-12 BEA Instructional	18.000	1,262,260	70,126			254,448	14,136	19.66	
K-12 BEA Administrative	1.000	108,264	108,264			14,136	14,136	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
BEA	19.900	1,475,904	74,166	68,276	3,431	281,306	14,136	18.77	
Instructional	19.000	1,358,324	71,491	71,732	3,775	268,584	14,136	19.55	
Administrative	2.000	225,353	112,677			28,272	14,136	13.05	
Active	21.000	1,583,677	75,413	71,732	3,416	296,856	14,136	18.65	
On Leave				600					
Certificated Total	21.000	1,583,677	75,413	72,332	3,444	296,856	14,136	18.65	
Instructional for Funding Purposes	19.000	1,358,324	71,491	71,732	3,775	268,584	14,136	19.55	
Instructional for Compliance Purposes	19.000	1,358,324	71,491	71,732	3,775	268,584	14,136	19.55	
K-3 Program 01 Teacher	4.518	329,751	72,986			63,866	14,136	19.01	

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	251.910	23,463,224	93,141	993,450	3,944	3,879,897	15,402	18.37	
02	19.060	1,784,472	93,624	64,443	3,381	298,947	15,685	18.39	
03	4.630	402,854	87,010	12,074	2,608	72,212	15,597	18.43	
09	5.573	390,960	70,153	12,238	2,196	98,250	17,630	18.29	
21	63.002	5,236,614	83,118	235,201	3,733	936,078	14,858	17.78	
31	15.840	1,364,999	86,174	124,604	7,866	244,092	15,410	18.38	
34	3.157	280,180	88,749	15,387	4,874	44,587	14,123	18.52	
38	0.100	10,330	103,300	314	3,140	1,554	15,541	18.33	
45	5.260	467,490	88,876	25,999	4,943	80,855	15,372	18.39	
51	4.615	402,108	87,131	24,048	5,211	70,816	15,345	18.40	
52	0.241	24,339	100,992	1,539	6,386	7,413	30,759	18.77	
55	13.572	1,270,458	93,609	92,790	6,837	209,956	15,470	18.35	
56	1.090	71,906	65,969	13,316	12,217	16,701	15,322	18.41	
58	0.950	97,097	102,207	384,976	405,238	14,750	15,526	18.33	
61	0.650	99,110	152,477			10,488	16,135	18.33	
64	0.500	46,432	92,864	2,986	5,972	7,783	15,565	18.32	
65	6.320	576,431	91,207	22,852	3,616	97,314	15,398	18.38	
71	0.600	61,978	103,297	1,884	3,140	9,402	15,670	18.29	
74	3.015	292,074	96,874	15,976	5,299	49,872	16,541	18.37	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	92,014	92,014	12,515	12,515	15,450	15,450	18.36	
97	2.000	423,750	211,875	1,500	750	33,844	16,922	16.78	
K-12 Program 02 Instructional	17.600	1,567,000	89,034			275,457	15,651	18.39	
Program 21 Instructional	58.399	4,735,818	81,094	235,201	4,027	903,809	15,476	18.43	
Program 21 Administrative	2.000	304,890	152,445			32,269	16,135	18.33	
K-12 Program 21 Instructional	56.349	4,563,243	80,982	702	12	869,552	15,432	18.43	
Program 26, 56, and 59 Instructional	1.050	65,453	62,336	13,316	12,682	16,051	15,287	18.42	
Program 26, 56, and 59 Administrative	0.040	6,453	161,325			650	16,250	18.31	
Program 31 Instructional	15.210	1,268,938	83,428	124,604	8,192	233,927	15,380	18.38	
Program 31 Administrative	0.630	96,061	152,478			10,165	16,135	18.33	
Program 34 Instructional	3.017	258,833	85,792	15,387	5,100	42,328	14,030	18.54	
Program 34 Administrative	0.140	21,347	152,479			2,259	16,135	18.33	
K-3 BEA Instructional	91.418	7,975,015	87,237	578	6	1,406,430	15,385	18.39	
4-6 BEA Instructional	54.225	4,736,000	87,340			831,367	15,332	18.39	
7-8 BEA Instructional	37.023	3,195,678	86,316	233	6	562,978	15,206	18.42	
9-12 BEA Instructional	93.371	8,390,538	89,862	465	5	1,437,382	15,394	18.37	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	276.037	24,297,231	88,022	1,276	5	4,238,157	15,354	18.39	
K-12 BEA Administrative	0.500	68,616	137,232			7,969	15,937	18.38	
BEA	301.857	28,186,969	93,379	1,237,457	4,099	4,654,433	15,419	18.35	
Instructional	371.482	32,286,769	86,913	2,053,592	5,528	5,732,651	15,432	18.39	
Administrative	27.000	4,134,132	153,116	4,500	167	435,928	16,145	18.15	
Other	1.000	138,717	138,717			15,956	15,956	18.37	
Active	399.482	36,559,618	91,518	2,058,092	5,152	6,184,535	15,481	18.36	
K-12 Program 21 Contracted	2.603	195,906	75,262						
On Leave	1.000	103,296	103,296			15,723	15,723	18.28	
Certificated Total	403.085	36,858,820	91,442	2,058,092	5,106	6,200,258	15,382	18.27	
Instructional for Funding Purposes	373.035	32,417,222	86,901	2,040,276	5,469	5,716,600	15,325	18.29	
Instructional for Compliance Purposes	370.432	32,221,316	86,983	2,040,276	5,508	5,716,600	15,432	18.39	
K-3 Program 01 Teacher	80.862	7,099,710	87,800			1,241,768	15,357	18.39	
K-3 Program 21 Teacher	11.326	850,746	75,114			171,960	15,183	18.47	
Grade T Program 09 Teacher	5.000	322,737	64,547			89,249	17,850	18.27	
PSES Program 01 Certificated	15.868	1,272,415	80,187			243,201	15,326	18.43	
PSES Program 09 Certificated	0.223	14,856	66,619			3,353	15,037	18.56	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	20.596	1,739,461	84,456			284,664	13,821	16.46	

Salary and Benefits by Program for 2024-2025

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	162.824	16,560,079	101,705	1,866	11	2,288,690	14,056	24.11	
09	5.715	449,911	78,725	90	16	80,929	14,161	22.22	
21	19.515	1,961,235	100,499	570	29	283,545	14,530	24.51	
24	0.250	18,139	72,556			3,534	14,136	18.31	
31	12.840	1,204,658	93,821			181,506	14,136	25.59	
34	3.050	292,133	95,781			43,115	14,136	25.69	
51	8.080	855,916	105,930	618	76	114,219	14,136	23.69	
52	0.200	35,523	177,615	240	1,200	2,827	14,136	16.86	
53	1.280	149,450	116,758	168	131	18,094	14,136	24.61	
55	9.630	971,561	100,889	18,384	1,909	139,121	14,447	23.68	
64	1.000	111,169	111,169			14,136	14,136	25.77	
65	3.200	291,420	91,069	120	38	45,235	14,136	24.92	
68	1.320	125,737	95,255			18,660	14,136	22.54	
74	1.000	59,844	59,844			14,136	14,136	18.44	
97	4.000	811,105	202,776	11,400	2,850	56,544	14,136	18.46	
Program 21 Instructional	18.565	1,810,206	97,506			270,115	14,550	25.09	
Program 21 Administrative	0.950	151,029	158,978	570	600	13,429	14,136	17.57	
K-12 Program 21 Instructional	16.898	1,678,152	99,311			246,532	14,589	25.02	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	12.640	1,170,657	92,615			178,679	14,136	25.83	
Program 31 Administrative	0.200	34,001	170,005			2,827	14,136	17.22	
Program 34 Instructional	3.000	283,633	94,544			42,408	14,136	25.95	
Program 34 Administrative	0.050	8,500	170,000			707	14,136	17.22	
K-3 BEA Instructional	56.323	5,382,389	95,563			787,988	13,991	25.43	
4-6 BEA Instructional	30.900	2,997,767	97,015			436,802	14,136	24.98	
7-8 BEA Instructional	24.606	2,201,831	89,483			342,611	13,924	24.75	
9-12 BEA Instructional	51.275	4,971,120	96,950			732,315	14,282	25.39	
K-12 BEA Instructional	163.104	15,553,107	95,357			2,299,716	14,100	25.23	
K-12 BEA Administrative	2.000	309,366	154,683			28,272	14,136	22.10	
BEA	182.714	18,867,975	103,265	13,266	73	2,569,855	14,065	23.99	
Instructional	210.904	20,021,913	94,934	17,856	85	2,986,230	14,159	25.11	
Administrative	23.000	3,875,967	168,520	15,600	678	318,060	13,829	18.03	
Active	233.904	23,897,880	102,170	33,456	143	3,304,290	14,127	23.96	
Certificated Total	233.904	23,897,880	102,170	33,456	143	3,304,290	14,127	23.96	
Instructional for Funding Purposes	210.904	20,021,913	94,934	17,856	85	2,986,230	14,159	25.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	210.904	20,021,913	94,934	17,856	85	2,986,230	14,159	25.11	
K-3 Program 01 Teacher	50.593	4,873,908	96,336			706,988	13,974	25.89	
K-3 Program 21 Teacher	4.320	416,436	96,397			61,068	14,136	24.20	
Grade T Program 09 Teacher	5.565	425,407	76,443			78,808	14,161	22.49	
PSES Program 01 Certificated	10.500	972,183	92,589			148,428	14,136	20.37	
PSES Program 21 Certificated	2.318	227,259	98,041			40,146	17,319	22.58	

Salary and Benefits by Program for 2024-2025

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	47.655	4,155,789	87,206	197,224	4,139	676,337	14,192	18.19	
21	8.380	748,629	89,335	22,524	2,688	124,976	14,914	18.21	
24	0.998	87,336	87,511	1,883	1,887	14,970	15,000	18.21	
31	4.480	351,408	78,439	39,466	8,809	63,329	14,136	19.11	
34	0.540	52,330	96,907	2,263	4,191	7,633	14,136	18.60	
51	1.844	197,128	106,902	40,223	21,813	29,233	15,853	18.03	
53	0.050	7,000	140,000			707	14,136	18.01	
55	1.471	165,479	112,494	103,995	70,697	33,460	22,746	18.09	
64	0.290	24,680	85,103	593	2,045	4,099	14,136	18.19	
65	2.060	168,517	81,804	3,532	1,715	29,120	14,136	18.22	
74	0.080	11,200	140,000	1,500	18,750	1,131	14,136	18.01	
97	1.195	196,330	164,293	900	753	16,893	14,136	17.97	
98	0.125	17,499	139,992			1,767	14,136	18.01	
Program 21 Instructional	7.580	650,229	85,782	22,524	2,972	113,668	14,996	18.24	
Program 21 Administrative	0.800	98,400	123,000			11,309	14,136	18.05	
K-12 Program 21 Instructional	7.040	590,851	83,928	21,098	2,997	106,034	15,062	18.25	
Program 31 Instructional	4.180	309,409	74,021	39,466	9,442	59,088	14,136	19.23	
Program 31 Administrative	0.300	41,999	139,997			4,241	14,136	18.01	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.340	24,331	71,562	2,263	6,656	4,806	14,136	19.18	
Program 34 Administrative	0.200	27,999	139,995			2,827	14,136	18.01	
K-3 BEA Instructional	15.794	1,275,422	80,754	28,307	1,792	223,264	14,136	18.23	
4-6 BEA Instructional	8.228	629,012	76,448	15,301	1,860	116,551	14,165	18.23	
7-8 BEA Instructional	8.986	749,436	83,400	23,569	2,623	127,888	14,232	18.20	
9-12 BEA Instructional	14.390	1,236,644	85,938	39,780	2,764	203,968	14,174	18.47	
K-12 BEA Instructional	47.398	3,890,514	82,082	106,957	2,257	671,672	14,171	18.30	
K-12 BEA Administrative	2.927	370,150	126,461			42,408	14,489	18.05	
BEA	53.870	4,755,857	88,284	239,853	4,452	764,192	14,186	18.26	
Instructional	60.741	5,056,475	83,246	413,203	6,803	883,500	14,545	18.27	
Administrative	7.927	1,066,613	134,554	900	114	113,088	14,266	18.03	
Other	0.500	60,237	120,474			7,068	14,136	18.74	
Active	69.168	6,183,325	89,396	414,103	5,987	1,003,656	14,510	18.24	
Certificated Total	69.168	6,183,325	89,396	414,103	5,987	1,003,656	14,510	18.24	
Instructional for Funding Purposes	60.741	5,056,475	83,246	413,203	6,803	883,500	14,545	18.27	
Instructional for Compliance Purposes	60.741	5,056,475	83,246	413,203	6,803	883,500	14,545	18.27	
K-3 Program 01 Teacher	15.144	1,203,949	79,500	23,952	1,582	214,076	14,136	18.23	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	2.010	176,618	87,870			28,413	14,136	18.19	
PSES Program 21 Certificated	2.000	219,918	109,959			28,272	14,136	18.10	

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	119.337	12,040,822	100,898	1,465,231	12,278	1,699,232	14,239	18.72	
02	0.940	108,581	115,512	10,844	11,536	13,288	14,136	18.59	
09	5.584	556,224	99,610	38,442	6,884	81,536	14,602	18.90	
21	29.089	2,762,050	94,952	258,335	8,881	422,666	14,530	18.37	
24	6.000	618,091	103,015	58,845	9,808	84,816	14,136	18.79	
31	12.177	1,192,770	97,953	116,071	9,532	180,927	14,858	19.03	
34	2.619	292,987	111,870	28,564	10,906	37,022	14,136	18.47	
51	1.441	144,306	100,143			20,370	14,136	18.66	
55	1.028	112,521	109,456	19,902	19,360	14,532	14,136	18.62	
65	0.728	55,372	76,060	3,906	5,365	15,550	21,359	18.44	
74	0.150	23,532	156,880			2,120	14,136	17.61	
97	1.000	195,000	195,000	1,200	1,200	14,136	14,136	16.51	
98	0.049	7,652	156,163			693	14,136	17.75	
K-12 Program 02 Instructional	0.840	92,532	110,157	10,844	12,910	11,874	14,136	18.79	
Program 21 Instructional	28.189	2,627,702	93,217	256,385	9,095	409,944	14,543	18.40	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	134,348	149,276	1,950	2,167	12,722	14,136	17.90	
K-12 Program 21 Instructional	27.247	2,523,891	92,630	57,753	2,120	396,628	14,557	18.38	
Program 31 Instructional	10.261	894,143	87,140	114,146	11,124	153,842	14,993	19.51	
Program 31 Administrative	1.916	298,627	155,860	1,925	1,005	27,085	14,136	17.65	
Program 34 Instructional	2.200	225,547	102,521	28,288	12,858	31,099	14,136	18.79	
Program 34 Administrative	0.419	67,440	160,955	276	659	5,923	14,136	17.46	
K-3 BEA Instructional	44.307	4,182,801	94,405	465,331	10,502	631,045	14,243	18.84	
4-6 BEA Instructional	24.393	2,293,824	94,036	137,470	5,636	346,728	14,214	19.03	
7-8 BEA Instructional	19.699	1,984,006	100,716	172,316	8,747	278,465	14,136	18.81	
9-12 BEA Instructional	35.733	3,430,681	96,009	225,304	6,305	519,569	14,540	19.05	
K-12 BEA Instructional	124.132	11,891,312	95,796	1,000,421	8,059	1,775,807	14,306	18.93	
K-12 BEA Administrative	10.391	1,657,565	159,519	21,701	2,088	146,887	14,136	17.52	
BEA	136.073	13,830,160	101,638	1,621,910	11,919	1,944,605	14,291	18.71	
Instructional	166.142	15,853,660	95,422	1,972,218	11,871	2,388,984	14,379	18.85	
Administrative	14.000	2,256,248	161,161	26,801	1,914	197,904	14,136	17.46	
Other				2,321					
Active	180.142	18,109,908	100,531	2,001,340	11,110	2,586,888	14,360	18.67	

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
Certificated Total	180.142	18,109,908	100,531	2,001,340	11,110	2,586,888	14,360	18.67	
Instructional for Funding Purposes	166.142	15,853,660	95,422	1,972,218	11,871	2,388,984	14,379	18.85	
Instructional for Compliance Purposes	166.142	15,853,660	95,422	1,972,218	11,871	2,388,984	14,379	18.85	
K-3 Program 01 Teacher	40.156	3,761,152	93,664	289,801	7,217	572,367	14,254	18.84	
K-3 Program 21 Teacher	5.745	515,035	89,649			81,211	14,136	17.80	
Grade T Program 09 Teacher	4.924	451,420	91,677	34,196	6,945	72,207	14,664	19.24	
PSES Program 01 Certificated	7.250	702,324	96,872			102,486	14,136	18.78	
PSES Program 21 Certificated	7.189	686,128	95,441			113,088	15,731	18.51	

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	10.167	882,774	86,827	33,343	3,280	143,721	14,136	18.15	
21	0.857	68,032	79,384	3,717	4,337	12,115	14,136	17.78	
31	0.667	60,577	90,820	8,177	12,259	9,429	14,136	17.77	
34	0.166	15,146	91,241	295	1,777	2,347	14,136	17.77	
55	0.143	11,342	79,315	252	1,762	2,021	14,136	17.78	
58				13,618					
97	0.423	58,712	138,799	420	993	14,136	33,418	9.25	
Program 21 Instructional	0.857	68,032	79,384	3,717	4,337	12,115	14,136	17.78	
K-12 Program 21 Instructional	0.796	63,174	79,364	3,609	4,534	11,252	14,136	17.78	
Program 31 Instructional	0.667	60,577	90,820	1,177	1,765	9,429	14,136	17.77	
Program 34 Instructional	0.166	15,146	91,241	295	1,777	2,347	14,136	17.77	
K-3 BEA Instructional	2.335	189,862	81,311	4,404	1,886	33,008	14,136	17.79	
4-6 BEA Instructional	1.665	142,985	85,877	3,029	1,819	23,536	14,136	17.79	
7-8 BEA Instructional	1.749	139,896	79,986	2,070	1,184	24,724	14,136	17.79	
9-12 BEA Instructional	4.351	380,574	87,468	24,892	5,721	61,506	14,136	17.86	
K-12 BEA Instructional	10.100	853,317	84,487	34,395	3,405	142,774	14,136	17.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	1.323	163,892	123,879	420	317	26,858	20,301	16.62	
BEA	11.423	1,017,209	89,049	42,235	3,697	169,632	14,850	17.63	
Instructional	11.100	932,691	84,026	51,982	4,683	156,910	14,136	17.82	
Administrative	1.323	163,892	123,879	840	635	26,858	20,301	16.62	
Other				7,000					
Active	12.423	1,096,583	88,270	59,822	4,815	183,768	14,793	17.64	
Certificated Total	12.423	1,096,583	88,270	59,822	4,815	183,768	14,793	17.64	
Instructional for Funding Purposes	11.100	932,691	84,026	51,982	4,683	156,910	14,136	17.82	
Instructional for Compliance Purposes	11.100	932,691	84,026	51,982	4,683	156,910	14,136	17.82	
K-3 Program 01 Teacher	2.335	189,862	81,311	4,404	1,886	33,008	14,136	17.79	
K-3 Program 21 Teacher	0.246	19,455	79,085	432	1,756	3,477	14,136	17.78	

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	12.860	1,130,318	87,894	2,400	187	181,789	14,136	18.11	
09	1.000	82,828	82,828			14,136	14,136	18.16	
31	1.710	139,081	81,334			24,173	14,136	17.88	
34	0.290	28,921	99,728			4,099	14,136	17.59	
51	0.620	59,429	95,853			8,764	14,136	18.13	
55	0.750	68,836	91,781			10,602	14,136	18.13	
65	0.260	24,827	95,488			3,675	14,136	18.14	
74				2,000					
79	0.510	42,282	82,906			7,209	14,136	18.07	
97	1.000	90,000	90,000			14,136	14,136	8.34	
Program 31 Instructional	1.710	139,081	81,334			24,173	14,136	17.88	
Program 34 Instructional	0.290	28,921	99,728			4,099	14,136	17.59	
K-3 BEA Instructional	4.950	417,126	84,268			69,973	14,136	18.15	
4-6 BEA Instructional	2.000	167,548	83,774			28,272	14,136	18.10	
7-8 BEA Instructional	1.730	163,356	94,425			24,455	14,136	18.11	
9-12 BEA Instructional	5.180	412,069	79,550			73,224	14,136	18.01	
K-12 BEA Instructional	13.860	1,160,099	83,701			195,925	14,136	18.09	

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
BEA	15.860	1,388,320	87,536	2,400	151	224,197	14,136	17.46	
Instructional	17.000	1,438,301	84,606	3,200	188	240,312	14,136	18.09	
Administrative	2.000	228,221	114,111	1,200	600	28,272	14,136	14.30	
Active	19.000	1,666,522	87,712	4,400	232	268,584	14,136	17.57	
On Leave									
Certificated Total	19.000	1,666,522	87,712	4,400	232	268,584	14,136	17.57	
Instructional for Funding Purposes	17.000	1,438,301	84,606	3,200	188	240,312	14,136	18.09	
Instructional for Compliance Purposes	17.000	1,438,301	84,606	3,200	188	240,312	14,136	18.09	
K-3 Program 01 Teacher	4.950	417,126	84,268			69,973	14,136	18.15	
Grade T Program 09 Teacher	1.000	82,828	82,828			14,136	14,136	18.16	
PSES Program 01 Certificated	0.490	40,624	82,906			6,927	14,136	18.07	

Salary and Benefits by Program for 2024-2025

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	30.834	2,707,921	87,823			437,255	14,181	13.69	
03	3.750	372,772	99,406	89,591	23,891	47,356	12,628	14.93	
21	2.730	262,066	95,995	31,605	11,577	38,591	14,136	13.15	
24	0.520	46,207	88,860			7,351	14,136	18.06	
29	0.750	78,332	104,443			10,602	14,136	8.22	
31	1.568	142,367	90,795			22,165	14,136	15.31	
51	0.900	93,999	104,443			12,722	14,136	12.78	
55	0.500	52,220	104,440			7,068	14,136	8.16	
58	1.500	92,924	61,949	50,447	33,631	21,204	14,136	11.59	
68	0.250	26,111	104,444			3,534	14,136	17.97	
78	0.167	9,264	55,473					21.38	
97	1.000	220,309	220,309	31,880	31,880	14,136	14,136	5.82	
Program 21 Instructional	2.730	262,066	95,995	20,000	7,326	38,591	14,136	13.15	
Program 21 Administrative				11,605					
K-12 Program 21 Instructional	2.730	262,066	95,995			38,591	14,136	13.15	
Program 31 Instructional	1.568	142,367	90,795			22,165	14,136	15.31	
K-3 BEA Instructional	11.055	904,552	81,823			157,051	14,206	14.62	

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	4.909	426,053	86,790			69,394	14,136	13.10	
7-8 BEA Instructional	4.302	328,901	76,453			61,110	14,205	13.92	
9-12 BEA Instructional	12.886	1,140,975	88,544	89,591	6,953	180,856	14,035	12.40	
K-12 BEA Instructional	33.152	2,800,481	84,474	89,591	2,702	468,410	14,129	13.37	
K-12 BEA Administrative	2.000	292,579	146,290			24,229	12,115	17.87	
BEA	37.152	3,443,369	92,683	121,471	3,270	520,912	14,021	13.36	
Instructional	40.469	3,461,604	85,537	160,038	3,955	569,483	14,072	13.23	
Administrative	4.000	642,888	160,722	43,485	10,871	52,501	13,125	13.32	
Active	44.469	4,104,492	92,300	203,523	4,577	621,984	13,987	13.24	
Certificated Total	44.469	4,104,492	92,300	203,523	4,577	621,984	13,987	13.24	
Instructional for Funding Purposes	40.469	3,461,604	85,537	160,038	3,955	569,483	14,072	13.23	
Instructional for Compliance Purposes	40.469	3,461,604	85,537	160,038	3,955	569,483	14,072	13.23	
K-3 Program 01 Teacher	9.148	743,599	81,285			129,627	14,170	15.67	
PSSES Program 01 Certificated	2.000	208,888	104,444			28,272	14,136	8.11	

Salary and Benefits by Program for 2024-2025

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	288.655	28,480,173	98,665	1,295,568	4,488	4,132,023	14,315	18.31	
02	12.089	1,149,546	95,090	32,049	2,651	196,490	16,254	18.01	
09	4.250	399,906	94,096	13,932	3,278	60,078	14,136	18.34	
21	86.258	7,295,906	84,582	301,314	3,493	1,287,790	14,930	19.28	
24	3.844	355,619	92,513	12,456	3,240	67,146	17,468	18.30	
31	36.697	3,296,579	89,832	352,931	9,617	545,367	14,861	18.82	
34	16.393	1,531,970	93,453	82,751	5,048	235,647	14,375	18.08	
45	11.200	1,001,558	89,425	92,279	8,239	158,323	14,136	18.65	
51	12.819	1,260,426	98,325	32,957	2,571	181,209	14,136	19.19	
52	1.700	187,169	110,099	3,344	1,967	24,031	14,136	18.35	
53	3.311	296,838	89,652	6,641	2,006	46,804	14,136	18.50	
55	17.787	1,723,955	96,922	52,776	2,967	272,189	15,303	18.42	
56	1.000	106,034	106,034	3,445	3,445	14,136	14,136	18.32	
58				596,203					
64	0.997	91,480	91,755	2,540	2,548	14,094	14,136	18.47	
65	10.703	989,904	92,488	29,678	2,773	151,298	14,136	19.03	
74	3.500	355,147	101,471	12,690	3,626	56,544	16,155	18.44	
78				20,000					
79	2.460	253,729	103,142	19,337	7,861	34,775	14,136	18.35	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	220,233	220,233	12,000	12,000	14,136	14,136	16.37	
K-12 Program 02 Instructional	10.939	975,935	89,216	4,123	377	180,234	16,476	17.95	
Program 21 Instructional	82.458	6,878,707	83,421	295,673	3,586	1,234,073	14,966	19.25	
Program 21 Administrative	2.800	360,185	128,638	5,641	2,015	39,581	14,136	18.38	
K-12 Program 21 Instructional	71.852	5,948,983	82,795	61,038	849	1,052,425	14,647	19.26	
Program 26, 56, and 59 Instructional	1.000	106,034	106,034	3,445	3,445	14,136	14,136	18.32	
Program 31 Instructional	35.817	3,152,450	88,015	352,051	9,829	532,927	14,879	18.85	
Program 31 Administrative	0.880	144,129	163,783	880	1,000	12,440	14,136	18.29	
Program 34 Instructional	16.273	1,512,317	92,934	82,631	5,078	233,951	14,377	18.08	
Program 34 Administrative	0.120	19,653	163,775	120	1,000	1,696	14,136	18.29	
K-3 BEA Instructional	106.282	9,805,835	92,262	23,824	224	1,527,381	14,371	18.31	
4-6 BEA Instructional	63.535	5,974,557	94,036	12,452	196	917,228	14,437	18.33	
7-8 BEA Instructional	59.653	5,493,093	92,084			859,243	14,404	18.42	
9-12 BEA Instructional	107.875	9,775,841	90,622	93,405	866	1,572,588	14,578	18.44	
K-12 BEA Instructional	337.345	31,049,326	92,040	129,681	384	4,876,439	14,455	18.37	
K-12 BEA Administrative	1.000	185,854	185,854			14,136	14,136	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
BEA	366.034	35,680,059	97,477	1,867,578	5,102	5,281,987	14,430	18.34	
Instructional	476.663	43,204,645	90,640	2,900,750	6,086	6,954,912	14,591	18.55	
Administrative	35.000	5,533,153	158,090	74,141	2,118	494,760	14,136	18.12	
Other	1.000	57,014	57,014			14,136	14,136	29.36	
Active	512.663	48,794,812	95,179	2,974,891	5,803	7,463,808	14,559	18.52	
On Leave	2.000	201,360	100,680			28,272	14,136	18.30	
Certificated Total	514.663	48,996,172	95,200	2,974,891	5,780	7,492,080	14,557	18.52	
Instructional for Funding Purposes	475.663	43,098,611	90,607	2,897,305	6,091	6,940,776	14,592	18.55	
Instructional for Compliance Purposes	475.663	43,098,611	90,607	2,897,305	6,091	6,940,776	14,592	18.55	
K-3 Program 01 Teacher	91.491	8,527,816	93,209	22,132	242	1,305,445	14,269	18.36	
K-3 Program 21 Teacher	14.915	1,097,460	73,581			213,100	14,288	19.84	
Grade T Program 09 Teacher	3.000	316,024	105,341			42,408	14,136	18.32	
PSES Program 01 Certificated	20.420	1,769,950	86,677			298,552	14,621	18.60	
PSES Program 21 Certificated	27.993	2,528,269	90,318			405,703	14,493	18.29	

Salary and Benefits by Program for 2024-2025

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	146.105	14,072,428	96,317	576,078	3,943	2,090,870	14,311	18.00	
02	36.840	3,483,663	94,562	163,101	4,427	530,100	14,389	18.03	
21	32.039	2,967,336	92,616	111,201	3,471	457,144	14,268	17.94	
24	5.000	431,434	86,287	10,251	2,050	70,680	14,136	18.07	
31	10.550	891,998	84,550	30,095	2,853	151,962	14,404	18.08	
34	5.050	466,466	92,370	10,510	2,081	71,387	14,136	18.04	
51	4.866	483,422	99,347	19,522	4,012	72,235	14,845	18.04	
52	0.500	53,924	107,848	43,025	86,050	7,068	14,136	18.01	
55	8.394	846,916	100,895	29,160	3,474	121,428	14,466	18.03	
58				100,312					
65	2.550	217,269	85,204	5,280	2,071	41,701	16,353	18.14	
74	0.600	70,188	116,980	1,265	2,108	8,482	14,136	17.99	
88	0.580	57,557	99,236	2,590	4,466	9,895	17,061	18.10	
97	1.000	198,862	198,862	28,322	28,322	14,136	14,136	15.56	
K-12 Program 02 Instructional	33.340	2,893,601	86,791	21,984	659	473,556	14,204	18.06	
Program 21 Instructional	31.139	2,818,020	90,498	109,041	3,502	444,422	14,272	17.94	
Program 21 Administrative	0.900	149,316	165,907	2,160	2,400	12,722	14,136	17.93	
K-12 Program 21 Instructional	26.116	2,379,605	91,117	7,435	285	373,049	14,284	18.05	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	10.300	852,214	82,739	29,495	2,864	148,428	14,410	18.08	
Program 31 Administrative	0.250	39,784	159,136	600	2,400	3,534	14,136	17.94	
Program 34 Instructional	4.600	397,571	86,428	9,430	2,050	65,026	14,136	18.06	
Program 34 Administrative	0.450	68,895	153,100	1,080	2,400	6,361	14,136	17.95	
K-3 BEA Instructional	59.377	5,393,454	90,834	8,901	150	847,425	14,272	18.05	
4-6 BEA Instructional	31.598	2,848,383	90,144	3,660	116	452,663	14,326	18.05	
7-8 BEA Instructional	25.836	2,303,551	89,161	24,330	942	365,218	14,136	18.04	
9-12 BEA Instructional	66.084	5,842,067	88,404	39,902	604	950,717	14,386	18.06	
K-12 BEA Instructional	182.895	16,387,455	89,600	76,793	420	2,616,022	14,303	18.05	
K-12 BEA Administrative	11.500	1,896,301	164,896			162,564	14,136	17.82	
BEA	199.545	19,113,417	95,785	808,106	4,050	2,858,455	14,325	17.98	
Instructional	235.574	21,211,351	90,041	1,018,117	4,322	3,378,504	14,342	18.04	
Administrative	17.500	2,922,264	166,987	92,762	5,301	254,448	14,540	17.57	
Other	1.000	107,848	107,848	19,833	19,833	14,136	14,136	17.87	
Active	254.074	24,241,463	95,411	1,130,712	4,450	3,647,088	14,354	17.98	
Certificated Total	254.074	24,241,463	95,411	1,130,712	4,450	3,647,088	14,354	17.98	
Instructional for Funding Purposes	235.574	21,211,351	90,041	1,018,117	4,322	3,378,504	14,342	18.04	

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
Instructional for Compliance Purposes	235.574	21,211,351	90,041	1,018,117	4,322	3,378,504	14,342	18.04	
K-3 Program 01 Teacher	52.731	4,824,642	91,495			748,247	14,190	18.05	
K-3 Program 21 Teacher	5.800	523,818	90,313			81,989	14,136	18.06	
PSES Program 01 Certificated	11.480	1,019,147	88,776			167,667	14,605	18.06	
PSES Program 21 Certificated	9.516	856,426	89,999			138,391	14,543	18.06	

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	230.887	22,972,420	99,496	1,085,755	4,703	3,320,746	14,383	18.36	
09	2.000	165,764	82,882	5,754	2,877	31,806	15,903	18.73	
21	36.756	3,229,444	87,862	222,324	6,049	544,099	14,803	18.45	
24	7.600	776,306	102,146	47,377	6,234	112,750	14,836	18.28	
31	22.086	2,150,777	97,382	88,838	4,022	311,250	14,093	17.97	
34	15.596	1,410,774	90,457	62,844	4,029	219,697	14,087	18.43	
51	6.250	645,874	103,340	28,345	4,535	91,426	14,628	18.45	
55	5.600	622,560	111,171	28,094	5,017	87,643	15,651	18.32	
58				173,768					
64				1,286					
65	2.500	291,154	116,462	9,720	3,888	39,389	15,756	18.28	
74	0.810	86,784	107,141	3,380	4,173	11,434	14,116	18.25	
79	0.430	57,637	134,040			6,078	14,136	19.03	
97	2.000	470,264	235,132			28,272	14,136	15.95	
Program 21 Instructional	35.756	2,947,304	82,428	222,324	6,218	515,827	14,426	18.48	
Program 21 Administrative	1.000	282,140	282,140			28,272	28,272	18.20	
K-12 Program 21 Instructional	30.300	2,560,601	84,508			438,079	14,458	18.42	
Program 31 Instructional	21.070	1,967,912	93,399	86,888	4,124	295,700	14,034	17.99	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.016	182,865	179,985	1,950	1,919	15,550	15,305	17.78	
Program 34 Instructional	14.780	1,261,518	85,353	61,194	4,140	206,975	14,004	18.51	
Program 34 Administrative	0.816	149,256	182,912	1,650	2,022	12,722	15,591	17.77	
K-3 BEA Instructional	89.690	8,365,819	93,275			1,309,742	14,603	18.45	
4-6 BEA Instructional	36.000	3,103,318	86,203			506,407	14,067	18.53	
7-8 BEA Instructional	59.270	5,652,659	95,371			837,137	14,124	18.41	
9-12 BEA Instructional	66.883	6,515,193	97,412			958,095	14,325	18.27	
K-12 BEA Instructional	251.843	23,636,989	93,856			3,611,381	14,340	18.40	
BEA	270.569	27,004,235	99,805	1,237,437	4,573	3,879,965	14,340	18.29	
Instructional	312.789	29,085,244	92,987	1,684,364	5,385	4,493,598	14,366	18.41	
Administrative	19.726	3,794,514	192,361	24,600	1,247	310,992	15,766	17.55	
Other				48,521					
Active	332.515	32,879,758	98,882	1,757,485	5,285	4,804,590	14,449	18.31	
Certificated Total	332.515	32,879,758	98,882	1,757,485	5,285	4,804,590	14,449	18.31	
Instructional for Funding Purposes	312.789	29,085,244	92,987	1,684,364	5,385	4,493,598	14,366	18.41	
Instructional for Compliance Purposes	312.789	29,085,244	92,987	1,684,364	5,385	4,493,598	14,366	18.41	
K-3 Program 01 Teacher	84.690	7,831,720	92,475			1,224,926	14,464	18.45	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	11.000	886,116	80,556			155,359	14,124	18.62	
Grade T Program 09 Teacher	2.000	129,482	64,741			28,272	14,136	18.94	
PSES Program 01 Certificated	10.800	1,147,593	106,259			166,754	15,440	18.31	
PSES Program 21 Certificated	11.400	1,050,456	92,145			169,632	14,880	18.09	

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	7.610	646,910	85,008			104,013	13,668	18.04	
21	0.800	60,933	76,166			10,934	13,668	18.13	
24	0.200	15,233	76,165			2,734	13,668	18.13	
52	0.090	12,150	135,000			1,230	13,668	17.67	
55	0.250	22,251	89,004			3,417	13,668	18.33	
65	0.050	4,450	89,000			683	13,668	18.33	
Program 21 Instructional	0.800	60,933	76,166			10,934	13,668	18.13	
K-12 Program 21 Instructional	0.800	60,933	76,166			10,934	13,668	18.13	
9-12 BEA Instructional	6.700	512,960	76,561			91,576	13,668	18.13	
K-12 BEA Instructional	6.700	512,960	76,561			91,576	13,668	18.13	
K-12 BEA Administrative	0.910	122,850	135,000			12,438	13,668	17.67	
BEA	7.610	646,910	85,008			104,013	13,668	18.04	
Instructional	8.000	615,827	76,978			109,344	13,668	18.14	
Administrative	1.000	135,000	135,000			13,668	13,668	17.67	
Other		11,100							
Active	9.000	761,927	84,659			123,012	13,668	18.05	
Certificated Total	9.000	761,927	84,659			123,012	13,668	18.05	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	615,827	76,978			109,344	13,668	18.14	
Instructional for Compliance Purposes	8.000	615,827	76,978			109,344	13,668	18.14	

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	21.122	1,704,151	80,681	61,587	2,916	312,553	14,798	19.34	
21	2.000	151,250	75,625	4,201	2,101	29,472	14,736	14.49	
31	1.839	130,893	71,176	13,185	7,170	29,472	16,026	18.42	
34	0.839	52,905	63,057			14,736	17,564	18.79	
51	0.625	76,331	122,130			9,135	14,616	18.08	
55	1.175	109,587	93,266			17,240	14,672	18.24	
58				11,206					
74				1,500					
97	1.000	164,053	164,053			14,136	14,136	17.99	
Program 21 Instructional	2.000	151,250	75,625	4,201	2,101	29,472	14,736	14.49	
K-12 Program 21 Instructional	1.870	143,953	76,980	4,201	2,247	27,556	14,736	14.79	
Program 31 Instructional	1.839	130,893	71,176	13,185	7,170	29,472	16,026	18.42	
Program 34 Instructional	0.839	52,905	63,057			14,736	17,564	18.79	
K-3 BEA Instructional	7.551	510,550	67,614	1,430	189	108,480	14,366	19.32	
4-6 BEA Instructional	3.750	275,628	73,501			55,260	14,736	18.00	
7-8 BEA Instructional	4.719	354,646	75,153			72,729	15,412	18.12	
9-12 BEA Instructional	6.030	506,243	83,954	51,182	8,488	95,555	15,847	18.40	

Salary and Benefits by Program for 2024-2025

1/16/2025

Program	FTE	Base Salary Total	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	22.050	1,647,067	74,697	52,612	2,386	332,023	15,058	18.54	
K-12 BEA Administrative	1.000	137,647	137,647			14,136	14,136	28.53	
BEA	24.800	2,052,002	82,742	74,772	3,015	370,897	14,956	19.15	
Instructional	24.600	1,831,573	74,454	70,437	2,863	369,600	15,024	18.22	
Administrative	4.000	557,597	139,399			57,144	14,286	20.76	
Other				21,242					
Active	28.600	2,389,170	83,537	91,679	3,206	426,744	14,921	18.79	
Certificated Total	28.600	2,389,170	83,537	91,679	3,206	426,744	14,921	18.79	
Instructional for Funding Purposes	24.600	1,831,573	74,454	70,437	2,863	369,600	15,024	18.22	
Instructional for Compliance Purposes	24.600	1,831,573	74,454	70,437	2,863	369,600	15,024	18.22	
K-3 Program 01 Teacher	7.000	476,073	68,010	1,430	204	103,152	14,736	19.37	
K-3 Program 21 Teacher	0.510	28,628	56,133			7,515	14,736	8.43	
PSES Program 01 Certificated	1.100	67,893	61,721			11,515	10,468	18.63	

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	217.137	20,458,101	94,217	2,971,219	13,684	3,139,323	14,458	18.22	
02	2.000	238,789	119,395	16,882	8,441	28,272	14,136	18.09	
09	2.700	227,645	84,313	18,357	6,799	32,513	12,042	17.46	
21	41.200	3,485,336	84,596	630,813	15,311	583,817	14,170	18.04	
24	7.230	578,595	80,027	81,441	11,264	117,753	16,287	18.51	
31	15.652	1,418,556	90,631	258,544	16,518	225,045	14,378	18.43	
34	1.700	175,195	103,056	30,999	18,235	24,031	14,136	18.40	
51	1.500	138,308	92,205	16,837	11,225	21,204	14,136	18.44	
55	1.370	92,448	67,480	13,823	10,090	19,366	14,136	18.64	
58				78,696					
64				7,500					
65	1.500	133,529	89,019	16,216	10,811	21,204	14,136	18.43	
74				36,500					
88	1.000	69,194	69,194	8,995	8,995	14,136	14,136	18.62	
97	2.000	414,789	207,395	52,132	26,066	28,272	14,136	16.09	
K-12 Program 02 Instructional	1.000	74,471	74,471			14,136	14,136	18.57	
Program 21 Instructional	40.200	3,297,231	82,021	611,795	15,219	569,681	14,171	18.10	
Program 21 Administrative	1.000	188,105	188,105	19,018	19,018	14,136	14,136	16.85	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	35.870	2,951,863	82,293	42,728	1,191	510,592	14,235	18.11	
Program 31 Instructional	14.902	1,316,066	88,315	253,456	17,008	214,443	14,390	18.43	
Program 31 Administrative	0.750	102,490	136,653	5,088	6,784	10,602	14,136	18.43	
Program 34 Instructional	1.450	141,032	97,263	26,211	18,077	20,497	14,136	18.39	
Program 34 Administrative	0.250	34,163	136,652	4,788	19,152	3,534	14,136	18.43	
K-3 BEA Instructional	80.762	7,099,166	87,902	8,522	106	1,170,857	14,498	18.45	
4-6 BEA Instructional	45.510	3,911,558	85,949	3,116	68	658,342	14,466	18.42	
7-8 BEA Instructional	31.951	2,725,237	85,294			448,111	14,025	18.26	
9-12 BEA Instructional	53.700	4,957,195	92,313			788,082	14,676	18.42	
K-12 BEA Instructional	211.923	18,693,156	88,207	11,638	55	3,065,392	14,465	18.41	
K-12 BEA Administrative	1.000	147,751	147,751			14,136	14,136	18.09	
BEA	238.489	22,705,430	95,205	3,329,776	13,962	3,444,943	14,445	18.20	
Instructional	267.273	23,206,133	86,826	3,992,746	14,939	3,859,128	14,439	18.36	
Administrative	24.000	4,001,444	166,727	246,208	10,259	339,264	14,136	17.54	
Other	3.716	222,908	59,986			56,544	15,216	8.94	
Active	294.989	27,430,485	92,988	4,238,954	14,370	4,254,936	14,424	18.18	
Certificated Total	294.989	27,430,485	92,988	4,238,954	14,370	4,254,936	14,424	18.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	267.273	23,206,133	86,826	3,992,746	14,939	3,859,128	14,439	18.36	
Instructional for Compliance Purposes	267.273	23,206,133	86,826	3,992,746	14,939	3,859,128	14,439	18.36	
K-3 Program 01 Teacher	73.578	6,367,329	86,538	3,724	51	1,045,753	14,213	18.36	
K-3 Program 21 Teacher	3.870	278,026	71,841			54,706	14,136	18.60	
Grade T Program 09 Teacher	2.000	167,494	83,747			28,272	14,136	18.46	
PSES Program 01 Certificated	11.100	977,282	88,043			156,910	14,136	18.45	
PSES Program 09 Certificated	0.150	12,188	81,253			2,120	14,136	18.51	
PSES Program 21 Certificated	14.200	1,237,878	87,175			204,265	14,385	17.57	

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	58.889	5,471,155	92,906	302,118	5,130	856,642	14,547	18.84	
02	1.250	111,921	89,537	8,471	6,777	28,272	22,618	19.10	
31	3.400	284,706	83,737	41,007	12,061	48,062	14,136	18.77	
51	1.000	102,527	102,527	7,848	7,848	14,136	14,136	18.88	
52	0.750	62,411	83,215			14,136	18,848	19.40	
55	1.250	122,835	98,268	8,410	6,728	28,272	22,618	18.76	
58				74,471					
65				5,000					
74				5,000					
97	1.000	188,190	188,190			14,136	14,136	18.07	
K-12 Program 02 Instructional	1.250	111,921	89,537	3,109	2,487	28,272	22,618	19.10	
Program 31 Instructional	3.400	284,706	83,737	22,515	6,622	48,062	14,136	18.77	
Program 31 Administrative				18,492					
K-3 BEA Instructional	17.400	1,598,410	91,863	86,457	4,969	260,102	14,948	18.88	
4-6 BEA Instructional	13.167	1,160,359	88,126	57,186	4,343	186,129	14,136	18.88	
7-8 BEA Instructional	9.216	823,460	89,351	41,871	4,543	136,172	14,776	18.90	
9-12 BEA Instructional	19.800	1,720,407	86,889	114,805	5,798	294,029	14,850	18.76	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	59.583	5,302,636	88,996	300,319	5,040	876,432	14,709	18.84	
K-12 BEA Administrative	3.956	565,146	142,858	26,777	6,769	56,544	14,293	18.87	
BEA	64.539	6,055,972	93,834	351,596	5,448	947,112	14,675	18.82	
Instructional	61.833	5,527,998	89,402	386,048	6,243	918,840	14,860	18.84	
Administrative	5.706	815,747	142,963	66,277	11,615	84,816	14,864	18.74	
Active	67.539	6,343,745	93,927	452,325	6,697	1,003,656	14,860	18.83	
Certificated Total	67.539	6,343,745	93,927	452,325	6,697	1,003,656	14,860	18.83	
Instructional for Funding Purposes	61.833	5,527,998	89,402	386,048	6,243	918,840	14,860	18.84	
Instructional for Compliance Purposes	61.833	5,527,998	89,402	386,048	6,243	918,840	14,860	18.84	
K-3 Program 01 Teacher	17.400	1,598,410	91,863	67,381	3,872	260,102	14,948	18.88	
PSES Program 01 Certificated	1.000	102,527	102,527			14,136	14,136	18.22	

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	9.000	815,773	90,641			127,224	14,136	22.71	
97	1.000	124,218	124,218			14,136	14,136	28.62	
9-12 BEA Instructional	8.000	680,773	85,097			113,088	14,136	21.18	
K-12 BEA Instructional	8.000	680,773	85,097			113,088	14,136	21.18	
K-12 BEA Administrative	1.000	135,000	135,000			14,136	14,136	29.53	
BEA	10.000	939,991	93,999			141,360	14,136	23.56	
Instructional	8.000	680,773	85,097			113,088	14,136	21.18	
Administrative	2.000	259,218	129,609			28,272	14,136	29.09	
Active	10.000	939,991	93,999			141,360	14,136	23.56	
Certificated Total	10.000	939,991	93,999			141,360	14,136	23.56	
Instructional for Funding Purposes	8.000	680,773	85,097			113,088	14,136	21.18	
Instructional for Compliance Purposes	8.000	680,773	85,097			113,088	14,136	21.18	
PSES Program 01 Certificated		80,000							

Salary and Benefits by Program for 2024-2025

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	15.879	1,221,744	76,941	34,538	2,175	226,671	14,275	18.54	
09	1.216	80,729	66,389	250	206	17,189	14,136	18.56	
21	2.471	207,773	84,085	5,478	2,217	36,330	14,702	18.55	
31	2.213	163,319	73,800	14,201	6,417	31,806	14,372	18.53	
34	0.238	11,917	50,071	1,812	7,613	3,534	14,849	18.52	
51	0.525	41,174	78,427			9,471	18,040	18.33	
55	0.009	9,366	1,040,667			127	14,136	18.55	
Program 21 Instructional	2.471	207,773	84,085	5,478	2,217	36,330	14,702	18.55	
K-12 Program 21 Instructional	2.471	207,773	84,085	5,478	2,217	36,330	14,702	18.55	
Program 31 Instructional	2.213	163,319	73,800	14,201	6,417	31,806	14,372	18.53	
Program 34 Instructional	0.238	11,917	50,071	1,812	7,613	3,534	14,849	18.52	
K-3 BEA Instructional	5.361	360,424	67,231	250	47	77,988	14,547	18.53	
4-6 BEA Instructional	3.000	209,099	69,700			42,408	14,136	18.55	
7-8 BEA Instructional	0.238	11,917	50,071	1,812	7,613	3,534	14,849	18.52	
9-12 BEA Instructional	8.793	719,304	81,804	39,120	4,449	124,821	14,195	18.54	
K-12 BEA Instructional	17.392	1,300,744	74,790	41,182	2,368	248,751	14,303	18.54	

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
K-12 BEA Administrative	0.938	96,236	102,597			13,260	14,136	18.55	
BEA	18.330	1,396,980	76,213	50,551	2,758	262,011	14,294	18.54	
Instructional	21.560	1,634,400	75,807	56,279	2,610	311,119	14,430	18.54	
Administrative	0.991	101,622	102,545			14,009	14,136	18.55	
Active	22.551	1,736,022	76,982	56,279	2,496	325,128	14,417	18.54	
Certificated Total	22.551	1,736,022	76,982	56,279	2,496	325,128	14,417	18.54	
Instructional for Funding Purposes	21.560	1,634,400	75,807	56,279	2,610	311,119	14,430	18.54	
Instructional for Compliance Purposes	21.560	1,634,400	75,807	56,279	2,610	311,119	14,430	18.54	
K-3 Program 01 Teacher	4.000	280,190	70,048	250	63	56,544	14,136	18.56	
Grade T Program 09 Teacher	1.083	67,850	62,650	250	231	15,309	14,136	18.56	

Salary and Benefits by Program for 2024-2025

Willapa Valley School District (25160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	20.923	1,776,635	84,913	131,801	6,299	307,811	14,712	19.05	
21	2.919	264,668	90,671	2,961	1,014	39,581	13,560	18.62	
31	1.942	173,110	89,140	26,105	13,442	28,668	14,762	18.90	
34	0.584	55,090	94,332	538	921	8,793	15,056	18.85	
55	0.352	27,536	78,227			5,089	14,457	19.19	
58				6,206					
65	0.028	2,698	96,357	3,176	113,429	396	14,136	19.02	
74	0.002	184	92,000			28	14,136	19.01	
97	1.200	162,066	135,055			19,578	16,315	18.53	
Program 21 Instructional	2.919	264,668	90,671	2,961	1,014	39,581	13,560	18.62	
K-12 Program 21 Instructional	2.919	264,668	90,671	2,961	1,014	39,581	13,560	18.62	
Program 31 Instructional	1.572	126,890	80,719	26,105	16,606	22,618	14,388	19.01	
Program 31 Administrative	0.370	46,220	124,919			6,050	16,352	18.61	
Program 34 Instructional	0.394	31,722	80,513	538	1,365	5,654	14,351	19.01	
Program 34 Administrative	0.190	23,368	122,989			3,138	16,517	18.62	
K-3 BEA Instructional	6.082	491,986	80,892	30,266	4,976	87,417	14,373	19.15	
4-6 BEA Instructional	3.270	297,991	91,129	17,159	5,247	47,002	14,374	19.04	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	4.385	358,732	81,809	5,045	1,151	68,701	15,667	19.06	
9-12 BEA Instructional	6.332	507,311	80,119	37,275	5,887	91,050	14,379	19.07	
K-12 BEA Instructional	20.069	1,656,020	82,516	89,745	4,472	294,170	14,658	19.08	
K-12 BEA Administrative	0.840	108,216	128,829			11,874	14,136	18.64	
BEA	24.649	2,166,901	87,910	158,444	6,428	364,850	14,802	18.99	
Instructional	23.370	1,951,106	83,488	102,088	4,368	339,264	14,517	19.03	
Administrative	3.610	455,744	126,245			56,544	15,663	18.57	
Other	0.970	55,137	56,842	68,699	70,824	14,136	14,573	19.85	
Active	27.950	2,461,987	88,085	170,787	6,110	409,944	14,667	18.96	
Certificated Total	27.950	2,461,987	88,085	170,787	6,110	409,944	14,667	18.96	
Instructional for Funding Purposes	23.370	1,951,106	83,488	102,088	4,368	339,264	14,517	19.03	
Instructional for Compliance Purposes	23.370	1,951,106	83,488	102,088	4,368	339,264	14,517	19.03	
K-3 Program 01 Teacher	5.754	462,038	80,299	30,266	5,260	82,724	14,377	19.16	
K-3 Program 21 Teacher	0.768	71,752	93,427			9,443	12,295	18.09	
PSES Program 01 Certificated	0.985	89,880	91,249			14,136	14,351	19.03	

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	9.740	711,640	73,064	24,119	2,476	141,360	14,513	18.54	
21	1.000	65,428	65,428	22,902	22,902	14,136	14,136	29.16	
31	1.400	113,009	80,721	4,597	3,284	19,790	14,136	18.49	
34	0.600	43,796	72,993	631	1,052	8,482	14,136	18.56	
51	0.200	18,926	94,630			2,827	14,136	18.41	
52	0.020	1,893	94,650			283	14,136	18.41	
55	0.700	66,241	94,630	3,155	4,507	9,895	14,136	18.41	
58	0.413	37,135	89,915			15,267	36,966	18.87	
97	0.800	91,606	114,508			14,136	17,670	19.49	
Program 21 Instructional	1.000	65,428	65,428			14,136	14,136	29.16	
Program 21 Administrative				22,902					
K-12 Program 21 Instructional	1.000	65,428	65,428			14,136	14,136	29.16	
Program 31 Instructional	1.400	113,009	80,721	4,597	3,284	19,790	14,136	18.49	
Program 34 Instructional	0.600	43,796	72,993	631	1,052	8,482	14,136	18.56	
K-3 BEA Instructional	2.700	217,668	80,618	8,358	3,096	38,167	14,136	18.50	
4-6 BEA Instructional	1.870	135,751	72,594	1,690	904	28,272	15,119	18.57	
7-8 BEA Instructional	0.750	53,325	71,100			10,602	14,136	18.52	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	6.420	461,701	71,916	19,299	3,006	92,591	14,422	18.54	
K-12 BEA Instructional	11.740	868,445	73,973	29,347	2,500	169,632	14,449	18.53	
BEA	12.540	960,051	76,559	29,347	2,340	183,768	14,655	18.64	
Instructional	14.073	1,058,068	75,184	32,502	2,310	212,040	15,067	19.18	
Administrative	0.800	91,606	114,508	22,902	28,628	14,136	17,670	19.49	
Active	14.873	1,149,674	77,299	55,404	3,725	226,176	15,207	19.21	
Certificated Total	14.873	1,149,674	77,299	55,404	3,725	226,176	15,207	19.21	
Instructional for Funding Purposes	14.073	1,058,068	75,184	32,502	2,310	212,040	15,067	19.18	
Instructional for Compliance Purposes	14.073	1,058,068	75,184	32,502	2,310	212,040	15,067	19.18	
K-3 Program 01 Teacher	2.700	217,668	80,618	8,358	3,096	38,167	14,136	18.50	
K-3 Program 21 Teacher	0.500	32,714	65,428			7,068	14,136	29.16	

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	34.027	2,955,375	86,854	207,157	6,088	490,661	14,420	52.86	
09	2.000	132,848	66,424	3,512	1,756	28,272	14,136	52.16	
21	8.375	726,572	86,755	9,006	1,075	74,214	8,861	16.20	
31	3.100	288,949	93,209	18,788	6,061	43,822	14,136	51.59	
34	1.000	96,632	96,632	2,317	2,317	14,136	14,136	51.60	
51	1.549	122,893	79,337			22,618	14,601	55.95	
55	4.915	383,213	77,968			70,963	14,438	53.72	
58				12,000					
65	0.170	11,615	68,324			2,403	14,136	52.95	
74		11,256		3,000		2,120		56.38	
97	1.000	124,167	124,167	55,829	55,829	42,408	42,408	61.26	
Program 21 Instructional	8.125	702,739	86,491	9,006	1,108	70,680	8,699	14.97	
Program 21 Administrative	0.250	23,833	95,332			3,534	14,136	54.25	
K-12 Program 21 Instructional	8.125	702,739	86,491	9,006	1,108	70,680	8,699	14.97	
Program 31 Instructional	3.000	275,449	91,816	18,788	6,263	42,408	14,136	51.42	
Program 31 Administrative	0.100	13,500	135,000			1,414	14,136	55.36	
Program 34 Instructional	1.000	96,632	96,632	2,317	2,317	14,136	14,136	51.60	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	14.037	1,205,241	85,862	20,521	1,462	207,092	14,753	54.48	
4-6 BEA Instructional	3.900	265,676	68,122			54,424	13,955	53.50	
7-8 BEA Instructional	7.160	592,427	82,741	18,373	2,566	101,214	14,136	51.26	
9-12 BEA Instructional	9.660	869,207	89,980	67,689	7,007	136,554	14,136	50.80	
K-12 BEA Instructional	34.977	2,966,040	84,800	106,916	3,057	504,090	14,412	52.62	
K-12 BEA Administrative	3.150	374,916	119,021			44,528	14,136	53.55	
BEA	39.127	3,465,123	88,561	284,091	7,261	591,026	15,105	53.05	
Instructional	51.136	4,262,021	83,347	243,280	4,758	692,664	13,546	46.65	
Administrative	5.000	591,499	118,300	55,829	11,166	98,952	19,790	55.56	
Other				12,500					
Active	56.136	4,853,520	86,460	311,609	5,551	791,616	14,102	47.71	
Certificated Total	56.136	4,853,520	86,460	311,609	5,551	791,616	14,102	47.71	
Instructional for Funding Purposes	51.136	4,262,021	83,347	243,280	4,758	692,664	13,546	46.65	
Instructional for Compliance Purposes	51.136	4,262,021	83,347	243,280	4,758	692,664	13,546	46.65	
K-3 Program 01 Teacher	13.637	1,181,237	86,620	3,169	232	207,092	15,186	54.72	
K-3 Program 21 Teacher	1.913	116,279	60,784			50,890	26,602	44.32	
Grade T Program 09 Teacher	2.000	132,848	66,424	329	165	28,272	14,136	52.16	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	2.000	173,127	86,564			21,204	10,602	47.84	
PSES Program 21 Certificated	5.000	513,536	102,707						

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	1,304,159	91,200	63,828	4,463	209,213	14,630	18.77	
09	1.000	68,672	68,672	1,145	1,145	14,136	14,136	18.77	
21	1.000	63,595	63,595	1,060	1,060	14,136	14,136	18.84	
31	1.807	144,397	79,910	2,184	1,209	35,354	19,565	19.03	
34	0.593	46,526	78,459	741	1,250	9,881	16,663	18.92	
97	1.000	90,609	90,609			14,136	14,136	18.52	
Program 21 Instructional	1.000	63,595	63,595	1,060	1,060	14,136	14,136	18.84	
K-12 Program 21 Instructional	1.000	63,595	63,595	1,060	1,060	14,136	14,136	18.84	
Program 31 Instructional	1.807	144,397	79,910	2,184	1,209	35,354	19,565	19.03	
Program 34 Instructional	0.593	46,526	78,459	741	1,250	9,881	16,663	18.92	
K-3 BEA Instructional	4.000	347,829	86,957	13,590	3,398	56,544	14,136	20.65	
4-6 BEA Instructional	3.000	284,225	94,742			42,408	14,136	18.53	
7-8 BEA Instructional	2.160	188,463	87,251	10,500	4,861	32,032	14,830	18.54	
9-12 BEA Instructional	6.540	558,421	85,385	37,413	5,721	109,328	16,717	18.01	
K-12 BEA Instructional	15.700	1,378,938	87,830	61,503	3,917	240,312	15,306	18.84	
BEA	17.700	1,585,691	89,587	66,753	3,771	268,584	15,174	18.79	
Instructional	17.700	1,511,205	85,379	64,458	3,642	268,584	15,174	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
Administrative	2.000	206,753	103,377			28,272	14,136	18.43	
Other				4,500					
Active	19.700	1,717,958	87,206	68,958	3,500	296,856	15,069	18.79	
Certificated Total	19.700	1,717,958	87,206	68,958	3,500	296,856	15,069	18.79	
Instructional for Funding Purposes	17.700	1,511,205	85,379	64,458	3,642	268,584	15,174	18.84	
Instructional for Compliance Purposes	17.700	1,511,205	85,379	64,458	3,642	268,584	15,174	18.84	
K-3 Program 01 Teacher	4.000	347,829	86,957	1,482	371	56,544	14,136	20.65	
PSES Program 01 Certificated	0.533	58,663	110,062			7,534	14,136	18.30	

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	8.994	731,320	81,312	57,025	6,340	132,454	14,727	7.76	
31	0.630	57,214	90,816			8,906	14,136	8.28	
69	1.000	53,594	53,594			14,136	14,136	8.20	
Program 31 Instructional	0.630	57,214	90,816			8,906	14,136	8.28	
K-3 BEA Instructional	2.000	169,914	84,957	18,060	9,030	28,272	14,136	8.22	
4-6 BEA Instructional	1.312	92,530	70,526	15,201	11,586	21,204	16,162	6.34	
7-8 BEA Instructional	1.661	140,240	84,431			24,809	14,936	7.65	
9-12 BEA Instructional	3.651	270,850	74,185	21,985	6,022	52,939	14,500	7.91	
K-12 BEA Instructional	8.624	673,534	78,100	55,246	6,406	127,224	14,752	7.71	
K-12 BEA Administrative	1.000	115,000	115,000			14,136	14,136	8.30	
BEA	9.624	788,534	81,934	57,025	5,925	141,360	14,688	7.80	
Instructional	9.624	727,128	75,554	57,025	5,925	141,360	14,688	7.75	
Administrative	1.000	115,000	115,000			14,136	14,136	8.30	
Active	10.624	842,128	79,267	57,025	5,368	155,496	14,636	7.82	
Certificated Total	10.624	842,128	79,267	57,025	5,368	155,496	14,636	7.82	
Instructional for Funding Purposes	9.624	727,128	75,554	57,025	5,925	141,360	14,688	7.75	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	9.624	727,128	75,554	57,025	5,925	141,360	14,688	7.75	
K-3 Program 01 Teacher	2.000	169,914	84,957	18,060	9,030	28,272	14,136	8.22	
PSES Program 01 Certificated	0.624	49,436	79,224			14,136	22,654	1.63	

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	119.681	11,233,563	93,863	80,958	676	1,722,350	14,391	18.33	
02	4.400	476,332	108,257			66,909	15,207	18.24	
21	21.798	1,978,386	90,760	35,799	1,642	323,443	14,838	18.24	
24	2.000	225,408	112,704			28,272	14,136	18.26	
31	2.850	236,943	83,138			35,178	12,343	18.41	
51	0.400	45,082	112,705	37,576	93,940	5,743	14,358	18.26	
52	0.400	45,082	112,705			5,654	14,136	18.26	
55	2.776	291,406	104,973			42,819	15,425	18.24	
58				82,212					
65	1.302	144,156	110,719			19,115	14,681	18.26	
74	0.220	21,031	95,595			3,203	14,557	18.21	
97	1.000	205,000	205,000			14,136	14,136	17.12	
K-12 Program 02 Instructional	4.090	422,941	103,409			62,420	15,262	18.26	
Program 21 Instructional	21.215	1,877,607	88,504	35,799	1,687	315,202	14,857	18.25	
Program 21 Administrative	0.583	100,779	172,863			8,241	14,136	17.99	
K-12 Program 21 Instructional	18.618	1,635,379	87,839	27,799	1,493	271,282	14,571	18.25	
Program 31 Instructional	2.850	236,943	83,138			35,178	12,343	18.41	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	48.147	4,203,215	87,300	4,000	83	691,129	14,355	18.31	
4-6 BEA Instructional	23.048	2,134,680	92,619	1,600	69	330,516	14,340	18.32	
7-8 BEA Instructional	17.974	1,529,135	85,075	14,017	780	258,742	14,395	18.42	
9-12 BEA Instructional	30.522	2,990,112	97,966	54,541	1,787	438,915	14,380	18.37	
K-12 BEA Instructional	119.691	10,857,142	90,710	74,158	620	1,719,303	14,365	18.34	
K-12 BEA Administrative	6.223	962,817	154,719	1,800	289	90,758	14,584	18.16	
BEA	127.931	12,151,838	94,987	80,958	633	1,838,573	14,372	18.31	
Instructional	148.004	13,506,914	91,260	229,745	1,552	2,139,310	14,454	18.32	
Administrative	8.223	1,340,679	163,040	1,800	219	119,030	14,475	17.98	
Other	0.600	54,796	91,327	5,000	8,333	8,482	14,136	18.26	
Active	156.827	14,902,389	95,024	236,545	1,508	2,266,821	14,454	18.29	
On Leave									
Certificated Total	156.827	14,902,389	95,024	236,545	1,508	2,266,821	14,454	18.29	
Instructional for Funding Purposes	148.004	13,506,914	91,260	229,745	1,552	2,139,310	14,454	18.32	
Instructional for Compliance Purposes	148.004	13,506,914	91,260	229,745	1,552	2,139,310	14,454	18.32	
K-3 Program 01 Teacher	42.862	3,715,741	86,691			614,361	14,333	18.32	
K-3 Program 21 Teacher	2.291	198,442	86,618			37,303	16,282	18.13	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	6.450	546,930	84,795			92,540	14,347	18.26	
PSES Program 21 Certificated	8.000	723,031	90,379			113,906	14,238	18.26	

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		661,041				11,842		31.60	
24		66,830				1,187		31.54	
97		277,171				4,659		31.61	
9-12 BEA Instructional		707,155				12,622		31.64	
K-12 BEA Instructional		707,155				12,622		31.64	
K-12 BEA Administrative		231,057				3,879		31.49	
BEA		938,212				16,501		31.60	
Instructional		773,985				13,809		31.63	
Administrative		231,057				3,879		31.49	
Active		1,005,042				17,688		31.60	
Certificated Total		1,005,042				17,688		31.60	
Instructional for Funding Purposes		773,985				13,809		31.63	
Instructional for Compliance Purposes		773,985				13,809		31.63	

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	680.508	65,515,093	96,274	4,374,596	6,428	9,625,556	14,145	18.63	
02	3.900	489,285	125,458	23,476	6,019	55,130	14,136	18.47	
03	1.000	111,505	111,505	7,681	7,681	14,136	14,136	18.59	
21	143.622	13,545,758	94,315	1,234,405	8,595	2,034,594	14,166	18.65	
24	11.600	977,358	84,255	88,416	7,622	162,846	14,038	18.72	
31	53.950	5,295,287	98,152	408,770	7,577	762,637	14,136	18.65	
34	28.950	2,785,791	96,228	220,912	7,631	409,237	14,136	18.66	
45	22.000	2,194,044	99,729	155,100	7,050	310,992	14,136	18.61	
51	35.000	3,576,368	102,182	1,466,949	41,913	494,760	14,136	18.59	
52	11.000	1,114,533	101,321	76,340	6,940	155,496	14,136	18.63	
53	3.125	287,567	92,021	48,598	15,551	44,175	14,136	18.58	
55	42.400	4,293,747	101,268	307,154	7,244	599,366	14,136	18.63	
56	3.000	302,256	100,752	20,821	6,940	42,408	14,136	18.64	
58	1.000	111,506	111,506	8,682	8,682	14,136	14,136	18.58	
65	27.000	2,790,567	103,354	192,010	7,111	381,672	14,136	18.60	
68	0.200	35,263	176,315	240	1,200	2,827	14,136	17.85	
74	1.500	147,035	98,023	8,600	5,733	21,204	14,136	18.65	
79	4.800	465,350	96,948	23,105	4,814	67,853	14,136	18.64	
97	6.000	1,377,580	229,597	95,958	15,993	84,816	14,136	16.19	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	2.900	323,365	111,505			40,994	14,136	18.59	
Program 21 Instructional	138.372	12,690,562	91,713	1,228,105	8,875	1,960,380	14,167	18.67	
Program 21 Administrative	5.250	855,196	162,894	6,300	1,200	74,214	14,136	18.25	
K-12 Program 21 Instructional	122.052	11,128,195	91,176			1,729,680	14,172	18.68	
Program 26, 56, and 59 Instructional	3.000	302,256	100,752	20,821	6,940	42,408	14,136	18.64	
Program 31 Instructional	52.950	5,154,238	97,342	407,570	7,697	748,501	14,136	18.65	
Program 31 Administrative	1.000	141,049	141,049	1,200	1,200	14,136	14,136	18.56	
Program 34 Instructional	27.950	2,629,411	94,076	219,712	7,861	395,101	14,136	18.66	
Program 34 Administrative	1.000	156,380	156,380	1,200	1,200	14,136	14,136	18.52	
K-3 BEA Instructional	253.772	22,652,350	89,263	4,336	17	3,587,321	14,136	18.70	
4-6 BEA Instructional	145.397	12,884,712	88,617			2,057,608	14,152	18.70	
7-8 BEA Instructional	101.214	9,431,036	93,179	2,061	20	1,431,553	14,144	18.67	
9-12 BEA Instructional	234.300	22,412,277	95,656	7,501	32	3,314,892	14,148	18.66	
K-12 BEA Instructional	734.683	67,380,375	91,714	13,898	19	10,391,374	14,144	18.68	
BEA	796.308	77,768,585	97,661	5,286,493	6,639	11,262,505	14,143	18.59	
Instructional	1,011.555	93,811,812	92,740	8,591,155	8,493	14,308,458	14,145	18.67	

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
Administrative	67.000	11,336,695	169,204	169,458	2,529	947,112	14,136	17.97	
Other	1.000	164,884	164,884	1,200	1,200	14,136	14,136	18.27	
Active	1,079.555	105,313,391	97,553	8,761,813	8,116	15,269,706	14,144	18.60	
On Leave	1.000	102,502	102,502			14,136	14,136	18.63	
Certificated Total	1,080.555	105,415,893	97,557	8,761,813	8,109	15,283,842	14,144	18.60	
Instructional for Funding Purposes	1,008.555	93,509,556	92,716	8,570,334	8,498	14,266,050	14,145	18.67	
Instructional for Compliance Purposes	1,008.555	93,509,556	92,716	8,570,334	8,498	14,266,050	14,145	18.67	
K-3 Program 01 Teacher	229.962	20,371,593	88,587	3,345	15	3,250,743	14,136	18.71	
K-3 Program 21 Teacher	25.800	2,156,614	83,590			364,709	14,136	18.74	
PSES Program 01 Certificated	35.500	3,331,707	93,851			501,828	14,136	18.63	
PSES Program 21 Certificated	32.378	3,099,695	95,735			467,618	14,442	18.62	

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	243.856	23,935,996	98,156	1,718,277	7,046	3,469,117	14,226	18.11	
02	4.000	450,999	112,750	7,516	1,879	56,544	14,136	18.17	
09	2.000	180,865	90,433	3,014	1,507	28,272	14,136	18.13	
21	50.164	4,654,427	92,784	405,730	8,088	718,519	14,323	18.14	
24	6.171	506,349	82,053	41,889	6,788	87,233	14,136	18.23	
31	17.000	1,792,619	105,448	343,990	20,235	240,312	14,136	18.13	
51	7.582	722,923	95,347	18,157	2,395	108,621	14,326	18.19	
55	8.214	778,801	94,814	11,698	1,424	117,555	14,312	18.19	
58				105,212					
65	0.600	52,531	87,552	876	1,460	8,482	14,136	18.14	
69	2.000	219,596	109,798	22,840	11,420	28,272	14,136	18.46	
79				1,500					
97	1.000	211,510	211,510	20,047	20,047	14,136	14,136	16.61	
K-12 Program 02 Instructional	4.000	450,999	112,750			56,544	14,136	18.17	
Program 21 Instructional	47.189	4,251,347	90,092	363,917	7,712	676,464	14,335	18.13	
Program 21 Administrative	2.975	403,080	135,489	41,813	14,055	42,055	14,136	18.27	
K-12 Program 21 Instructional	36.828	3,320,885	90,173			524,347	14,238	18.14	
Program 31 Instructional	16.000	1,646,045	102,878	330,924	20,683	226,176	14,136	18.11	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	146,574	146,574	13,066	13,066	14,136	14,136	18.43	
K-3 BEA Instructional	85.798	7,908,260	92,173			1,223,852	14,264	18.03	
4-6 BEA Instructional	36.996	3,455,682	93,407			527,640	14,262	18.08	
7-8 BEA Instructional	51.554	5,109,052	99,101			728,767	14,136	18.15	
9-12 BEA Instructional	71.508	7,042,120	98,480			1,017,129	14,224	18.09	
K-12 BEA Instructional	245.856	23,515,114	95,646			3,497,389	14,225	18.08	
BEA	265.856	26,391,124	99,268	2,089,830	7,861	3,780,109	14,219	18.10	
Instructional	316.612	29,893,166	94,416	2,330,091	7,359	4,509,880	14,244	18.10	
Administrative	24.975	3,496,020	139,981	351,401	14,070	353,047	14,136	18.24	
Other	1.000	117,430	117,430	19,254	19,254	14,136	14,136	18.11	
Active	342.587	33,506,616	97,805	2,700,746	7,883	4,877,063	14,236	18.11	
Certificated Total	342.587	33,506,616	97,805	2,700,746	7,883	4,877,063	14,236	18.11	
Instructional for Funding Purposes	316.612	29,893,166	94,416	2,330,091	7,359	4,509,880	14,244	18.10	
Instructional for Compliance Purposes	316.612	29,893,166	94,416	2,330,091	7,359	4,509,880	14,244	18.10	
K-3 Program 01 Teacher	80.570	7,421,166	92,108			1,149,949	14,273	18.02	
K-3 Program 21 Teacher	10.746	972,454	90,495			151,905	14,136	18.14	
Grade T Program 09 Teacher	2.000	180,865	90,433			28,272	14,136	18.13	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	14.290	1,425,930	99,785			202,003	14,136	18.13	
PSES Program 21 Certificated	11.768	1,019,330	86,619			168,063	14,281	18.07	

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	70.710	6,588,625	93,178	204,939	2,898	1,044,693	14,774	18.15	
09	1.968	134,334	68,259			27,820	14,136	18.43	
21	5.270	499,570	94,795	13,216	2,508	74,497	14,136	17.93	
24	1.968	110,286	56,040			27,820	14,136	18.61	
31	3.802	321,562	84,577	24,726	6,503	54,995	14,465	18.00	
51	1.473	152,443	103,492	18,028	12,239	20,822	14,136	18.19	
52				39,204					
55	2.063	206,584	100,138	98,543	47,767	29,163	14,136	18.03	
64				38,646					
65	2.373	212,748	89,654			29,686	12,510	17.20	
69	0.200	15,708	78,540			2,827	14,136	18.34	
74	0.100	18,148	181,480	6,232	62,320	1,414	14,136	16.31	
79				38,997					
97	1.100	211,289	192,081	29,443	26,766	15,550	14,136	16.05	
99	0.250	49,258	197,032			3,534	14,136	15.94	
Program 21 Instructional	4.920	436,054	88,629	13,216	2,686	69,549	14,136	18.16	
Program 21 Administrative	0.350	63,516	181,474			4,948	14,136	16.31	
K-12 Program 21 Instructional	4.920	436,054	88,629	13,216	2,686	69,549	14,136	18.16	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	3.552	284,131	79,992	24,726	6,961	50,211	14,136	17.99	
Program 31 Administrative	0.250	37,431	149,724			4,784	19,136	18.03	
K-3 BEA Instructional	20.520	1,699,902	82,841	3,040	148	292,378	14,248	18.23	
4-6 BEA Instructional	13.992	1,282,799	91,681	4,970	355	206,273	14,742	18.02	
7-8 BEA Instructional	12.203	1,097,180	89,911	27,635	2,265	174,763	14,321	18.25	
9-12 BEA Instructional	21.797	1,965,234	90,161	111,755	5,127	311,458	14,289	18.13	
K-12 BEA Instructional	68.512	6,045,115	88,234	147,400	2,151	984,872	14,375	18.16	
K-12 BEA Administrative	5.000	730,796	146,159	51,464	10,293	95,680	19,136	18.00	
BEA	75.612	7,121,476	94,184	259,108	3,427	1,115,238	14,749	18.08	
Instructional	83.277	7,276,976	87,383	394,034	4,732	1,189,731	14,286	18.15	
Administrative	7.000	1,109,303	158,472	87,139	12,448	123,952	17,707	17.36	
Other	1.000	134,276	134,276	30,801	30,801	19,136	19,136	18.07	
Active	91.277	8,520,555	93,348	511,974	5,609	1,332,819	14,602	18.04	
Certificated Total	91.277	8,520,555	93,348	511,974	5,609	1,332,819	14,602	18.04	
Instructional for Funding Purposes	83.277	7,276,976	87,383	394,034	4,732	1,189,731	14,286	18.15	
Instructional for Compliance Purposes	83.277	7,276,976	87,383	394,034	4,732	1,189,731	14,286	18.15	
K-3 Program 01 Teacher	18.738	1,553,238	82,892			267,187	14,259	18.22	

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	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	1.768	145,904	82,525	3,983	2,253	24,992	14,136	18.10	
Grade T Program 09 Teacher	1.968	134,334	68,259			27,820	14,136	18.43	
PSES Program 01 Certificated	5.216	422,626	81,025			73,733	14,136	18.22	