

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
00	1.000	158,572	158,572			14,136	14,136	21.93
01	9,656.301	663,774,801	68,740	56,883,760	5,891	193,984,850	20,089	19.44
02	295.284	19,096,639	64,672	411,613	1,394	5,698,362	19,298	18.89
03	32.626	2,344,905	71,872	43,433	1,331	623,361	19,106	19.27
09	225.473	12,015,507	53,290	114,935	510	5,262,890	23,342	19.92
11	2.915	238,946	81,971	13,706	4,702	70,597	24,219	19.42
12	2.000	131,914	65,957			28,272	14,136	19.71
13	0.882	60,655	68,770	138	156	40,516	45,937	24.78
14	0.735	47,277	64,322	3,000	4,082	10,016	13,627	12.84
19	3.114	282,071	90,582			57,544	18,479	18.47
21	9,869.376	587,485,925	59,526	7,412,253	751	232,830,453	23,591	19.64
22	4.039	248,794	61,598			56,331	13,947	18.13
23	1.008	67,879	67,340			28,350	28,125	17.20
24	750.010	42,411,045	56,547	433,868	578	17,293,999	23,058	20.53
26	4.679	312,496	66,787	1,288	275	87,649	18,732	24.82
29	9.944	586,874	59,018	20,634	2,075	241,111	24,247	22.44
31	426.392	29,942,595	70,223	601,308	1,410	8,401,970	19,705	19.67
34	51.180	3,724,218	72,767	72,630	1,419	863,876	16,879	18.92
38	7.898	574,269	72,711	9,552	1,209	133,995	16,966	20.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
39	2.923	299,368	102,418	2,750	941	92,879	31,775	18.52
45	85.616	5,797,655	67,717	61,854	722	1,503,659	17,563	19.93
51	744.633	45,095,920	60,561	496,756	667	16,617,932	22,317	19.74
52	75.052	6,036,136	80,426	66,010	880	1,467,412	19,552	19.23
53	154.772	9,193,633	59,401	123,436	798	2,893,922	18,698	21.30
55	1,465.370	82,588,272	56,360	769,883	525	34,223,599	23,355	20.01
56	14.329	976,314	68,136	5,876	410	251,779	17,571	19.33
57	12.150	804,797	66,238			240,312	19,779	22.95
58	88.591	6,076,350	68,589	92,032	1,039	1,472,799	16,625	23.71
59	0.101	5,670	56,139			1,758	17,409	18.78
61	146.202	10,867,833	74,334	52,544	359	2,991,769	20,463	19.89
64	17.187	1,127,536	65,604	19,622	1,142	343,427	19,982	19.49
65	834.942	52,032,025	62,318	437,472	524	19,269,310	23,079	19.99
67	0.548	27,907	50,925	1,673	3,053			54.74
68	77.537	5,796,885	74,763	120,179	1,550	1,342,316	17,312	20.60
69	66.736	5,189,886	77,767	30,597	458	1,163,017	17,427	20.05
71	0.500	41,964	83,928			14,136	28,272	19.21
73	0.446	42,656	95,641	582	1,305	7,068	15,848	18.96
74	30.399	2,350,397	77,318	31,228	1,027	573,273	18,858	19.55
76	5.162	436,798	84,618	4,316	836	97,660	18,919	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
78	2.000	142,722	71,361			28,272	14,136	19.06
79	349.359	28,746,750	82,284	482,749	1,382	6,578,652	18,831	19.91
81	10.441	1,079,601	103,400	27,808	2,663	151,140	14,476	19.26
86	14.320	1,075,253	75,088	26,192	1,829	195,561	13,656	24.40
88	887.730	54,573,006	61,475	1,121,813	1,264	18,839,649	21,222	19.81
89	187.227	14,873,582	79,441	363,644	1,942	2,973,449	15,882	23.11
97	12,221.913	980,863,076	80,254	6,712,252	549	178,897,030	14,637	20.34
98	3,001.233	169,278,012	56,403	2,277,369	759	68,350,797	22,774	22.55
99	4,324.792	306,800,497	70,940	2,583,211	597	99,086,194	22,911	21.84
CP	455.117	58,034,375	127,515	246,312	541	6,715,503	14,756	18.80
SB	0.482	22,595	46,878	40,806	84,660	15,232	31,603	23.54
BEA	22,769.312	1,705,543,889	74,905	64,786,850	2,845	389,973,107	17,127	19.95
Active	46,616.749	3,213,326,822	68,931	82,028,180	1,760	932,001,230	19,993	20.22
On Leave	5.917	456,031	77,071	192,904	32,602	126,551	21,388	20.80
Classified Total	46,622.666	3,213,782,853	68,932	82,221,084	1,764	932,127,781	19,993	20.22
PSES Program 01 Classified	2,416.600	177,985,620	73,651			53,483,706	22,132	19.80
PSES Program 09 Classified	5.310	321,087	60,468			113,512	21,377	19.51
PSES Program 21 Classified	556.842	38,666,400	69,439			12,796,130	22,980	19.42
PSES Program 97 Classified	82.655	6,783,819	82,074			1,358,961	16,441	19.95

Salary and Benefits by Program for 2024-2025

**Aberdeen School District (14005)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	27.103	1,825,926	67,370	460,796	17,002	817,860	30,176	19.86
02	0.657	43,999	66,970	163	248	20,097	30,588	22.87
03	1.406	90,412	64,304	339	241	62,608	44,529	20.01
21	29.920	1,743,936	58,287	32,144	1,074	1,379,059	46,092	19.95
31	0.693	49,326	71,177			10,244	14,782	19.89
34	0.400	28,820	72,050			5,654	14,136	19.88
51	12.341	788,907	63,926	17,136	1,389	649,057	52,594	19.98
53	0.866	49,514	57,176	108	125	30,387	35,089	20.08
55	10.249	673,672	65,731	10,643	1,038	488,790	47,691	20.73
65	1.238	75,611	61,075	2,257	1,823	83,411	67,376	20.45
68	0.643	39,749	61,818	119	185	28,272	43,969	20.01
79	0.406	27,704	68,236	374	921	16,121	39,708	19.96
88	11.477	701,482	61,121	2,794	243	494,006	43,043	19.59
97	43.097	3,322,639	77,097			664,467	15,418	20.95
98	15.635	926,068	59,230	4,250	272	424,080	27,124	22.34
99	8.621	564,314	65,458			240,266	27,870	22.31
BEA	73.356	5,361,122	73,084	461,298	6,288	1,580,930	21,551	20.53
Active	164.752	10,952,079	66,476	531,123	3,224	5,414,381	32,864	20.59
Classified Total	164.752	10,952,079	66,476	531,123	3,224	5,414,381	32,864	20.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	3.069	278,764	90,832			113,146	36,867	19.58
PSES Program 21 Classified	3.626	275,473	75,972			178,459	49,216	19.89

**Adna School District (21226)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.717	273,983	58,084	75,464	15,998	99,631	21,122	9.00
21	9.393	413,221	43,992			221,602	23,592	9.31
51	0.952	45,141	47,417			22,618	23,758	9.24
52	0.046	4,912	106,783			1,270	27,609	8.70
55	1.693	81,836	48,338			42,420	25,056	9.24
97	7.192	451,360	62,759	11,040	1,535	106,020	14,741	10.11
98	3.002	151,247	50,382			70,680	23,544	11.53
99	2.386	162,323	68,031			84,816	35,547	10.75
BEA	11.909	725,343	60,907	86,504	7,264	205,651	17,269	9.70
Active	29.381	1,584,023	53,913	86,504	2,944	649,057	22,091	9.84
Classified Total	29.381	1,584,023	53,913	86,504	2,944	649,057	22,091	9.84
PSES Program 01 Classified	1.197	81,658	68,219			28,960	24,194	8.93
PSES Program 21 Classified	3.395	169,239	49,849			70,680	20,819	9.14

**Almira School District (22017)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.586	70,084	44,189	19,416	12,242	37,100	23,392	18.45
21	0.069	2,878	41,710			1,739	25,198	18.45
55	0.498	20,766	41,699			12,703	25,508	18.45
97	2.703	156,017	57,720			47,214	17,467	18.90
98	1.355	58,559	43,217			33,274	24,556	18.45
99	1.362	72,117	52,949			37,602	27,608	19.19
BEA	4.289	226,101	52,716	19,416	4,527	84,315	19,658	18.77
Active	7.573	380,421	50,234	19,416	2,564	169,632	22,400	18.78
Classified Total	7.573	380,421	50,234	19,416	2,564	169,632	22,400	18.78
PSES Program 01 Classified	0.144	6,003	41,688			3,758	26,098	18.45

**Anacortes School District (29103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.135	1,857,275	73,892	88,649	3,527	501,468	19,951	18.86
02	0.429	30,836	71,879			7,068	16,476	18.78
21	16.211	967,574	59,686			383,943	23,684	19.04
24	2.815	163,982	58,253	30,000	10,657	75,530	26,831	16.83
31	0.457	32,569	71,267	1,052	2,302	16,378	35,839	18.83
34	0.119	8,691	73,034			2,128	17,882	18.75
51	1.317	83,320	63,265			31,029	23,560	19.02
55	3.878	213,546	55,066			88,382	22,791	17.27
89	0.500	51,158	102,316	750	1,500	7,068	14,136	18.66
97	30.292	2,901,475	95,784	22,855	754	438,216	14,466	18.73
98	8.425	596,757	70,832	11,069	1,314	226,176	26,846	19.41
99	12.725	1,011,262	79,470	1,500	118	310,992	24,439	19.75
BEA	56.432	4,830,846	85,605	112,556	1,995	965,258	17,105	18.78
Active	102.303	7,918,445	77,402	155,875	1,524	2,088,378	20,414	18.90
Classified Total	102.303	7,918,445	77,402	155,875	1,524	2,088,378	20,414	18.90
PSES Program 01 Classified	8.746	569,953	65,167			223,880	25,598	19.23

**Arlington School District (31016)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.648	3,821,578	80,204	116,041	2,435	931,380	19,547	19.16
02	2.466	180,208	73,077			43,803	17,763	18.38
11	1.595	105,862	66,371			42,325	26,536	19.37
21	52.006	3,443,956	66,222			1,278,811	24,590	19.21
31	2.177	178,802	82,132			35,079	16,113	20.06
34	0.276	22,288	80,754			4,526	16,400	19.20
51	4.280	278,844	65,150			100,161	23,402	19.43
55	4.306	283,060	65,736			92,860	21,565	19.49
58	0.135	7,953	58,911			2,654	19,661	19.35
65	2.903	240,075	82,699			78,273	26,963	19.15
69	1.340	142,458	106,312			14,136	10,549	18.99
79				2,136				
88	4.263	380,372	89,226			99,798	23,410	19.15
89	1.158	100,588	86,864			32,499	28,065	19.25
97	48.975	4,275,487	87,299	360	7	711,474	14,527	21.26
98	14.324	917,597	64,060	120	8	344,348	24,040	22.16
99	26.974	2,156,750	79,957	3,603	134	586,396	21,739	21.57
BEA	101.542	8,478,363	83,496	116,401	1,146	1,726,262	17,000	20.22
Active	214.826	16,535,878	76,973	122,260	569	4,398,522	20,475	20.21

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
Classified Total	214.826	16,535,878	76,973	122,260	569	4,398,522	20,475	20.21
PSES Program 01 Classified	7.097	654,281	92,191			144,632	20,379	19.06
PSES Program 21 Classified	2.174	177,210	81,513			56,544	26,009	19.16

**Asotin-Anatone School District (02420)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.464	330,839	60,549	175,633	32,144	100,825	18,453	17.27
09	0.936	46,162	49,318			20,305	21,693	17.53
21	6.961	337,770	48,523			147,948	21,254	17.69
24	1.027	49,396	48,097			23,914	23,285	17.56
31	0.434	34,624	79,779			7,065	16,278	17.00
34	0.041	2,335	56,951			714	17,409	17.33
51	0.147	6,414	43,633			3,446	23,443	17.71
55	0.652	30,702	47,089			14,625	22,431	17.59
58	0.007	286	40,857	5,147	735,286	182	25,985	17.75
97	7.744	511,983	66,114			112,110	14,477	21.13
98	2.239	107,970	48,222			51,038	22,795	25.74
99	2.732	187,806	68,743	2,600	952	55,252	20,224	20.85
BEA	13.683	879,781	64,297	175,633	12,836	220,713	16,130	19.50
Active	28.384	1,646,287	58,001	183,380	6,461	537,424	18,934	19.53
Classified Total	28.384	1,646,287	58,001	183,380	6,461	537,424	18,934	19.53
PSES Program 01 Classified	1.397	64,022	45,828			32,571	23,315	17.63

Salary and Benefits by Program for 2024-2025

**Auburn School District (17408)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	148.186	10,335,836	69,749	1,079,993	7,288	2,818,419	19,019	18.65
09	4.359	251,822	57,771			98,952	22,701	18.76
21	136.534	8,806,578	64,501	126,192	924	3,469,090	25,408	18.57
31	12.055	738,732	61,280	450	37	321,350	26,657	18.77
34	1.000	91,229	91,229	450	450	14,136	14,136	18.76
38	1.089	65,642	60,277	4,523	4,153	24,205	22,226	18.73
51	14.529	1,000,136	68,837	25,412	1,749	307,299	21,151	18.55
52	2.230	193,580	86,807	15,119	6,780	43,124	19,338	18.73
55	48.560	3,022,218	62,237	30,144	621	1,174,732	24,191	18.66
58	2.200	246,877	112,217	5,160	2,345	31,099	14,136	18.54
64	0.300	23,707	79,023			4,241	14,136	18.75
65	20.922	1,218,814	58,255	1,140	54	552,406	26,403	18.61
68	0.274	16,604	60,599			14,136	51,591	18.11
69	1.146	93,846	81,890	2,868	2,503	16,959	14,799	18.75
74	1.383	95,640	69,154			31,234	22,584	18.76
79	4.138	345,692	83,541	10,402	2,514	74,336	17,964	18.47
88	29.383	1,847,932	62,891	13,169	448	651,740	22,181	18.68
89	3.790	391,092	103,191	25,450	6,715	60,069	15,849	18.98
97	203.077	17,761,280	87,461	511,586	2,519	2,933,758	14,447	19.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	58.653	3,638,829	62,040	61,666	1,051	1,499,358	25,563	19.40
99	58.480	4,806,478	82,190	90,158	1,542	1,734,118	29,653	19.41
BEA	364.318	28,927,077	79,401	1,592,479	4,371	6,087,663	16,710	18.97
Active	752.288	54,992,564	73,100	2,003,882	2,664	15,874,761	21,102	18.92
Classified Total	752.288	54,992,564	73,100	2,003,882	2,664	15,874,761	21,102	18.92
PSES Program 01 Classified	29.505	1,858,612	62,993			622,335	21,093	18.50
PSES Program 21 Classified	15.750	1,269,408	80,597			490,913	31,169	18.98
PSES Program 97 Classified	10.452	877,669	83,971			169,632	16,230	19.80

**Bainbridge Island School District (18303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	27.462	2,172,292	79,102	454,755	16,559	542,584	19,758	18.45
02	0.899	58,767	65,369	319	355	20,796	23,133	19.40
21	37.813	2,494,318	65,965	250	7	1,022,909	27,052	19.15
31	2.453	179,273	73,083			51,633	21,049	19.25
34	0.816	57,325	70,251			14,569	17,854	19.31
68	0.367	28,031	76,379	500	1,362	14,136	38,518	19.24
97	57.110	5,044,078	88,322	3,000	53	836,863	14,654	19.99
98	12.006	840,294	69,990			307,128	25,581	20.58
99	15.337	1,224,000	79,807			313,478	20,439	20.38
BEA	88.740	7,511,735	84,649	458,074	5,162	1,466,446	16,525	19.53
Active	154.263	12,098,378	78,427	458,824	2,974	3,124,096	20,252	19.61
Classified Total	154.263	12,098,378	78,427	458,824	2,974	3,124,096	20,252	19.61
PSES Program 01 Classified	8.651	603,756	69,790			188,332	21,770	17.15
PSES Program 21 Classified	0.835	55,566	66,546			20,918	25,051	19.31

**Battle Ground School District (06119)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	140.468	9,187,098	65,403	1,358,660	9,672	2,972,313	21,160	19.75
02	28.696	1,811,860	63,140	87,304	3,042	613,891	21,393	19.21
03	0.063	4,538	72,032	349	5,540	985	15,637	18.52
09	7.026	440,490	62,694			156,899	22,331	19.59
21	106.883	5,986,128	56,006	5,077	48	2,599,075	24,317	20.02
24	23.817	1,267,198	53,206			559,181	23,478	19.47
31	16.528	1,094,108	66,197	360	22	331,790	20,074	20.47
34	1.650	118,604	71,881	360	218	30,094	18,239	20.93
51	9.061	530,075	58,501	3,257	359	250,897	27,690	19.39
52	0.369	32,287	87,499			14,136	38,309	19.17
55	6.315	367,621	58,214			199,552	31,600	19.57
58	3.040	161,651	53,175			74,199	24,408	19.87
65	8.129	444,704	54,706	4,227	520	198,837	24,460	19.60
74	0.413	26,084	63,157	1,505	3,644	14,136	34,228	18.84
79	0.500	28,028	56,056			14,136	28,272	19.61
88	1.479	95,535	64,594			38,453	25,999	19.45
89	1.050	71,591	68,182			14,843	14,136	19.39
97	142.556	11,857,269	83,176	66,753	468	2,042,278	14,326	21.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	0.250	18,642	74,568			3,534	14,136	19.30
99	9.400	564,002	60,000			288,932	30,737	22.30
BEA	329.961	24,073,477	72,959	1,513,786	4,588	5,991,350	18,158	20.61
Active	507.693	34,107,513	67,181	1,527,852	3,009	10,418,160	20,521	20.42
Classified Total	507.693	34,107,513	67,181	1,527,852	3,009	10,418,160	20,521	20.42
PSES Program 01 Classified	51.323	3,089,684	60,201			1,304,569	25,419	21.10
PSES Program 21 Classified	4.379	306,744	70,049			96,248	21,979	19.68
PSES Program 97 Classified	1.904	204,048	107,168			28,272	14,849	21.04

Salary and Benefits by Program for 2024-2025

**Bellevue School District (17405)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	211.580	14,273,155	67,460	1,023,834	4,839	4,725,385	22,334	23.57
21	234.125	14,961,667	63,905	1,278,908	5,463	5,143,765	21,970	25.05
31	9.505	749,860	78,891	33,496	3,524	170,056	17,891	19.03
34	0.970	86,436	89,109			13,712	14,136	19.54
51	9.552	658,505	68,939	37,022	3,876	189,751	19,865	20.67
52	0.190	19,954	105,021			2,686	14,136	19.44
55	4.728	361,476	76,454	37,932	8,023	84,248	17,819	21.86
58	0.220	40,434	183,791			3,110	14,136	18.46
64	0.050	5,251	105,020			707	14,136	19.44
65	2.000	127,586	63,793	6,260	3,130	28,272	14,136	23.96
74	1.854	138,010	74,439	4,493	2,423	28,272	15,249	23.95
79	2.334	182,794	78,318	3,640	1,560	28,272	12,113	29.16
88	64.400	4,256,673	66,097	413,907	6,427	1,429,856	22,203	21.19
89	1.752	153,702	87,729	3,878	2,213	28,874	16,480	13.02
97	221.823	19,277,151	86,903	285,333	1,286	3,143,634	14,172	21.33
98	43.491	2,723,235	62,616	17,024	391	969,433	22,290	25.21
99	20.456	1,890,095	92,398	49,402	2,415	339,264	16,585	24.14
CP	18.800	2,525,317	134,325	18,335	975	265,332	14,113	19.93
SB	0.426	16,995	39,894			14,136	33,183	23.74

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
BEA	443.878	34,386,602	77,469	1,342,663	3,025	8,052,787	18,142	22.31
Active	848.256	62,448,296	73,620	3,213,464	3,788	16,608,764	19,580	22.91
Classified Total	848.256	62,448,296	73,620	3,213,464	3,788	16,608,764	19,580	22.91
PSES Program 01 Classified	46.819	2,663,005	56,879			1,062,073	22,685	22.99
PSES Program 21 Classified	21.678	1,548,863	71,449			424,080	19,563	23.67

Salary and Benefits by Program for 2024-2025

**Bellingham School District (37501)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	109.737	7,740,866	70,540	327,886	2,988	2,434,925	22,189	19.10
02	1.232	70,960	57,597	4,949	4,017	23,090	18,742	19.51
09	9.045	535,510	59,205	29,276	3,237	212,040	23,443	19.51
21	131.087	7,889,297	60,184	497,704	3,797	3,459,269	26,389	19.49
31	13.232	878,936	66,425	49,402	3,734	282,500	21,350	19.39
51	4.018	347,443	86,472	3,675	915	84,182	20,951	19.18
52	2.179	286,398	131,436	706	324	41,525	19,057	18.89
55	3.202	208,324	65,061	9,069	2,832	82,845	25,873	19.41
58	0.577	50,520	87,556			10,607	18,382	19.18
65	3.059	168,631	55,126	10,217	3,340	75,160	24,570	19.59
71	0.500	41,964	83,928			14,136	28,272	19.21
79	3.085	413,782	134,127	3,798	1,231	60,710	19,679	18.21
88	1.392	79,446	57,073	4,162	2,990	28,272	20,310	19.56
89	1.000	53,664	53,664			14,136	14,136	19.70
97	149.124	12,288,412	82,404	7,745	52	2,195,047	14,720	20.44
98	34.782	2,114,509	60,793	98,525	2,833	905,652	26,038	21.80
99	41.847	3,269,163	78,122	5,038	120	1,017,604	24,317	21.16
BEA	273.325	20,979,174	76,755	389,982	1,427	4,935,563	18,057	19.88
Active	509.098	36,437,825	71,573	1,052,152	2,067	10,941,700	21,492	19.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	509.098	36,437,825	71,573	1,052,152	2,067	10,941,700	21,492	19.97
PSES Program 01 Classified	26.846	1,724,726	64,245			746,480	27,806	19.37
PSES Program 21 Classified	1.716	131,599	76,689			42,408	24,713	19.23
PSES Program 97 Classified	1.000	123,794	123,794			14,136	14,136	18.89

**Benge School District (01122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01								
97	0.250	13,702	54,808			4,445	17,781	19.15
98				500				
99	0.545	29,881	54,828			9,691	17,781	19.15
BEA	0.250	13,702	54,808			4,445	17,781	19.15
Active	0.795	43,583	54,821	500	629	14,136	17,781	19.15
Classified Total	0.795	43,583	54,821	500	629	14,136	17,781	19.15

Salary and Benefits by Program for 2024-2025

**Bethel School District (27403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	167.002	10,110,925	60,544	71,544	428	3,229,772	19,340	19.50
02	4.788	292,078	61,002	3,421	714	102,175	21,340	19.90
09	4.540	259,248	57,103	1,654	364	98,933	21,791	19.95
21	167.933	9,094,242	54,154	59,342	353	4,003,046	23,837	19.90
24	25.220	1,418,717	56,254	8,478	336	543,793	21,562	19.98
31	4.288	251,056	58,549	1,884	439	83,854	19,555	19.96
34	0.667	40,087	60,100	1,128	1,691	10,594	15,882	19.92
39	1.780	225,833	126,872	2,750	1,545	70,680	39,708	18.42
45	6.088	417,709	68,612			98,952	16,254	19.75
51	18.962	1,102,549	58,145	7,387	390	428,822	22,615	19.97
55	44.294	2,458,981	55,515	17,881	404	1,056,885	23,861	20.40
58	0.609	38,170	62,677	1,266	2,079	14,136	23,212	19.80
65	6.827	365,655	53,560	6,481	949	163,294	23,919	20.05
79	0.113	7,593	67,195			2,350	20,797	19.99
88	8.076	473,049	58,575	5,167	640	183,188	22,683	20.01
89	5.643	475,980	84,349	1,000	177	84,816	15,030	19.46
97	221.049	17,683,580	79,998	175,870	796	3,306,850	14,960	21.84
98	69.848	3,911,812	56,005	11,043	158	1,476,719	21,142	23.84
99	117.614	8,176,661	69,521	36,739	312	2,330,329	19,813	23.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	403.882	28,795,435	71,297	253,847	629	6,832,195	16,916	20.95
Active	875.341	56,803,925	64,893	413,035	472	17,289,186	19,751	21.28
Classified Total	875.341	56,803,925	64,893	413,035	472	17,289,186	19,751	21.28
PSES Program 01 Classified	52.908	2,928,188	55,345			959,585	18,137	18.34
PSES Program 09 Classified	0.724	45,452	62,779			14,117	19,498	19.83
PSES Program 21 Classified	30.644	1,667,309	54,409			698,449	22,792	20.02

**Bickleton School District (20203)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.817	46,113	56,442	9,744	11,927	17,666	21,623	18.53
97	2.409	136,065	56,482			35,349	14,674	18.53
99	1.068	56,613	53,008			3,530	3,305	18.53
BEA	3.226	182,178	56,472	9,744	3,020	53,014	16,433	18.53
Active	4.294	238,791	55,610	9,744	2,269	56,544	13,168	18.53
Classified Total	4.294	238,791	55,610	9,744	2,269	56,544	13,168	18.53

Salary and Benefits by Program for 2024-2025

**Blaine School District (37503)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.662	828,849	71,073	279,594	23,975	210,202	18,025	17.47
02	0.367	22,912	62,431	1,313	3,578	19,982	54,447	18.63
09	1.678	98,182	58,511	7,764	4,627	45,382	27,045	18.39
21	21.733	1,299,857	59,810	85,771	3,947	538,514	24,779	17.92
24	0.139	8,082	58,144	670	4,820	3,708	26,678	18.63
51	2.462	153,218	62,233	10,693	4,343	59,765	24,275	18.63
55	0.710	51,028	71,870	3,744	5,273	17,683	24,905	18.63
64	0.093	5,810	62,473	602	6,473	2,150	23,114	18.61
65	0.603	37,774	62,643	6,074	10,073	13,937	23,114	18.61
79	0.570	38,549	67,630	2,240	3,930	13,990	24,543	18.63
97	26.102	2,139,384	81,962	14,569	558	446,396	17,102	18.94
98	6.896	481,131	69,770	29,950	4,343	174,198	25,261	18.35
99	10.961	768,954	70,154	46,380	4,231	372,964	34,026	18.42
BEA	38.131	2,991,145	78,444	295,476	7,749	676,579	17,744	18.52
Active	83.976	5,933,730	70,660	489,364	5,827	1,918,869	22,850	18.36
Classified Total	83.976	5,933,730	70,660	489,364	5,827	1,918,869	22,850	18.36
PSES Program 01 Classified	2.969	160,654	54,110			47,214	15,902	12.69
PSES Program 09 Classified	0.046	2,296	49,913			333	7,248	8.13

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
PSES Program 21 Classified	1.316	109,216	82,991			32,379	24,604	12.40

**Boistfort School District (21234)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.863	94,828	50,901			51,378	27,578	18.19
21	1.228	59,878	48,761			33,151	26,996	18.75
52	0.242	15,970	65,992			3,945	16,301	14.54
55	0.060	3,422	57,033			1,315	21,916	18.71
88	0.443	31,544	71,205			4,953	11,181	17.51
97	2.050	134,652	65,684			33,908	16,541	18.80
98	0.821	39,814	48,495			16,265	19,811	18.71
99	0.577	39,816	69,005			10,607	18,382	19.74
BEA	3.913	229,480	58,646			85,286	21,796	18.52
Active	7.284	419,924	57,650			155,522	21,351	18.48
Classified Total	7.284	419,924	57,650			155,522	21,351	18.48
PSES Program 01 Classified	0.062	5,704	92,000					8.20
PSES Program 21 Classified	0.040	2,824	70,600					19.76

Salary and Benefits by Program for 2024-2025

**Bremerton School District (18100)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	62.213	3,880,584	62,376	198,687	3,194	1,255,281	20,177	19.71
02	1.275	79,481	62,338	3,194	2,505	28,272	22,174	19.33
21	42.441	2,361,849	55,650	130,635	3,078	1,047,028	24,670	19.52
31	0.595	37,561	63,128			9,895	16,631	19.30
34	0.255	16,098	63,129			4,241	16,631	19.30
38	0.478	28,803	60,257	2,309	4,831	14,136	29,573	19.32
45	7.427	533,055	71,773	16,195	2,181	124,868	16,813	19.93
51	1.798	113,054	62,878	2,456	1,366	42,403	23,583	19.34
55	3.350	268,606	80,181	3,146	939	60,785	18,145	18.75
65	3.731	218,631	58,598	11,968	3,208	98,968	26,526	19.37
79		187,795		2,024				
89	1.298	122,630	94,476	430	331	23,081	17,782	19.07
97	62.400	5,159,274	82,681	44,647	715	904,421	14,494	20.39
98	17.200	922,831	53,653	5,492	319	426,980	24,824	21.57
99	17.569	1,251,018	71,206	4,422	252	381,672	21,724	20.97
BEA	134.165	9,706,053	72,344	262,723	1,958	2,326,978	17,344	20.07
Active	222.030	15,181,270	68,375	425,605	1,917	4,422,031	19,916	20.10
Classified Total	222.030	15,181,270	68,375	425,605	1,917	4,422,031	19,916	20.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	11.428	871,934	76,298			123,634	10,818	21.17
PSES Program 21 Classified	4.750	282,295	59,431			113,064	23,803	21.58
PSES Program 97 Classified	1.101	113,768	103,332			15,564	14,136	18.98

**Brewster School District (24111)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.831	335,928	57,611	65,877	11,298	217,625	37,322	18.55
09	1.917	78,510	40,955			42,408	22,122	19.93
21	9.412	408,188	43,369			202,169	21,480	19.93
24	3.235	131,088	40,522			70,814	21,890	19.95
51	3.723	163,032	43,790			78,764	21,156	19.86
53	2.174	102,275	47,045			44,111	20,290	19.75
55	4.323	178,622	41,319			95,428	22,074	19.92
65	3.289	141,555	43,039			68,634	20,868	19.86
97	15.308	964,086	62,979	47,485	3,102	216,358	14,134	21.30
98	4.693	208,207	44,365			88,774	18,916	23.80
99	2.648	149,818	56,578			76,526	28,900	22.89
BEA	21.139	1,300,014	61,498	113,362	5,363	433,983	20,530	19.90
Active	56.553	2,861,309	50,595	113,362	2,005	1,201,612	21,248	20.26
Classified Total	56.553	2,861,309	50,595	113,362	2,005	1,201,612	21,248	20.26
PSES Program 01 Classified	1.043	95,929	91,974			25,160	24,123	19.18
PSES Program 21 Classified	0.686	33,830	49,315			14,157	20,636	19.91

Salary and Benefits by Program for 2024-2025

**Bridgeport School District (09075)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.431	425,246	57,226	39,251	5,282	147,024	19,785	19.71
09	1.342	69,639	51,892			28,272	21,067	19.78
21	6.438	321,837	49,990			131,437	20,416	19.93
24	2.315	104,248	45,032			48,770	21,067	19.97
51	2.033	101,320	49,838			43,476	21,385	20.20
53	0.792	47,780	60,328			15,713	19,840	19.67
55	2.207	133,084	60,301			35,327	16,007	19.52
58	1.000	62,982	62,982			14,136	14,136	19.55
64	0.150	7,869	52,460			2,120	14,136	19.76
65	2.811	151,011	53,721			56,233	20,005	19.88
97	13.500	831,383	61,584			190,836	14,136	21.91
98	3.575	162,921	45,572	3,000	839	70,680	19,771	25.33
99	1.341	83,790	62,483			21,678	16,166	21.10
BEA	20.931	1,256,629	60,037	39,251	1,875	337,860	16,142	21.17
Active	44.935	2,503,110	55,705	42,251	940	805,703	17,930	20.91
Classified Total	44.935	2,503,110	55,705	42,251	940	805,703	17,930	20.91
PSES Program 01 Classified	1.229	91,648	74,571			26,868	21,862	19.39

**Brinnon School District (16046)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.378	74,338	53,946			29,787	21,616	18.46
09	0.032	1,755	54,844			777	24,289	18.58
21	0.541	23,471	43,384			13,776	25,464	17.88
24	0.110	4,528	41,164			2,822	25,655	8.07
51	0.299	14,335	47,943			7,387	24,704	18.58
55	0.021	1,151	54,810			510	24,289	18.58
58	0.854	36,582	42,836			21,156	24,773	14.43
97	1.388	94,420	68,026	1,200	865	18,200	13,112	16.95
98	0.912	42,446	46,542			20,227	22,179	18.74
99	0.523	32,868	62,845			12,582	24,057	19.05
BEA	2.766	168,758	61,012	1,200	434	47,987	17,349	17.62
Active	6.058	325,894	53,796	1,200	198	127,224	21,001	17.48
Classified Total	6.058	325,894	53,796	1,200	198	127,224	21,001	17.48
PSES Program 01 Classified	0.305	13,123	43,026			7,596	24,905	17.97
PSES Program 21 Classified	0.008	363	45,375			182	22,690	18.58

**Burlington-Edison School District (29100)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	36.558	2,494,305	68,229	516,777	14,136	853,369	23,343	18.87
09	1.076	54,994	51,110			26,462	24,593	19.26
21	34.429	1,995,419	57,958	750	22	887,082	25,766	19.10
24	0.845	44,837	53,062			21,504	25,448	19.23
31	1.966	131,790	67,035	180	92	53,383	27,153	17.47
34	2.500	224,879	89,952	900	360	36,285	14,514	18.83
51	1.943	113,985	58,664			48,134	24,773	19.14
53	1.615	150,369	93,108	360	223	29,028	17,974	17.97
55	3.569	225,286	63,123	125	35	85,092	23,842	19.08
58	1.806	143,406	79,405			47,707	26,416	18.88
64	0.100	6,186	61,860					8.59
65	3.490	225,839	64,710			86,992	24,926	19.11
79	1.514	136,186	89,951	387	256	29,028	19,173	18.84
97	40.671	3,577,875	87,971	29,731	731	629,515	15,478	19.30
98	13.490	878,259	65,104	4,480	332	319,232	23,664	20.33
99	18.989	1,444,686	76,080	3,338	176	502,950	26,486	19.77
BEA	81.695	6,428,849	78,693	547,588	6,703	1,572,552	19,249	19.07
Active	164.561	11,848,301	71,999	557,028	3,385	3,655,762	22,215	19.23
Classified Total	164.561	11,848,301	71,999	557,028	3,385	3,655,762	22,215	19.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	5.589	432,243	77,338			144,791	25,906	18.49
PSES Program 21 Classified	0.574	24,555	42,779			14,514	25,286	19.43
PSES Program 97 Classified	1.232	91,532	74,295			28,019	22,743	18.89

**Camas School District (06117)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.885	4,536,497	68,855	211,998	3,218	1,481,559	22,487	19.20
09	0.565	30,679	54,299			13,200	23,363	18.91
21	65.188	3,617,388	55,492	2,434	37	1,591,342	24,412	18.93
31	3.236	241,693	74,689			75,626	23,370	19.03
51	0.984	60,490	61,474			23,753	24,140	18.83
55	2.142	123,264	57,546			59,358	27,711	18.91
65	3.775	260,719	69,065			94,318	24,985	18.91
79	0.445	60,366	135,654	3,177	7,139	14,053	31,580	18.93
89	15.640	1,159,995	74,168			335,106	21,426	18.75
97	72.233	6,245,295	86,460	3,120	43	1,028,873	14,244	19.45
98	21.181	1,133,869	53,532			506,390	23,908	20.13
99	33.010	2,487,242	75,348			913,565	27,675	20.22
BEA	141.354	11,023,485	77,985	215,118	1,522	2,586,057	18,295	19.33
Active	284.284	19,957,497	70,203	220,729	776	6,137,143	21,588	19.37
Classified Total	284.284	19,957,497	70,203	220,729	776	6,137,143	21,588	19.37
PSES Program 01 Classified	22.400	1,464,047	65,359			634,859	28,342	18.73
PSES Program 21 Classified	0.575	57,168	99,423			28,105	48,878	18.91



**Carbonado School District (27019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.021	67,075	65,695	2,500	2,449	19,198	18,803	16.75
21	1.206	63,350	52,529			32,605	27,036	18.58
24	0.603	29,857	49,514			13,042	21,629	18.58
52	0.362	18,411	50,859			7,830	21,629	18.56
55	0.566	29,290	51,749			11,733	20,731	18.57
97	3.190	202,622	63,518			52,110	16,335	19.07
98	0.371	21,631	58,305			7,444	20,065	19.10
99	0.649	37,585	57,912			11,734	18,080	16.16
BEA	4.211	269,697	64,046	2,500	594	71,308	16,934	18.58
Active	7.968	469,821	58,963	2,500	314	155,696	19,540	18.41
Classified Total	7.968	469,821	58,963	2,500	314	155,696	19,540	18.41

Salary and Benefits by Program for 2024-2025

**Cascade School District (04228)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.050	671,670	51,469	152,810	11,710	268,204	20,552	20.21
09	0.636	28,537	44,869			14,136	22,226	20.35
21	8.486	428,039	50,441			207,302	24,429	20.19
24	2.209	101,452	45,927			59,152	26,778	20.56
31	0.848	43,660	51,486			18,386	21,682	20.16
34	0.158	7,660	48,481			2,820	17,848	20.26
51	1.135	52,733	46,461			26,442	23,297	20.03
55	0.509	30,630	60,177			11,313	22,226	20.05
65	0.177	8,595	48,559			4,234	23,919	20.26
74				4,000				
97	17.679	1,119,609	63,330	8,400	475	313,010	17,705	21.83
98	4.488	235,565	52,488			105,563	23,521	22.25
99	7.790	461,847	59,287	300	39	199,318	25,586	23.02
BEA	31.735	1,842,599	58,062	161,210	5,080	602,421	18,983	21.19
Active	57.165	3,189,997	55,803	165,510	2,895	1,229,881	21,515	21.34
Classified Total	57.165	3,189,997	55,803	165,510	2,895	1,229,881	21,515	21.34
PSES Program 01 Classified	0.779	76,262	97,897			14,100	18,100	19.68
PSES Program 21 Classified	0.128	7,658	59,828			2,845	22,226	20.05

**CASHMERE SCHOOL DISTRICT (04222)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.116	643,294	53,095	422,009	34,831	211,144	17,427	19.74
21	11.456	585,590	51,116	5,171	451	207,596	18,121	19.79
24	2.273	112,319	49,414	3,513	1,546	44,833	19,724	19.56
31	0.077	4,244	55,117			1,239	16,094	19.50
34	0.230	12,328	53,600			3,696	16,071	19.53
51	2.002	98,299	49,100			40,147	20,054	19.61
53	0.960	48,913	50,951			18,455	19,224	19.59
55	1.426	65,625	46,020			17,675	12,395	19.71
65	1.431	71,373	49,876			29,181	20,392	19.59
79	0.241	12,113	50,261			4,921	20,418	19.58
88	1.174	71,260	60,698	860	733	24,626	20,976	19.38
97	18.323	1,286,319	70,202	39,625	2,163	225,593	12,312	20.98
98	5.402	288,038	53,321	2,516	466	94,269	17,451	22.92
99	3.828	247,881	64,755	10,299	2,690	110,808	28,947	21.56
BEA	30.746	1,946,185	63,299	461,634	15,014	441,672	14,365	20.55
Active	60.939	3,547,596	58,216	483,993	7,942	1,034,185	16,971	20.55
Classified Total	60.939	3,547,596	58,216	483,993	7,942	1,034,185	16,971	20.55
PSES Program 01 Classified	0.929	49,982	53,802			15,627	16,821	22.35

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
PSES Program 21 Classified	0.660	56,924	86,248			12,312	18,655	21.24

**Castle Rock School District (08401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.061	925,795	61,470	19,443	1,291	458,407	30,437	19.07
21	12.614	614,437	48,711	17,035	1,350	323,394	25,638	19.86
24	0.225	12,216	54,293			4,977	22,122	19.58
31	0.108	7,439	68,880			1,765	16,342	19.33
34	0.108	6,674	61,796			1,765	16,342	19.44
51	2.786	136,261	48,909	4,694	1,685	73,375	26,337	19.80
55	1.605	74,720	46,555			42,764	26,644	19.85
65	0.502	27,077	53,938			11,947	23,798	19.59
97	18.238	1,183,458	64,890	14,500	795	354,177	19,420	21.70
98	5.400	254,488	47,127	11,314	2,095	142,913	26,465	25.66
99	7.549	460,028	60,939	8,501	1,126	252,368	33,431	22.70
BEA	33.515	2,123,366	63,356	33,943	1,013	816,114	24,351	20.09
Active	64.196	3,702,593	57,676	75,487	1,176	1,667,850	25,981	20.59
Classified Total	64.196	3,702,593	57,676	75,487	1,176	1,667,850	25,981	20.59
PSES Program 01 Classified	4.536	231,651	51,069			113,101	24,934	19.75

**Catalyst Public Schools (18901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.917	196,541	67,378			60,636	20,787	12.92
21	3.631	227,565	62,673			70,680	19,466	12.79
55	2.637	178,378	67,644			52,350	19,852	12.87
74	0.100	8,205	82,050			1,414	14,136	12.72
97	3.858	368,084	95,408			62,198	16,122	12.68
98	1.866	122,202	65,489			35,312	18,924	12.79
99	5.449	340,153	62,425			98,952	18,160	13.15
BEA	6.775	564,625	83,339			122,834	18,130	12.77
Active	20.458	1,441,128	70,443			381,542	18,650	12.87
Classified Total	20.458	1,441,128	70,443			381,542	18,650	12.87
PSES Program 01 Classified	0.748	51,304	68,588			14,108	18,861	12.79

**Centerville School District (20215)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.587	27,899	47,528	19,862	33,836	10,594	18,048	18.69
51	0.621	27,274	43,919			18,677	30,076	18.69
52	0.525	23,628	45,006			15,100	28,761	18.69
55	0.273	12,878	47,172			7,068	25,890	18.69
58	0.030	1,326	44,200			864	28,803	18.69
97	1.546	87,544	56,626	1,500	970	28,252	18,274	19.16
98	0.646	29,917	46,311	500	774	14,136	21,882	20.08
99	1.364	73,652	53,997	1,500	1,100	46,647	34,199	19.66
BEA	2.133	115,443	54,122	21,362	10,015	38,846	18,212	19.07
Active	5.592	284,118	50,808	23,362	4,178	141,339	25,275	19.24
Classified Total	5.592	284,118	50,808	23,362	4,178	141,339	25,275	19.24
PSES Program 01 Classified	0.560	25,637	45,780			9,895	17,670	18.69

**Central Kitsap School District (18401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	95.975	6,528,764	68,026	81,450	849	1,965,211	20,476	19.44
02	3.069	205,152	66,847			57,717	18,806	19.48
21	102.074	5,750,351	56,335	69,492	681	2,453,423	24,036	19.75
24	39.852	2,304,333	57,822			959,820	24,085	19.63
31	7.629	569,024	74,587			147,040	19,274	19.26
34	1.751	115,075	65,720			35,315	20,168	19.49
51	3.696	223,826	60,559			79,167	21,420	19.56
55	17.906	1,019,229	56,921			457,005	25,522	19.64
65	9.825	543,808	55,349			240,672	24,496	19.42
68	0.412	27,517	66,789			7,070	17,161	19.45
69	3.641	430,707	118,294			59,634	16,378	18.69
74	1.084	70,686	65,208			22,351	20,619	19.51
89	4.546	436,708	96,064			70,680	15,548	18.64
97	108.800	9,068,436	83,350			1,584,784	14,566	20.22
98	29.324	1,637,688	55,848			808,889	27,585	22.22
99	56.900	4,209,828	73,986			1,327,938	23,338	21.04
BEA	217.224	16,486,451	75,896	81,450	375	3,790,066	17,448	19.86
Active	485.688	33,078,800	68,107	150,942	311	10,262,579	21,130	20.04
On Leave	0.796	62,332	78,307			14,136	17,759	19.34

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
Classified Total	486.484	33,141,132	68,124	150,942	310	10,276,715	21,124	20.04
PSES Program 01 Classified	16.097	1,006,632	62,535			336,813	20,924	20.22
PSES Program 21 Classified	3.564	244,691	68,656			84,816	23,798	19.46

Salary and Benefits by Program for 2024-2025

**Central Valley School District (32356)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	104.014	5,022,720	48,289	880,871	8,469	2,196,391	21,116	19.22
02	3.045	152,194	49,982			59,570	19,563	19.57
21	156.463	7,572,727	48,399	240	2	3,584,187	22,908	19.48
31	0.500	31,897	63,794			7,458	14,916	19.46
34	0.500	31,897	63,794			7,458	14,916	19.46
55	8.512	470,409	55,264			194,594	22,861	19.44
74	0.127	6,364	50,110			2,966	23,354	19.56
79	0.200	10,600	53,000			2,983	14,916	19.37
86	0.800	42,399	52,999			11,933	14,916	19.37
88	68.707	4,073,378	59,286	960	14	1,409,569	20,516	19.48
97	168.723	10,521,487	62,360	57,248	339	2,572,372	15,246	21.65
98	47.434	2,196,155	46,299	2,400	51	1,083,118	22,834	22.87
99	61.356	3,444,681	56,143			1,402,839	22,864	22.49
BEA	276.782	15,760,195	56,941	938,119	3,389	4,843,249	17,498	20.84
Active	620.381	33,576,908	54,123	941,719	1,518	12,535,438	20,206	20.65
Classified Total	620.381	33,576,908	54,123	941,719	1,518	12,535,438	20,206	20.65
PSES Program 01 Classified	44.197	1,996,985	45,184			1,018,675	23,049	18.82
PSES Program 21 Classified	1.304	70,818	54,308			14,916	11,439	16.83

**Centralia School District (21401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.621	2,501,538	63,137	32,161	812	753,228	19,011	18.76
21	23.690	1,150,580	48,568			589,406	24,880	20.16
24	7.477	394,479	52,759			171,977	23,001	19.84
31	2.968	153,589	51,748			53,976	18,186	19.88
34	0.231	14,136	61,195			3,538	15,315	19.77
51	2.887	144,155	49,932			64,665	22,399	19.89
52	0.184	13,221	71,853			3,539	19,233	19.83
53	0.092	5,040	54,783			2,168	23,560	19.80
55	13.182	672,829	51,041			305,501	23,176	19.42
58	0.772	36,357	47,095			18,644	24,150	11.49
64	0.679	31,550	46,465			14,896	21,939	19.97
65	3.895	187,161	48,052			85,461	21,941	19.28
74	0.073	5,288	72,438			1,404	19,233	19.83
97	30.711	2,417,688	78,724	28,943	942	460,171	14,984	20.72
98	13.416	696,544	51,919			341,000	25,417	22.05
99	26.583	1,798,015	67,638	20,488	771	551,304	20,739	21.58
BEA	73.531	5,086,951	69,181	61,104	831	1,270,912	17,284	19.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	166.461	10,222,170	61,409	81,592	490	3,420,877	20,551	20.21
Classified Total	166.461	10,222,170	61,409	81,592	490	3,420,877	20,551	20.21
PSES Program 01 Classified	6.617	507,230	76,656			140,898	21,293	17.26
PSES Program 21 Classified	3.782	178,871	47,295			117,446	31,054	22.24

**Chehalis School District (21302)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.935	1,416,045	59,162	441,689	18,454	493,081	20,601	19.94
02	0.663	31,510	47,526			14,136	21,321	20.28
21	24.544	1,251,569	50,993	8,667	353	589,672	24,025	20.26
24	8.735	436,702	49,995			200,219	22,922	20.17
31	1.105	72,158	65,301	3,839	3,474	24,732	22,382	19.88
51	5.821	277,934	47,747			133,792	22,984	20.27
52	0.617	23,688	38,392			14,136	22,911	20.61
53	0.195	14,793	75,862			5,086	26,081	19.76
55	8.845	471,119	53,264			211,541	23,916	20.03
56	3.531	228,285	64,652			56,948	16,128	19.77
57	4.153	227,588	54,801			81,989	19,742	20.04
58	2.124	184,244	86,744			51,089	24,053	19.66
65	1.604	116,364	72,546			37,322	23,268	19.80
69	2.243	212,343	94,669	750	334	51,406	22,919	19.67
97	36.965	2,833,218	76,646	5,500	149	613,721	16,603	20.73
98	7.904	360,827	45,651			211,102	26,708	24.83
99	9.537	576,778	60,478			240,620	25,230	23.33
BEA	62.668	4,352,931	69,460	451,028	7,197	1,145,669	18,282	20.45
Active	142.521	8,735,165	61,290	460,445	3,231	3,030,591	21,264	20.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	142.521	8,735,165	61,290	460,445	3,231	3,030,591	21,264	20.68
PSES Program 01 Classified	7.748	504,499	65,113			187,518	24,202	19.84
PSES Program 21 Classified	2.451	153,796	62,748			58,869	24,018	20.84
PSES Program 97 Classified	1.462	146,000	99,863			36,072	24,673	11.81

**Cheney School District (32360)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.979	1,667,047	47,659	333,291	9,528	684,057	19,556	20.10
02	2.140	103,547	48,386			42,425	19,825	19.70
21	55.849	2,344,187	41,974	126,442	2,264	1,255,008	22,471	19.91
31	2.043	110,466	54,070	1,515	742	32,502	15,909	19.53
34	0.166	7,458	44,928	259	1,560	2,824	17,011	19.76
55	13.153	606,309	46,097	17,384	1,322	282,827	21,503	19.73
88	7.501	341,560	45,535	15,476	2,063	163,752	21,831	19.73
97	74.241	4,773,806	64,301	62,780	846	1,048,420	14,122	21.03
98	23.548	1,178,620	50,052	21,938	932	473,529	20,109	22.40
99	31.197	1,768,085	56,675	5,991	192	710,329	22,769	22.03
BEA	113.569	6,662,324	58,663	397,845	3,503	1,810,228	15,939	20.75
Active	244.817	12,901,085	52,697	585,076	2,390	4,695,673	19,180	20.84
Classified Total	244.817	12,901,085	52,697	585,076	2,390	4,695,673	19,180	20.84
PSES Program 01 Classified	12.886	608,154	47,195			272,838	21,173	21.11
PSES Program 21 Classified	2.420	95,200	39,339			67,088	27,722	22.45

**Chewelah School District (33036)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.124	347,128	56,683	80,120	13,083	95,256	15,555	20.14
02	1.087	48,975	45,055	540	497	24,402	22,449	20.51
03	0.077	3,861	50,143	60	779	1,415	18,382	20.37
09	0.628	22,397	35,664	2,528	4,025	15,086	24,023	20.70
21	8.266	346,428	41,910	13,520	1,636	204,203	24,704	19.77
31	0.194	15,808	81,485	19,379	99,892	2,742	14,136	19.82
34	0.100	7,176	71,760	70	700	1,414	14,136	19.94
51	2.198	83,797	38,124	1,924	875	52,345	23,815	20.91
55	0.922	43,383	47,053	1,324	1,436	20,865	22,631	20.43
97	12.751	827,235	64,876	6,700	525	193,801	15,199	21.73
98	3.182	141,528	44,478	3,450	1,084	77,319	24,299	21.67
99	4.113	244,087	59,345	314	76	123,909	30,126	22.83
BEA	20.333	1,250,183	61,485	106,869	5,256	319,030	15,690	21.20
Active	39.642	2,131,803	53,776	129,929	3,278	812,758	20,502	21.17
Classified Total	39.642	2,131,803	53,776	129,929	3,278	812,758	20,502	21.17
PSES Program 01 Classified	0.759	30,038	39,576			18,380	24,215	20.65

**Chief Leschi Tribal Compact (27901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.912	236,832	60,540	2,124	543	50,590	12,932	22.81
09	1.519	73,999	48,716			14,918	9,821	22.37
21	2.462	190,721	77,466			37,822	15,362	20.83
24	8.107	431,949	53,281			116,642	14,388	23.40
51	3.998	250,572	62,674			68,057	17,023	17.03
55	0.639	34,926	54,657			12,624	19,756	22.26
68	49.862	3,863,824	77,490	83,179	1,668	695,164	13,942	20.88
69	9.818	611,683	62,302	3,142	320	125,981	12,832	25.90
76	0.962	143,731	149,409			12,624	13,123	18.61
88	9.635	594,824	61,736	8,421	874	171,948	17,846	21.92
97	4.000	482,764	120,691			40,972	10,243	19.86
98	1.000	150,055	150,055			13,783	13,783	13.22
99	5.997	381,290	63,580			99,534	16,597	34.78
BEA	7.912	719,596	90,950	2,124	268	91,563	11,573	20.84
Active	101.911	7,447,170	73,075	96,866	950	1,460,659	14,333	21.93
Classified Total	101.911	7,447,170	73,075	96,866	950	1,460,659	14,333	21.93
PSES Program 01 Classified	2.000	141,650	70,825			25,311	12,655	25.01
PSES Program 21 Classified	1.462	112,525	76,966			25,248	17,269	21.78

**Chimacum School District (16049)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.598	322,615	57,630	1,370	245	113,063	20,197	19.96
02	0.164	9,093	55,445	329	2,006	2,831	17,260	19.97
09	1.131	57,536	50,872	190	168	28,272	24,997	20.14
21	8.250	403,834	48,950	1,780	216	192,007	23,274	19.30
31	0.282	23,618	83,752	164	582	1,415	5,019	11.11
55	1.103	60,815	55,136	105	95	25,313	22,949	20.03
97	13.759	994,442	72,276	280	20	201,442	14,641	21.54
98	3.993	216,271	54,163	385	96	99,046	24,805	23.20
99	8.870	586,588	66,132	1,076	121	171,835	19,373	22.85
BEA	19.803	1,349,768	68,160	2,143	108	318,751	16,096	20.97
Active	43.150	2,674,812	61,989	5,679	132	835,223	19,356	21.28
Classified Total	43.150	2,674,812	61,989	5,679	132	835,223	19,356	21.28
PSES Program 01 Classified	0.688	37,689	54,781			15,471	22,487	20.04
PSES Program 21 Classified	0.120	5,998	49,983			2,749	22,912	20.17

**Clarkston School District (02250)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.531	1,246,009	57,870	180,020	8,361	441,349	20,498	19.05
02	1.561	86,425	55,365			29,686	19,017	19.75
09	1.680	86,416	51,438			42,408	25,243	19.81
21	23.073	1,191,808	51,654	1,500	65	572,291	24,803	20.08
24	7.152	362,717	50,715	500	70	180,682	25,263	19.03
31	1.037	58,748	56,652			28,272	27,263	17.27
51	8.306	430,364	51,814	30,351	3,654	203,005	24,441	20.52
55	8.849	464,597	52,503	1,000	113	201,009	22,715	20.39
97	38.835	2,543,821	65,503	26,139	673	583,379	15,022	23.59
98	10.084	537,777	53,330	4,077	404	226,176	22,429	26.42
99	9.761	573,957	58,801	5,786	593	290,817	29,794	23.09
BEA	62.964	3,935,003	62,496	206,159	3,274	1,082,686	17,195	21.98
Active	131.869	7,582,639	57,501	249,373	1,891	2,799,073	21,226	21.74
Classified Total	131.869	7,582,639	57,501	249,373	1,891	2,799,073	21,226	21.74
PSES Program 01 Classified	3.863	234,710	60,758			87,863	22,745	19.56
PSES Program 21 Classified	0.535	26,045	48,682			15,056	28,143	19.02

**Cle Elum-Roslyn School District (19404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.064	613,577	86,860	20,605	2,917	147,057	20,818	21.31
02	0.815	47,284	58,017			14,136	17,345	19.67
09	1.722	95,486	55,451	2,546	1,479	42,408	24,627	19.95
21	10.262	547,629	53,365	46,362	4,518	239,350	23,324	19.86
24	2.203	110,409	50,118			49,137	22,305	19.76
31				3,398				
51	1.356	103,395	76,250	5,268	3,885	31,788	23,443	19.88
55	0.151	14,878	98,530	585	3,874	3,540	23,443	19.85
58	0.420	45,659	108,712	1,317	3,136	9,846	23,443	19.96
97	5.473	1,190,977	217,610			84,816	15,497	19.02
98	0.464	127,726	275,272			14,136	30,466	20.02
99	3.453	218,947	63,408			113,088	32,751	19.74
BEA	13.352	1,851,838	138,694	24,003	1,798	246,009	18,425	20.45
Active	33.383	3,115,967	93,340	80,081	2,399	749,302	22,446	20.10
Classified Total	33.383	3,115,967	93,340	80,081	2,399	749,302	22,446	20.10
PSES Program 01 Classified		116,402						
PSES Program 21 Classified	1.300	86,545	66,573			28,272	21,748	19.51
PSES Program 97 Classified		42,321						

**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
00	1.000	158,572	158,572			14,136	14,136	21.93
01	114.709	8,557,031	74,598	72,085	628	2,125,703	18,531	21.65
02	2.815	240,795	85,540			42,408	15,065	18.91
03	5.764	427,309	74,134			98,952	17,167	20.45
21	159.930	10,030,447	62,718	469	3	3,202,280	20,023	22.40
24	0.620	36,123	58,263			14,136	22,800	21.62
26	3.446	251,271	72,917	1,288	374	56,561	16,414	26.17
29	0.250	33,378	133,512			3,534	14,136	18.40
31	5.353	467,914	87,412			84,779	15,838	20.79
34	1.600	139,915	87,447			22,618	14,136	18.73
51	2.303	197,531	85,771			40,447	17,563	20.45
52	1.105	116,058	105,030			15,620	14,136	21.01
55	15.165	896,434	59,112			304,165	20,057	22.66
58	0.815	82,713	101,488			14,136	17,345	20.12
61	7.628	583,484	76,492			168,167	22,046	21.58
65	2.588	151,027	58,357			48,026	18,557	23.09
88	28.712	2,268,332	79,003			591,120	20,588	21.41
89	0.500	58,203	116,406			7,068	14,136	18.46
97	167.601	14,856,588	88,643	22,450	134	2,341,897	13,973	20.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	47.599	2,715,271	57,045			1,074,361	22,571	27.69
99	65.434	5,063,043	77,376			1,278,856	19,544	30.09
BEA	297.842	24,689,552	82,895	94,535	317	4,716,356	15,835	21.06
Active	634.937	47,331,439	74,545	96,292	152	11,548,969	18,189	22.77
Classified Total	634.937	47,331,439	74,545	96,292	152	11,548,969	18,189	22.77
PSES Program 01 Classified	45.648	3,064,924	67,143			929,240	20,357	23.41
PSES Program 21 Classified	11.524	994,738	86,319			212,913	18,476	21.70
PSES Program 97 Classified	1.000	134,523	134,523			14,136	14,136	18.28

**Colfax School District (38300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.870	136,047	47,403	177,867	61,975	66,300	23,101	18.58
09	0.888	37,914	42,696			19,320	21,757	18.66
21	3.982	178,403	44,802			81,987	20,589	18.58
24	1.947	79,572	40,869			56,544	29,042	18.60
55	0.735	32,371	44,042			17,530	23,850	18.58
97	8.872	545,667	61,504	6,524	735	128,056	14,434	18.81
98	2.246	106,099	47,239			58,311	25,962	18.72
99	3.185	210,364	66,048			80,820	25,375	18.19
BEA	11.742	681,714	58,058	184,391	15,704	194,355	16,552	18.76
Active	24.725	1,326,437	53,648	184,391	7,458	508,867	20,581	18.62
Classified Total	24.725	1,326,437	53,648	184,391	7,458	508,867	20,581	18.62
PSES Program 01 Classified	0.541	23,211	42,904			13,037	24,097	18.59

Salary and Benefits by Program for 2024-2025

**College Place School District (36250)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.019	1,048,765	58,203	41,263	2,290	616,332	34,205	17.95
09	0.639	33,343	52,180			14,136	22,122	19.52
21	12.411	613,502	49,432			276,699	22,295	19.63
24	5.509	257,636	46,766			121,870	22,122	19.65
31	1.253	65,291	52,108	18,384	14,672	26,868	21,443	19.52
51	1.612	100,276	62,206			32,851	20,379	18.91
52	4.100	233,174	56,872			56,814	13,857	19.42
53	0.999	66,976	67,043			14,122	14,136	19.26
55	4.688	306,804	65,445			93,304	19,903	18.91
65	2.060	106,181	51,544			43,403	21,070	19.60
97	18.645	1,133,111	60,773	7,561	406	266,477	14,292	22.32
98	5.690	265,225	46,612			126,362	22,208	24.21
99	2.178	309,211	141,970	1,860	854	50,356	23,120	23.58
BEA	37.917	2,247,167	59,265	67,208	1,773	909,676	23,991	19.05
Active	77.803	4,539,495	58,346	69,068	888	1,739,594	22,359	19.45
Classified Total	77.803	4,539,495	58,346	69,068	888	1,739,594	22,359	19.45
PSES Program 01 Classified	3.776	234,570	62,121			70,857	18,765	19.23
PSES Program 21 Classified	1.600	74,724	46,703			42,471	26,544	19.65

**Colton School District (38306)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.121	92,011	43,381	43,688	20,598	44,050	20,768	18.65
09	0.534	23,009	43,088			14,136	26,472	18.65
21	1.214	46,849	38,591			24,749	20,387	18.65
51	0.276	12,266	44,442			6,361	23,046	18.65
55	0.192	8,551	44,536			5,083	26,472	18.65
58		278						
88	1.250	76,049	60,839			17,670	14,136	18.65
97	2.204	142,914	64,843			31,806	14,431	18.65
98	0.777	44,978	57,887			15,202	19,565	18.66
99	0.750	56,951	75,935			10,602	14,136	18.64
BEA	4.325	234,925	54,318	43,688	10,101	75,856	17,539	18.65
Active	9.318	503,856	54,073	43,688	4,689	169,658	18,208	18.65
Classified Total	9.318	503,856	54,073	43,688	4,689	169,658	18,208	18.65

**Columbia (Stevens) School District (33206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.107	70,345	33,386			17,467	8,290	15.76
09	0.312	15,003	48,087			990	3,172	10.87
21	1.237	51,615	41,726			28,272	22,855	18.92
51	1.106	50,700	45,841			25,686	23,224	18.92
52	0.299	14,075	47,074			7,056	23,599	18.92
55	0.988	43,018	43,540			22,544	22,818	18.92
74								
97	3.005	165,550	55,092			49,900	16,606	18.04
98	0.880	43,261	49,160			17,670	20,080	19.59
99	0.782	44,141	56,446			28,272	36,153	19.74
BEA	5.112	235,895	46,145			67,367	13,178	17.35
Active	10.716	497,708	46,445			197,857	18,464	18.07
Classified Total	10.716	497,708	46,445			197,857	18,464	18.07

**Columbia (Walla Walla) School District (36400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.947	540,127	60,370	221,627	24,771	206,529	23,084	20.02
09	0.594	25,700	43,266			14,436	24,303	20.10
21	4.073	171,825	42,186			99,306	24,382	21.05
24	2.408	100,032	41,542			59,846	24,853	21.25
51	1.287	59,903	46,545			30,277	23,525	20.27
55	2.342	101,131	43,181			55,647	23,761	20.29
65	2.056	92,066	44,779			46,802	22,764	20.11
97	11.922	729,115	61,157	10,021	841	195,249	16,377	23.60
98	3.390	147,665	43,559			88,185	26,013	28.05
99	3.638	193,812	53,274			90,753	24,946	25.94
BEA	20.869	1,269,242	60,819	231,648	11,100	401,778	19,252	21.86
Active	40.657	2,161,376	53,161	231,648	5,698	887,030	21,817	22.30
Classified Total	40.657	2,161,376	53,161	231,648	5,698	887,030	21,817	22.30
PSES Program 01 Classified	0.730	59,204	81,101			15,007	20,558	19.37

**Colville School District (33115)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.912	618,655	62,415	307,493	31,022	168,932	17,043	19.28
02	0.796	42,360	53,216			14,136	17,759	19.37
09	3.422	142,819	41,736			84,816	24,786	20.03
21	19.489	945,843	48,532			451,022	23,142	19.44
31	0.659	46,186	70,085			9,892	15,010	19.12
51	3.260	147,137	45,134			64,929	19,917	19.52
52	0.269	30,212	112,312			4,945	18,382	19.49
55	8.496	375,341	44,179			204,959	24,124	19.34
97	27.492	1,715,990	62,418	9,622	350	412,606	15,008	20.62
98	6.657	297,983	44,762			181,127	27,208	22.26
BEA	38.859	2,423,191	62,359	317,115	8,161	605,565	15,584	20.23
Active	80.452	4,362,526	54,225	317,115	3,942	1,597,363	19,855	20.07
Classified Total	80.452	4,362,526	54,225	317,115	3,942	1,597,363	19,855	20.07
PSES Program 01 Classified	1.203	107,984	89,762			23,327	19,391	19.31
PSES Program 21 Classified	0.606	28,665	47,302			14,136	23,327	19.47

**Concrete School District (29011)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.821	309,552	64,209	74,375	15,427	97,631	20,251	19.29
09	0.586	30,284	51,679			12,576	21,461	19.42
21	8.462	449,228	53,088	483	57	187,975	22,214	19.41
51	1.137	65,731	57,811			23,873	20,996	19.29
55	0.719	55,783	77,584			13,580	18,887	19.07
79	0.333	27,693	83,162			9,199	27,624	19.04
86				3,264				
97	10.982	897,189	81,696	1,236	113	152,224	13,861	19.80
98	3.078	193,854	62,981			63,986	20,788	20.60
99	5.620	408,940	72,765			110,516	19,665	20.26
BEA	15.803	1,206,741	76,362	75,611	4,785	249,855	15,811	19.67
Active	35.738	2,438,254	68,226	79,358	2,221	671,560	18,791	19.76
Classified Total	35.738	2,438,254	68,226	79,358	2,221	671,560	18,791	19.76
PSES Program 01 Classified	1.772	119,858	67,640			41,221	23,262	19.18

**Conway School District (29317)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.756	171,206	62,121	3,817	1,385	85,200	30,914	18.37
21	1.993	107,464	53,921	2,336	1,172	43,687	21,920	18.99
51	1.644	86,866	52,838			33,904	20,623	18.92
52		3,818						
55	2.393	124,933	52,208			47,122	19,692	18.95
65	0.454	21,522	47,405			19,401	42,734	19.09
79	0.667	40,226	60,309			16,189	24,272	18.94
97	3.797	250,058	65,857			83,821	22,075	19.18
98	1.357	73,046	53,829			25,071	18,475	19.24
99	1.459	91,137	62,465			45,991	31,522	19.25
BEA	6.553	421,264	64,286	3,817	582	169,021	25,793	18.64
Active	16.520	970,276	58,733	6,153	372	400,386	24,236	18.82
Classified Total	16.520	970,276	58,733	6,153	372	400,386	24,236	18.82
PSES Program 01 Classified	0.925	48,762	52,716			20,355	22,006	18.93

**Cosmopolis School District (14099)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.257	191,632	58,837			71,369	21,912	17.71
09	0.459	20,373	44,386			11,996	26,135	19.17
21	2.154	109,053	50,628			47,956	22,264	19.72
51	0.599	28,704	47,920			15,549	25,959	19.12
55	0.141	6,555	46,489			3,532	25,049	19.14
97	3.600	270,405	75,113			56,544	15,707	21.71
98	0.907	51,866	57,184			21,055	23,214	24.04
99	0.437	25,472	58,288			5,253	12,021	22.35
BEA	6.857	462,037	67,382			127,913	18,654	20.05
Active	11.554	704,060	60,936			233,255	20,188	20.30
Classified Total	11.554	704,060	60,936			233,255	20,188	20.30
PSES Program 01 Classified	1.246	79,772	64,022			36,331	29,158	19.00

**Coulee-Hartline School District (13151)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.083	123,210	113,767	75,705	69,903	45,377	41,899	18.27
21	1.572	99,171	63,086			59,353	37,757	18.75
51	0.162	40,560	250,370			3,689	22,769	19.34
52				3,927				
55	0.205	16,518	80,576			4,673	22,797	19.34
97	3.608	190,831	52,891			60,785	16,847	21.56
98	1.376	61,903	44,988			28,272	20,547	23.23
99	2.856	150,724	52,775			94,711	33,162	22.37
BEA	4.691	314,041	66,945	75,705	16,138	106,162	22,631	19.82
Active	10.862	682,917	62,872	79,632	7,331	296,860	27,330	20.42
Classified Total	10.862	682,917	62,872	79,632	7,331	296,860	27,330	20.42

**Coupeville School District (15204)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.746	345,102	72,714	750	158	94,876	19,991	18.56
03	0.181	14,749	81,486			3,247	17,939	18.56
21	7.686	546,542	71,109			174,471	22,700	18.56
51	0.277	23,726	85,653			4,589	16,566	18.54
53	0.400	35,004	87,510			5,654	14,136	18.51
55	3.046	208,685	68,511			69,900	22,948	18.56
56	0.217	18,302	84,341			3,893	17,939	18.56
58	1.224	110,964	90,657			25,025	20,445	18.54
97	12.129	1,045,230	86,176	4,800	396	190,780	15,729	18.65
98	4.774	410,436	85,973	2,400	503	127,224	26,649	18.69
99	4.336	347,134	80,059			106,020	24,451	18.51
BEA	17.056	1,405,081	82,380	5,550	325	288,903	16,938	18.63
Active	39.016	3,105,874	79,605	7,950	204	805,679	20,650	18.60
Classified Total	39.016	3,105,874	79,605	7,950	204	805,679	20,650	18.60
PSES Program 01 Classified	0.444	30,365	68,390			10,077	22,696	18.56

**Crescent School District (05313)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.669	94,650	56,711	13,897	8,327	30,948	18,543	18.61
02	7.600	89,110	11,725			82,104	10,803	18.23
21	3.262	155,995	47,822			95,544	29,290	21.69
24	0.731	39,322	53,792			14,136	19,338	18.78
51	0.526	24,697	46,952			15,798	30,035	15.70
55	1.833	87,220	47,583			52,785	28,797	18.88
58	0.846	59,767	70,647			14,136	16,709	18.78
97	5.165	366,434	70,946	3,226	625	74,163	14,359	18.90
98	1.494	77,185	51,663			34,061	22,798	15.49
99	1.161	68,788	59,249			24,503	21,105	21.08
BEA	14.434	550,194	38,118	17,123	1,186	187,215	12,970	18.53
Active	24.287	1,063,168	43,775	17,123	705	438,178	18,042	18.76
Classified Total	24.287	1,063,168	43,775	17,123	705	438,178	18,042	18.76
PSES Program 01 Classified	0.264	12,623	47,814			6,745	25,548	17.82

**Creston School District (22073)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.060	30,346	28,628	3,000	2,830	14,136	13,336	18.16
21	1.954	86,868	44,456			39,565	20,248	18.46
51	0.685	28,643	41,815			14,136	20,636	18.45
55	0.685	32,234	47,057			14,136	20,636	18.46
97	3.525	247,921	70,332			56,544	16,041	18.77
98	0.877	49,403	56,332			16,959	19,338	19.10
99	2.334	130,936	56,099			44,764	19,179	19.22
BEA	4.585	278,267	60,691	3,000	654	70,680	15,415	18.70
Active	11.120	606,351	54,528	3,000	270	200,241	18,007	18.79
Classified Total	11.120	606,351	54,528	3,000	270	200,241	18,007	18.79

**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
01	1.540	80,832	52,488	39,454	25,619	28,309	18,382	18.66
03	1.000	47,466	47,466			14,136	14,136	18.66
21	3.494	153,256	43,863			84,816	24,275	18.66
97	5.373	324,917	60,472			87,643	16,312	19.08
98	1.558	101,183	64,944			30,392	19,507	19.46
99	1.274	74,559	58,524			79,868	62,691	14.52
BEA	7.913	453,215	57,275	39,454	4,986	130,088	16,440	18.96
Active	14.239	782,213	54,935	39,454	2,771	325,165	22,836	18.47
Classified Total	14.239	782,213	54,935	39,454	2,771	325,165	22,836	18.47

**Cusick School District (26059)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.122	332,384	54,293	32,657	5,334	106,056	17,324	20.06
02	1.376	120,125	87,300	3,000	2,180	28,290	20,560	19.09
09	0.498	18,982	38,116			11,617	23,327	19.88
21	4.440	199,389	44,907	3,000	676	98,887	22,272	19.64
24	0.023	934	40,609			396	17,197	19.77
51	0.716	31,298	43,712			17,275	24,127	19.61
52	0.139	16,224	116,719			2,831	20,369	20.25
55	0.652	30,395	46,618			14,709	22,559	19.60
97	6.904	512,848	74,283			103,752	15,028	20.45
98	1.724	84,840	49,211			37,149	21,548	20.99
99	2.539	172,823	68,067			84,816	33,405	20.50
BEA	14.402	965,357	67,029	35,657	2,476	238,099	16,532	20.15
Active	25.133	1,520,242	60,488	38,657	1,538	505,778	20,124	20.14
Classified Total	25.133	1,520,242	60,488	38,657	1,538	505,778	20,124	20.14
PSES Program 01 Classified	2.092	132,330	63,255			37,415	17,885	19.97

**Damman School District (19007)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.410	53,420	130,293			13,200	32,195	13.87
21	0.073	53,200	728,767			13,200	180,822	18.16
BEA	0.410	53,420	130,293			13,200	32,195	13.87
Active	0.483	106,620	220,745			26,400	54,658	16.00
Classified Total	0.483	106,620	220,745			26,400	54,658	16.00

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
01	5.782	352,069	60,891	100,838	17,440	125,829	21,762	18.53
09	0.665	32,700	49,173	1,739	2,615	20,163	30,320	19.67
13	0.094	6,496	69,106			8,392	89,274	19.31
21	5.946	323,369	54,384	24,165	4,064	157,798	26,539	17.70
51	1.683	90,334	53,674	5,668	3,368	36,546	21,715	18.81
55	1.513	76,022	50,246	5,792	3,828	47,432	31,350	18.59
79	3.398	301,204	88,642	192	57	70,680	20,800	18.81
97	7.571	585,223	77,298	2,078	274	128,470	16,969	19.93
98	3.315	164,999	49,773	11,124	3,356	84,797	25,580	20.55
99	3.006	191,503	63,707	13,842	4,605	97,385	32,397	20.42
BEA	13.353	937,292	70,193	102,916	7,707	254,298	19,044	19.38
Active	32.973	2,123,919	64,414	165,438	5,017	777,492	23,580	19.17
Classified Total	32.973	2,123,919	64,414	165,438	5,017	777,492	23,580	19.17
PSES Program 01 Classified	1.322	84,000	63,540			42,379	32,056	15.70
PSES Program 21 Classified	0.740	61,975	83,750			28,272	38,205	15.88

Salary and Benefits by Program for 2024-2025

**Davenport School District (22207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.884	262,533	53,754	32,136	6,580	77,748	15,919	14.85
02	0.201	10,066	50,080			3,534	17,582	19.56
09	0.636	29,265	46,014			14,136	22,226	19.63
21	6.087	295,976	48,624			130,073	21,369	19.59
51	2.294	101,414	44,208			49,464	21,562	19.86
55	3.129	141,251	45,143			63,098	20,166	19.65
58	0.273	14,498	53,106			5,667	20,758	19.50
79	0.939	48,643	51,803			19,354	20,612	19.54
97	7.201	456,263	63,361	20,555	2,854	102,486	14,232	18.92
98	2.455	108,976	44,389			54,188	22,073	21.08
99	4.359	263,156	60,371	3,000	688	127,224	29,187	17.95
BEA	12.286	728,862	59,325	52,691	4,289	183,768	14,958	17.50
Active	32.458	1,732,041	53,363	55,691	1,716	646,973	19,933	18.56
Classified Total	32.458	1,732,041	53,363	55,691	1,716	646,973	19,933	18.56
PSES Program 01 Classified	0.727	65,000	89,409					
PSES Program 21 Classified	1.635	93,541	57,212			38,199	23,363	19.32

**Dayton School District (07002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.162	294,618	57,074	38,367	7,433	96,849	18,762	20.28
51	0.992	44,411	44,769			20,961	21,130	20.12
55	1.385	62,467	45,103			29,563	21,345	20.11
79	1.733	98,315	56,731			36,618	21,130	19.83
97	7.658	446,643	58,324	1,000	131	113,088	14,767	23.25
98	2.204	96,986	44,005			42,408	19,241	27.17
99	3.225	182,900	56,713			83,478	25,885	23.33
BEA	12.820	741,261	57,821	39,367	3,071	209,937	16,376	22.10
Active	22.359	1,226,340	54,848	39,367	1,761	422,965	18,917	22.34
Classified Total	22.359	1,226,340	54,848	39,367	1,761	422,965	18,917	22.34
PSES Program 01 Classified	0.542	24,123	44,507			11,478	21,177	20.13

Salary and Benefits by Program for 2024-2025

**Deer Park School District (32414)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.895	689,755	57,987	316,886	26,640	242,911	20,421	19.32
02	6.488	283,845	43,749	3,134	483	178,811	27,560	19.02
21	12.599	537,736	42,681	4,465	354	302,409	24,003	19.86
24	5.147	211,781	41,146	3,662	711	122,415	23,784	19.20
31	1.004	42,818	42,647	480	478	22,950	22,858	19.86
51	2.272	91,311	40,190	1,044	460	56,544	24,887	19.94
55	3.310	140,364	42,406	1,354	409	84,661	25,577	19.87
74				2,800				
88	6.907	325,358	47,106	5,044	730	183,699	26,596	19.89
97	33.800	2,189,421	64,776	16,738	495	504,504	14,926	20.69
98	6.543	268,982	41,110			141,180	21,577	22.50
99	20.172	669,368	33,183			385,919	19,131	21.49
BEA	53.187	3,205,839	60,275	337,238	6,341	949,175	17,846	20.24
Active	110.137	5,450,739	49,491	355,607	3,229	2,226,002	20,211	20.39
Classified Total	110.137	5,450,739	49,491	355,607	3,229	2,226,002	20,211	20.39
PSES Program 01 Classified	2.463	145,312	58,998			58,344	23,688	19.51
PSES Program 21 Classified	1.124	44,030	39,173			19,965	17,763	20.03

**Dieringer School District (27343)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.961	1,015,338	78,338	138,059	10,652	22,458	1,733	18.63
09	1.122	67,986	60,594			2,356	2,100	14.48
21	21.684	1,372,486	63,295			46,421	2,141	19.23
65	1.427	92,490	64,814			2,818	1,974	19.50
88	0.824	52,072	63,194			1,665	2,021	19.53
97	17.235	1,454,595	84,398	4,410	256	31,741	1,842	19.71
98	4.574	301,374	65,889	600	131	12,950	2,831	21.33
99	8.777	628,521	71,610	49,298	5,617	22,131	2,521	21.36
BEA	30.196	2,469,933	81,797	142,469	4,718	54,199	1,795	19.29
Active	68.604	4,984,862	72,661	192,367	2,804	142,540	2,078	19.61
Classified Total	68.604	4,984,862	72,661	192,367	2,804	142,540	2,078	19.61
PSES Program 01 Classified	3.337	261,089	78,241			6,555	1,964	18.57
PSES Program 21 Classified	2.880	217,442	75,501			9,621	3,341	19.56

**Dixie School District (36101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.262	52,081	41,269			28,272	22,403	18.47
51	0.004	164	41,000					18.47
55	0.029	1,277	44,034					18.47
97	1.170	66,855	57,141			16,714	14,286	18.38
98	0.497	25,995	52,304			9,422	18,957	19.71
99	0.062	3,154	50,871					9.54
BEA	2.432	118,936	48,905			44,986	18,498	18.42
Active	3.024	149,526	49,446			54,408	17,992	18.46
Classified Total	3.024	149,526	49,446			54,408	17,992	18.46

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**East Valley School District (Spokane) (32361)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.249	1,836,310	53,616	225,712	6,590	742,606	21,683	18.38
02	2.017	104,471	51,795			54,799	27,168	19.73
21	27.597	1,289,404	46,723			774,948	28,081	19.89
24	10.716	506,899	47,303			280,331	26,160	19.74
31	1.265	113,358	89,611	840	664	20,687	16,353	19.07
34	0.542	48,582	89,635	360	664	8,863	16,353	19.07
38	0.808	84,688	104,812			14,856	18,386	18.66
51	1.333	59,847	44,896			33,377	25,039	19.81
55	11.122	507,759	45,654			274,453	24,677	19.78
79	0.808	72,796	90,094			14,856	18,386	18.76
88	12.588	762,283	60,556			267,408	21,243	19.46
97	53.258	3,638,104	68,311	27,600	518	830,889	15,601	21.12
98	16.903	812,403	48,063	6,000	355	437,340	25,874	22.73
99	21.417	1,289,619	60,215	6,000	280	728,698	34,024	21.99
BEA	91.331	5,740,825	62,857	254,512	2,787	1,657,844	18,152	20.14
Active	194.623	11,126,523	57,170	266,512	1,369	4,484,110	23,040	20.41
Classified Total	194.623	11,126,523	57,170	266,512	1,369	4,484,110	23,040	20.41

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
PSES Program 01 Classified	14.004	715,754	51,111			355,069	25,355	19.96
PSES Program 21 Classified	5.329	242,006	45,413			249,756	46,867	21.95

Salary and Benefits by Program for 2024-2025

**East Valley School District (Yakima) (39090)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.599	1,418,295	55,404	240,112	9,380	540,604	21,118	19.00
09	2.012	96,277	47,851	3,974	1,975	48,276	23,994	19.87
21	9.696	479,940	49,499	16,890	1,742	229,242	23,643	19.83
24	6.257	291,950	46,660	11,756	1,879	154,469	24,687	19.91
31	0.451	23,773	52,712	1,289	2,858	8,765	19,434	19.72
51	3.296	150,404	45,632	6,152	1,867	85,002	25,789	19.95
55	10.260	457,488	44,589	15,175	1,479	246,176	23,994	20.00
65	4.305	196,866	45,730	7,011	1,629	102,509	23,812	19.96
76	3.568	209,575	58,737	4,021	1,127	73,713	20,659	19.62
97	37.115	2,675,050	72,075	2,781	75	557,621	15,024	19.32
98	12.912	685,539	53,093	24,191	1,874	256,153	19,838	18.67
99	15.879	972,783	61,262	30,530	1,923	356,223	22,434	20.28
BEA	63.165	4,117,118	65,180	244,182	3,866	1,106,989	17,525	19.21
Active	131.350	7,657,940	58,302	363,882	2,770	2,658,752	20,242	19.46
Classified Total	131.350	7,657,940	58,302	363,882	2,770	2,658,752	20,242	19.46
PSES Program 01 Classified	7.699	484,141	62,884			184,105	23,913	17.58
PSES Program 21 Classified	1.873	79,562	42,478			45,992	24,555	20.08

**Eastmont School District (09206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	72.397	4,285,276	59,191	510,710	7,054	1,411,965	19,503	19.23
02	1.500	85,451	56,967	2,100	1,400	28,256	18,837	19.63
09	2.383	131,539	55,199	476	200	50,859	21,343	19.29
14				3,000				
21	38.654	2,202,026	56,968	3,763	97	895,111	23,157	19.48
24	14.437	792,173	54,871			320,023	22,167	19.45
31	1.984	137,390	69,249	5,971	3,010	39,572	19,946	18.93
51	0.758	46,272	61,045			15,395	20,310	19.39
53	2.157	127,115	58,931	1,191	552	37,687	17,472	19.42
55	7.721	420,814	54,503			167,378	21,678	19.40
58				5,371				
65	4.581	274,919	60,013	596	130	96,039	20,965	19.41
88	2.155	121,057	56,175	1,800	835	55,043	25,542	19.29
97	65.830	4,960,174	75,348	49,935	759	955,949	14,521	21.59
98	1.506	87,807	58,305	327	217	31,806	21,120	19.43
99	17.449	1,126,718	64,572	885	51	474,069	27,169	21.40
BEA	141.711	9,468,291	66,814	568,716	4,013	2,435,741	17,188	20.43
Active	233.512	14,798,731	63,375	586,125	2,510	4,579,153	19,610	20.23

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
Classified Total	233.512	14,798,731	63,375	586,125	2,510	4,579,153	19,610	20.23
PSES Program 01 Classified	21.499	1,161,466	54,024			447,869	20,832	19.86
PSES Program 21 Classified	3.760	259,801	69,096			113,016	30,057	19.91

**Easton School District (19028)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.266	79,523	62,814	38,900	30,727	35,557	28,086	19.16
21	0.642	40,458	63,019			12,928	20,137	19.70
55	0.321	19,694	61,352			7,057	21,984	19.84
65	0.039	2,364	60,615	1,555	39,872	857	21,984	19.84
88	0.389	23,044	59,239					9.42
97	2.780	217,027	78,067	8,000	2,878	42,337	15,229	19.55
98	1.156	64,344	55,661			23,685	20,489	19.96
99	1.005	77,040	76,657			18,828	18,734	19.60
BEA	4.046	296,550	73,295	46,900	11,592	77,894	19,252	19.39
Active	7.598	523,494	68,899	48,455	6,377	141,249	18,590	19.15
Classified Total	7.598	523,494	68,899	48,455	6,377	141,249	18,590	19.15
PSES Program 01 Classified	0.017	1,353	79,588					9.09

**Eatonville School District (27404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.227	1,054,334	57,845	443,521	24,333	377,684	20,721	19.81
09	1.782	85,164	47,791	870	488	55,818	31,323	20.24
21	17.350	897,241	51,714	21,679	1,250	419,948	24,205	20.13
31	1.189	82,488	69,376	28,817	24,236	23,371	19,656	19.79
34	0.440	26,971	61,298	618	1,405	9,314	21,168	20.00
51	3.213	160,072	49,820	3,847	1,197	90,984	28,317	20.13
52	0.125	7,553	60,424			2,360	18,877	19.90
55	2.292	117,574	51,298	3,968	1,731	58,464	25,508	20.17
88	1.287	61,229	47,575	1,688	1,312	32,305	25,101	20.34
97	23.461	1,702,519	72,568	22,074	941	373,758	15,931	21.62
98	7.549	424,562	56,241	16,431	2,177	175,246	23,215	24.12
99	16.681	1,045,868	62,698	37,534	2,250	433,540	25,990	23.70
BEA	43.317	2,866,312	66,171	495,030	11,428	784,126	18,102	20.87
Active	93.596	5,665,575	60,532	581,047	6,208	2,052,791	21,932	21.46
Classified Total	93.596	5,665,575	60,532	581,047	6,208	2,052,791	21,932	21.46
PSES Program 01 Classified	4.887	288,158	58,964			115,772	23,690	19.89
PSES Program 21 Classified	1.638	98,802	60,319			34,413	21,009	20.03

Salary and Benefits by Program for 2024-2025

**Edmonds School District (31015)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	162.564	11,737,718	72,204	579,808	3,567	3,492,776	21,486	19.01
02	7.183	541,720	75,417	30,892	4,301	147,866	20,586	19.47
03	0.498	43,097	86,540	990	1,988	7,074	14,204	19.49
11	1.320	133,084	100,821	9,506	7,202	28,272	21,418	19.46
21	204.185	13,861,508	67,887	126,543	620	5,164,624	25,294	16.90
31	8.220	650,896	79,184	7,374	897	187,398	22,798	19.51
34	0.580	56,493	97,402	3,207	5,529	8,870	15,294	19.45
51	1.797	174,043	96,852	8,569	4,769	34,930	19,438	19.47
52	0.509	31,315	61,523			13,853	27,217	18.66
55	1.146	71,414	62,316	1,469	1,282	48,064	41,941	17.19
58	1.056	81,861	77,520	6,427	6,086	21,817	20,660	8.94
65	3.337	224,966	67,416	8,728	2,616	93,993	28,167	19.55
68	0.091	7,372	81,011	504	5,538	4,020	44,175	19.46
74	0.700	50,844	72,634	991	1,416	9,895	14,136	19.50
79	18.917	1,728,539	91,375	126,085	6,665	475,077	25,114	17.90
88	32.590	2,599,254	79,756	127,818	3,922	881,766	27,056	19.35
89	1.988	155,082	78,009	2,715	1,366	28,272	14,221	19.50
97	172.166	15,636,784	90,824	502,151	2,917	2,726,874	15,839	19.30
98	43.441	2,725,428	62,739	63,899	1,471	1,074,336	24,731	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
99	114.998	9,503,674	82,642	28,998	252	2,178,614	18,945	19.27
CP	23.495	3,006,477	127,962	105,117	4,474	363,098	15,454	19.21
SB	0.056	5,600	100,000	640	11,429	1,096	19,579	19.41
BEA	351.211	28,666,708	81,622	1,124,422	3,202	6,570,858	18,709	19.19
Active	800.837	63,027,169	78,702	1,742,431	2,176	16,992,585	21,219	18.64
Classified Total	800.837	63,027,169	78,702	1,742,431	2,176	16,992,585	21,219	18.64
PSES Program 01 Classified	20.392	1,703,256	83,526			459,616	22,539	19.25
PSES Program 21 Classified	6.315	500,244	79,215			144,363	22,860	18.30

**Ellensburg School District (19401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.961	1,534,383	51,213	188,932	6,306	678,283	22,639	17.69
02	0.498	25,368	50,940			11,792	23,678	19.81
09	1.650	67,049	40,636			42,408	25,702	20.18
21	21.767	957,885	44,006			538,358	24,733	20.06
24	8.751	369,277	42,198			213,230	24,366	20.12
31	0.320	13,666	42,706			7,615	23,798	20.12
51	0.183	9,819	53,656			3,539	19,338	20.10
55	12.934	539,821	41,737			343,685	26,572	20.13
58	0.100	5,074	50,740			2,368	23,678	19.81
64	0.594	24,404	41,084			14,136	23,798	20.16
86	0.865	42,048	48,610	7,000	8,092	14,136	16,342	19.88
88	0.548	29,458	53,755			10,597	19,338	20.10
97	41.072	2,638,428	64,239	9,430	230	597,098	14,538	19.38
98	10.464	503,845	48,150			230,380	22,016	19.69
99	15.431	928,201	60,152	1,500	97	350,873	22,738	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
BEA	71.851	4,211,845	58,619	198,362	2,761	1,294,788	18,020	18.77
Active	145.138	7,688,726	52,975	206,862	1,425	3,058,497	21,073	19.28
Classified Total	145.138	7,688,726	52,975	206,862	1,425	3,058,497	21,073	19.28
PSES Program 01 Classified	9.933	630,117	63,437			233,546	23,512	14.53

**Elma School District (14068)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.321	566,908	60,821	107,817	11,567	169,715	18,208	20.88
09	0.329	17,551	53,347			8,487	25,796	20.47
21	6.935	382,814	55,200	6,126	883	154,814	22,324	20.78
24	4.318	239,675	55,506	498	115	102,760	23,798	20.40
31	1.448	82,041	56,658	485	335	33,326	23,015	20.37
34	0.192	11,029	57,443	42	219	4,284	22,312	20.35
51	2.960	162,269	54,821	527	178	71,719	24,230	20.66
55	2.756	153,675	55,760			64,771	23,502	20.65
65	0.594	33,333	56,116			14,136	23,798	20.39
89	2.190	163,635	74,719			30,958	14,136	23.48
97	18.931	1,367,524	72,237	2,443	129	290,738	15,358	22.68
98	6.343	365,910	57,687	97	15	130,853	20,629	24.79
99	8.010	538,038	67,171	4,790	598	162,124	20,240	23.51
BEA	29.892	2,027,502	67,828	110,787	3,706	498,063	16,662	22.05
Active	64.327	4,084,402	63,494	122,825	1,909	1,238,684	19,256	22.20
Classified Total	64.327	4,084,402	63,494	122,825	1,909	1,238,684	19,256	22.20
PSES Program 01 Classified	1.278	79,614	62,296			28,272	22,122	24.79

**Endicott School District (38308)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.473	134,496	54,386	2,531	1,023	62,952	25,456	17.65
21	1.260	50,629	40,182			30,475	24,187	18.26
97	3.077	187,596	60,967	13,000	4,225	45,942	14,931	18.95
98	0.967	51,543	53,302			19,641	20,311	19.11
99	1.616	102,476	63,413			38,874	24,056	17.83
BEA	5.550	322,092	58,035	15,531	2,798	108,894	19,621	18.41
Active	9.393	526,740	56,078	15,531	1,653	197,885	21,067	18.35
Classified Total	9.393	526,740	56,078	15,531	1,653	197,885	21,067	18.35
PSES Program 01 Classified	0.913	58,623	64,209			21,342	23,375	17.66

**Entiat School District (04127)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.691	388,381	50,498	73,409	9,545	165,703	21,545	20.28
51	1.343	66,687	49,655			29,761	22,160	20.23
55	0.847	39,629	46,787			19,127	22,581	20.30
65	0.514	22,651	44,068			11,607	22,581	20.39
97	5.796	411,354	70,972	2,700	466	84,809	14,632	21.46
98	2.302	116,922	50,791			50,376	21,883	24.59
99	1.973	122,312	61,993			62,740	31,799	20.99
BEA	13.487	799,735	59,297	76,109	5,643	250,511	18,574	20.88
Active	20.466	1,167,936	57,067	76,109	3,719	424,121	20,723	21.19
Classified Total	20.466	1,167,936	57,067	76,109	3,719	424,121	20,723	21.19
PSES Program 01 Classified	1.350	62,894	46,588			30,485	22,581	20.30

Salary and Benefits by Program for 2024-2025

**Enumclaw School District (17216)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.262	2,348,738	59,822	70,619	1,799	836,832	21,314	22.22
09	1.876	110,041	58,657	2,142	1,142	41,703	22,230	24.33
21	39.330	2,178,088	55,380	59,608	1,516	1,046,073	26,597	22.02
24	0.315	16,622	52,768			9,895	31,413	30.51
31	3.586	253,576	70,713	1,776	495	51,177	14,271	20.98
34	0.126	8,190	65,000			1,862	14,781	19.74
51	2.779	149,478	53,788	5,015	1,805	68,472	24,639	22.75
55	2.296	126,034	54,893	5,131	2,235	56,325	24,532	22.43
64	0.315	19,153	60,803	119	378	6,968	22,122	22.86
65	2.681	145,224	54,168	5,008	1,868	74,814	27,905	25.50
68	0.043	6,588	153,209			2,006	46,653	19.06
69	0.323	43,172	133,659	142	440	13,499	41,793	19.13
79	0.900	55,185	61,317	1,993	2,214	19,910	22,122	26.23
88	7.199	438,233	60,874	12,202	1,695	153,592	21,335	22.37
97	52.834	4,223,185	79,933	3,725	71	810,351	15,338	23.98
98	16.631	919,185	55,269	26,055	1,567	412,084	24,778	25.23
99	23.071	1,738,201	75,341	46,842	2,030	491,411	21,300	24.39
BEA	95.808	6,833,689	71,327	76,120	795	1,700,223	17,746	23.25
Active	193.567	12,778,893	66,018	240,377	1,242	4,096,976	21,166	23.34

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
Classified Total	193.567	12,778,893	66,018	240,377	1,242	4,096,976	21,166	23.34
PSES Program 01 Classified	7.303	474,985	65,040			173,277	23,727	22.38
PSES Program 21 Classified	1.214	84,755	69,815			28,272	23,288	19.63

**Ephrata School District (13165)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	27.651	1,385,129	50,093	238,196	8,614	590,672	21,362	19.73
21	11.719	568,597	48,519			252,599	21,555	19.80
24	7.500	354,742	47,299			175,693	23,426	19.67
31	0.511	27,864	54,528			8,896	17,409	19.96
34	0.071	3,798	53,493			1,236	17,409	20.87
51	2.153	104,074	48,339			48,736	22,636	19.65
52	0.100	6,812	68,120			2,552	25,516	11.24
53	1.177	59,993	50,971			23,380	19,864	19.60
55	5.700	273,082	47,909			132,945	23,324	19.94
65	3.455	170,868	49,455			75,226	21,773	19.65
88	7.393	372,303	50,359			178,226	24,107	19.80
97	35.390	2,340,300	66,129			568,982	16,077	21.41
98	9.801	486,965	49,685			246,881	25,189	23.20
99	14.002	844,020	60,279			384,688	27,474	21.93
BEA	63.623	3,757,091	59,052	238,196	3,744	1,169,786	18,386	20.78
Active	126.623	6,998,547	55,271	238,196	1,881	2,690,712	21,250	20.80
Classified Total	126.623	6,998,547	55,271	238,196	1,881	2,690,712	21,250	20.80
PSES Program 01 Classified	5.981	280,962	46,976			138,972	23,235	19.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	0.951	46,307	48,693			11,303	11,885	20.08
PSES Program 97 Classified	1.475	83,543	56,639			39,856	27,021	15.14

**Evaline School District (21036)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.546	22,967	42,064			10,511	19,251	17.12
09	0.241	11,263	46,734					8.49
21	0.163	6,491	39,822			2,794	17,141	16.08
51	0.506	20,136	39,794			9,235	18,250	16.58
52	0.069	2,843	41,203					8.50
55	0.276	11,167	40,460			5,991	21,705	18.03
65	0.090	3,558	39,533			2,131	23,678	19.07
97	1.693	108,511	64,094	8,500	5,021	31,998	18,900	19.04
98	0.367	15,211	41,447			8,068	21,984	20.00
99	0.275	18,147	65,989					9.56
BEA	2.239	131,478	58,722	8,500	3,796	42,509	18,986	18.72
Active	4.226	220,294	52,128	8,500	2,011	70,727	16,736	17.16
Classified Total	4.226	220,294	52,128	8,500	2,011	70,727	16,736	17.16
PSES Program 01 Classified	0.546	22,967	42,064			10,511	19,251	17.12
PSES Program 09 Classified	0.034	1,426	41,941					8.49

**Everett School District (31002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	181.927	13,413,576	73,731	912,067	5,013	3,688,786	20,276	20.76
02	6.050	429,048	70,917			130,835	21,626	21.45
03	1.715	122,262	71,290			42,408	24,728	18.61
21	147.810	9,784,595	66,197			3,662,203	24,776	19.39
24	1.869	176,519	94,446			28,272	15,127	21.03
31	5.147	395,688	76,877	61,290	11,908	95,995	18,651	19.23
34	1.500	129,842	86,561	48,236	32,157	21,929	14,619	19.35
51	16.185	1,206,011	74,514			350,871	21,679	19.02
55	32.224	2,197,153	68,184			738,341	22,913	19.22
58	2.152	230,152	106,948			33,502	15,568	19.04
64	3.107	223,304	71,871			64,484	20,754	21.70
65	24.742	1,677,603	67,804			558,029	22,554	18.69
74	3.811	245,465	64,410			99,418	26,087	18.06
79	3.215	305,825	95,124			70,680	21,984	22.59
88	23.923	1,980,305	82,778			541,426	22,632	18.95
89	2.000	187,674	93,837	2,000	1,000	28,272	14,136	20.46
97	190.411	16,779,848	88,124	42,342	222	2,764,208	14,517	22.42
98	53.658	3,394,836	63,268			1,202,693	22,414	30.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	20.739	1,755,075	84,627			464,614	22,403	23.06
CP	22.453	2,937,638	130,835			341,544	15,212	18.18
BEA	386.750	31,270,264	80,854	1,063,935	2,751	6,744,160	17,438	21.62
Active	744.638	57,572,419	77,316	1,065,935	1,431	14,928,509	20,048	21.30
Classified Total	744.638	57,572,419	77,316	1,065,935	1,431	14,928,509	20,048	21.30
PSES Program 01 Classified	69.255	5,083,825	73,407			1,602,935	23,145	21.40
PSES Program 21 Classified	6.609	649,357	98,253			155,461	23,523	20.51

Salary and Benefits by Program for 2024-2025

**Evergreen School District (Clark) (06114)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	186.621	12,141,171	65,058			3,885,566	20,821	19.41
02	8.321	524,944	63,087			180,372	21,677	19.49
21	253.673	14,256,620	56,201			6,588,007	25,970	19.78
24	49.005	2,655,796	54,194			1,326,234	27,063	19.84
31	21.896	1,478,748	67,535			491,838	22,462	19.65
45	16.413	1,071,843	65,305			342,798	20,886	19.68
51	36.600	2,282,730	62,370			796,569	21,764	19.61
52	0.988	151,190	153,026			14,136	14,308	19.05
55	33.685	2,073,475	61,555			761,400	22,604	19.72
58	2.263	172,400	76,182			42,408	18,740	19.51
65	35.066	2,234,792	63,731			875,190	24,958	19.48
74	0.410	27,511	67,100			14,136	34,478	19.66
79	1.717	125,596	73,149			33,952	19,774	19.57
97	110.263	10,778,740	97,755			1,612,871	14,627	20.14
98	3.128	270,151	86,365			56,544	18,077	19.41
99	129.520	9,695,980	74,861			3,176,551	24,526	22.99
BEA	343.514	25,995,446	75,675			6,513,444	18,961	19.74
Active	889.569	59,941,687	67,383			20,198,572	22,706	20.26
Classified Total	889.569	59,941,687	67,383			20,198,572	22,706	20.26

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
PSES Program 01 Classified	58.857	3,405,737	57,865			1,535,373	26,087	18.96
PSES Program 21 Classified	4.178	378,796	90,664			71,258	17,055	19.11

**Evergreen School District (Stevens) (33205)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.042	1,824	43,429			1,124	26,773	18.78
21	0.295	12,750	43,220			6,278	21,282	18.83
51	0.203	8,762	43,163			4,076	20,080	18.84
52	0.214	9,261	43,276			4,297	20,080	18.84
55	0.433	18,691	43,166			11,593	26,773	18.78
97	0.496	20,145	40,615			14,136	28,500	15.84
98	0.578	25,470	44,066			15,019	25,985	19.74
BEA	0.538	21,969	40,835			15,260	28,365	16.08
Active	2.261	96,903	42,858			56,524	25,000	18.44
Classified Total	2.261	96,903	42,858			56,524	25,000	18.44

Salary and Benefits by Program for 2024-2025

**Federal Way School District (17210)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	189.868	13,260,666	69,842	562,294	2,961	3,555,265	18,725	20.87
02	4.238	330,320	77,942			60,523	14,281	20.87
03	4.476	362,351	80,954	28,245	6,310	73,836	16,496	20.34
09	3.306	175,500	53,085			77,661	23,491	20.42
21	164.861	9,525,497	57,779	41,327	251	3,799,337	23,046	21.43
31	6.770	595,732	87,996	26,208	3,871	105,506	15,584	19.55
34	0.325	33,229	102,243			4,327	13,313	19.21
51	18.846	1,416,073	75,139			326,173	17,307	21.03
55	39.195	2,148,715	54,821	8,375	214	859,628	21,932	20.30
58	1.746	152,073	87,098	3,427	1,963	26,626	15,250	23.01
65	17.625	997,709	56,608			404,932	22,975	20.81
68	0.548	69,388	126,620			13,313	24,294	19.01
79	7.016	630,292	89,836	4,365	622	119,819	17,078	20.13
88	46.066	2,885,208	62,632	757	16	876,377	19,024	21.21
97	218.098	19,352,944	88,735	44,631	205	3,022,661	13,859	21.27
98	63.800	4,030,106	63,168	14,717	231	1,468,234	23,013	24.96
99	90.351	6,483,302	71,757	3,048	34	1,788,888	19,799	24.30
BEA	423.775	33,935,242	80,078	661,378	1,561	6,822,117	16,098	21.07
Active	877.135	62,449,105	71,197	737,394	841	16,583,104	18,906	21.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	877.135	62,449,105	71,197	737,394	841	16,583,104	18,906	21.67
PSES Program 01 Classified	58.609	3,642,986	62,157			1,348,424	23,007	20.27
PSES Program 21 Classified	5.316	552,122	103,860			99,328	18,685	22.04
PSES Program 97 Classified	12.407	1,234,086	99,467			202,048	16,285	20.49

Salary and Benefits by Program for 2024-2025

**Ferndale School District (37502)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	44.864	2,860,600	63,762	148,591	3,312	937,431	20,895	20.18
09	2.940	149,561	50,871	8,338	2,836	70,680	24,041	20.08
21	40.414	2,259,807	55,916	117,235	2,901	966,351	23,911	19.99
24	6.844	368,681	53,869	22,849	3,339	167,352	24,452	20.45
29	0.649	35,356	54,478	1,907	2,938	11,670	17,981	20.02
31	1.835	121,292	66,099	2,063	1,124	33,573	18,296	19.85
38	0.542	28,493	52,570	2,480	4,576	10,597	19,552	20.02
51	5.768	313,803	54,404	16,170	2,803	147,091	25,501	19.95
52	0.548	100,000	182,482			14,136	25,796	19.12
53	1.256	89,129	70,963	1,110	884	28,272	22,510	19.83
55	7.132	379,708	53,240	24,379	3,418	190,836	26,758	20.03
58	0.300	16,043	53,477	837	2,790	8,462	28,205	20.04
65	2.530	126,668	50,066	6,965	2,753	64,359	25,438	20.10
68	0.270	23,943	88,678			5,629	20,850	19.70
69	1.317	157,738	119,771			28,294	21,484	19.39
79	2.100	107,121	51,010	4,565	2,174	56,517	26,913	20.20
97	57.179	4,941,893	86,428	37,418	654	816,007	14,271	19.94
98	14.237	775,112	54,443	53,542	3,761	318,605	22,379	21.38
99	26.220	1,976,167	75,369	9,416	359	521,952	19,907	20.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	103.878	7,923,785	76,280	188,072	1,811	1,787,011	17,203	20.03
Active	216.945	14,831,115	68,363	457,865	2,111	4,397,815	20,272	20.21
Classified Total	216.945	14,831,115	68,363	457,865	2,111	4,397,815	20,272	20.21
PSES Program 01 Classified	11.730	788,561	67,226			281,296	23,981	19.83
PSES Program 21 Classified	1.541	136,203	88,386			32,557	21,127	19.67

**Fife School District (27417)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.027	2,105,955	65,756	163,430	5,103	643,496	20,092	18.08
21	28.145	1,734,621	61,632			680,008	24,161	19.38
24	4.138	252,191	60,945			103,159	24,930	19.05
31	1.580	111,330	70,462	2,231	1,412	36,754	23,262	18.96
34	0.500	38,095	76,190			7,068	14,136	18.91
51	1.569	95,814	61,067			37,339	23,798	19.05
55	2.870	182,705	63,660			66,896	23,309	19.02
65	3.761	232,886	61,921			89,626	23,830	19.04
68	0.773	55,402	71,671	2,016	2,608	14,136	18,287	18.97
79	6.900	598,209	86,697			97,538	14,136	18.85
97	41.643	3,267,082	78,455	31,000	744	597,262	14,342	19.47
98	10.941	635,042	58,042	4,000	366	227,822	20,823	20.01
99	18.307	1,320,305	72,120	7,700	421	423,772	23,148	20.43
BEA	75.750	5,522,462	72,904	196,661	2,596	1,284,580	16,958	18.89
Active	153.154	10,629,637	69,405	210,377	1,374	3,024,876	19,751	19.23
Classified Total	153.154	10,629,637	69,405	210,377	1,374	3,024,876	19,751	19.23
PSES Program 01 Classified	5.847	405,253	69,310			113,088	19,341	18.56
PSES Program 21 Classified	3.274	193,289	59,038			83,333	25,453	22.43

Salary and Benefits by Program for 2024-2025

**Finley School District (03053)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.255	650,899	53,113	500	41	329,149	26,858	18.58
21	2.990	138,693	46,386			58,279	19,491	18.56
24	3.076	133,344	43,350			66,014	21,461	19.31
51	0.528	23,951	45,362			12,038	22,800	19.82
55	5.078	224,578	44,226			124,237	24,466	20.31
65	0.626	27,266	43,556			14,801	23,644	19.89
97	10.655	644,349	60,474	1,660	156	162,899	15,289	23.54
98	5.662	257,543	45,486			131,659	23,253	25.79
99	5.409	322,002	59,531			104,543	19,328	21.15
BEA	22.910	1,295,248	56,536	2,160	94	492,049	21,477	20.06
Active	46.279	2,422,625	52,348	2,160	47	1,003,619	21,686	20.56
Classified Total	46.279	2,422,625	52,348	2,160	47	1,003,619	21,686	20.56
PSES Program 01 Classified	1.997	86,789	43,460			45,951	23,010	20.84

**Franklin Pierce School District (27402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	62.589	4,336,181	69,280	445,149	7,112	1,200,992	19,189	18.91
21	87.825	4,843,529	55,150			2,107,216	23,993	18.82
24	0.516	28,907	56,021			11,977	23,212	19.00
31	6.299	454,046	72,082			98,952	15,709	18.99
51	8.117	559,188	68,891			162,056	19,965	17.80
52	0.350	40,042	114,406			7,068	20,194	18.96
55	16.395	889,451	54,251			407,448	24,852	18.70
58		200						
61	9.431	722,644	76,624			191,837	20,341	18.99
65	11.780	609,021	51,700			282,720	24,000	19.00
79	3.420	281,101	82,193			53,010	15,500	18.98
88	6.944	507,221	73,044			147,427	21,231	19.00
97	78.303	6,821,794	87,120	125,806	1,607	1,140,747	14,568	19.17
98	26.508	1,615,744	60,953	8,705	328	648,963	24,482	19.70
99	35.843	2,629,226	73,354	21,857	610	706,800	19,719	19.73
BEA	147.191	11,612,021	78,891	570,955	3,879	2,440,691	16,582	19.06
Active	354.320	24,338,295	68,690	505,330	1,426	7,167,213	20,228	19.08
On Leave				96,187				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	354.320	24,338,295	68,690	601,517	1,698	7,167,213	20,228	19.08
PSES Program 01 Classified	21.648	1,481,492	68,436			494,984	22,865	18.86
PSES Program 21 Classified	0.769	85,568	111,272			14,136	18,382	18.95

Salary and Benefits by Program for 2024-2025

**Freeman School District (32358)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.700	218,346	46,457	3,599	766	162,449	34,564	17.81
02	0.250	12,051	48,204			5,645	22,581	19.39
09	2.568	113,143	44,059			58,060	22,609	19.70
21	5.999	247,571	41,269			136,306	22,722	19.80
24	0.687	29,702	43,234			12,019	17,495	19.51
31	1.186	71,921	60,642	2,500	2,108	22,619	19,071	19.15
34	0.226	18,924	83,735			3,540	15,662	18.92
51	0.857	33,867	39,518			17,495	20,415	19.65
55	0.688	27,409	39,839			14,254	20,718	19.65
65	0.274	11,170	40,766			5,801	21,170	19.57
97	10.189	669,043	65,663	1,500	147	145,588	14,289	20.53
98	2.884	155,678	53,980			56,544	19,606	19.90
99	7.644	425,933	55,721			236,133	30,891	20.64
BEA	16.551	990,285	59,832	7,599	459	339,841	20,533	19.03
Active	38.152	2,034,758	53,333	7,599	199	876,453	22,973	19.46
Classified Total	38.152	2,034,758	53,333	7,599	199	876,453	22,973	19.46

**Garfield School District (38302)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.078	120,002	57,749	24,313	11,700	30,600	14,726	18.59
21	2.213	103,046	46,564			49,464	22,352	18.47
55	0.863	47,209	54,703			16,195	18,766	18.61
88	0.415	27,939	67,323			10,064	24,251	18.61
97	1.500	79,725	53,150			23,232	15,488	19.07
98	1.070	46,324	43,293	10,390	9,710	19,936	18,631	19.03
99	3.416	200,292	58,633			69,696	20,403	16.86
BEA	3.578	199,727	55,821	24,313	6,795	53,832	15,045	18.77
Active	11.555	624,537	54,049	34,703	3,003	219,187	18,969	17.94
Classified Total	11.555	624,537	54,049	34,703	3,003	219,187	18,969	17.94
PSES Program 01 Classified	0.102	5,896	57,804			1,399	13,715	18.57

**Glenwood School District (20401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.441	87,461	60,695	12,374	8,587	34,871	24,199	19.73
51	0.340	15,848	46,612			16,005	47,075	20.76
52	0.154	7,124	46,260			7,299	47,395	20.73
55	0.265	12,324	46,506			12,505	47,188	20.75
97	2.650	208,907	78,833	7,500	2,830	40,994	15,470	21.48
98	0.735	32,671	44,450			12,958	17,630	28.38
99	0.736	41,069	55,800			43,822	59,540	25.34
BEA	4.091	296,368	72,444	19,874	4,858	75,865	18,544	20.93
Active	6.321	405,404	64,136	19,874	3,144	168,454	26,650	21.95
Classified Total	6.321	405,404	64,136	19,874	3,144	168,454	26,650	21.95

**Goldendale School District (20404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.348	744,664	45,551	128,000	7,830	386,194	23,623	19.63
02	2.848	206,420	72,479			3,534	1,241	1.62
31	0.700	29,207	41,724			15,557	22,224	20.13
51	0.183	7,380	40,328			5,648	30,865	20.07
55	7.462	328,987	44,088			169,610	22,730	20.12
65	0.895	41,209	46,044	450	503	22,624	25,278	19.97
97	13.364	921,518	68,955	3,841	287	191,161	14,304	19.40
98	4.058	190,007	46,823			125,043	30,814	17.61
99	5.541	333,767	60,236			152,555	27,532	18.99
BEA	33.260	1,901,809	57,180	131,841	3,964	596,446	17,933	17.57
Active	51.399	2,803,159	54,537	132,291	2,574	1,071,926	20,855	18.09
Classified Total	51.399	2,803,159	54,537	132,291	2,574	1,071,926	20,855	18.09
PSES Program 01 Classified	0.643	39,134	60,862			14,136	21,984	19.58

Salary and Benefits by Program for 2024-2025

**Grand Coulee Dam School District (13301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.641	637,565	54,769	146,547	12,589	252,544	21,694	19.98
02	0.509	22,546	44,295			14,136	27,772	20.14
21	7.385	351,960	47,659	3,000	406	169,632	22,970	20.05
51	1.379	67,511	48,956			33,675	24,420	20.00
53	1.318	60,033	45,549			27,873	21,148	15.99
55	4.490	201,123	44,794			99,490	22,158	20.13
68	1.712	79,616	46,505			24,593	14,365	20.09
97	11.907	696,223	58,472			185,537	15,582	22.06
98	2.742	124,513	45,410			54,775	19,976	25.12
99	4.147	233,863	56,393			127,224	30,679	20.92
BEA	24.057	1,356,334	56,380	146,547	6,092	452,217	18,798	21.01
Active	47.230	2,474,953	52,402	149,547	3,166	989,479	20,950	20.82
Classified Total	47.230	2,474,953	52,402	149,547	3,166	989,479	20,950	20.82
PSES Program 01 Classified	2.198	127,690	58,094			56,544	25,725	20.86

Salary and Benefits by Program for 2024-2025

**Grandview School District (39200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.760	1,191,617	57,400	479,385	23,092	383,190	18,458	19.51
02	0.785	42,742	54,448	656	836	14,136	18,008	19.90
09	2.376	117,647	49,515			56,544	23,798	20.06
21	25.189	1,280,209	50,824	3,819	152	550,249	21,845	19.82
24	9.739	482,920	49,586	6,378	655	216,620	22,243	20.03
31	2.265	130,347	57,548			42,416	18,727	19.79
34	0.178	10,370	58,258			2,818	15,833	19.75
51	4.822	239,673	49,704	1,751	363	105,317	21,841	19.47
52	1.619	123,929	76,547			28,272	17,463	19.49
53	3.847	207,575	53,958	313	81	77,748	20,210	19.92
55	12.296	655,409	53,303	5,622	457	273,406	22,235	19.91
64	0.617	28,831	46,728			14,136	22,911	20.17
65	6.273	332,920	53,072	1,310	209	134,292	21,408	19.91
69	0.988	54,868	55,534			14,136	14,308	19.89
79	3.155	188,535	59,758			56,544	17,922	19.70
97	51.575	3,774,398	73,183	97,451	1,890	750,961	14,561	19.25
98	16.956	953,659	56,243	9,092	536	417,051	24,596	19.79
99	10.978	696,195	63,417	3,274	298	268,988	24,502	19.69
BEA	75.563	5,149,474	68,148	577,492	7,643	1,193,522	15,795	19.33

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	174.418	10,511,844	60,268	565,641	3,243	3,406,824	19,533	19.58
On Leave				43,410				
Classified Total	174.418	10,511,844	60,268	609,051	3,492	3,406,824	19,533	19.58
PSES Program 01 Classified	6.659	392,428	58,932			116,740	17,531	18.85
PSES Program 21 Classified	4.852	276,398	56,966			100,130	20,637	19.82
PSES Program 97 Classified	4.081	316,492	77,553			70,680	17,319	19.38

Salary and Benefits by Program for 2024-2025

**Granger School District (39204)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.888	548,426	69,527	82,467	10,455	156,766	19,874	19.25
21	7.904	329,066	41,633			141,958	17,960	18.81
24	4.611	182,398	39,557			81,272	17,626	20.47
31	0.935	43,122	46,120			20,641	22,076	20.02
51	4.764	260,965	54,779	270	57	106,734	22,404	19.78
52	0.192	13,174	68,615			3,529	18,382	19.50
53	1.731	104,789	60,537			32,376	18,703	19.15
55	6.773	329,569	48,659	1,080	159	152,230	22,476	19.95
65	5.824	273,691	46,994	1,170	201	134,053	23,017	20.01
68	0.297	14,933	50,279			7,068	23,798	19.91
79	0.808	84,349	104,392			14,136	17,495	18.90
88	10.259	322,933	31,478			155,441	15,152	19.89
97	18.672	1,265,629	67,782	9,945	533	287,432	15,394	18.99
98	5.862	277,661	47,366			145,552	24,830	20.00
99	4.438	276,532	62,310			75,570	17,028	19.61
BEA	27.495	1,857,177	67,546	92,412	3,361	464,839	16,906	19.10
Active	80.958	4,327,237	53,450	94,932	1,173	1,514,759	18,710	19.44
Classified Total	80.958	4,327,237	53,450	94,932	1,173	1,514,759	18,710	19.44

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
PSES Program 01 Classified	1.267	105,235	83,058			28,272	22,314	19.30
PSES Program 21 Classified	1.837	109,961	59,859			42,408	23,085	15.45
PSES Program 97 Classified	0.769	58,531	76,113			14,136	18,382	7.96

**Granite Falls School District (31332)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.509	1,022,346	52,404	270,833	13,882	451,908	23,164	20.64
02	3.402	205,624	60,442	15,254	4,484	76,130	22,378	19.88
03	1.538	99,552	64,728	4,484	2,915	28,272	18,382	19.44
21	27.557	1,471,000	53,380	57,239	2,077	632,292	22,945	19.60
31	0.670	41,849	62,461	2,414	3,603	17,495	26,111	19.47
51	1.215	60,729	49,983	2,846	2,342	28,272	23,269	19.76
55	2.784	144,502	51,904	7,649	2,747	63,621	22,852	19.73
65	0.204	13,496	66,157	749	3,672	3,538	17,345	19.61
74	0.155	10,257	66,174	569	3,671	2,688	17,345	19.61
79	11.774	756,765	64,274	30,321	2,575	240,329	20,412	19.46
97	23.170	1,857,272	80,158	28,357	1,224	364,015	15,711	20.33
98	8.505	435,456	51,200	17,944	2,110	197,904	23,269	23.03
BEA	48.289	3,226,643	66,819	321,342	6,655	937,820	19,421	20.37
Active	100.483	6,118,848	60,894	438,659	4,366	2,106,464	20,963	20.24
Classified Total	100.483	6,118,848	60,894	438,659	4,366	2,106,464	20,963	20.24
PSES Program 01 Classified	9.594	438,029	45,657			242,342	25,260	21.91
PSES Program 21 Classified	3.087	197,352	63,930			66,819	21,645	19.45

**Grapeview School District (23054)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.171	74,481	63,605					
09	0.187	10,329	55,235					
21	2.255	116,802	51,797					
55	0.524	28,723	54,815					
97	3.754	302,841	80,672					
98	0.973	53,443	54,926					
99	1.590	91,689	57,666					
BEA	4.925	377,322	76,614					
Active	10.454	678,308	64,885					
Classified Total	10.454	678,308	64,885					
PSES Program 01 Classified	0.528	33,578	63,595					
PSES Program 09 Classified	0.187	10,329	55,235					

**Great Northern School District (32312)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.240	53,380	43,048			33,919	27,354	18.71
97	0.396	22,160	55,960			7,764	19,606	18.71
98	0.036	2,015	55,972			706	19,606	18.71
99	0.301	15,036	49,953					8.96
BEA	1.636	75,540	46,174			41,683	25,478	18.71
Active	1.973	92,591	46,929			42,388	21,484	17.13
Classified Total	1.973	92,591	46,929			42,388	21,484	17.13
PSES Program 01 Classified	0.288	16,116	55,958			5,647	19,606	18.71

**Green Mountain School District (06103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.534	188,049	53,211			65,975	18,669	17.35
97	3.220	230,807	71,679			47,577	14,775	19.59
98	1.213	65,856	54,292			22,090	18,211	19.75
99	1.057	70,186	66,401			19,850	18,779	19.17
BEA	6.754	418,856	62,016			113,552	16,812	18.58
Active	9.024	554,898	61,491			155,491	17,231	18.79
Classified Total	9.024	554,898	61,491			155,491	17,231	18.79
PSES Program 01 Classified	0.802	51,280	63,940			12,380	15,437	18.49

**Griffin School District (34324)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.580	298,825	65,246	17,130	3,740	98,496	21,506	18.87
09	1.194	67,937	56,899			26,249	21,984	18.87
21	4.133	248,282	60,073			90,080	21,795	17.13
51	0.666	36,442	54,718			14,642	21,984	18.87
52	0.115	5,807	50,496			2,528	21,984	18.87
55	1.079	61,408	56,912			23,721	21,984	18.87
74	0.276	15,678	56,804			6,068	21,984	18.87
97	10.001	797,923	79,784	2,389	239	141,374	14,136	19.29
98	1.879	119,056	63,361			42,408	22,569	19.97
99	4.707	346,974	73,714			119,918	25,476	19.64
BEA	14.581	1,096,748	75,218	19,519	1,339	239,870	16,451	19.18
Active	28.630	1,998,332	69,799	19,519	682	565,484	19,751	19.02
Classified Total	28.630	1,998,332	69,799	19,519	682	565,484	19,751	19.02
PSES Program 01 Classified	2.229	147,256	66,064			56,088	25,163	18.87

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
01	0.834	60,104	72,067			14,154	16,971	18.44
21	0.814	37,479	46,043			19,430	23,869	18.44
24	0.312	18,042	57,827			6,579	21,086	18.44
51	0.776	40,883	52,684			16,864	21,732	18.44
55	1.005	57,252	56,967			23,065	22,950	18.44
88	0.626	41,469	66,244			13,200	21,086	18.44
97	2.658	169,410	63,736			36,997	13,919	18.83
98	1.564	81,544	52,138			26,400	16,880	17.50
99	2.364	128,045	54,165			68,603	29,020	13.73
BEA	3.492	229,514	65,726			51,151	14,648	18.73
Active	10.953	634,228	57,905			225,292	20,569	17.47
Classified Total	10.953	634,228	57,905			225,292	20,569	17.47
PSES Program 01 Classified	0.042	2,572	61,238			954	22,719	18.44

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
01	8.549	499,918	58,477			172,573	20,186	20.00
09	1.791	76,278	42,590			42,408	23,678	20.42
21	3.217	149,143	46,361			68,918	21,423	20.26
24	2.985	132,579	44,415			70,680	23,678	20.34
51	2.741	120,307	43,892			64,413	23,500	20.08
52	0.298	12,359	41,473			7,056	23,678	20.47
53	1.406	61,733	43,907			28,892	20,549	20.36
55	2.116	93,670	44,267			48,094	22,729	20.35
64	0.555	22,988	41,420			12,601	22,704	20.47
65	1.292	56,069	43,397			30,592	23,678	20.38
97	13.955	1,172,099	83,991			197,268	14,136	19.55
98	4.849	225,528	46,510			113,088	23,322	20.25
99	7.235	425,474	58,808			144,650	19,993	19.88
BEA	22.504	1,672,017	74,299			369,840	16,434	19.68
Active	50.989	3,048,145	59,780			1,001,233	19,636	19.91
Classified Total	50.989	3,048,145	59,780			1,001,233	19,636	19.91
PSES Program 01 Classified	1.010	79,502	78,715			28,272	27,992	19.54

Salary and Benefits by Program for 2024-2025

**Highline School District (17401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	183.439	14,352,018	78,239	1,000	5	3,138,142	17,107	21.08
02	0.448	30,215	67,444			7,068	15,777	20.25
03	0.500	41,378	82,756			7,068	14,136	18.66
09	0.212	12,780	60,283					62.35
21	192.593	12,061,734	62,628			3,857,563	20,030	22.07
24	18.093	1,127,991	62,344			433,591	23,965	22.65
31	7.418	557,063	75,096			113,169	15,256	19.87
34	0.898	57,967	64,551			13,791	15,357	19.48
45	7.112	500,845	70,423			97,101	13,653	22.56
51	15.777	1,239,271	78,549			273,178	17,315	20.21
52	2.417	140,103	57,966			48,621	20,116	21.63
55	28.869	2,091,801	72,458			539,344	18,682	21.50
58	1.843	168,912	91,651			28,701	15,573	19.86
64	0.600	52,846	88,077			8,482	14,136	19.22
65	37.602	2,642,567	70,277			716,466	19,054	21.41
68	0.500	63,888	127,776			7,068	14,136	18.96
69	8.917	735,711	82,507			103,426	11,599	20.85
74	0.500	41,510	83,020			7,068	14,136	19.19
79	4.056	261,352	64,436			78,680	19,398	22.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	27.195	1,939,496	71,318			536,065	19,712	21.79
89	7.750	558,373	72,048			118,088	15,237	17.47
97	199.157	17,680,568	88,777	12,193	61	2,843,048	14,275	20.43
98	51.897	3,427,556	66,045	5,777	111	1,145,922	22,081	21.27
99	45.118	3,309,780	73,358	33,537	743	991,601	21,978	23.97
CP	8.000	1,014,161	126,770	3,000	375	91,672	11,459	18.15
BEA	398.972	33,220,054	83,264	13,193	33	6,219,387	15,589	20.73
Active	850.911	64,109,886	75,343	55,507	65	15,204,922	17,869	21.24
Classified Total	850.911	64,109,886	75,343	55,507	65	15,204,922	17,869	21.24
PSES Program 01 Classified	33.568	2,547,472	75,890			658,909	19,629	22.64
PSES Program 21 Classified	12.262	1,089,562	88,857			201,259	16,413	20.69

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
01	17.925	1,001,404	55,866	258,654	14,430	374,278	20,880	20.69
09	0.791	35,118	44,397			18,857	23,839	20.53
21	19.176	937,933	48,912			467,364	24,372	20.26
24	1.096	50,457	46,037			28,272	25,796	20.45
31	1.176	66,441	56,497			21,714	18,464	20.23
34	0.198	11,128	56,202			4,112	20,770	20.30
51	1.236	70,797	57,279			26,757	21,648	20.16
55	1.695	97,455	57,496			40,392	23,830	20.19
64	0.188	8,934	47,521			3,525	18,748	20.46
88	0.725	43,107	59,458			7,068	9,749	17.49
89	0.500	32,760	65,520			7,068	14,136	19.86
97	23.151	1,711,456	73,926			321,588	13,891	22.13
99	0.436	27,147	62,264			7,677	17,608	19.96
BEA	42.450	2,790,429	65,734	258,654	6,093	721,692	17,001	21.56
Active	68.293	4,094,137	59,950	258,654	3,787	1,328,670	19,455	21.11
Classified Total	68.293	4,094,137	59,950	258,654	3,787	1,328,670	19,455	21.11
PSES Program 01 Classified	2.262	154,181	68,161			42,408	18,748	22.72

**Hood Canal School District (23404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.862	304,361	51,921			119,102	20,318	19.65
21	4.657	238,750	51,267			113,864	24,450	18.99
24	0.061	3,400	55,738			1,501	24,602	20.19
55	1.988	113,339	57,012			45,558	22,916	20.15
68	0.613	32,729	53,392			15,081	24,602	20.25
97	6.168	493,225	79,965			106,850	17,323	20.97
98	1.898	107,577	56,679			39,447	20,784	24.60
99	3.045	183,599	60,295			75,720	24,867	24.59
BEA	12.030	797,586	66,300			225,951	18,782	20.47
Active	24.292	1,476,980	60,801			517,123	21,288	21.00
Classified Total	24.292	1,476,980	60,801			517,123	21,288	21.00
PSES Program 01 Classified	0.510	22,526	44,169			630	1,235	10.06

Salary and Benefits by Program for 2024-2025

**Hoquiam School District (14028)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.685	960,151	65,383	408,318	27,805	301,689	20,544	18.79
02	0.770	51,485	66,864	3,694	4,797	15,733	20,433	19.79
21	14.976	777,373	51,908	75,767	5,059	405,289	27,063	20.06
24	0.233	12,925	55,472	1,012	4,343	7,068	30,335	19.98
31	0.025	1,574	62,960	125	5,000	467	18,674	19.86
51	1.464	102,722	70,165	3,255	2,223	26,090	17,821	19.86
55	5.865	301,588	51,422	21,662	3,693	152,793	26,052	20.07
58	0.298	14,490	48,624	780	2,617	14,136	47,436	20.14
65	1.524	85,910	56,371	6,471	4,246	42,408	27,827	19.96
68	0.477	26,017	54,543	991	2,078	12,372	25,938	20.03
89	4.440	346,119	77,955	1,534	345	64,892	14,615	21.13
97	22.766	1,636,756	71,895	11,677	513	327,542	14,387	21.25
98	7.631	418,527	54,846	19,958	2,615	174,264	22,836	22.11
99	6.816	477,578	70,067	21,984	3,225	179,604	26,350	21.63
BEA	38.246	2,649,966	69,287	423,814	11,081	645,431	16,876	20.30
Active	81.970	5,213,215	63,599	577,228	7,042	1,724,347	21,036	20.55
Classified Total	81.970	5,213,215	63,599	577,228	7,042	1,724,347	21,036	20.55
PSES Program 01 Classified	1.594	133,890	83,996			27,587	17,307	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
PSES Program 21 Classified	0.575	29,081	50,576			14,136	24,584	20.09

**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
01	2.175	125,104	57,519			28,710	13,200	
21	1.000	26,291	26,291			13,200	13,200	
51	0.025	2,483	99,320			330	13,200	
79	1.800	140,154	77,863			23,760	13,200	
BEA	2.175	125,104	57,519			28,710	13,200	
Active	5.000	294,032	58,806			66,000	13,200	
Classified Total	5.000	294,032	58,806			66,000	13,200	
PSES Program 01 Classified	1.175	98,813	84,096			15,510	13,200	

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.760	155,399	88,295			23,232	13,200	
21	3.000	140,032	46,677			39,600	13,200	
51	0.025	2,852	114,080			330	13,200	
79	0.215	20,582	95,730			2,838	13,200	
BEA	1.760	155,399	88,295			23,232	13,200	
Active	5.000	318,865	63,773			66,000	13,200	
Classified Total	5.000	318,865	63,773			66,000	13,200	
PSES Program 01 Classified	1.000	89,417	89,417			13,200	13,200	

**Impact | Puget Sound Elementary (17911)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.960	407,081	68,302			78,672	13,200	
21	6.075	361,977	59,585			110,545	18,197	
51	0.040	4,053	101,325			528	13,200	
55	0.472	27,484	58,229			8,255	17,489	
BEA	5.960	407,081	68,302			78,672	13,200	
Active	12.547	800,595	63,808			198,000	15,781	
Classified Total	12.547	800,595	63,808			198,000	15,781	
PSES Program 01 Classified	3.000	230,965	76,988			39,600	13,200	

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.970	348,288	70,078			65,604	13,200	
21	1.489	26,105	17,532			39,600	26,595	
51	0.030	3,039	101,300			396	13,200	
BEA	4.970	348,288	70,078			65,604	13,200	
Active	6.489	377,432	58,165			105,600	16,274	
Classified Total	6.489	377,432	58,165			105,600	16,274	
PSES Program 01 Classified	3.000	226,851	75,617			39,600	13,200	

**Inchelium School District (10070)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.768	363,273	76,190	23,682	4,967	102,033	21,400	17.92
21	2.657	153,341	57,712			53,302	20,061	19.66
51	0.276	13,119	47,533			5,663	20,517	19.87
52	0.414	19,680	47,536			8,494	20,517	19.87
55	1.378	70,041	50,828			28,272	20,517	19.79
97	5.890	373,998	63,497			84,820	14,401	21.38
98	1.510	72,487	48,005			28,272	18,723	23.53
BEA	10.658	737,271	69,175	23,682	2,222	186,853	17,532	19.27
Active	16.893	1,065,939	63,099	23,682	1,402	310,856	18,401	19.60
Classified Total	16.893	1,065,939	63,099	23,682	1,402	310,856	18,401	19.60
PSES Program 01 Classified	0.038	2,044	53,789			709	18,649	19.71

**Index School District (31063)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.106	72,603	65,645			31,765	28,720	18.39
19								
97	1.768	161,737	91,480			26,874	15,200	17.86
99	0.413	29,332	71,022			16,317	39,508	12.53
BEA	2.874	234,340	81,538			58,638	20,403	18.03
Active	3.287	263,672	80,217			74,955	22,804	17.42
Classified Total	3.287	263,672	80,217			74,955	22,804	17.42
PSES Program 01 Classified	0.140	12,192	87,086			14,341	102,435	18.39

**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
19	0.057	5,347	93,807					110.53
21	0.597	53,242	89,183			11,313	18,949	22.37
24	0.149	13,310	89,329			2,823	18,949	22.37
51	0.752	59,500	79,122			12,012	15,973	19.53
97	1.133	131,078	115,691			16,162	14,265	24.62
98	0.848	21,336	25,160			14,136	16,670	20.81
SB				16,101				
BEA	1.133	131,078	115,691			16,162	14,265	24.62
Active	3.536	283,813	80,264	16,101	4,553	56,446	15,963	23.89
Classified Total	3.536	283,813	80,264	16,101	4,553	56,446	15,963	23.89
PSES Program 97 Classified	1.000	78,242	78,242			14,038	14,038	25.63

**Issaquah School District (17411)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	293.361	17,492,987	59,630	15,960	54	4,804,510	16,377	20.16
09	3.675	157,127	42,756			70,680	19,233	24.66
21	192.738	8,307,645	43,103			2,985,550	15,490	24.42
31	14.600	933,147	63,914			263,570	18,053	17.96
34	0.109	7,426	68,128			2,838	26,033	19.07
56	4.485	338,788	75,538			70,680	15,759	19.04
57	5.446	315,445	57,922			113,088	20,765	27.38
58	0.715	54,832	76,688			14,136	19,771	19.03
69	2.000	201,069	100,535			28,272	14,136	18.89
79	1.641	115,492	70,379			23,821	14,516	19.06
88	91.722	4,951,468	53,983			1,673,162	18,242	20.40
97	202.352	18,088,507	89,391	13,720	68	3,026,645	14,957	21.04
98	48.398	3,068,925	63,410	2,520	52	1,206,383	24,926	23.28
99	77.930	6,536,598	83,878	1,680	22	1,887,140	24,216	21.85
BEA	510.422	36,522,067	71,553	29,680	58	8,097,563	15,864	20.53
Active	939.172	60,569,456	64,492	33,880	36	16,170,475	17,218	21.34
Classified Total	939.172	60,569,456	64,492	33,880	36	16,170,475	17,218	21.34
PSES Program 01 Classified	66.792	5,110,261	76,510			1,324,511	19,830	20.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	3.500	269,734	77,067			49,476	14,136	19.03

**Kahlotus School District (11056)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.767	94,114	53,262			42,408	24,000	18.50
21	0.680	31,534	46,374			22,958	33,762	18.85
55	0.599	33,292	55,579			14,136	23,599	18.50
97	1.722	105,203	61,093			30,040	17,445	19.43
99	0.210	14,366	68,410			3,542	16,869	18.50
BEA	3.489	199,317	57,127			72,448	20,765	18.99
Active	4.978	278,509	55,948			113,084	22,717	18.89
Classified Total	4.978	278,509	55,948			113,084	22,717	18.89

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
01	9.851	532,025	54,007	69,476	7,053	179,577	18,229	19.47
02	0.636	31,931	50,206			12,312	19,358	18.93
09	1.282	57,805	45,090			24,624	19,207	18.98
31	1.000	94,384	94,384			12,312	12,312	18.75
51	1.714	90,911	53,040			30,170	17,602	18.92
55	0.636	33,809	53,159			12,312	19,358	18.92
88	1.326	59,528	44,893			24,251	18,289	18.31
97	18.500	1,274,830	68,910			233,928	12,645	18.81
98	3.548	156,066	43,987			86,184	24,291	17.96
BEA	29.987	1,933,170	64,467	69,476	2,317	438,129	14,611	18.99
Active	38.493	2,331,289	60,564	69,476	1,805	615,670	15,994	18.90
Classified Total	38.493	2,331,289	60,564	69,476	1,805	615,670	15,994	18.90
PSES Program 01 Classified	3.965	196,259	49,498			79,600	20,076	17.71
PSES Program 09 Classified	1.282	57,805	45,090			24,624	19,207	18.98

**Keller School District (10003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.504	22,965	45,565	1,200	2,381	7,786	15,449	18.44
51	0.537	19,824	36,916			14,136	26,324	18.46
58	0.090	7,500	83,333					7.95
97	1.145	52,347	45,718	1,600	1,397	17,689	15,449	19.05
98	0.719	32,344	44,985			14,136	19,661	18.46
99	1.621	77,975	48,103			31,099	19,185	19.15
BEA	1.649	75,312	45,671	2,800	1,698	25,476	15,449	18.86
Active	4.616	212,955	46,134	2,800	607	84,847	18,381	18.49
Classified Total	4.616	212,955	46,134	2,800	607	84,847	18,381	18.49
PSES Program 01 Classified	0.229	10,439	45,585			3,538	15,449	18.44

Salary and Benefits by Program for 2024-2025

**Kelso School District (08458)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	48.947	2,716,998	55,509			1,024,660	20,934	20.20
02	1.450	79,352	54,726			28,272	19,498	20.00
09	6.084	285,966	47,003			141,360	23,235	20.21
21	51.547	2,456,654	47,659			1,271,697	24,671	20.19
24	2.255	109,277	48,460			56,747	25,165	20.17
31	4.259	245,506	57,644			89,776	21,079	22.12
34	0.130	7,719	59,377			2,124	16,342	19.90
51	7.805	407,494	52,209			180,709	23,153	20.04
55	9.655	457,849	47,421			227,538	23,567	20.19
58	1.530	81,460	53,242			34,322	22,433	20.04
65	2.797	141,938	50,747			70,739	25,291	20.09
97	72.776	4,929,969	67,742			1,054,546	14,490	22.42
98	22.462	1,135,669	50,560			537,798	23,943	25.37
99	21.515	1,372,126	63,775			537,119	24,965	23.66
BEA	127.562	7,979,544	62,554			2,199,378	17,242	21.63
Active	253.212	14,427,977	56,980			5,257,408	20,763	21.72
Classified Total	253.212	14,427,977	56,980			5,257,408	20,763	21.72
PSES Program 01 Classified	11.844	697,532	58,893			269,340	22,741	20.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	2.814	126,661	45,011			69,117	24,562	20.28

Salary and Benefits by Program for 2024-2025

**Kennewick School District (03017)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	152.256	7,947,571	52,199	1,209,801	7,946	3,301,281	21,682	18.91
02	4.459	234,564	52,605			86,692	19,442	18.82
09	0.531	22,487	42,348			14,136	26,621	18.98
21	149.887	7,396,319	49,346	350	2	3,683,067	24,572	18.65
24	6.510	320,235	49,191			157,669	24,220	18.63
31	6.307	404,187	64,085	294	47	127,609	20,233	19.08
34	0.656	42,156	64,262	210	320	10,602	16,162	18.65
39	0.405	21,965	54,235			8,063	19,910	18.80
45	11.172	694,399	62,155			205,385	18,384	21.08
51	15.041	817,423	54,346			335,315	22,293	19.50
52	1.000	97,737	97,737			14,080	14,080	18.48
53	5.011	309,347	61,734			91,401	18,240	19.16
55	39.228	1,929,296	49,182			949,628	24,208	19.09
56	1.191	59,189	49,697			28,008	23,516	19.20
58	0.846	38,759	45,814			14,136	16,709	18.90
59	0.101	5,670	56,139			1,758	17,409	18.78
64	0.394	30,767	78,089			7,068	17,939	18.71
65	19.359	922,216	47,638			467,321	24,140	18.96
74	0.474	22,684	47,857			10,532	22,219	18.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	27.728	1,482,749	53,475	840	30	529,549	19,098	20.46
97	193.350	13,018,034	67,329	114,702	593	2,852,946	14,755	20.66
98	71.310	3,163,154	44,358			1,573,981	22,072	24.14
99	86.755	4,958,924	57,160	1,260	15	2,261,603	26,069	22.11
BEA	368.200	22,340,911	60,676	1,325,007	3,599	6,584,514	17,883	20.00
Active	793.971	43,939,832	55,342	1,327,457	1,672	16,731,830	21,074	20.23
Classified Total	793.971	43,939,832	55,342	1,327,457	1,672	16,731,830	21,074	20.23
PSES Program 01 Classified	38.479	1,975,709	51,345			879,733	22,863	18.90
PSES Program 21 Classified	11.818	746,386	63,157			273,242	23,121	18.48
PSES Program 97 Classified	14.536	825,998	56,824			295,475	20,327	22.14

**Kent School District (17415)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	279.776	19,893,489	71,105	991,926	3,545	5,740,479	20,518	18.53
02	3.591	257,319	71,657			56,544	15,746	18.70
03	3.102	213,595	68,857			56,544	18,228	18.70
11				4,200				
21	230.754	15,081,837	65,359			6,761,225	29,301	18.35
31	10.224	821,010	80,302	2,994	293	293,798	28,736	18.39
34	2.043	166,485	81,490			42,408	20,758	18.70
51	15.250	1,007,510	66,066			425,944	27,931	18.36
52	1.493	117,161	78,474	360	241	28,802	19,291	18.70
55	33.485	2,118,599	63,270			1,001,404	29,906	17.99
58	0.862	64,391	74,700			14,136	16,399	18.70
65	70.210	4,477,630	63,775			2,034,181	28,973	18.38
68	0.375	35,487	94,632			5,301	14,136	18.70
69	1.000	117,458	117,458			14,136	14,136	18.70
74	0.200	17,056	85,280			2,827	14,136	18.70
97	277.454	24,144,240	87,021	43,400	156	4,371,652	15,756	18.49
98	15.678	1,322,202	84,335	3,000	191	339,264	21,639	18.55
99	32.300	2,731,563	84,569	7,120	220	450,896	13,960	18.51
BEA	576.190	45,496,138	78,960	1,038,320	1,802	10,561,424	18,330	18.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	977.797	72,587,032	74,235	1,053,000	1,077	21,639,540	22,131	18.45
Classified Total	977.797	72,587,032	74,235	1,053,000	1,077	21,639,540	22,131	18.45
PSES Program 01 Classified	97.542	6,542,362	67,072			2,144,683	21,987	18.52
PSES Program 21 Classified	2.813	235,420	83,690			70,680	25,126	18.70

Salary and Benefits by Program for 2024-2025

**Kettle Falls School District (33212)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.321	510,911	61,400	115,858	13,924	161,538	19,413	19.51
02	2.596	115,153	44,358			42,408	16,336	19.84
09	0.572	21,099	36,886			14,136	24,713	20.10
21	11.585	484,130	41,789			255,863	22,086	19.91
24	2.849	111,624	39,180			70,680	24,809	20.01
51	1.415	61,661	43,577			46,069	32,557	19.86
55	2.177	85,973	39,492			55,120	25,319	20.00
88	6.993	309,287	44,228			112,645	16,108	20.13
97	10.920	734,119	67,227			155,779	14,265	20.82
98	3.521	168,703	47,913			79,206	22,495	23.19
99	5.649	337,150	59,683			165,709	29,334	22.05
BEA	21.837	1,360,183	62,288	115,858	5,306	359,725	16,473	20.24
Active	56.598	2,939,810	51,942	115,858	2,047	1,159,153	20,480	20.53
Classified Total	56.598	2,939,810	51,942	115,858	2,047	1,159,153	20,480	20.53
PSES Program 01 Classified	2.259	229,441	101,568			42,408	18,773	19.18
PSES Program 21 Classified	0.390	32,123	82,367			14,136	36,246	19.25

**Kiona-Benton City School District (03052)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.786	696,577	50,528	1,713	124	279,518	20,275	18.75
21	8.765	416,362	47,503			192,219	21,930	18.67
24	1.818	82,688	45,483			28,236	15,531	16.16
31	0.394	21,695	55,063			7,068	17,939	19.11
51	1.842	84,861	46,070			40,239	21,845	18.81
53	2.832	136,287	48,124			58,489	20,653	18.66
55	4.826	235,992	48,900			101,913	21,117	18.62
65	0.673	35,282	52,425			3,534	5,251	4.87
79	0.073	4,210	57,671			1,412	19,338	18.17
88	3.782	184,112	48,681			73,036	19,311	19.22
97	18.747	1,284,216	68,502	34,750	1,854	264,704	14,120	20.61
98	5.483	284,256	51,843			128,634	23,460	23.23
99	5.584	361,760	64,785			159,236	28,516	20.95
BEA	32.927	2,002,488	60,816	36,463	1,107	551,289	16,743	19.95
Active	68.605	3,828,298	55,802	1,713	25	1,338,236	19,506	19.73
On Leave				34,750				
Classified Total	68.605	3,828,298	55,802	36,463	531	1,338,236	19,506	19.73
PSES Program 01 Classified	4.672	212,931	45,576			105,300	22,539	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
PSES Program 21 Classified	1.219	56,757	46,560			26,772	21,962	19.15

Salary and Benefits by Program for 2024-2025

**Kittitas School District (19403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.152	207,991	65,987	2,408	764	76,046	24,126	18.14
09	0.621	23,448	37,758	95	153	14,324	23,066	18.95
21	3.674	159,794	43,493	662	180	84,895	23,107	18.90
24	1.249	49,742	39,825	928	743	28,272	22,636	18.94
51	0.106	4,441	41,896	3	28	2,451	23,120	18.92
55	0.537	23,197	43,197	1,926	3,587	11,936	22,226	18.83
97	10.213	677,577	66,345	19,762	1,935	147,014	14,395	18.81
98	1.685	61,433	36,459	38,715	22,976	54,172	32,150	17.66
99	2.821	161,043	57,087	2,296	814	75,628	26,809	18.84
BEA	13.365	885,568	66,260	22,170	1,659	223,060	16,690	18.64
Active	24.058	1,368,666	56,890	66,795	2,776	494,737	20,564	18.65
Classified Total	24.058	1,368,666	56,890	66,795	2,776	494,737	20,564	18.65
PSES Program 01 Classified	0.704	28,559	40,567			16,177	22,979	18.91
PSES Program 09 Classified	0.151	5,732	37,960			3,482	23,060	18.95
PSES Program 21 Classified	0.902	51,670	57,284			23,199	25,719	18.86

**Klickitat School District (20402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.877	114,383	60,939			31,801	16,943	18.69
89	0.100	4,545	45,450			1,414	14,136	20.11
97	2.708	131,050	48,394			51,601	19,055	19.75
98	1.111	53,068	47,766			28,272	25,447	20.11
BEA	4.585	245,433	53,530			83,402	18,190	19.26
Active	5.796	303,046	52,285			113,088	19,511	19.42
Classified Total	5.796	303,046	52,285			113,088	19,511	19.42
PSES Program 01 Classified	0.183	9,190	50,219			3,776	20,636	18.69

**La Center School District (06101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.034	497,984	49,630	257,661	25,679	211,458	21,074	20.34
21	11.484	545,471	47,498			297,470	25,903	20.42
31	2.293	165,581	72,212			43,216	18,847	22.77
34	0.324	18,991	58,614			5,658	17,462	20.14
55	4.488	205,510	45,791			113,966	25,394	20.48
65	0.264	12,852	48,682			7,068	26,773	20.39
86	1.558	76,632	49,186	3,500	2,246	45,079	28,934	18.23
88	0.213	9,846	46,225			7,068	33,183	20.47
97	24.968	1,696,158	67,933			361,013	14,459	24.04
98	4.741	241,076	50,849			98,976	20,877	28.37
BEA	37.619	2,378,714	63,232	257,661	6,849	621,345	16,517	23.14
Active	60.367	3,470,101	57,483	261,161	4,326	1,190,972	19,729	22.78
Classified Total	60.367	3,470,101	57,483	261,161	4,326	1,190,972	19,729	22.78
PSES Program 01 Classified	2.618	118,821	45,386			67,519	25,790	20.48

Salary and Benefits by Program for 2024-2025

**La Conner School District (29311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.460	270,667	60,688	151,860	34,049	103,422	23,189	18.31
21	4.481	289,586	64,625	16,188	3,613	141,912	31,670	18.52
29	1.172	65,265	55,687	3,771	3,218	42,408	36,184	18.63
51	0.973	58,187	59,802	5,483	5,635	23,472	24,123	18.62
52	1.696	115,334	68,004	6,068	3,578	93,200	54,953	18.33
53	0.946	63,731	67,369	1,038	1,097	38,039	40,211	18.63
55	2.128	140,074	65,824	10,423	4,898	61,955	29,114	18.61
64	0.203	10,787	53,138	621	3,059	4,232	20,850	18.63
79								
97	9.733	864,395	88,811	23,817	2,447	194,370	19,970	18.62
98	2.509	154,937	61,752	11,939	4,758	56,544	22,536	18.75
99	2.522	172,456	68,381	13,638	5,408	88,350	35,032	18.94
BEA	14.193	1,135,062	79,973	175,677	12,378	297,792	20,982	18.52
Active	30.823	2,205,419	71,551	244,846	7,944	847,904	27,509	18.57
Classified Total	30.823	2,205,419	71,551	244,846	7,944	847,904	27,509	18.57
PSES Program 01 Classified	0.873	52,558	60,204			23,863	27,335	18.62
PSES Program 21 Classified	0.674	64,446	95,617			28,272	41,947	18.61

**LaCrosse School District (38126)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.450	23,964	53,253			8,922	19,826	106.17
21	0.757	34,655	45,779			17,658	23,327	107.13
23								
24	0.333	15,670	47,057			7,768	23,327	101.82
51	0.121	5,458	45,107			2,823	23,327	110.51
55	0.346	15,134	43,740			7,068	20,428	111.01
97	2.313	143,944	62,233			33,340	14,414	104.98
98	1.038	48,579	46,801			21,204	20,428	101.83
99	2.334	142,762	61,166			56,691	24,289	95.71
BEA	2.763	167,908	60,770			42,261	15,295	105.17
Active	7.692	430,166	55,924			155,473	20,212	101.51
Classified Total	7.692	430,166	55,924			155,473	20,212	101.51
PSES Program 01 Classified	0.075	3,994	53,253			1,487	19,826	106.17

**Lake Chelan School District (04129)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.756	812,070	63,662	304,909	23,903	277,283	21,737	18.68
21	6.300	310,873	49,345			144,099	22,873	19.62
24	3.082	143,193	46,461			66,557	21,595	19.76
31	0.247	15,633	63,291			4,108	16,631	19.35
34	0.085	5,391	63,424			1,414	16,631	19.35
53	1.388	81,153	58,468	329	237	28,066	20,221	18.40
55	2.685	133,797	49,831	782	291	58,376	21,741	18.10
65	1.557	72,163	46,347	261	168	34,628	22,240	19.73
88	3.042	160,250	52,679	3,246	1,067	58,248	19,148	19.61
89				3,618				
97	18.513	1,203,746	65,022	2,608	141	275,085	14,859	21.08
98	6.474	338,377	52,267	1,780	275	140,147	21,648	22.03
99	6.295	413,743	65,726	1,648	262	153,391	24,367	21.52
BEA	31.601	2,036,840	64,455	307,517	9,731	557,890	17,654	20.08
Active	62.424	3,690,389	59,118	319,181	5,113	1,241,402	19,887	20.23
Classified Total	62.424	3,690,389	59,118	319,181	5,113	1,241,402	19,887	20.23
PSES Program 01 Classified	3.032	217,363	71,690			79,136	26,100	19.48
PSES Program 97 Classified	0.147	13,752	93,551			3,187	21,681	9.02

**Lake Quinault School District (14097)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.164	150,398	47,534	80,659	25,493	62,142	19,640	20.13
55	0.880	39,228	44,577			18,991	21,581	20.52
79	0.831	42,682	51,362			14,136	17,011	19.96
88	3.116	166,030	53,283			60,101	19,288	20.03
97	3.163	228,392	72,207	500	158	56,567	17,884	20.80
98	1.545	80,800	52,298			28,255	18,288	23.67
99	1.820	103,196	56,701			42,416	23,306	23.13
BEA	6.327	378,790	59,869	81,159	12,827	118,709	18,762	20.53
Active	14.519	810,726	55,839	81,159	5,590	282,608	19,465	21.03
Classified Total	14.519	810,726	55,839	81,159	5,590	282,608	19,465	21.03
PSES Program 01 Classified	0.511	22,697	44,417			11,183	21,885	20.50

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
01	83.818	5,882,824	70,186	974,107	11,622	1,922,115	22,932	19.11
02	1.295	89,190	68,873	5,268	4,068	26,019	20,092	19.16
21	77.643	4,643,428	59,805	256,417	3,303	2,035,903	26,221	19.08
24	16.974	1,000,911	58,967	57,287	3,375	450,398	26,535	19.22
31	5.074	329,983	65,034	15,873	3,128	113,068	22,284	19.52
34	0.566	42,818	75,650	1,484	2,622	11,712	20,693	19.73
51	3.001	168,649	56,198	9,557	3,185	74,016	24,664	19.33
55	8.021	447,595	55,803	27,738	3,458	221,006	27,553	19.98
58	0.350	24,427	69,791	967	2,763	6,368	18,193	19.16
64	0.583	41,026	70,370	2,640	4,528	10,607	18,193	19.13
65	8.676	485,474	55,956	27,697	3,192	219,137	25,258	19.34
74	0.100	7,076	70,760			1,414	14,136	19.18
86	1.500	190,023	126,682	2,449	1,633	21,204	14,136	18.62
88	5.834	482,265	82,665	34,155	5,854	114,700	19,661	19.11
89	1.000	81,771	81,771			14,136	14,136	20.63
97	102.699	8,462,095	82,397	102,892	1,002	1,577,101	15,357	20.06
98	27.089	1,658,797	61,235	87,823	3,242	673,616	24,867	19.69
99	61.711	4,664,042	75,579	164,552	2,666	1,441,201	23,354	21.04
BEA	193.452	14,806,910	76,540	1,099,624	5,684	3,650,016	18,868	19.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	405.934	28,702,394	70,707	1,770,906	4,363	8,933,719	22,008	19.75
Classified Total	405.934	28,702,394	70,707	1,770,906	4,363	8,933,719	22,008	19.75
PSES Program 01 Classified	19.838	1,831,333	92,314			443,125	22,337	18.86
PSES Program 21 Classified	4.115	413,844	100,570			113,114	27,488	18.08
PSES Program 97 Classified	5.598	426,644	76,214			111,541	19,925	16.07

**Lake Washington School District (17414)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	291.592	22,948,058	78,699	1,132,233	3,883	6,387,141	21,904	18.85
02	1.758	145,608	82,826	2,059	1,171	36,583	20,810	18.96
21	234.238	15,021,083	64,127	6,785	29	6,687,331	28,549	18.90
23	0.154	9,946	64,584			14,136	91,792	8.52
24	5.447	635,852	116,734	2,843	522	98,954	18,167	17.92
31	8.758	672,634	76,802	1,260	144	205,661	23,483	18.99
34	1.000	84,252	84,252	1,260	1,260	14,136	14,136	19.01
45	2.676	229,001	85,576	2,303	861	42,408	15,848	18.97
51	1.381	117,687	85,219	236	171	19,465	14,095	19.02
55	0.325	24,452	75,237	189	582	4,594	14,136	19.01
58	1.977	192,960	97,602			32,515	16,447	19.00
61	6.243	479,506	76,807			181,589	29,087	18.98
64	0.100	7,894	78,940			1,414	14,136	19.01
65	4.712	293,356	62,257			126,905	26,932	18.65
68	0.717	76,080	106,109			12,375	17,260	18.97
69	9.862	735,624	74,592			240,312	24,367	18.41
73	0.446	42,656	95,641	582	1,305	7,068	15,848	18.96
74	3.465	298,920	86,268	1,320	381	54,535	15,739	19.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	1.000	112,573	112,573	21,868	21,868	14,080	14,080	19.02
81	3.541	401,408	113,360	27,808	7,853	46,533	13,141	19.00
88	17.320	1,148,243	66,296	1,450	84	425,067	24,542	18.94
89	6.305	514,463	81,596			97,414	15,450	19.02
97	271.542	23,680,149	87,206	76,912	283	4,098,946	15,095	19.25
98	6.221	374,387	60,181			181,789	29,222	18.71
99	95.304	7,575,540	79,488	2,150	23	2,433,035	25,529	19.50
CP	35.836	4,371,946	121,999	33,723	941	537,261	14,992	18.70
BEA	577.326	47,759,702	82,726	1,216,027	2,106	10,784,874	18,681	19.05
Active	1,011.920	80,194,278	79,250	1,314,981	1,299	22,001,246	21,742	19.02
Classified Total	1,011.920	80,194,278	79,250	1,314,981	1,299	22,001,246	21,742	19.02
PSES Program 01 Classified	116.982	9,545,908	81,602			2,934,524	25,085	18.84
PSES Program 21 Classified	4.250	434,478	102,230			81,856	19,260	18.70

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
01	20.846	1,397,534	67,041	229,903	11,029	367,901	17,649	18.33
21	37.176	2,282,119	61,387			845,056	22,731	18.81
31	1.886	131,353	69,646			33,711	17,874	18.98
34	0.209	14,086	67,397			3,467	16,587	19.00
51	0.580	30,859	53,205			14,136	24,372	19.17
55	4.908	308,429	62,842			114,133	23,255	18.96
65	2.018	117,379	58,166			52,382	25,957	19.10
69	1.640	148,470	90,530			28,307	17,260	18.84
88	2.305	192,058	83,322			42,408	18,398	18.88
89	0.858	66,829	77,889			14,843	17,299	18.74
97	29.682	2,590,820	87,286	6,300	212	421,009	14,184	19.28
98	8.399	528,958	62,979			219,108	26,087	19.78
99	14.780	1,130,407	76,482			343,315	23,228	19.29
BEA	52.623	4,133,793	78,555	236,203	4,489	826,088	15,698	18.95
Active	125.287	8,939,301	71,351	236,203	1,885	2,499,775	19,952	19.00
Classified Total	125.287	8,939,301	71,351	236,203	1,885	2,499,775	19,952	19.00
PSES Program 01 Classified	6.918	477,620	69,040			108,235	15,645	17.04
PSES Program 21 Classified	1.280	117,471	91,774			30,450	23,789	18.83

**Lamont School District (38264)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.017	824	48,471					7.95
21	0.338	12,082	35,746					18.65
97	1.584	105,913	66,864			23,124	14,598	18.60
98	0.346	14,738	42,595			5,148	14,880	19.29
99	0.283	15,713	55,523					10.30
BEA	1.601	106,737	66,669			23,124	14,443	18.52
Active	2.568	149,270	58,127			28,272	11,009	17.79
Classified Total	2.568	149,270	58,127			28,272	11,009	17.79

**Liberty School District (32362)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.159	144,331	45,689	142,528	45,118	77,413	24,505	18.62
09	1.214	48,240	39,736			29,037	23,919	19.70
21	3.966	160,991	40,593			102,331	25,802	19.72
24	2.177	99,505	45,707			52,124	23,943	19.57
55	0.667	26,475	39,693			16,278	24,405	19.75
97	8.534	508,970	59,640			124,660	14,607	21.37
98	2.397	114,352	47,706			56,544	23,589	23.21
99	4.884	266,173	54,499	11,520	2,359	142,396	29,156	22.12
BEA	11.693	653,301	55,871	142,528	12,189	202,073	17,282	20.75
Active	26.998	1,369,037	50,709	154,048	5,706	600,783	22,253	20.96
Classified Total	26.998	1,369,037	50,709	154,048	5,706	600,783	22,253	20.96
PSES Program 01 Classified	1.166	47,348	40,607			30,566	26,214	19.72

**Lind School District (01158)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.159	107,316	49,706	750	347	43,126	19,975	18.66
21	0.585	26,381	45,096			13,992	23,919	18.66
53	0.273	12,427	45,520			3,516	12,879	13.79
55	0.919	40,733	44,323			21,981	23,919	18.66
65	0.342	15,929	46,576			8,180	23,919	18.66
88	0.259	12,369	47,757			6,195	23,919	18.66
97	4.634	263,046	56,764			67,130	14,486	19.03
98	1.317	61,144	46,427	176	134	30,305	23,011	19.32
99	7.893	448,472	56,819	1,500	190	187,302	23,730	19.18
BEA	6.793	370,362	54,521	750	110	110,256	16,231	18.93
Active	18.381	987,817	53,741	2,426	132	381,728	20,768	18.98
Classified Total	18.381	987,817	53,741	2,426	132	381,728	20,768	18.98
PSES Program 01 Classified	0.826	40,912	49,530			16,479	19,951	18.66

Salary and Benefits by Program for 2024-2025

**Longview School District (08122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.950	3,865,712	58,616	835,846	12,674	1,424,674	21,602	21.56
09	4.533	213,105	47,012			104,285	23,006	22.16
21	73.285	3,637,294	49,632			1,827,946	24,943	21.46
24	0.790	40,734	51,562			19,730	24,975	19.56
31	2.358	142,311	60,352			57,522	24,394	20.52
34	0.138	9,416	68,232			2,123	15,382	19.23
51	2.487	157,140	63,185			55,559	22,340	20.66
55	25.267	1,228,627	48,626			606,373	23,999	22.11
58	1.106	85,103	76,947			28,311	25,597	19.12
64	0.321	15,355	47,835			7,057	21,984	19.67
65	7.486	356,537	47,627			175,967	23,506	22.95
97	91.037	6,337,290	69,612	1,800	20	1,287,964	14,148	23.99
98	24.179	1,227,079	50,750	150	6	710,545	29,387	25.74
99	27.697	1,807,007	65,242	900	32	587,808	21,223	24.67
BEA	159.483	10,354,729	64,927	837,646	5,252	2,772,283	17,383	23.03
Active	326.634	19,122,710	58,545	838,696	2,568	6,895,864	21,112	22.94
Classified Total	326.634	19,122,710	58,545	838,696	2,568	6,895,864	21,112	22.94
PSES Program 01 Classified	18.626	1,044,663	56,086			413,448	22,197	21.49

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
PSES Program 21 Classified	5.052	322,706	63,877			123,685	24,482	21.09

**Loon Lake School District (33183)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.891	61,034	68,501			25,598	28,730	18.52
21	1.890	75,438	39,914	2,250	1,190	56,544	29,917	17.21
51	0.200	8,002	40,010			7,050	35,252	18.52
52	0.030	3,372	112,400			984	32,798	18.52
55	0.766	32,527	42,463			17,408	22,726	18.52
79	0.086	9,636	112,047			2,821	32,798	18.52
97	4.199	219,585	52,295			87,489	20,836	18.35
98	1.483	75,428	50,862			42,408	28,596	18.70
BEA	5.090	280,619	55,131			113,087	22,218	18.38
Active	9.545	485,022	50,814	2,250	236	240,302	25,176	18.26
Classified Total	9.545	485,022	50,814	2,250	236	240,302	25,176	18.26
PSES Program 01 Classified	0.315	35,170	111,651			10,331	32,798	18.52

**Lopez School District (28144)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.035	203,671	67,107	16,000	5,272	57,318	18,886	17.00
13	0.361	16,725	46,330			10,609	29,389	18.54
21	3.129	172,862	55,245			73,948	23,633	18.53
51	1.206	66,184	54,879			28,272	23,443	18.56
55	0.417	23,276	55,818			9,335	22,385	18.51
97	5.290	371,942	70,310	1,200	227	92,151	17,420	18.59
98	1.505	80,068	53,201			39,888	26,504	18.86
99	1.108	70,874	63,966			34,848	31,451	18.84
BEA	8.325	575,613	69,143	17,200	2,066	149,469	17,954	18.12
Active	16.051	1,005,602	62,650	17,200	1,072	346,369	21,579	18.34
Classified Total	16.051	1,005,602	62,650	17,200	1,072	346,369	21,579	18.34
PSES Program 01 Classified	0.723	42,141	58,286			14,136	19,552	18.52

**Lumen Public School (32903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.606	142,644	54,737			46,011	17,656	19.30
52	0.165	8,686	52,642			2,820	17,093	19.33
58	0.016	869	54,313			273	17,093	19.33
97	1.690	165,739	98,070			21,195	12,542	17.72
99	0.022	1,204	54,727			362	16,476	19.28
BEA	4.296	308,383	71,784			67,207	15,644	18.45
Active	4.499	319,142	70,936			70,663	15,706	18.48
Classified Total	4.499	319,142	70,936			70,663	15,706	18.48

**Lummi Tribal Agency (37903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.998	1,583,772	65,996			88,051	3,669	3.32
21	6.000	606,615	101,103			7,050	1,175	1.76
97	3.000	332,134	110,711			35,487	11,829	11.57
98	0.833	59,324	71,217			1,175	1,411	1.98
99	5.831	305,674	52,422			82,803	14,200	33.80
BEA	26.998	1,915,906	70,965			123,538	4,576	4.80
Active	39.662	2,887,519	72,803			214,566	5,410	7.65
Classified Total	39.662	2,887,519	72,803			214,566	5,410	7.65

**Lyle School District (20406)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.718	221,264	59,512			135,925	36,559	18.27
51	1.018	50,497	49,604			22,626	22,226	18.69
55	0.509	23,581	46,328			11,313	22,226	18.69
58	0.636	29,225	45,951			14,136	22,226	18.91
97	3.170	191,711	60,477			51,879	16,366	15.37
98	1.334	75,940	56,927			18,801	14,094	19.65
BEA	6.888	412,975	59,956			187,804	27,265	17.57
Active	10.385	592,218	57,026			254,681	24,524	17.86
On Leave								
Classified Total	10.385	592,218	57,026			254,681	24,524	17.86

Salary and Benefits by Program for 2024-2025

**Lynden School District (37504)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.125	1,917,774	59,697	463,273	14,421	726,932	22,628	19.07
02	3.791	203,400	53,653	10,046	2,650	105,031	27,705	17.80
09	4.408	256,440	58,176	11,499	2,609	115,488	26,200	19.65
21	26.978	1,545,446	57,285	72,592	2,691	685,706	25,417	19.00
24	4.974	304,197	61,157	15,065	3,029	129,898	26,115	19.43
31	1.304	82,657	63,387	7,708	5,911	27,419	21,027	19.53
34	0.073	5,307	72,699	334	4,575	1,434	19,641	19.38
51	3.205	169,271	52,815	7,771	2,425	82,219	25,653	19.03
53	0.752	41,724	55,484	2,190	2,912	14,916	19,835	19.70
55	5.038	258,725	51,355	12,464	2,474	132,838	26,367	19.82
65	4.794	264,014	55,072	14,182	2,958	112,809	23,531	17.68
74	0.028	1,374	49,071	58	2,071			19.87
79	1.760	105,844	60,139	4,920	2,795	43,015	24,440	14.31
97	29.567	2,211,914	74,810	8,153	276	465,533	15,745	20.48
98	8.207	455,126	55,456	19,312	2,353	215,118	26,212	19.64
99	15.442	1,114,660	72,184	7,626	494	398,235	25,789	20.39
BEA	66.860	4,421,052	66,124	489,514	7,321	1,326,349	19,838	19.70
Active	142.446	8,937,873	62,746	657,193	4,614	3,256,591	22,862	19.51
Classified Total	142.446	8,937,873	62,746	657,193	4,614	3,256,591	22,862	19.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	6.880	394,633	57,359			214,613	31,194	18.93
PSES Program 21 Classified	0.775	60,752	78,390			14,736	19,014	16.22

**Mabton School District (39120)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.153	316,259	61,374	117,801	22,861	93,437	18,133	38.36
21	1.827	90,416	49,489			34,771	19,032	42.03
24	1.188	56,971	47,955			28,272	23,798	66.84
31	0.016	1,722	107,625			1,431	89,468	21.48
51	0.889	59,428	66,848			17,670	19,876	52.24
52	0.202	13,129	64,995			3,534	17,495	64.43
53	2.597	155,146	59,740			45,942	17,690	45.57
55	2.741	147,875	53,949			49,963	18,228	60.23
65	1.599	78,220	48,918			38,047	23,795	67.20
79	1.731	113,207	65,400			28,272	16,333	66.02
97	8.218	536,805	65,321			215,870	26,268	32.40
98	1.934	100,926	52,185			44,516	23,018	43.27
99	1.288	88,989	69,091			27,341	21,228	35.34
BEA	13.387	854,786	63,852	117,801	8,800	310,738	23,212	34.03
Active	29.383	1,759,093	59,868	117,801	4,009	629,067	21,409	41.82
Classified Total	29.383	1,759,093	59,868	117,801	4,009	629,067	21,409	41.82
PSES Program 01 Classified	0.606	69,300	114,356			14,136	23,327	24.54

**Mansfield School District (09207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.313	171,419	51,741	19,523	5,893	70,222	21,196	18.60
31	0.016	1,557	97,313			437	27,290	19.74
52				1,000				
97	3.301	197,133	59,719			42,408	12,847	19.26
98	1.005	47,163	46,928			28,272	28,131	19.74
99	0.512	24,245	47,354	7,500	14,648	14,136	27,609	19.74
BEA	6.630	370,109	55,823	19,523	2,945	113,067	17,054	18.96
Active	8.147	441,517	54,194	28,023	3,440	155,475	19,084	19.08
Classified Total	8.147	441,517	54,194	28,023	3,440	155,475	19,084	19.08
PSES Program 01 Classified	0.636	55,547	87,338			16,264	25,572	19.46

Salary and Benefits by Program for 2024-2025

**Manson School District (04019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.076	578,078	57,372	99,449	9,870	214,371	21,275	19.32
09	0.638	27,197	42,629			14,136	22,157	19.87
31	0.107	5,906	55,196	3,000	28,037	2,115	19,771	19.55
51	1.129	89,323	79,117			22,623	20,038	19.19
52	0.131	7,724	58,962			2,537	19,364	19.49
53	0.513	30,628	59,704			13,286	25,898	18.86
55	0.823	43,682	53,077			17,671	21,471	19.55
88	1.349	79,107	58,641			29,704	22,019	19.50
97	9.290	598,751	64,451	5,720	616	140,029	15,073	21.09
98	3.057	168,010	54,959			60,071	19,650	23.03
99	3.309	242,460	73,273			91,407	27,624	21.62
BEA	19.473	1,182,735	60,737	108,169	5,555	356,515	18,308	20.20
Active	30.422	1,870,866	61,497	108,169	3,556	607,949	19,984	20.50
Classified Total	30.422	1,870,866	61,497	108,169	3,556	607,949	19,984	20.50
PSES Program 01 Classified	1.606	112,160	69,838			35,892	22,349	18.69

**Mary M Knight School District (23311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.047	239,355	59,144	24,737	6,112	80,560	19,906	19.21
21	1.938	96,969	50,036			56,544	29,176	17.64
52	0.120	8,883	74,025			2,399	19,994	19.27
55	0.887	44,735	50,434			30,151	33,992	18.44
97	3.672	262,482	71,482	13,284	3,618	56,528	15,394	19.81
98	1.513	76,777	50,745			42,408	28,029	18.34
99	2.487	182,698	73,461			70,680	28,420	19.17
BEA	7.719	501,837	65,013	38,021	4,926	137,088	17,760	19.53
Active	14.664	911,899	62,186	38,021	2,593	339,270	23,136	19.07
Classified Total	14.664	911,899	62,186	38,021	2,593	339,270	23,136	19.07
PSES Program 01 Classified	0.751	52,139	69,426			15,422	20,536	19.27

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
01	3.459	196,365	56,769	86,935	25,133	66,499	19,225	18.96
02	1.069	48,494	45,364			28,272	26,447	20.21
21	3.246	126,841	39,076			77,514	23,880	18.11
24	1.326	56,735	42,787			32,503	24,512	21.94
51	0.184	6,828	37,109	20,596	111,935	6,966	37,856	15.27
55	0.226	11,346	50,204			4,231	18,723	22.74
74	0.150	9,360	62,400			2,120	14,136	19.54
79	0.120	6,300	52,500					19.66
88	0.583	25,026	42,926			12,956	22,223	22.55
89	0.180	9,450	52,500	33,932	188,511			19.66
97	5.727	360,304	62,913	268,892	46,952	89,764	15,674	19.64
98	1.490	67,592	45,364	37,000	24,832	28,272	18,974	19.96
99	3.644	193,806	53,185			74,723	20,506	20.47
BEA	10.255	605,163	59,012	355,827	34,698	184,535	17,995	19.45
Active	21.404	1,118,447	52,254	447,355	20,901	423,822	19,801	19.72
Classified Total	21.404	1,118,447	52,254	447,355	20,901	423,822	19,801	19.72
PSES Program 01 Classified	0.387	33,866	87,509			14,100	36,433	20.08

Salary and Benefits by Program for 2024-2025

**Marysville School District (31025)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	66.259	4,385,169	66,182	1,285,752	19,405	1,424,929	21,505	19.42
02	1.745	125,823	72,105	20,097	11,517	35,340	20,252	19.31
21	62.781	3,579,892	57,022	387,342	6,170	1,483,667	23,632	19.62
24	13.572	791,264	58,301	77,532	5,713	270,560	19,935	19.60
29	2.081	108,205	51,997	6,740	3,239	57,522	27,641	19.78
31	4.447	402,151	90,432	12,561	2,825	71,204	16,012	19.22
34	0.437	38,445	87,975	688	1,574	6,146	14,065	19.25
51	4.506	282,774	62,755	18,415	4,087	114,939	25,508	19.61
52	0.807	57,131	70,794	5,630	6,976	15,773	19,545	19.43
53	0.808	56,129	69,467	3,958	4,899	14,136	17,495	19.42
55	7.063	405,770	57,450	44,090	6,242	198,337	28,081	19.61
58	0.854	60,509	70,854	8,072	9,452	14,136	16,553	19.35
64	0.328	36,371	110,887	4,987	15,204	6,182	18,848	19.00
65	0.250	17,716	70,864			3,534	14,136	19.48
68	1.939	158,586	81,788	19,262	9,934	50,474	26,031	19.23
74	0.350	24,803	70,866			4,948	14,136	19.48
79	9.673	778,505	80,482	105,390	10,895	232,745	24,061	19.24
88	13.299	965,647	72,610	164,266	12,352	295,436	22,215	19.34
89	2.478	183,655	74,114	5,323	2,148	42,408	17,114	19.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	100.375	8,469,778	84,381	259,704	2,587	1,495,541	14,900	20.64
98	32.940	1,855,701	56,336	187,091	5,680	846,441	25,696	22.70
99	59.877	4,268,895	71,294	333,362	5,567	1,132,953	18,921	21.70
BEA	173.263	13,421,366	77,462	1,578,802	9,112	3,033,161	17,506	20.16
Active	386.869	27,052,919	69,928	2,950,262	7,626	7,817,350	20,207	20.39
Classified Total	386.869	27,052,919	69,928	2,950,262	7,626	7,817,350	20,207	20.39
PSES Program 01 Classified	28.724	1,860,497	64,772			691,563	24,076	19.47
PSES Program 21 Classified	1.741	102,215	58,711			47,363	27,205	19.13

Salary and Benefits by Program for 2024-2025

**McCleary School District (14065)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.241	130,211	58,104	21,000	9,371	46,318	20,668	20.79
21	4.709	253,136	53,756			107,934	22,921	20.80
51	0.241	20,733	86,029			3,407	14,136	20.18
55	1.002	59,131	59,013			24,153	24,105	20.76
58	0.165	14,152	85,770			2,332	14,136	20.18
74	0.082	7,063	86,134			1,159	14,136	20.18
88	0.426	23,435	55,012			9,824	23,060	21.05
97	5.093	396,064	77,766	480	94	77,852	15,286	21.18
98	1.441	82,695	57,387			31,962	22,180	24.23
99	0.309	16,010	51,812			7,142	23,114	20.75
BEA	7.334	526,275	71,758	21,480	2,929	124,169	16,931	21.08
Active	15.709	1,002,630	63,825	21,480	1,367	312,083	19,867	21.20
Classified Total	15.709	1,002,630	63,825	21,480	1,367	312,083	19,867	21.20
PSES Program 01 Classified	0.825	43,604	52,853			19,292	23,384	20.97

Salary and Benefits by Program for 2024-2025

**Mead School District (32354)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	95.896	4,990,059	52,036	984,093	10,262	2,084,345	21,735	18.99
02	2.986	137,986	46,211			75,249	25,201	19.39
09	3.692	168,911	45,751			101,472	27,484	19.30
21	81.664	3,764,869	46,102	344	4	2,072,827	25,382	19.03
24	4.923	283,036	57,493			89,612	18,203	18.98
34	3.500	206,727	59,065	1,800	514	50,496	14,427	19.14
51	2.761	128,519	46,548			64,899	23,505	19.52
52	1.000	60,858	60,858			15,096	15,096	19.21
55	4.175	186,273	44,616			107,371	25,718	19.35
58	0.343	19,173	55,898					10.66
65	1.096	50,479	46,057			28,992	26,453	19.35
97	118.331	7,774,863	65,704	49,002	414	1,709,381	14,446	20.94
98	26.093	1,310,352	50,219			609,740	23,368	22.05
99	58.306	3,277,260	56,208	2,159	37	1,436,406	24,636	21.07
BEA	220.713	13,109,635	59,397	1,034,895	4,689	3,919,471	17,758	20.15
Active	404.766	22,359,365	55,240	1,025,177	2,533	8,445,885	20,866	20.16
On Leave				12,221				
Classified Total	404.766	22,359,365	55,240	1,037,398	2,563	8,445,885	20,866	20.16

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
PSES Program 01 Classified	9.023	683,464	75,747			192,070	21,287	18.73
PSES Program 21 Classified	4.085	256,246	62,729			100,256	24,542	18.96

Salary and Benefits by Program for 2024-2025

**Medical Lake School District (32326)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.838	826,778	55,720	95,553	6,440	282,691	19,052	19.21
09	0.594	27,429	46,177			14,136	23,798	19.61
21	19.668	936,685	47,625			449,536	22,856	19.54
26	0.137	9,446	68,949			2,816	20,554	16.17
29	0.594	26,849	45,200	4,631	7,796	14,136	23,798	16.74
31	0.534	28,029	52,489			21,213	39,725	18.96
51	1.827	73,901	40,449			42,408	23,212	19.77
55	1.188	48,931	41,188			28,272	23,798	19.74
89	0.594	26,848	45,199			14,136	23,798	19.63
97	22.658	1,578,969	69,687	16,432	725	325,128	14,349	20.30
98	9.752	528,115	54,155	900	92	196,929	20,194	20.88
99	13.507	692,915	51,300			276,690	20,485	20.78
BEA	38.030	2,433,776	63,996	111,985	2,945	629,032	16,540	19.92
Active	85.891	4,804,895	55,942	117,516	1,368	1,668,092	19,421	20.04
Classified Total	85.891	4,804,895	55,942	117,516	1,368	1,668,092	19,421	20.04
PSES Program 01 Classified	3.742	291,872	77,999			84,816	22,666	19.12
PSES Program 21 Classified	0.685	46,484	67,860			14,136	20,636	19.25

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
01	48.885	3,843,789	78,629	703,149	14,384	1,062,344	21,731	18.73
02	0.742	46,166	62,218	2,827	3,810	14,136	19,051	18.96
21	29.284	1,955,904	66,791	148,218	5,061	711,610	24,300	18.92
24	0.641	41,645	64,969	3,375	5,265	16,691	26,039	18.95
31	2.196	172,567	78,582	95,089	43,301	40,308	18,355	18.66
52	0.139	10,208	73,439	625	4,496	3,023	21,748	18.96
55	0.468	30,587	65,357	2,426	5,184	11,856	25,333	18.98
65	1.909	118,409	62,027	7,459	3,907	40,603	21,269	18.02
97	49.279	4,802,070	97,447	67,657	1,373	760,615	15,435	19.08
98	0.468	34,093	72,848	2,662	5,688	9,797	20,934	19.48
99	16.046	1,283,052	79,961	92,317	5,753	396,480	24,709	19.22
BEA	101.102	8,864,592	87,680	868,722	8,593	1,877,403	18,569	18.91
Active	150.057	12,338,490	82,225	1,125,804	7,503	3,067,464	20,442	18.93
Classified Total	150.057	12,338,490	82,225	1,125,804	7,503	3,067,464	20,442	18.93
PSES Program 01 Classified	13.673	999,214	73,079			360,213	26,345	18.67
PSES Program 21 Classified	1.770	147,172	83,148			44,114	24,923	18.96

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
01	16.150	984,600	60,966	296,315	18,348	231,217	14,317	19.31
02	1.576	92,988	59,003	6,804	4,317	28,288	17,949	19.29
09	1.158	56,215	48,545	1,076	929	25,469	21,994	19.78
21	17.471	903,905	51,737	41,357	2,367	247,715	14,179	19.02
24	0.519	27,872	53,703	1,988	3,830	14,144	27,252	19.38
31	0.541	33,392	61,723	2,389	4,416	10,606	19,604	19.35
51	1.487	74,021	49,779	4,536	3,050	28,296	19,029	19.47
52	0.148	14,272	96,432	1,127	7,615	2	13	18.93
53	0.115	7,657	66,583	575	5,000	456	3,964	19.19
55	1.098	60,644	55,231	4,778	4,352	28,288	25,763	19.35
65	1.098	54,348	49,497	1,293	1,178	28,288	25,763	19.52
79	0.858	64,468	75,138	4,905	5,717	15	17	16.94
97	26.158	2,097,403	80,182	33,633	1,286	341,738	13,064	19.76
98	4.132	255,078	61,732	14,441	3,495	72,637	17,579	20.24
99	9.236	640,713	69,371	32,018	3,467	166,595	18,038	20.56
BEA	44.425	3,208,383	72,220	339,141	7,634	611,849	13,773	19.60
Active	81.745	5,367,576	65,662	447,235	5,471	1,223,754	14,970	19.61
Classified Total	81.745	5,367,576	65,662	447,235	5,471	1,223,754	14,970	19.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	5.254	293,106	55,787			43,997	8,374	19.44
PSES Program 21 Classified	0.843	37,389	44,352			5	6	15.32

**Methow Valley School District (24350)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.829	639,133	65,025	302,918	30,819	202,248	20,577	19.29
21	4.702	226,847	48,245			105,917	22,526	19.64
52	0.143	13,282	92,881			2,827	19,771	19.03
79	1.626	139,793	85,974			28,272	17,387	19.08
97	9.669	648,535	67,074	2,300	238	141,360	14,620	20.36
98	2.989	151,458	50,672	800	268	62,929	21,053	23.31
99	6.997	423,108	60,470			163,247	23,331	22.17
BEA	19.498	1,287,668	66,041	305,218	15,654	343,608	17,623	19.82
Active	35.955	2,242,156	62,360	306,018	8,511	706,800	19,658	20.43
Classified Total	35.955	2,242,156	62,360	306,018	8,511	706,800	19,658	20.43
PSES Program 01 Classified	1.821	148,391	81,489			39,581	21,736	19.12

**Mill A School District (30031)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.412	72,070	51,041			34,491	24,427	18.69
51	0.442	19,398	43,887			10,889	24,636	18.69
55	0.453	19,868	43,859			11,164	24,644	18.69
79	0.104	8,778	84,404			4,249	40,855	18.69
97	0.951	59,479	62,544			24,003	25,240	19.61
98	0.823	48,650	59,113			14,136	17,176	20.11
99	0.764	48,557	63,556			14,136	18,503	20.11
BEA	2.363	131,549	55,670			58,494	24,754	19.11
Active	4.949	276,800	55,930			113,068	22,847	19.39
Classified Total	4.949	276,800	55,930			113,068	22,847	19.39
PSES Program 01 Classified		634						

Salary and Benefits by Program for 2024-2025

**Monroe School District (31103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	52.491	3,737,231	71,198	705,208	13,435	1,153,674	21,979	19.47
02	5.885	423,621	71,983	32,779	5,570	141,599	24,061	18.53
21	54.527	3,426,847	62,847	204,191	3,745	1,390,747	25,506	19.54
31	2.502	176,517	70,550	21,185	8,467	53,768	21,490	19.42
51	3.576	223,016	62,365	10,022	2,803	86,697	24,244	19.61
55	5.309	316,179	59,555	24,107	4,541	134,729	25,377	19.52
58	0.155	6,852	44,206	324	2,090	3,665	23,643	19.64
65	2.063	121,276	58,786	9,156	4,438	54,185	26,265	19.55
68	0.278	19,779	71,147	2,455	8,831	7,475	26,887	19.45
74	0.400	28,654	71,635			5,990	14,976	19.48
76	0.500	72,306	144,612	295	590	7,488	14,976	18.27
79	0.063	3,959	62,841			1,371	21,767	23.81
89	3.668	339,015	92,425	25,297	6,897	80,746	22,014	19.16
97	67.241	6,002,356	89,266	42,639	634	1,045,064	15,542	20.35
99	31.907	2,349,046	73,622	149,155	4,675	824,009	25,825	22.10
BEA	128.119	10,339,725	80,704	801,811	6,258	2,394,104	18,687	19.92
Active	230.565	17,246,654	74,802	1,226,813	5,321	4,991,207	21,648	20.11
Classified Total	230.565	17,246,654	74,802	1,226,813	5,321	4,991,207	21,648	20.11

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
PSES Program 01 Classified	13.948	1,129,885	81,007			319,353	22,896	19.66
PSES Program 21 Classified	3.001	171,490	57,144			74,878	24,951	19.70

Salary and Benefits by Program for 2024-2025

**Montesano School District (14066)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.686	931,673	68,075	343,626	25,108	298,121	21,783	19.13
09	2.741	148,280	54,097			69,521	25,363	19.93
21	14.094	769,003	54,562			348,748	24,744	19.92
24	0.824	46,179	56,042			24,894	30,211	19.88
31	0.797	53,690	67,365			13,918	17,463	19.65
51	2.418	130,968	54,164			61,791	25,555	19.92
55	2.423	133,041	54,908			60,496	24,967	20.13
65	1.096	57,934	52,859			28,272	25,796	19.96
86	0.375	20,342	54,245			14,136	37,696	19.92
97	12.261	874,448	71,319			187,880	15,323	22.56
98	3.755	211,454	56,313			93,817	24,984	23.34
99	3.289	229,218	69,692			98,952	30,086	23.24
BEA	26.744	1,859,811	69,541	343,626	12,849	499,919	18,693	20.73
Active	57.759	3,606,230	62,436	343,626	5,949	1,300,545	22,517	20.75
Classified Total	57.759	3,606,230	62,436	343,626	5,949	1,300,545	22,517	20.75
PSES Program 01 Classified	4.888	330,101	67,533			113,373	23,194	19.38
PSES Program 09 Classified	0.664	35,999	54,215			16,809	25,314	19.92
PSES Program 21 Classified	2.036	111,431	54,730			51,870	25,477	19.91

**Morton School District (21214)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.796	226,141	59,573	32,887	8,664	64,903	17,098	18.95
09	0.588	24,048	40,898			14,136	24,041	18.95
21	7.421	336,434	45,335			212,328	28,612	18.95
24	0.088	4,066	46,205			2,116	24,041	18.95
31	0.295	13,248	44,908			7,068	23,959	18.95
51	1.176	52,564	44,697			28,272	24,041	18.95
55	3.116	150,904	48,429			74,920	24,043	18.95
88	1.501	67,404	44,906			34,499	22,984	18.95
97	4.703	357,075	75,925	7,600	1,616	84,802	18,031	19.34
98	1.853	88,916	47,985			42,389	22,876	19.85
99	2.327	155,555	66,848			70,680	30,374	17.52
BEA	8.794	596,464	67,826	40,487	4,604	156,773	17,827	19.19
Active	26.864	1,476,355	54,957	40,487	1,507	636,112	23,679	18.95
Classified Total	26.864	1,476,355	54,957	40,487	1,507	636,112	23,679	18.95

**Moses Lake School District (13161)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.630	3,278,874	49,960			1,212,050	18,468	8.41
02	1.451	73,480	50,641			28,272	19,484	9.15
03	0.597	27,363	45,834			14,136	23,678	9.26
21	82.747	4,108,411	49,650			1,613,186	19,495	7.42
31	1.190	73,714	61,945			19,080	16,034	10.08
34	0.122	7,069	57,943			2,124	17,409	9.02
45	2.068	114,046	55,148			42,408	20,507	9.07
51	0.267	14,260	53,408			4,679	17,524	8.38
53	0.795	41,735	52,497			15,883	19,979	7.84
55	0.536	28,134	52,489			16,817	31,375	15.54
64	0.298	15,010	50,369			7,056	23,678	9.16
65	12.256	581,879	47,477			240,276	19,605	8.18
88	12.807	698,831	54,566			226,176	17,660	7.25
97	67.037	4,603,005	68,664	2,000	30	954,196	14,234	9.75
98	31.946	1,436,332	44,961			664,392	20,797	11.65
99	34.367	2,100,508	61,120	500	15	735,286	21,395	10.36
BEA	138.095	8,177,551	59,217	2,000	14	2,272,266	16,454	9.20
Active	314.098	17,201,918	54,766	2,500	8	5,781,881	18,408	9.01
On Leave	0.016	733	45,813			14,136	883,500	9.28

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
Classified Total	314.114	17,202,651	54,766	2,500	8	5,796,017	18,452	9.01
PSES Program 01 Classified	13.521	680,554	50,333			272,893	20,183	9.47
PSES Program 21 Classified	9.860	582,960	59,124			221,031	22,417	8.39

**Mossyrock School District (21206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.851	304,521	52,046	68,796	11,758	120,119	20,530	19.98
09	1.188	57,933	48,765			27,712	23,327	20.76
21	7.402	342,090	46,216			163,685	22,114	20.60
51	0.270	13,967	51,730			6,298	23,327	20.01
52	0.249	11,784	47,325			5,595	22,471	20.48
53	0.595	25,778	43,324			13,879	23,327	20.29
55	0.767	40,169	52,372			17,892	23,327	19.99
97	7.327	437,796	59,751			105,720	14,429	19.71
98	3.060	134,008	43,793			56,544	18,478	20.28
99	3.867	221,440	57,264			104,597	27,049	19.03
BEA	13.178	742,317	56,330	68,796	5,221	225,839	17,138	19.82
Active	30.576	1,589,486	51,985	68,796	2,250	622,041	20,344	19.98
Classified Total	30.576	1,589,486	51,985	68,796	2,250	622,041	20,344	19.98
PSES Program 01 Classified	1.751	102,898	58,765			38,803	22,161	19.78

Salary and Benefits by Program for 2024-2025

**Mount Adams School District (39209)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.308	428,582	58,646			159,785	21,864	22.57
21	4.982	297,358	59,686			125,488	25,188	22.91
24	0.249	19,078	76,618			5,672	22,779	19.57
51	1.506	78,237	51,950			18,774	12,466	11.48
53	1.095	64,048	58,491			20,249	18,492	23.58
55	4.623	222,852	48,205			104,738	22,656	20.25
58	5.447	291,162	53,454			90,593	16,632	16.68
65	1.679	88,962	52,985			36,530	21,757	21.39
68	0.099	4,901	49,505			14,203	143,460	32.95
69	1.210	72,649	60,040			27,545	22,765	19.80
97	18.066	1,380,668	76,424			299,784	16,594	18.80
98	3.834	196,879	51,351			72,780	18,983	18.06
99	7.370	481,435	65,324			148,140	20,100	20.13
BEA	25.374	1,809,250	71,303			459,569	18,112	19.73
Active	57.468	3,626,811	63,110			1,124,281	19,564	19.77
Classified Total	57.468	3,626,811	63,110			1,124,281	19,564	19.77
PSES Program 01 Classified	1.917	117,345	61,213			43,668	22,779	22.87
PSES Program 21 Classified	2.442	159,264	65,219			58,224	23,843	20.08

Salary and Benefits by Program for 2024-2025

**Mount Baker School District (37507)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.408	1,083,067	66,008	51,619	3,146	429,427	26,172	17.31
21	14.201	814,488	57,354	79,217	5,578	386,632	27,226	18.51
31	0.118	9,002	76,288			1,700	14,410	18.65
51	2.731	193,966	71,024	11,598	4,247	72,560	26,569	18.63
53	0.216	17,130	79,306	685	3,171	4,520	20,924	18.63
55	2.370	125,941	53,140	6,379	2,692	56,827	23,978	18.63
65	0.764	42,017	54,996	3,350	4,385	21,386	27,992	19.50
68	0.250	13,266	53,064	745	2,980	4,955	19,818	18.63
79	0.639	91,211	142,740			14,136	22,122	18.65
97	20.913	1,594,731	76,255	12,987	621	311,223	14,882	18.98
98	7.662	469,854	61,323	22,338	2,915	164,465	21,465	18.49
99	17.800	1,251,345	70,300	59,598	3,348	408,793	22,966	19.16
BEA	37.439	2,686,800	71,765	64,606	1,726	742,350	19,828	18.02
Active	84.072	5,706,018	67,871	248,516	2,956	1,876,623	22,322	18.38
Classified Total	84.072	5,706,018	67,871	248,516	2,956	1,876,623	22,322	18.38
PSES Program 01 Classified	1.818	178,221	98,031			41,230	22,679	13.68
PSES Program 21 Classified	0.253	14,727	58,209			7,082	27,992	18.62

**Mount Pleasant School District (30029)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.774	37,553	48,518	3,845	4,968	18,369	23,733	18.70
52	0.352	15,073	42,821			498	1,414	9.22
55	0.378	16,150	42,725			2,449	6,479	12.67
74	0.026	1,128	43,385			518	19,910	20.11
97	0.700	39,494	56,420	4,155	5,936	9,298	13,283	17.37
99	0.632	36,778	58,193			11,242	17,787	19.40
BEA	1.474	77,047	52,271	8,000	5,427	27,667	18,770	18.01
Active	2.862	146,176	51,075	8,000	2,795	42,373	14,805	16.89
Classified Total	2.862	146,176	51,075	8,000	2,795	42,373	14,805	16.89
PSES Program 01 Classified	0.280	16,458	58,779			4,233	15,119	18.69

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
01	52.740	3,697,260	70,104	221,434	4,199	1,069,396	20,277	19.21
02	3.887	279,822	71,989	15,537	3,997	77,748	20,002	19.08
09	5.871	343,008	58,424	17,505	2,982	137,929	23,493	19.23
21	67.403	4,139,090	61,408	257,340	3,818	1,592,647	23,629	19.12
31	3.869	270,055	69,800	20,205	5,222	84,799	21,918	19.09
45	3.795	287,052	75,640	13,621	3,589	70,680	18,625	19.55
51	5.670	356,528	62,880	19,028	3,356	136,427	24,061	19.17
52	0.219	15,074	68,831	125	571	3,538	16,155	19.14
53	6.990	508,179	72,701	29,445	4,212	127,175	18,194	19.07
55	15.890	996,863	62,735	56,256	3,540	385,836	24,282	19.17
64	2.274	146,256	64,317	8,163	3,590	50,379	22,154	19.16
65	7.057	440,222	62,381	23,314	3,304	161,297	22,856	19.18
79	2.660	196,499	73,872			56,544	21,257	19.10
97	66.454	5,366,483	80,755	55,824	840	1,023,682	15,404	20.04
98	19.158	1,164,631	60,791	76,653	4,001	452,487	23,619	20.76
99	32.097	2,417,201	75,309	120,291	3,748	733,723	22,860	20.21
BEA	130.745	9,900,672	75,725	326,621	2,498	2,326,305	17,793	19.65
Active	296.034	20,624,223	69,668	934,741	3,158	6,164,287	20,823	19.60
Classified Total	296.034	20,624,223	69,668	934,741	3,158	6,164,287	20,823	19.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	18.878	1,240,043	65,687			419,756	22,235	19.47
PSES Program 21 Classified	1.938	159,814	82,463			42,408	21,882	19.01

**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
31	0.234	42,635	182,201			21,318	91,103	8.65
BEA	0.234	42,635	182,201			21,318	91,103	8.65
Active	0.234	42,635	182,201			21,318	91,103	8.65
Classified Total	0.234	42,635	182,201			21,318	91,103	8.65

Salary and Benefits by Program for 2024-2025

**Mukilteo School District (31006)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	115.000	8,579,934	74,608	1,016,755	8,841	2,509,820	21,825	19.02
21	176.295	11,932,372	67,684			4,472,351	25,369	19.04
31	2.978	216,352	72,650			70,413	23,644	19.05
34	0.100	8,075	80,750			1,414	14,136	18.97
45	7.441	620,475	83,386			127,224	17,098	19.49
51	5.194	351,368	67,649			135,020	25,995	19.13
55	16.755	1,114,686	66,529			409,378	24,433	19.13
58	1.263	105,750	83,729			28,272	22,385	18.47
65	1.898	149,204	78,611			36,908	19,446	18.99
79	14.344	1,366,356	95,256			311,006	21,682	18.84
97	131.552	12,799,822	97,299	851	6	1,897,743	14,426	20.61
98	40.157	2,389,003	59,492	377	9	1,073,285	26,727	23.48
99	78.042	6,444,038	82,571			1,845,041	23,642	21.84
CP	5.420	879,756	162,317			77,741	14,343	18.28
BEA	257.071	22,224,658	86,453	1,017,606	3,958	4,606,613	17,920	19.95
Active	596.439	46,957,191	78,729	1,017,983	1,707	12,995,617	21,789	20.06
Classified Total	596.439	46,957,191	78,729	1,017,983	1,707	12,995,617	21,789	20.06
PSES Program 01 Classified	7.958	631,858	79,399			197,904	24,869	21.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	1.233	121,033	98,161			28,272	22,929	16.91

**Naches Valley School District (39003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.019	752,105	62,576			353,840	29,440	17.20
02	0.635	33,723	53,107			12,172	19,168	18.63
09	1.188	69,383	58,403	326	274	25,464	21,434	18.62
21	4.891	275,284	56,284	831	170	106,908	21,858	18.65
24	3.980	214,038	53,778	322	81	88,023	22,116	18.63
31	0.081	4,708	58,123			1,270	15,680	18.63
34								
51	2.673	134,826	50,440			60,030	22,458	16.30
55	5.403	290,240	53,718	465	86	116,736	21,606	18.65
65	0.119	6,777	56,950			2,551	21,434	18.62
97	16.002	1,148,225	71,755			247,397	15,460	18.51
98	6.057	289,106	47,731	7,522	1,242	108,023	17,834	18.49
99	8.895	569,532	64,028	4,851	545	167,528	18,834	17.82
BEA	28.737	1,938,761	67,466			614,679	21,390	17.71
Active	61.943	3,787,947	61,152	14,317	231	1,289,942	20,825	17.88
On Leave								
Classified Total	61.943	3,787,947	61,152	14,317	231	1,289,942	20,825	17.88
PSES Program 01 Classified	1.504	81,895	54,451			29,067	19,326	17.81

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
PSES Program 09 Classified	0.069	3,953	57,290			1,479	21,434	18.62
PSES Program 21 Classified	0.663	47,064	70,986			14,211	21,434	18.62

**Napavine School District (21014)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.664	319,415	56,394	218,012	38,491	122,659	21,656	19.13
21	5.809	282,420	48,618	2,263	390	164,346	28,292	18.74
24	0.192	8,260	43,021			4,890	25,470	19.64
31	0.268	12,220	45,597			10,582	39,486	20.11
34	0.489	34,819	71,204			9,169	18,750	10.26
51	0.873	42,134	48,263			22,357	25,610	19.65
55	1.664	71,346	42,876			43,663	26,240	20.19
65	0.490	19,831	40,471			13,529	27,609	20.28
97	10.525	659,241	62,636	2,250	214	160,442	15,244	20.24
98	0.138	7,531	54,572			3,251	23,560	19.90
99	2.947	177,188	60,125	450	153	95,426	32,381	20.75
BEA	16.946	1,025,695	60,527	220,262	12,998	302,852	17,872	19.55
Active	29.059	1,634,405	56,244	222,975	7,673	650,315	22,379	19.58
Classified Total	29.059	1,634,405	56,244	222,975	7,673	650,315	22,379	19.58
PSES Program 01 Classified	1.534	99,072	64,584			37,482	24,434	19.34
PSES Program 21 Classified	1.263	82,451	65,282			31,104	24,627	18.03

**Naselle-Grays River Valley School District (25155)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.273	247,463	57,913	60,792	14,227	91,947	21,518	18.91
51	0.886	47,500	53,612			21,228	23,959	18.91
53	0.455	27,751	60,991			10,113	22,226	18.91
55	1.125	51,586	45,854			28,272	25,131	18.91
65	0.181	11,093	61,287			4,023	22,226	18.91
69	0.751	39,000	51,931			14,155	18,848	18.91
79	0.591	26,708	45,191			14,136	23,919	18.91
97	3.869	256,860	66,389			56,544	14,615	19.90
98	1.215	71,470	58,823			29,856	24,573	20.31
99	2.317	156,779	67,665			70,680	30,505	20.32
BEA	8.142	504,323	61,941	60,792	7,466	148,491	18,238	19.41
Active	15.663	936,210	59,772	60,792	3,881	340,954	21,768	19.52
Classified Total	15.663	936,210	59,772	60,792	3,881	340,954	21,768	19.52

**Nespelem School District (24014)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.262	273,819	52,037	1,500	285	105,703	20,088	19.06
21	2.462	107,426	43,634			53,708	21,815	18.83
51	0.759	40,238	53,014			16,557	21,815	18.83
53	0.280	15,137	54,061			3,958	14,136	18.83
55	1.114	53,982	48,458			24,302	21,815	18.83
58	0.110	7,960	72,364			2,400	21,815	19.08
68	0.376	27,206	72,356			8,202	21,815	19.08
97	2.812	166,273	59,130			49,522	17,611	19.40
98	1.388	70,597	50,862			28,272	20,369	19.91
99	1.298	89,059	68,612			18,349	14,136	19.86
BEA	8.074	440,092	54,507	1,500	186	155,225	19,225	19.19
Active	15.861	851,697	53,698	1,500	95	310,973	19,606	19.23
On Leave								
Classified Total	15.861	851,697	53,698	1,500	95	310,973	19,606	19.23
PSES Program 01 Classified	0.942	52,554	55,790			16,991	18,038	19.94

Salary and Benefits by Program for 2024-2025

**Newport School District (26056)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.419	450,996	53,569	200,774	23,848	178,188	21,165	19.86
02	1.204	60,179	49,983			28,539	23,703	19.56
21	11.060	478,247	43,241	3,600	325	269,522	24,369	19.74
24	2.715	114,070	42,015			60,774	22,385	19.79
31	0.256	10,523	41,105			5,690	22,226	19.82
34	0.256	10,523	41,105			5,690	22,226	19.82
51	2.608	109,135	41,846			57,966	22,226	19.79
52	3.834	215,778	56,280			113,537	29,613	20.14
55	4.795	207,772	43,331			109,949	22,930	19.73
97	14.374	934,483	65,012	6,466	450	229,010	15,932	20.52
98	5.271	282,056	53,511	4,500	854	128,546	24,387	23.10
BEA	24.509	1,466,704	59,843	207,240	8,456	447,117	18,243	20.25
Active	54.792	2,873,762	52,449	215,340	3,930	1,187,412	21,671	20.36
Classified Total	54.792	2,873,762	52,449	215,340	3,930	1,187,412	21,671	20.36
PSES Program 01 Classified	1.220	118,626	97,234			28,259	23,163	20.91
PSES Program 21 Classified	0.329	14,669	44,587			7,057	21,451	19.70

**Nine Mile Falls School District (32325)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.552	656,158	52,275	244,489	19,478	269,848	21,498	18.88
09	1.182	46,364	39,225			28,272	23,919	20.05
21	9.095	410,407	45,124			223,602	24,585	19.86
31	1.426	88,786	62,262	1,323	928	27,569	19,333	19.47
51	0.591	27,875	47,166			14,136	23,919	19.79
55	1.935	95,519	49,364			47,731	24,667	19.73
65	0.413	16,829	40,748			9,878	23,919	19.99
74				4,000				
79				2,409				
88	1.590	76,412	48,058			42,408	26,672	20.06
97	15.847	1,069,518	67,490			240,297	15,164	21.23
98	5.605	271,639	48,464			88,086	15,716	21.98
BEA	29.825	1,814,462	60,837	245,812	8,242	537,714	18,029	20.29
Active	50.236	2,759,507	54,931	252,221	5,021	991,827	19,743	20.35
Classified Total	50.236	2,759,507	54,931	252,221	5,021	991,827	19,743	20.35
PSES Program 01 Classified	2.529	109,150	43,159			69,191	27,359	16.37
PSES Program 21 Classified	0.962	43,847	45,579			28,310	29,428	19.83

Salary and Benefits by Program for 2024-2025

**Nooksack Valley School District (37506)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.191	1,048,414	60,986	187,174	10,888	379,000	22,046	19.22
09	1.696	88,895	52,415	6,260	3,691	46,101	27,182	19.13
21	16.500	925,582	56,096	66,827	4,050	436,083	26,429	19.05
24	0.922	54,552	59,167	4,156	4,508	23,056	25,007	19.13
31	0.400	27,359	68,398	2,098	5,245	7,649	19,122	19.13
51	1.488	92,714	62,308	7,714	5,184	35,036	23,546	19.13
52	0.473	50,432	106,622	3,433	7,258	8,998	19,024	19.13
53	0.414	28,687	69,292	2,525	6,099	9,912	23,941	19.13
55	2.790	148,777	53,325	10,276	3,683	80,223	28,754	20.70
58	0.090	4,577	50,856	286	3,178	2,502	27,799	19.14
64	0.185	12,849	69,454	870	4,703	4,960	26,810	19.14
65	0.770	48,923	63,536	3,662	4,756	20,991	27,261	19.13
68	0.206	10,988	53,340	315	1,529	5,852	28,406	34.14
69	0.319	34,044	106,721	3,384	10,608	6,069	19,024	19.13
89	1.476	112,389	76,144	8,398	5,690	37,620	25,487	19.19
97	22.605	1,701,539	75,273	6,424	284	357,401	15,811	19.50
98	8.051	495,062	61,491	33,641	4,178	214,319	26,620	18.77
99	10.307	770,916	74,795	44,147	4,283	275,964	26,774	17.35
BEA	40.196	2,777,312	69,094	195,696	4,869	744,050	18,511	19.39

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
Active	85.883	5,656,699	65,865	391,590	4,560	1,951,734	22,725	19.04
Classified Total	85.883	5,656,699	65,865	391,590	4,560	1,951,734	22,725	19.04
PSES Program 01 Classified	1.694	129,780	76,612			33,472	19,759	18.91
PSES Program 21 Classified	0.982	72,335	73,661			15,967	16,260	19.14

Salary and Benefits by Program for 2024-2025

**North Beach School District (14064)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.200	262,678	62,542	65,511	15,598	71,369	16,993	19.56
09	0.699	33,872	48,458			16,057	22,972	19.89
21	7.876	441,621	56,072			191,618	24,329	19.44
24	0.464	25,175	54,256			11,716	25,250	19.74
51	0.619	30,422	49,147			13,768	22,242	19.87
53	0.172	10,028	58,302			3,571	20,759	19.64
55	3.219	160,265	49,787			81,411	25,291	19.10
65	0.056	2,972	53,071			1,414	25,247	19.77
68	0.515	30,085	58,417			10,691	20,759	19.64
74	0.084	4,458	53,071			2,121	25,247	19.77
79	0.686	44,095	64,278			14,252	20,776	19.54
88	2.315	137,079	59,213			50,177	21,675	19.63
89	0.846	49,016	57,939			14,264	16,861	19.65
97	10.630	784,682	73,818	720	68	157,579	14,824	21.37
98	3.573	205,822	57,605			85,354	23,889	23.63
99	5.097	334,847	65,695			128,101	25,133	22.98
BEA	14.830	1,047,360	70,624	66,231	4,466	228,948	15,438	20.92
Active	41.051	2,557,117	62,291	66,231	1,613	853,462	20,790	20.86
Classified Total	41.051	2,557,117	62,291	66,231	1,613	853,462	20,790	20.86

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
PSES Program 01 Classified	0.808	52,652	65,163			14,274	17,666	19.52

**North Franklin School District (11051)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.630	705,838	51,786	54,617	4,007	263,834	19,357	17.66
02	0.314	16,103	51,283			7,107	22,634	18.69
09	0.679	32,041	47,189			15,644	23,040	18.69
21	9.049	424,727	46,936			213,188	23,559	18.47
23	0.854	57,933	67,837			14,214	16,644	18.69
24	6.986	309,190	44,259			168,670	24,144	18.64
51	3.496	165,788	47,422			78,230	22,377	18.32
53	4.003	182,328	45,548			88,859	22,198	18.69
55	8.150	380,302	46,663			202,498	24,846	18.59
65	4.204	201,932	48,033			97,755	23,253	18.48
97	25.184	1,636,848	64,996			367,472	14,591	19.69
98	7.526	350,052	46,512			156,561	20,803	19.63
99	14.050	869,580	61,892			316,016	22,492	19.95
BEA	39.128	2,358,789	60,284	54,617	1,396	638,412	16,316	19.06
Active	98.125	5,332,662	54,346	54,617	557	1,990,048	20,281	19.07
Classified Total	98.125	5,332,662	54,346	54,617	557	1,990,048	20,281	19.07
PSES Program 01 Classified	2.970	180,800	60,875			63,774	21,473	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
PSES Program 21 Classified	2.388	109,215	45,735			56,856	23,809	18.69

Salary and Benefits by Program for 2024-2025

**North Kitsap School District (18400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.435	3,738,615	67,441	739,519	13,340	1,175,727	21,209	18.95
02	0.442	28,235	63,880			7,060	15,973	19.45
21	62.235	3,886,496	62,449	53,653	862	1,478,541	23,757	17.66
24	15.900	982,371	61,784	7,880	496	395,532	24,876	19.35
29	3.878	232,224	59,882	2,679	691	96,018	24,760	19.42
31	1.202	87,049	72,420	774	644	25,162	20,934	19.22
34	0.182	12,536	68,879			3,189	17,523	19.37
51	3.098	177,755	57,377	4,123	1,331	83,352	26,905	19.28
55	5.399	310,719	57,551	6,616	1,225	145,284	26,910	19.32
65	1.323	84,772	64,076	887	670	31,816	24,048	19.29
68	1.176	76,423	64,986			28,272	24,041	19.30
74	0.277	17,960	64,838			5,306	19,154	19.16
89	2.250	167,571	74,476	2,400	1,067	31,806	14,136	18.13
97	85.086	7,413,445	87,129	59,780	703	1,185,244	13,930	18.35
98	16.998	997,748	58,698	5,455	321	424,547	24,976	22.22
99	38.504	2,795,475	72,602	5,400	140	779,232	20,238	21.48
BEA	142.347	11,279,880	79,242	800,073	5,621	2,396,382	16,835	18.56
Active	293.385	21,009,394	71,610	889,166	3,031	5,896,087	20,097	19.01
Classified Total	293.385	21,009,394	71,610	889,166	3,031	5,896,087	20,097	19.01

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
PSES Program 01 Classified	10.604	652,015	61,488			277,801	26,198	19.32
PSES Program 21 Classified	12.961	1,002,321	77,334			240,290	18,539	12.91

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
01	25.123	1,404,534	55,906	112,148	4,464	578,776	23,038	20.89
02	1.481	83,940	56,678			20,488	13,834	18.33
09	1.497	75,232	50,255			35,340	23,607	20.38
21	18.645	966,336	51,828			456,380	24,477	20.34
31	1.745	94,999	54,441			34,100	19,542	20.27
34	0.566	36,319	64,168			9,207	16,267	20.59
55	2.073	143,376	69,164			43,937	21,195	20.05
65	1.233	65,253	52,922			28,272	22,929	20.58
97	37.532	2,562,061	68,263			543,818	14,489	21.02
98	9.586	529,039	55,189	2,125	222	227,467	23,729	22.88
99	18.997	1,185,921	62,427	1,500	79	424,056	22,322	21.92
BEA	66.447	4,181,853	62,935	112,148	1,688	1,186,389	17,855	20.90
Active	118.478	7,147,010	60,324	115,773	977	2,401,841	20,272	21.12
Classified Total	118.478	7,147,010	60,324	115,773	977	2,401,841	20,272	21.12
PSES Program 01 Classified	4.108	210,336	51,202			99,358	24,186	22.11

**North River School District (25200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.382	119,475	86,451	18,000	13,025	31,812	23,019	19.38
21	0.494	51,411	104,071			13,363	27,050	19.49
55	0.235	12,885	54,830			8,336	35,473	22.41
97	2.587	175,299	67,761	2,000	773	58,710	22,694	22.14
98	0.756	47,726	63,130	500	661	14,136	18,698	24.51
99	1.191	85,217	71,551			29,104	24,436	23.37
BEA	3.969	294,774	74,269	20,000	5,039	90,522	22,807	21.00
Active	6.645	492,013	74,043	20,500	3,085	155,461	23,395	21.62
Classified Total	6.645	492,013	74,043	20,500	3,085	155,461	23,395	21.62

**North Thurston Public Schools (34003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	152.247	9,193,430	60,385	987,792	6,488	3,242,674	21,299	18.97
02	1.816	110,032	60,590			28,272	15,568	18.89
09	2.114	109,567	51,829			51,799	24,503	19.37
21	172.671	9,588,339	55,530			4,252,841	24,630	19.17
24	5.101	285,547	55,979			128,037	25,100	19.32
31	9.047	771,498	85,277	343	38	146,634	16,208	19.17
34	0.590	55,753	94,497	292	495	8,340	14,136	18.53
51	16.466	911,843	55,377			378,364	22,978	19.15
55	25.768	1,384,676	53,736			626,282	24,305	19.31
58	0.872	48,199	55,274			16,955	19,444	19.32
64	0.913	59,152	64,789			17,676	19,360	19.32
97	142.692	11,335,005	79,437	9,692	68	2,101,648	14,729	19.49
98	46.797	2,699,556	57,687	583	12	1,010,226	21,587	18.62
99	91.326	6,272,188	68,679			1,827,320	20,009	19.47
BEA	306.392	21,465,718	70,060	998,119	3,258	5,527,569	18,041	19.25
Active	668.420	42,824,785	64,069	998,702	1,494	13,837,069	20,701	19.22
Classified Total	668.420	42,824,785	64,069	998,702	1,494	13,837,069	20,701	19.22
PSES Program 01 Classified	41.462	2,264,669	54,620			1,029,566	24,832	19.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	8.630	492,596	57,079			199,141	23,075	19.32

**Northport School District (33211)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.488	181,422	72,919			39,853	16,018	16.29
02	1.573	81,372	51,730			28,442	18,081	18.81
21	4.485	197,971	44,141			109,473	24,409	18.64
51	0.182	8,222	45,176			3,560	19,561	18.81
52	0.183	8,248	45,071			3,580	19,561	18.81
55	0.727	32,320	44,457			14,221	19,561	18.81
97	3.662	228,146	62,301			59,483	16,243	19.04
98	1.473	63,263	42,948			28,442	19,309	19.49
99	3.660	204,866	55,974			86,880	23,738	18.44
BEA	7.723	490,940	63,569			127,777	16,545	18.09
Active	18.433	1,005,830	54,567			373,934	20,286	18.41
Classified Total	18.433	1,005,830	54,567			373,934	20,286	18.41
PSES Program 01 Classified	0.288	30,270	105,104					8.31
PSES Program 21 Classified	0.424	47,184	111,283			9,950	23,467	18.14

Salary and Benefits by Program for 2024-2025

**Northshore School District (17417)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	188.512	17,852,117	94,700	322,440	1,710	3,686,356	19,555	19.39
02	3.564	317,092	88,971	7,201	2,020	70,399	19,753	21.14
21	249.368	17,870,216	71,662	531,591	2,132	5,799,065	23,255	19.82
24	14.620	1,042,769	71,325	21,991	1,504	340,159	23,267	19.63
31	3.038	259,283	85,347	3,301	1,087	46,650	15,356	16.75
34	0.494	42,929	86,901	557	1,128	7,068	14,308	18.42
51	1.467	118,187	80,564	3,563	2,429	38,173	26,021	19.82
55	1.008	76,682	76,073	1,957	1,941	30,294	30,054	19.99
61	9.301	864,466	92,943	18,507	1,990	254,448	27,357	18.90
65	37.128	2,591,512	69,799	103,124	2,778	994,203	26,778	20.51
74	1.488	168,144	113,000			21,204	14,250	18.42
79	14.716	1,267,253	86,114	69,306	4,710	279,443	18,989	19.19
89	0.694	74,382	107,179	22,433	32,324	9,895	14,258	18.67
97	201.710	19,853,763	98,427	19,139	95	2,856,456	14,161	20.60
98	55.887	3,374,169	60,375	8,414	151	1,256,891	22,490	22.12
99	87.671	7,330,553	83,614	7,290	83	2,002,746	22,844	25.80
CP	47.646	5,861,172	123,015	56,957	1,195	853,041	17,904	18.29
SB				24,065				
BEA	397.318	38,325,184	96,460	352,638	888	6,666,930	16,780	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
Active	917.712	78,920,697	85,997	1,221,836	1,331	18,533,030	20,195	20.44
On Leave	0.600	43,992	73,320			13,463	22,438	19.06
Classified Total	918.312	78,964,689	85,989	1,221,836	1,331	18,546,493	20,196	20.44
PSES Program 01 Classified	50.256	5,553,439	110,503			1,021,072	20,317	19.85
PSES Program 21 Classified	15.623	1,501,739	96,124			325,111	20,810	18.95

**Oak Harbor School District (15201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	64.250	4,487,475	69,844	392,058	6,102	1,242,845	19,344	18.86
02	5.780	449,510	77,770	10,158	1,757	61,383	10,620	11.85
09	1.303	69,958	53,690	2,773	2,128	29,330	22,510	19.23
21	60.825	3,658,130	60,142	189,201	3,111	1,355,860	22,291	19.13
24	9.564	557,292	58,270	32,054	3,352	233,989	24,466	19.15
31	1.363	105,547	77,437	17,124	12,563	21,606	15,852	18.94
34	0.085	6,039	71,047	263	3,094	1,414	16,631	19.02
51	0.411	30,926	75,246	1,714	4,170	7,512	18,278	18.97
55	9.057	530,469	58,570	29,781	3,288	201,520	22,250	19.15
58	0.401	26,386	65,800	1,043	2,601	14,136	35,252	19.07
74	0.213	14,511	68,127	575	2,700	3,542	16,631	19.05
79	0.500	43,904	87,808			7,068	14,136	18.84
97	59.994	5,301,493	88,367	18,315	305	876,432	14,609	19.53
98	25.595	1,450,650	56,677	75,617	2,954	650,861	25,429	20.76
99	29.064	2,175,850	74,864	90,544	3,115	777,480	26,751	19.73
BEA	131.472	10,350,064	78,724	437,918	3,331	2,203,679	16,762	18.89
Active	268.405	18,908,140	70,446	861,220	3,209	5,484,978	20,435	19.20
Classified Total	268.405	18,908,140	70,446	861,220	3,209	5,484,978	20,435	19.20

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
PSES Program 01 Classified	4.152	322,813	77,749			80,847	19,472	18.96
PSES Program 21 Classified	0.729	59,199	81,206			14,136	19,391	18.94

**Oakesdale School District (38324)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.646	115,681	43,719			36,433	13,769	16.53
21	0.822	36,737	44,692			16,602	20,197	18.89
51	0.227	10,190	44,890			4,409	19,425	18.89
52	0.320	14,311	44,722			6,193	19,352	18.89
55	0.379	16,913	44,625			7,056	18,618	18.89
97	1.250	78,227	62,582	6,000	4,800	17,670	14,136	19.54
98	1.206	49,951	41,419			28,272	23,443	19.56
99	3.391	204,333	60,257			81,282	23,970	18.00
BEA	3.896	193,908	49,771	6,000	1,540	54,103	13,887	17.76
Active	10.241	526,343	51,396	6,000	586	197,917	19,326	18.19
Classified Total	10.241	526,343	51,396	6,000	586	197,917	19,326	18.19
PSES Program 01 Classified	0.453	48,729	107,570			14,105	31,137	19.56

**Oakville School District (14400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.553	89,703	57,761	28,648	18,447	38,874	25,032	19.54
02	0.202	12,256	60,673			3,534	17,495	20.35
21	2.795	159,237	56,972			61,247	21,913	15.80
51	1.103	55,507	50,324			24,486	22,200	20.63
55	2.499	125,266	50,126			61,191	24,486	20.80
68	0.231	12,557	54,359			4,246	18,382	20.50
79	0.231	12,557	54,359			4,246	18,382	20.50
88	0.596	28,828	48,369			14,112	23,678	20.70
97	6.999	437,757	62,546			98,938	14,136	22.78
98	2.154	105,775	49,106	9,796	4,548	43,730	20,302	25.44
99	1.854	100,782	54,359	9,796	5,284	55,222	29,785	24.73
BEA	8.754	539,716	61,654	28,648	3,273	141,346	16,146	21.94
Active	20.217	1,140,225	56,399	48,240	2,386	409,827	20,271	21.47
Classified Total	20.217	1,140,225	56,399	48,240	2,386	409,827	20,271	21.47
PSES Program 21 Classified	0.251	38,989	155,335					

**Ocean Beach School District (25101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.021	409,171	51,012	190,213	23,714	144,905	18,066	20.45
51	2.243	144,084	64,237	331	148	46,396	20,685	19.61
52				1,200				
53	0.625	30,848	49,357	313	501	12,882	20,611	20.16
55	6.888	350,571	50,896	3,314	481	149,231	21,665	20.73
65	0.080	4,396	54,950	124	1,550	1,778	22,226	19.73
88	0.672	30,252	45,018			10,030	14,925	33.91
97	18.236	1,189,796	65,244			276,847	15,181	23.49
98	3.507	169,440	48,315			70,680	20,154	24.24
99	9.520	571,621	60,044			262,643	27,589	23.38
BEA	26.257	1,598,967	60,897	190,213	7,244	421,752	16,062	22.76
Active	49.792	2,900,179	58,246	195,495	3,926	975,391	19,589	22.65
Classified Total	49.792	2,900,179	58,246	195,495	3,926	975,391	19,589	22.65
PSES Program 01 Classified	1.837	94,624	51,510			28,272	15,390	17.36

**Ocosta School District (14172)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.839	242,297	63,115	115,269	30,026	72,384	18,855	9.86
21	5.326	286,869	53,862			134,469	25,248	9.97
51	2.720	146,692	53,931			67,619	24,860	9.99
52	0.097	5,159	53,186			2,360	24,330	10.03
53	0.595	35,755	60,092			12,871	21,631	9.74
55	0.425	23,550	55,412			9,964	23,445	9.92
65	0.058	4,200	72,414			991	17,093	9.36
68	0.134	7,706	57,507			3,026	22,581	9.84
88	0.603	31,431	52,124			14,715	24,403	10.07
97	8.565	644,090	75,200			137,119	16,009	13.31
98	2.801	170,381	60,829			67,494	24,096	14.33
99	2.837	167,149	58,918			113,088	39,862	15.52
BEA	12.404	886,387	71,460	115,269	9,293	209,504	16,890	12.35
Active	28.000	1,765,279	63,046	115,269	4,117	636,101	22,718	12.12
Classified Total	28.000	1,765,279	63,046	115,269	4,117	636,101	22,718	12.12
PSES Program 01 Classified	0.626	36,456	58,236			14,136	22,581	9.81

**Odessa School District (22105)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.653	117,189	44,172	52,449	19,770	59,172	22,304	18.67
21	3.635	161,729	44,492			91,922	25,288	18.67
55	1.066	76,638	71,893			36,174	33,934	18.19
97	4.233	212,429	50,184			67,476	15,940	18.99
98	1.304	53,957	41,378			30,046	23,041	18.67
99	2.237	127,894	57,172			68,560	30,648	19.46
BEA	6.886	329,618	47,868	52,449	7,617	126,648	18,392	18.88
Active	15.128	749,836	49,566	52,449	3,467	353,349	23,357	18.80
Classified Total	15.128	749,836	49,566	52,449	3,467	353,349	23,357	18.80
PSES Program 01 Classified	0.831	32,480	39,085			23,241	27,968	18.67

**Okanogan School District (24105)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.664	594,398	55,739	195,665	18,348	220,917	20,716	19.43
02	0.753	44,799	59,494			14,117	18,748	18.87
09	0.620	27,745	44,750			14,136	22,800	18.87
21	10.000	490,546	49,055			223,574	22,357	18.89
24	0.064	3,871	60,484			1,407	21,984	18.87
31	0.453	29,332	64,751			7,965	17,582	18.87
34	0.150	9,743	64,953			2,637	17,582	18.87
51	3.903	215,447	55,200			84,926	21,759	18.13
55	5.618	274,101	48,790			128,592	22,889	18.79
56	1.193	68,752	57,630			18,386	15,412	16.72
58	0.686	35,598	51,892			16,255	23,696	18.11
64	0.110	6,131	55,736			4,237	38,518	18.87
65	1.036	67,314	64,975			26,172	25,263	18.87
68	0.597	26,332	44,107			14,136	23,678	18.87
97	16.413	1,174,133	71,537			240,312	14,642	19.84
98	4.360	222,962	51,138			84,816	19,453	20.03
99	6.572	378,832	57,643			169,632	25,811	22.44

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
BEA	28.433	1,852,405	65,150	195,665	6,882	485,948	17,091	19.66
Active	63.192	3,670,036	58,078	195,665	3,096	1,272,218	20,133	19.61
Classified Total	63.192	3,670,036	58,078	195,665	3,096	1,272,218	20,133	19.61
PSES Program 01 Classified	3.759	225,353	59,950			83,248	22,146	18.97

Salary and Benefits by Program for 2024-2025

**Olympia School District (34111)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	103.407	6,623,203	64,050	1,288,758	12,463	2,252,047	21,778	19.96
02	6.075	422,789	69,595	37,124	6,111	114,540	18,854	19.75
09	1.210	63,605	52,566			28,272	23,365	20.08
21	117.664	6,468,749	54,976	2,300	20	2,966,503	25,212	20.01
22	1.866	128,528	68,879			28,272	15,151	18.52
24	1.828	100,018	54,714			46,721	25,559	20.05
31	5.648	361,704	64,041			107,107	18,964	19.61
34	0.849	59,424	69,993			14,513	17,094	19.76
51	2.567	175,374	68,319			54,803	21,349	19.78
52	0.154	11,722	76,117			2,831	18,382	19.69
53	0.692	88,241	127,516			14,136	20,428	19.26
55	0.726	36,843	50,748			19,120	26,335	18.26
65	5.480	296,960	54,190			141,360	25,796	20.09
68	0.150	12,867	85,780			2,120	14,136	19.54
79	0.077	5,837	75,805	7,957	103,338	1,444	18,748	19.69
88	1.212	67,254	55,490			27,004	22,281	20.04
89	1.000	90,204	90,204			14,136	14,136	19.49
97	114.870	8,907,518	77,544	17,400	151	1,657,446	14,429	21.50
98	27.012	1,467,890	54,342	4,400	163	621,937	23,024	24.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	39.704	2,608,121	65,689	8,600	217	899,322	22,651	22.60
BEA	230.849	16,374,638	70,932	1,343,282	5,819	4,145,653	17,958	20.78
Active	432.191	27,996,851	64,779	1,366,539	3,162	9,013,632	20,856	20.89
Classified Total	432.191	27,996,851	64,779	1,366,539	3,162	9,013,632	20,856	20.89
PSES Program 01 Classified	13.093	826,779	63,147			321,803	24,578	19.60
PSES Program 21 Classified	1.992	119,571	60,026			43,061	21,617	19.94

**Omak School District (24019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.378	1,079,631	55,714	358,245	18,487	389,875	20,119	18.81
02	1.527	79,631	52,149	8,656	5,669	31,792	20,820	18.81
21	21.587	1,095,877	50,766			497,561	23,049	18.83
24	0.066	3,302	50,030			7,122	107,908	18.81
51	8.599	443,948	51,628			197,069	22,918	18.81
55	2.292	104,568	45,623			67,324	29,373	18.81
58	0.263	10,953	41,646			14,163	53,851	18.81
65	1.805	118,606	65,710			59,737	33,095	18.79
68	1.967	91,054	46,291			42,408	21,560	18.81
88	5.298	312,761	59,034	47,713	9,006	125,180	23,628	18.81
97	33.092	2,469,052	74,612	7,172	217	494,209	14,934	19.28
98	5.189	257,147	49,556			127,224	24,518	19.96
99	7.388	450,221	60,939	58,326	7,895	222,637	30,135	19.83
BEA	53.997	3,628,314	67,195	374,073	6,928	915,876	16,962	19.13
Active	108.451	6,516,751	60,089	480,112	4,427	2,276,300	20,989	19.11
Classified Total	108.451	6,516,751	60,089	480,112	4,427	2,276,300	20,989	19.11
PSES Program 01 Classified	1.431	71,237	49,781			30,304	21,177	18.81

**Onalaska School District (21300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.777	247,673	51,847	202,197	42,327	83,385	17,455	20.01
09	0.558	24,116	43,219			14,136	25,333	20.27
21	9.597	448,960	46,781			243,124	25,333	20.17
24	0.128	5,093	39,789			3,541	27,663	20.40
31	0.863	42,076	48,756			19,790	22,932	22.87
51	0.558	27,956	50,100			14,136	25,333	20.06
52				12,000				
55	3.558	179,297	50,393			86,659	24,356	20.09
65	0.263	13,139	49,958	5,000	19,011	6,663	25,333	19.86
74	0.226	17,494	77,407	3,000	13,274	4,237	18,748	19.55
88	0.718	29,353	40,882			19,082	26,576	20.36
97	10.309	682,319	66,187	4,951	480	156,639	15,194	21.02
98	3.853	199,250	51,713	3,929	1,020	84,816	22,013	23.94
99	6.674	364,851	54,668			183,768	27,535	23.78
BEA	15.949	972,068	60,949	207,148	12,988	259,814	16,290	20.85
Active	42.082	2,281,577	54,217	231,077	5,491	919,975	21,861	21.34
Classified Total	42.082	2,281,577	54,217	231,077	5,491	919,975	21,861	21.34
PSES Program 01 Classified	0.792	38,596	48,732			14,136	17,848	20.10

**Onion Creek School District (33030)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.881	37,748	42,847			17,025	19,325	18.72
21	0.173	7,600	43,931			3,300	19,075	18.96
51	0.649	26,588	40,968			4,724	7,278	11.68
52	0.087	3,530	40,575					8.15
55	0.174	7,149	41,086			14,215	81,693	19.36
88	0.260	10,724	41,246			5,686	21,869	18.66
97	0.736	36,059	48,993			13,829	18,789	19.48
98	0.281	13,361	47,548			9,401	33,457	18.66
99	0.346	18,173	52,523			6,600	19,075	18.96
BEA	1.617	73,807	45,644			30,854	19,081	19.08
Active	3.587	160,932	44,865			74,779	20,847	17.82
Classified Total	3.587	160,932	44,865			74,779	20,847	17.82
PSES Program 01 Classified	0.100	4,258	42,580			1,741	17,414	18.66

Salary and Benefits by Program for 2024-2025

**Orcas Island School District (28137)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.140	450,708	73,405	28,861	4,700	118,518	19,303	18.34
02	1.829	127,014	69,445			32,675	17,865	19.11
21	9.274	542,414	58,488			231,196	24,929	18.77
55	1.842	111,366	60,459			41,438	22,496	19.11
58	0.539	36,925	68,506			10,674	19,803	19.11
79	1.711	141,808	82,880			43,345	25,333	19.11
97	10.001	739,256	73,918			159,412	15,940	18.85
98	2.040	140,815	69,027			43,368	21,259	19.49
99	1.684	127,733	75,851			47,192	28,024	19.39
BEA	17.970	1,316,978	73,288	28,861	1,606	310,605	17,285	18.70
Active	35.060	2,418,039	68,969	28,861	823	727,817	20,759	18.85
Classified Total	35.060	2,418,039	68,969	28,861	823	727,817	20,759	18.85
PSES Program 01 Classified	0.609	70,216	115,297			15,296	25,117	19.10
PSES Program 21 Classified	0.198	11,877	59,985			20	101	8.60

**Orchard Prairie School District (32123)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.953	70,901	74,398			14,302	15,007	15.39
24	0.406	18,203	44,835			9,519	23,446	18.42
55	0.109	4,899	44,945			2,556	23,446	18.42
99	0.303	16,336	53,914			13,200	43,564	17.79
BEA	0.953	70,901	74,398			14,302	15,007	15.39
Active	1.771	110,339	62,303			39,577	22,347	16.37
Classified Total	1.771	110,339	62,303			39,577	22,347	16.37
PSES Program 01 Classified	0.214	25,150	117,523			1,322	6,176	9.92

**Orient School District (10065)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.813	48,484	59,636			18,371	22,597	18.47
55	0.364	12,839	35,272			8,878	24,389	11.38
97	0.348	13,860	39,828			8,091	23,250	8.44
98	0.616	26,888	43,649			14,136	22,948	19.26
99	2.250	160,673	71,410			49,460	21,982	17.16
BEA	1.161	62,344	53,699			26,462	22,793	16.35
Active	4.391	262,744	59,837			98,936	22,532	16.89
Classified Total	4.391	262,744	59,837			98,936	22,532	16.89
PSES Program 01 Classified	0.119	9,740	81,849			2,113	17,759	18.47

Salary and Benefits by Program for 2024-2025

**Orondo School District (09013)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.341	126,587	54,074	3,000	1,282	65,760	28,090	17.93
51	0.546	34,536	63,253			10,010	18,334	18.83
52	0.904	59,634	65,967	600	664	14,436	15,969	18.70
53	0.407	23,848	58,595			7,934	19,495	18.88
55	0.536	35,932	67,037			9,526	17,773	18.79
65	0.233	17,555	75,343			3,748	16,087	18.77
88	1.850	101,247	54,728			57,744	31,213	18.23
97	1.685	122,694	72,815	300	178	26,841	15,929	19.36
98	0.144	8,729	60,618			2,746	19,070	18.82
99	2.163	131,950	61,003	900	416	46,563	21,527	19.51
BEA	4.026	249,281	61,918	3,300	820	92,601	23,001	18.63
Active	10.809	662,712	61,311	4,800	444	245,309	22,695	18.77
Classified Total	10.809	662,712	61,311	4,800	444	245,309	22,695	18.77
PSES Program 01 Classified	0.139	13,206	95,007			14,333	103,114	9.33

Salary and Benefits by Program for 2024-2025

**Oroville School District (24410)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.322	243,681	56,382	141,913	32,835	92,376	21,374	19.59
21	3.931	170,991	43,498			99,333	25,269	19.92
24	1.284	58,579	45,622			31,595	24,607	19.85
31	0.152	7,419	48,809			2,823	18,576	19.76
51	1.793	76,437	42,631			55,857	31,153	19.93
55	1.714	83,221	48,554			36,079	21,050	19.78
65	0.329	16,295	49,529			7,057	21,451	19.75
69	0.250	16,942	67,768			3,534	14,136	19.34
97	7.967	504,689	63,347	30,000	3,766	114,855	14,416	21.72
98	2.172	97,876	45,063			44,189	20,345	24.67
99	1.622	99,322	61,234			49,507	30,522	22.15
BEA	12.441	755,789	60,750	171,913	13,818	210,055	16,884	21.01
Active	25.536	1,375,452	53,863	171,913	6,732	537,207	21,037	21.00
Classified Total	25.536	1,375,452	53,863	171,913	6,732	537,207	21,037	21.00
PSES Program 01 Classified	0.686	70,082	102,160			14,157	20,636	19.07
PSES Program 21 Classified	0.438	21,047	48,053			10,862	24,800	19.78

Salary and Benefits by Program for 2024-2025

**Orting School District (27344)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.868	1,213,779	58,165	283,478	13,584	435,263	20,858	19.90
21	24.514	1,565,433	63,859	49,450	2,017	622,116	25,378	20.24
31	2.761	194,836	70,567	8,066	2,921	53,856	19,506	20.03
34	0.568	38,459	67,710	493	868	8,488	14,944	20.20
51	2.341	142,266	60,771	5,685	2,428	70,680	30,192	20.34
55	2.696	158,549	58,809	3,633	1,348	63,344	23,495	20.40
74	0.212	13,392	63,170	634	2,991	3,911	18,450	20.28
89	0.423	28,283	66,863	2,176	5,144	7,068	16,709	20.13
97	31.308	2,671,002	85,314	34,513	1,102	457,011	14,597	22.01
98	6.744	416,645	61,780	13,441	1,993	127,055	18,840	23.03
99	17.417	1,148,131	65,920	38,230	2,195	414,201	23,781	23.98
BEA	55.505	4,118,076	74,193	326,550	5,883	954,618	17,199	21.23
Active	109.852	7,590,775	69,100	439,799	4,004	2,262,993	20,600	21.52
Classified Total	109.852	7,590,775	69,100	439,799	4,004	2,262,993	20,600	21.52
PSES Program 01 Classified	7.974	434,073	54,436			187,410	23,503	19.15
PSES Program 21 Classified	2.272	150,569	66,272			56,544	24,887	20.22

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
01	31.243	1,673,335	53,559	179,767	5,754	644,396	20,625	20.02
02	0.497	29,053	58,457			9,466	19,046	19.40
09	2.504	123,444	49,299			56,544	22,581	19.58
21	18.022	908,685	50,421	1,460	81	406,731	22,569	20.80
24	10.168	531,753	52,297			243,993	23,996	19.01
31	1.399	78,324	55,986			28,272	20,209	19.44
51	8.360	424,215	50,743			182,588	21,841	19.55
53	5.798	324,845	56,027			119,305	20,577	19.43
55	24.213	1,142,750	47,196			582,725	24,067	19.64
65	10.210	491,602	48,149			236,766	23,190	19.61
88	1.708	92,925	54,406			35,302	20,669	19.47
97	53.665	3,894,506	72,571	9,158	171	786,478	14,655	21.47
98	17.880	951,634	53,223	1,522	85	428,200	23,949	24.48
99	22.816	1,385,963	60,745	1,601	70	480,418	21,056	23.59
BEA	86.804	5,675,218	65,380	188,925	2,176	1,468,612	16,919	21.00
Active	208.483	12,053,034	57,813	193,508	928	4,241,183	20,343	21.16
Classified Total	208.483	12,053,034	57,813	193,508	928	4,241,183	20,343	21.16
PSES Program 01 Classified	13.445	662,567	49,280			307,108	22,842	20.94

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
PSES Program 21 Classified	5.452	237,034	43,477			117,777	21,603	24.52
PSES Program 97 Classified	3.141	176,874	56,311			60,058	19,121	19.84

**Palisades School District (09102)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.983	39,449	40,131			20,023	20,369	18.63
19								
21								
52	0.026	1,031	39,654			530	20,369	18.49
55	0.068	4,793	70,485			1,136	16,709	18.47
58								
65	0.110	4,413	40,118			2,241	20,369	18.71
97	1.528	88,752	58,084			23,602	15,446	18.85
98	0.270	10,836	40,133			5,500	20,369	18.87
99	0.690	32,335	46,862			17,670	25,609	19.47
BEA	2.511	128,201	51,056			43,624	17,373	18.78
Active	3.675	181,609	49,417			70,700	19,238	18.90
On Leave								
Classified Total	3.675	181,609	49,417			70,700	19,238	18.90
PSES Program 01 Classified	0.096	3,871	40,323			1,955	20,369	18.57

**Palouse School District (38301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.701	37,743	53,842	37,298	53,207	17,422	24,854	18.37
09	0.794	34,677	43,674			16,970	21,373	18.44
14								
21	1.605	83,966	52,315			38,870	24,218	18.51
88	0.339	19,548	57,664			11,302	33,340	18.06
97	3.135	184,919	58,985			51,818	16,529	19.00
98	1.093	56,434	51,632	5,000	4,575	19,116	17,490	19.05
BEA	3.836	222,662	58,045	37,298	9,723	69,240	18,050	18.85
Active	7.667	417,287	54,426	42,298	5,517	155,499	20,282	18.74
Classified Total	7.667	417,287	54,426	42,298	5,517	155,499	20,282	18.74

**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
01	6.255	267,635	42,787			113,233	18,103	10.10
21	3.085	193,980	62,878			77,516	25,127	10.10
22	0.695	28,920	41,612					10.10
68	1.000	29,910	29,910			11,703	11,703	10.10
88	1.000	40,768	40,768			12,338	12,338	10.10
97	2.000	186,700	93,350			34,631	17,316	10.10
98	3.712	158,332	42,654			49,850	13,429	10.10
BEA	8.255	454,335	55,038			147,864	17,912	10.10
Active	17.747	906,245	51,065			299,271	16,863	10.10
Classified Total	17.747	906,245	51,065			299,271	16,863	10.10
PSES Program 01 Classified	6.255	267,635	42,787			113,233	18,103	10.10
PSES Program 21 Classified	2.085	112,569	53,990			55,395	26,568	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
01	174.197	27,352,685	157,022			3,375,355	19,377	20.48
02	1.625	83,125	51,154			35,349	21,753	21.41
13	0.108	11,952	110,667			14,136	130,889	52.82
19	2.653	258,664	97,499			50,476	19,026	16.18
21	129.516	6,167,602	47,620			3,191,446	24,641	19.81
24	24.818	1,314,816	52,978			604,791	24,369	20.85
31	10.393	643,340	61,901			196,488	18,906	19.76
34	0.344	14,783	42,974			7,058	20,517	20.03
51	25.673	1,413,068	55,041			546,513	21,287	20.41
52	1.000	133,230	133,230			14,136	14,136	18.74
53	6.495	404,178	62,229			120,156	18,500	19.58
55	24.678	1,184,972	48,017			610,688	24,746	19.59
64	0.281	15,947	56,751			7,055	25,108	20.09
65	20.549	1,147,328	55,834			415,965	20,243	17.86
78	2.000	142,722	71,361			28,272	14,136	19.06
89	1.442	112,096	77,736			21,196	14,699	26.23
97	178.993	13,016,396	72,720			2,614,086	14,604	24.21
98	67.194	4,076,087	60,661			1,514,403	22,538	27.10
99	74.335	5,462,562	73,486			1,780,521	23,953	33.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	365.552	41,110,329	112,461			6,228,336	17,038	22.40
Active	746.294	62,955,553	84,358			15,148,091	20,298	23.24
Classified Total	746.294	62,955,553	84,358			15,148,091	20,298	23.24
PSES Program 01 Classified	46.944	17,653,137	376,047			1,134,811	24,174	23.35
PSES Program 21 Classified	26.868	1,283,035	47,753			739,210	27,513	22.24

**Pateros School District (24122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.648	105,192	63,830	107,457	65,204	56,475	34,269	18.00
09		17,852						
21	2.432	109,270	44,930			55,122	22,665	19.00
51	0.004	242	60,500			69	17,176	18.91
52	0.069	3,609	52,304			1,422	20,606	18.93
79	0.100	5,207	52,070	5,500	55,000	1,414	14,136	19.07
97	6.198	398,566	64,306			94,711	15,281	19.35
98	1.436	68,953	48,017			28,272	19,688	19.77
99	0.925	59,489	64,312			31,099	33,621	19.43
BEA	7.846	503,758	64,206	107,457	13,696	151,186	19,269	18.83
Active	12.812	768,380	59,973	112,957	8,817	268,584	20,963	18.97
Classified Total	12.812	768,380	59,973	112,957	8,817	268,584	20,963	18.97

**Paterson School District (03050)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.443	22,472	50,727			10,684	24,118	18.43
21	0.235	12,008	51,098			5,051	21,492	18.41
51	0.406	20,361	50,150			10,703	26,363	18.46
53	0.270	15,045	55,722			7,261	26,894	18.37
55	0.226	10,677	47,243			6,183	27,360	18.37
65	0.098	6,115	62,398			3,713	37,883	18.37
97	1.978	152,693	77,196	3,000	1,517	36,444	18,425	18.58
98	0.100	8,080	80,800			1,231	12,312	18.77
99	2.239	142,964	63,852			43,739	19,535	18.69
BEA	2.421	175,165	72,352	3,000	1,239	47,128	19,466	18.56
Active	5.995	390,415	65,123	3,000	500	125,009	20,852	18.59
Classified Total	5.995	390,415	65,123	3,000	500	125,009	20,852	18.59

**Pe EII School District (21301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.288	112,266	49,067	113,863	49,765	46,829	20,467	19.11
09	0.542	21,592	39,838			13,351	24,634	19.12
21	5.258	226,229	43,026			122,102	23,222	19.28
51	0.402	17,890	44,502			10,184	25,333	19.09
55	1.165	54,099	46,437			26,347	22,615	19.09
97	3.850	261,314	67,874	900	234	68,994	17,921	19.41
98	1.584	79,857	50,415			28,701	18,120	19.07
99	1.589	89,200	56,136			36,772	23,142	19.73
BEA	6.138	373,580	60,863	114,763	18,697	115,823	18,870	19.32
Active	16.678	862,447	51,712	114,763	6,881	353,281	21,182	19.31
Classified Total	16.678	862,447	51,712	114,763	6,881	353,281	21,182	19.31

Salary and Benefits by Program for 2024-2025

**Peninsula School District (27401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	84.776	5,800,080	68,417	456,620	5,386	1,641,990	19,369	19.56
09	3.546	183,048	51,621			84,816	23,919	20.04
21	89.551	5,251,427	58,642			2,177,373	24,314	19.79
24	0.636	54,693	85,995			14,136	22,226	19.45
31	2.415	139,217	57,647			56,526	23,406	19.89
51	1.312	77,239	58,871			31,189	23,772	19.87
55	1.716	96,813	56,418			33,513	19,530	19.92
58	6.742	462,145	68,547			128,982	19,131	19.63
89	1.000	76,669	76,669			14,136	14,136	19.54
97	102.580	8,354,730	81,446	236,064	2,301	1,486,973	14,496	20.84
99	47.280	3,481,750	73,641	37,359	790	1,044,212	22,086	22.26
BEA	189.771	14,294,027	75,323	692,684	3,650	3,185,489	16,786	20.31
Active	341.554	23,977,811	70,202	730,043	2,137	6,713,848	19,657	20.46
Classified Total	341.554	23,977,811	70,202	730,043	2,137	6,713,848	19,657	20.46
PSES Program 01 Classified	28.088	1,736,622	61,828			625,057	22,254	19.56
PSES Program 21 Classified	2.499	183,641	73,486			56,544	22,627	19.60

**Pinnacles Prep (04901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.585	70,219	120,032			14,136	24,164	19.87
21	0.731	43,680	59,754			14,136	19,338	7.64
97	4.827	412,202	85,395			56,544	11,714	20.99
98	0.769	87,808	114,185			14,136	18,382	16.51
99	1.009	88,302	87,514			14,136	14,010	17.20
BEA	5.412	482,421	89,139			70,680	13,060	20.80
Active	7.921	702,211	88,652			113,088	14,277	18.89
Classified Total	7.921	702,211	88,652			113,088	14,277	18.89
PSES Program 01 Classified	0.585	70,219	120,032			14,136	24,164	19.87
PSES Program 97 Classified	0.731	48,880	66,867					40.00

**Pioneer School District (23402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.441	263,897	48,502	74,530	13,698	116,322	21,379	19.18
21	7.694	359,613	46,739	5,216	678	211,074	27,434	19.07
24	0.632	29,250	46,282			15,300	24,209	19.20
51	2.177	97,354	44,719			52,702	24,209	19.20
55	0.638	31,460	49,310	3,890	6,097	15,445	24,209	19.20
65	0.585	24,277	41,499			14,162	24,209	19.20
97	7.397	556,783	75,271	4,329	585	113,296	15,316	19.32
98	2.653	116,276	43,828	12,723	4,796	56,648	21,352	20.11
99	3.390	179,304	52,892	17,376	5,126	113,270	33,413	18.58
BEA	12.838	820,680	63,926	78,859	6,143	229,618	17,886	19.27
Active	30.607	1,658,214	54,178	118,064	3,857	708,219	23,139	19.20
On Leave								
Classified Total	30.607	1,658,214	54,178	118,064	3,857	708,219	23,139	19.20
PSES Program 01 Classified	0.171	7,494	43,825			4,140	24,209	19.20
PSES Program 21 Classified	0.585	26,712	45,662			14,162	24,209	19.20

**Pomeroy School District (12110)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.465	146,029	59,241	97,816	39,682	35,340	14,337	16.72
09	0.606	28,469	46,979			14,136	23,327	19.01
21	3.469	183,917	53,017			82,137	23,677	18.83
31				1,066				
51	1.569	66,744	42,539			34,594	22,048	19.17
52	0.335	14,430	43,075			7,814	23,327	19.15
55	2.164	95,253	44,017			49,476	22,863	19.78
74	0.123	8,456	68,748			2,679	21,781	18.54
97	6.307	442,965	70,234	4,553	722	108,484	17,201	21.66
98	2.636	116,786	44,304			56,544	21,451	23.44
99	3.552	229,458	64,600			106,020	29,848	23.98
BEA	8.772	588,994	67,145	103,435	11,791	143,824	16,396	20.40
Active	23.226	1,332,507	57,371	103,435	4,453	497,224	21,408	20.89
Classified Total	23.226	1,332,507	57,371	103,435	4,453	497,224	21,408	20.89
PSES Program 01 Classified	0.346	36,000	104,046					12.00

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
01	26.754	1,595,620	59,640	424,771	15,877	491,060	18,355	19.78
02	0.674	37,100	55,045	1,739	2,580	11,316	16,789	19.46
09	1.149	54,654	47,567			27,623	24,041	20.10
21	42.825	2,264,852	52,886	36,163	844	1,002,441	23,408	19.55
31	1.546	86,653	56,050	4,660	3,014	38,924	25,177	22.78
34	0.105	6,986	66,533	1,166	11,105	2,822	26,875	19.62
51	7.438	439,817	59,131			167,842	22,565	19.52
52	0.518	36,386	70,243			9,522	18,382	19.31
55	9.145	489,835	53,563			214,360	23,440	19.69
58	1.187	65,348	55,053			29,488	24,842	19.96
79	5.850	198,801	33,983			14,136	2,416	14.13
97	41.744	2,827,744	67,740	15,839	379	661,113	15,837	20.88
99	15.255	1,056,468	69,254	2,000	131	371,052	24,323	21.39
BEA	70.823	4,554,103	64,303	448,175	6,328	1,205,233	17,018	20.52
Active	154.190	9,160,264	59,409	486,338	3,154	3,041,696	19,727	20.14
Classified Total	154.190	9,160,264	59,409	486,338	3,154	3,041,696	19,727	20.14
PSES Program 01 Classified	5.002	268,212	53,621			112,901	22,571	19.79
PSES Program 21 Classified	1.241	84,316	67,942			28,272	22,782	19.05

**Port Townsend School District (16050)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.118	712,629	58,807	37,435	3,089	268,792	22,181	18.22
02	0.623	32,849	52,727	1,516	2,433	14,136	22,690	19.34
09	0.609	27,593	45,309	1,274	2,092	14,136	23,212	19.56
21	11.349	601,959	53,041	38,399	3,383	239,081	21,066	18.97
31	0.055	3,244	58,982			878	15,962	18.89
51	1.235	57,702	46,722	2,543	2,059	24,484	19,825	18.40
55	2.517	132,076	52,474	9,637	3,829	52,040	20,675	19.15
74	0.044	2,713	61,659			703	15,973	19.01
89	0.063	4,274	67,841			891	14,136	19.55
97	20.136	1,435,477	71,289	6,494	323	304,552	15,125	21.17
98	6.712	338,484	50,430	15,670	2,335	167,310	24,927	22.75
99	3.576	206,872	57,850	12,871	3,599	102,975	28,796	22.24
BEA	32.932	2,184,199	66,325	45,445	1,380	588,357	17,866	19.74
Active	59.037	3,555,872	60,231	125,839	2,132	1,189,977	20,156	19.96
Classified Total	59.037	3,555,872	60,231	125,839	2,132	1,189,977	20,156	19.96

**Prescott School District (36402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.555	83,056	53,412	6,595	4,241	38,531	24,779	18.72
09	0.671	30,467	45,405	492	733	14,136	21,067	18.70
21	2.684	117,417	43,747	320	119	56,544	21,067	13.59
24	0.671	29,546	44,033			14,136	21,067	18.70
51								
55								
65	0.958	48,233	50,348			20,182	21,067	18.70
97	2.462	170,171	69,119			36,765	14,933	19.22
98	1.901	177,225	93,227			30,053	15,809	20.11
99	3.531	170,913	48,404	15,021	4,254	100,733	28,528	19.06
BEA	4.017	253,227	63,039	6,595	1,642	75,295	18,744	19.06
Active	14.433	827,028	57,301	22,428	1,554	311,080	21,553	18.47
On Leave								
Classified Total	14.433	827,028	57,301	22,428	1,554	311,080	21,553	18.47
PSES Program 01 Classified	0.013	781	60,077			1,447	111,307	18.70

Salary and Benefits by Program for 2024-2025

**Prosser School District (03116)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.121	1,948,661	60,666	43,750	1,362	620,928	19,331	18.22
21	18.087	928,875	51,356	4,983	276	429,583	23,751	19.50
24	5.206	248,637	47,760			104,751	20,121	20.34
31	0.417	23,039	55,249	2,788	6,686	7,063	16,939	19.94
51	1.258	61,995	49,281	101	80	32,236	25,625	20.28
52	0.441	21,187	48,043			14,136	32,054	24.20
53	2.594	137,815	53,128	3,638	1,402	50,350	19,410	20.12
55	4.779	220,984	46,241			101,778	21,297	20.36
65	4.041	191,550	47,402	1,213	300	89,533	22,156	20.34
97	34.038	2,213,268	65,023	24,872	731	508,240	14,932	21.70
98	10.487	529,872	50,527	3,620	345	259,496	24,745	23.08
99	14.046	874,876	62,286	4,800	342	425,098	30,265	23.66
BEA	66.576	4,184,968	62,860	71,410	1,073	1,136,232	17,067	20.07
Active	127.515	7,400,759	58,038	89,765	704	2,643,192	20,728	20.67
Classified Total	127.515	7,400,759	58,038	89,765	704	2,643,192	20,728	20.67
PSES Program 01 Classified	11.501	734,238	63,841			247,809	21,547	17.46
PSES Program 21 Classified	1.852	146,701	79,212			56,476	30,495	13.56

**Pullman School District (38267)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.568	1,392,565	64,566	213,579	9,903	435,276	20,182	19.26
21	17.173	935,876	54,497			400,832	23,341	21.36
31	1.022	65,603	64,191			17,168	16,799	19.10
51	2.718	145,462	53,518			64,526	23,740	19.74
55	0.936	44,268	47,295			23,145	24,728	19.86
65	1.039	52,973	50,985			27,194	26,174	19.29
97	41.000	2,887,985	70,439	16,394	400	579,576	14,136	20.51
98	7.666	416,376	54,315			197,932	25,819	21.40
99	9.164	606,751	66,210			260,297	28,404	19.97
BEA	63.590	4,346,153	68,346	229,973	3,616	1,032,020	16,229	20.09
Active	102.286	6,547,859	64,015	229,973	2,248	2,005,947	19,611	20.33
Classified Total	102.286	6,547,859	64,015	229,973	2,248	2,005,947	19,611	20.33
PSES Program 01 Classified	5.332	381,803	71,606			131,370	24,638	19.34
PSES Program 21 Classified	1.273	69,835	54,859			28,684	22,533	21.59

Salary and Benefits by Program for 2024-2025

**Puyallup School District (27003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	209.901	16,140,684	76,897	746,844	3,558	4,269,569	20,341	14.21
02	5.255	364,788	69,417			103,911	19,774	14.12
03	2.896	207,084	71,507			53,020	18,308	15.39
09	8.886	565,994	63,695			196,950	22,164	14.83
21	215.777	14,101,417	65,352	6,000	28	5,251,391	24,337	14.82
31	5.184	382,089	73,705	1,305	252	98,955	19,089	14.90
34	1.642	154,223	93,924	345	210	28,266	17,214	12.36
51	8.131	513,764	63,186			186,684	22,960	14.25
55	27.162	1,740,641	64,084	900	33	680,638	25,058	15.42
58	0.831	60,695	73,039			14,145	17,022	13.25
65	14.240	998,988	70,154	900	63	307,250	21,577	14.62
68	0.792	104,495	131,938			14,133	17,845	14.28
79	0.452	27,890	61,704			11,207	24,795	14.84
89	4.818	337,583	70,067			68,545	14,227	13.72
97	256.538	22,099,423	86,145	55,858	218	3,748,182	14,611	15.04
98	52.264	3,013,649	57,662	6,804	130	1,129,979	21,621	20.19
99	102.996	7,540,218	73,209	40,669	395	2,035,794	19,766	20.22
CP	12.111	1,671,930	138,051	15,757	1,301	190,843	15,758	13.11
BEA	481.416	39,348,291	81,734	804,352	1,671	8,301,904	17,245	14.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	929.876	70,025,555	75,306	875,382	941	18,389,463	19,776	15.52
Classified Total	929.876	70,025,555	75,306	875,382	941	18,389,463	19,776	15.52
PSES Program 01 Classified	70.203	5,008,747	71,347			1,615,414	23,011	15.88
PSES Program 21 Classified	10.776	813,785	75,518			231,583	21,491	12.62

**Queets-Clearwater School District (16020)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.470	21,605	45,968			11,018	23,443	19.34
21	0.060	2,770	46,167			1,407	23,443	19.34
29	0.072	3,324	46,167			1,688	23,443	19.34
97	0.500	27,082	54,164			7,068	14,136	20.22
98	0.781	35,858	45,913			14,136	18,100	20.22
99	0.500	27,082	54,164			7,068	14,136	20.22
BEA	0.970	48,687	50,193			18,086	18,645	19.83
Active	2.383	117,721	49,400			42,385	17,786	20.01
Classified Total	2.383	117,721	49,400			42,385	17,786	20.01
PSES Program 01 Classified	0.046	2,130	46,304			1,078	23,443	19.34

**Quilcene School District (16048)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.217	245,075	58,116	7,871	1,866	131,944	31,288	19.52
02	3.456	225,750	65,321			52,290	15,130	19.72
21	3.869	197,564	51,063			95,849	24,774	19.72
51	0.529	26,667	50,410			11,967	22,622	16.32
55	0.705	35,087	49,769			19,469	27,616	18.46
74	0.075	3,499	46,653			1,971	26,275	20.02
79	0.513	35,424	69,053			9,333	18,193	19.59
88	0.274	15,293	55,814			5,557	20,281	20.23
97	9.533	669,406	70,220	2,000	210	157,263	16,497	20.76
98	2.102	108,661	51,694			50,649	24,096	22.87
99	3.206	204,240	63,706			71,865	22,416	22.40
BEA	17.206	1,140,231	66,269	9,871	574	341,497	19,848	20.05
Active	28.479	1,766,666	62,034	9,871	347	608,156	21,355	20.28
Classified Total	28.479	1,766,666	62,034	9,871	347	608,156	21,355	20.28
PSES Program 01 Classified	0.840	43,449	51,725			16,943	20,171	20.62

**Quileute Tribal School District (05903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.808	237,806	62,449			71,342	18,735	21.32
55	6.464	436,487	67,526			130,947	20,258	11.77
97	6.000	362,482	60,414			108,746	18,124	16.21
98	1.646	72,342	43,950			21,702	13,185	19.02
99	3.000	227,989	75,996			76,634	25,545	16.74
BEA	9.808	600,288	61,204			180,088	18,361	18.23
Active	20.918	1,337,106	63,921			409,371	19,570	15.93
Classified Total	20.918	1,337,106	63,921			409,371	19,570	15.93

Salary and Benefits by Program for 2024-2025

**Quillayute Valley School District (05402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.920	857,791	61,623	279,886	20,107	294,320	21,144	19.38
02	0.773	50,941	65,900	3,919	5,070	13,200	17,076	19.31
09	0.643	31,794	49,446	1,345	2,092	13,200	20,529	19.81
21	6.276	359,283	57,247	18,057	2,877	175,421	27,951	19.56
24	3.100	166,003	53,549	9,840	3,174	83,115	26,811	19.65
31	0.051	3,106	60,902	119	2,333	814	15,961	19.35
34	0.026	1,618	62,231	124	4,769	415	15,961	19.29
51	5.143	262,734	51,086	13,924	2,707	101,504	19,736	19.71
53	0.276	17,800	64,493	1,370	4,964	4,949	17,930	19.36
55	5.404	291,117	53,871	13,255	2,453	118,450	21,919	19.78
64	0.229	11,224	49,013	475	2,074	4,387	19,158	19.74
65	0.688	34,183	49,685	917	1,333	13,181	19,158	19.74
68	0.390	23,605	60,526	1,180	3,026	7,230	18,539	19.47
79	0.744	61,323	82,423	3,774	5,073	13,200	17,742	19.19
88	6.300	348,943	55,388	21,680	3,441	118,800	18,857	19.56
97	19.780	1,498,121	75,739	3,016	152	268,809	13,590	20.53
98	6.713	393,833	58,667	24,950	3,717	133,027	19,816	21.11
99	5.761	460,441	79,924	20,611	3,578	171,636	29,793	21.09
BEA	34.550	2,411,577	69,800	287,064	8,309	577,558	16,717	20.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	76.217	4,873,860	63,947	418,442	5,490	1,535,659	20,149	20.10
Classified Total	76.217	4,873,860	63,947	418,442	5,490	1,535,659	20,149	20.10
PSES Program 01 Classified	3.111	196,296	63,097			77,741	24,989	19.49
PSES Program 21 Classified	0.070	8,494	121,343			1,517	21,675	19.07

Salary and Benefits by Program for 2024-2025

**Quincy School District (13144)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.203	1,678,119	57,464	620,390	21,244	604,255	20,692	19.90
09	1.214	55,062	45,356			28,272	23,288	12.45
21	26.652	1,378,149	51,709	4,350	163	650,418	24,404	20.64
24	1.737	112,226	64,609			39,012	22,459	19.28
31	1.863	92,554	49,680	560	301	39,585	21,248	18.66
34	0.144	8,298	57,625	140	972	2,823	19,606	19.64
51	8.414	414,376	49,248	625	74	190,815	22,678	20.72
53	2.370	150,904	63,673	1,250	527	51,299	21,645	18.72
55	10.302	455,153	44,181			247,070	23,983	20.73
65	5.854	281,253	48,045	625	107	115,404	19,714	19.89
97	46.081	3,070,649	66,636	19,357	420	663,060	14,389	24.77
98	14.686	661,698	45,056			336,061	22,883	28.79
99	14.115	862,408	61,099	3,248	230	353,400	25,037	25.26
BEA	77.291	4,849,620	62,745	640,447	8,286	1,309,723	16,945	22.88
Active	162.635	9,220,849	56,697	650,545	4,000	3,321,475	20,423	22.72
Classified Total	162.635	9,220,849	56,697	650,545	4,000	3,321,475	20,423	22.72
PSES Program 01 Classified	4.520	219,428	48,546			102,021	22,571	20.53
PSES Program 21 Classified	1.762	84,573	47,998			57,508	32,638	25.22

**Rainier Prep Charter School District (17908)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01		28,250						
51	0.500	28,250	56,500			11,832	23,664	23.00
65	0.800	102,175	127,719			11,832	14,790	23.00
97	4.000	474,533	118,633			47,328	11,832	23.00
98								
BEA	4.000	502,783	125,696			47,328	11,832	23.00
Active	5.300	633,208	119,473			70,992	13,395	23.00
Classified Total	5.300	633,208	119,473			70,992	13,395	23.00

**Rainier School District (34307)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.482	538,125	56,752	9,158	966	162,968	17,187	23.03
21	7.447	403,726	54,213	1,500	201	195,680	26,276	19.07
51	1.182	60,553	51,229	2,000	1,692	25,071	21,211	19.81
55	1.604	81,522	50,824			38,147	23,782	19.87
88	0.636	32,268	50,736			15,212	23,919	19.86
97	12.067	833,385	69,063	5,000	414	189,422	15,698	21.14
98	4.036	237,763	58,911			86,230	21,365	22.46
99	4.382	309,306	70,586			121,194	27,657	23.19
BEA	21.549	1,371,510	63,646	14,158	657	352,390	16,353	21.88
Active	40.836	2,496,648	61,138	17,658	432	833,924	20,421	21.50
Classified Total	40.836	2,496,648	61,138	17,658	432	833,924	20,421	21.50
PSES Program 01 Classified	1.286	63,775	49,592			30,874	24,008	19.91
PSES Program 21 Classified	1.182	65,369	55,304			28,272	23,919	19.77

**Rainier Valley Leadership Academy (17910)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.814	130,090	71,714			34,587	19,067	15.37
13	0.132	11,187	84,750			3,836	29,059	15.45
21	4.006	250,685	62,577			71,656	17,887	16.72
52	0.057	4,900	85,965			11,416	200,276	15.46
58		10,800						
76	0.132	11,186	84,742			3,836	29,059	15.45
97	4.285	409,883	95,655			65,640	15,319	14.77
98	0.488	23,236	47,615			15,314	31,381	15.96
BEA	6.099	539,973	88,535			100,227	16,433	14.91
Active	10.914	851,967	78,062			206,285	18,901	15.49
Classified Total	10.914	851,967	78,062			206,285	18,901	15.49

Salary and Benefits by Program for 2024-2025

**Raymond School District (25116)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.683	154,166	57,460	151,670	56,530	47,638	17,756	19.98
09	0.787	34,990	44,460			16,649	21,154	20.00
21	5.070	210,424	41,504			108,290	21,359	19.55
31	0.219	11,117	50,763			3,530	16,119	20.20
51	0.400	19,370	48,425			7,128	17,819	19.47
52	0.528	25,961	49,169			10,224	19,364	18.72
55	0.718	34,208	47,643			14,324	19,950	19.50
58	1.614	77,532	48,037			32,855	20,356	16.11
79	1.000	51,875	51,875			14,136	14,136	20.17
97	6.933	447,841	64,596	37,092	5,350	99,482	14,349	23.10
98	2.521	126,728	50,269			44,536	17,666	23.60
99	3.234	224,374	69,380			98,281	30,390	22.48
BEA	9.835	613,124	62,341	188,762	19,193	150,650	15,318	22.20
Active	25.707	1,418,586	55,183	188,762	7,343	497,074	19,336	21.35
Classified Total	25.707	1,418,586	55,183	188,762	7,343	497,074	19,336	21.35
PSES Program 01 Classified	0.646	48,802	75,545			14,114	21,849	19.71

**Reardan-Edwall School District (22009)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.964	486,429	61,078	2,947	370	241,451	30,318	17.30
02	0.520	29,700	57,115			14,163	27,237	18.54
09	0.727	27,684	38,080			16,959	23,327	18.54
21	5.043	201,412	39,939			117,291	23,258	18.54
24	1.091	42,767	39,200			20,732	19,003	18.54
51	2.256	98,193	43,525			51,377	22,773	18.54
55	0.606	24,785	40,899			14,136	23,327	18.54
58	0.570	42,411	74,405			6,653	11,673	16.52
65	0.073	3,414	46,767			1,703	23,327	18.54
97	11.391	709,020	62,244			175,315	15,391	18.53
98	2.603	115,681	44,441			49,476	19,007	18.54
99	6.689	339,379	50,737	79,059	11,819	198,297	29,645	18.45
BEA	19.875	1,225,149	61,643	2,947	148	430,929	21,682	17.72
Active	39.533	2,120,875	53,648	82,006	2,074	907,552	22,957	17.92
Classified Total	39.533	2,120,875	53,648	82,006	2,074	907,552	22,957	17.92
PSES Program 01 Classified	1.206	107,756	89,350			21,638	17,942	18.53

Salary and Benefits by Program for 2024-2025

**Renton School District (17403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	117.302	8,985,181	76,599	152,093	1,297	2,358,305	20,105	18.98
02	1.288	102,826	79,834	3,311	2,571	26,466	20,548	18.80
09	10.123	735,904	72,696	1,933	191	218,717	21,606	19.26
12	2.000	131,914	65,957			28,272	14,136	19.71
21	182.233	12,661,878	69,482	47,693	262	4,450,167	24,420	19.11
31	11.112	855,500	76,989	3,301	297	206,386	18,573	19.12
38	1.000	76,627	76,627			14,136	14,136	19.26
51	13.683	1,010,465	73,848	5,647	413	332,144	24,274	19.19
52	1.250	110,162	88,130			17,670	14,136	19.24
55	23.475	1,843,698	78,539	9,823	418	585,965	24,961	19.08
58	1.599	156,437	97,834	123	77	26,293	16,444	19.25
65	6.030	420,376	69,714	6,147	1,019	139,718	23,170	19.27
68	0.675	72,882	107,973			12,722	18,848	19.25
74	0.850	99,034	116,511			12,016	14,136	19.22
79	5.746	461,284	80,279	7,233	1,259	91,884	15,991	19.25
88	11.392	773,793	67,924	40,777	3,579	282,720	24,817	18.89
89	3.033	347,080	114,435	1,200	396	43,223	14,251	19.22
97	153.644	13,740,274	89,429	110,418	719	2,214,756	14,415	19.17
98	39.984	2,734,645	68,393	3,700	93	861,507	21,546	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
99	76.468	6,281,919	82,151	8,550	112	1,680,770	21,980	19.52
CP	28.996	3,337,899	115,116	3,265	113	409,944	14,138	19.09
BEA	283.346	23,683,781	83,586	269,123	950	4,805,912	16,961	19.09
Active	691.883	54,939,778	79,406	405,214	586	14,013,780	20,255	19.13
Classified Total	691.883	54,939,778	79,406	405,214	586	14,013,780	20,255	19.13
PSES Program 01 Classified	50.076	3,558,186	71,056			1,071,013	21,388	19.24
PSES Program 09 Classified	0.677	88,441	130,637			10,149	14,990	19.21
PSES Program 21 Classified	14.858	1,190,062	80,096			304,988	20,527	19.27
PSES Program 97 Classified	0.165	13,353	80,927			14,136	85,673	19.28

**Republic School District (10309)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.887	309,046	52,496	8,578	1,457	127,244	21,614	18.90
02	0.606	60,000	99,010			14,136	23,327	18.94
21	2.320	101,811	43,884			56,544	24,372	18.90
51	0.580	28,245	48,698			14,136	24,372	18.89
55	1.160	60,879	52,482			28,272	24,372	18.92
58								
97	6.000	350,862	58,477			84,816	14,136	19.22
98	2.587	125,753	48,610			56,544	21,857	19.72
99	3.391	199,659	58,879			98,952	29,181	19.72
BEA	12.493	719,908	57,625	8,578	687	226,196	18,106	19.06
Active	22.531	1,236,255	54,869	8,578	381	480,644	21,333	19.21
Classified Total	22.531	1,236,255	54,869	8,578	381	480,644	21,333	19.21
PSES Program 01 Classified	1.095	83,493	76,249			28,272	25,819	18.89

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
01	141.450	7,406,299	52,360	101,379	717	2,857,607	20,202	19.60
21	129.433	6,127,611	47,342			3,136,878	24,236	20.21
31	2.845	185,401	65,167			50,261	17,666	22.97
34	0.950	74,628	78,556			13,429	14,136	21.84
51	0.971	62,225	64,083			14,127	14,549	19.46
55	19.568	881,321	45,039			444,872	22,735	18.69
65	7.501	365,120	48,676			181,076	24,140	18.36
88	19.016	925,444	48,667			422,916	22,240	18.59
89	4.000	287,248	71,812			56,544	14,136	18.52
97	159.228	10,683,274	67,094	12,011	75	2,276,930	14,300	19.76
98	36.842	1,675,070	45,466	1,896	51	967,798	26,269	20.58
99	36.229	2,288,563	63,169	2,845	79	765,096	21,118	24.80
BEA	304.473	18,349,602	60,267	113,390	372	5,198,227	17,073	19.73
Active	558.033	30,962,204	55,485	118,131	212	11,187,536	20,048	20.16
Classified Total	558.033	30,962,204	55,485	118,131	212	11,187,536	20,048	20.16
PSES Program 01 Classified	12.556	593,681	47,283			296,106	23,583	19.35
PSES Program 21 Classified	12.413	584,208	47,064			312,688	25,190	21.44

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
01	36.015	2,424,073	67,307	387,070	10,747	758,654	21,065	18.35
02	1.000	75,462	75,462			14,136	14,136	19.34
21	30.247	1,759,604	58,174			716,015	23,672	19.09
31	1.296	115,393	89,038			20,153	15,550	19.17
34	0.629	40,118	63,781			15,494	24,633	19.51
51	0.200	20,100	100,500			2,827	14,136	19.06
52	0.188	14,578	77,543			2,658	14,136	19.25
55	4.049	237,205	58,584			93,312	23,046	19.61
79	1.090	79,064	72,536			25,629	23,512	19.89
86	1.000	78,750	78,750			14,136	14,136	8.73
88	4.735	285,309	60,255			92,124	19,456	19.08
89	2.877	201,883	70,171			42,408	14,740	23.60
97	26.680	2,379,138	89,173	7,170	269	395,827	14,836	18.12
98	1.000	76,149	76,149			14,136	14,136	8.83
BEA	65.620	5,034,184	76,717	394,240	6,008	1,204,264	18,352	18.28
Active	111.006	7,786,826	70,148	388,234	3,497	2,207,509	19,886	18.51
On Leave				6,006				
<b>Classified Total</b>	<b>111.006</b>	<b>7,786,826</b>	<b>70,148</b>	<b>394,240</b>	<b>3,552</b>	<b>2,207,509</b>	<b>19,886</b>	<b>18.51</b>

Salary and Benefits by Program for 2024-2025

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	8.699	625,057	71,854			175,249	20,146	17.37
PSES Program 21 Classified	1.445	109,300	75,640			42,439	29,370	19.34

Salary and Benefits by Program for 2024-2025

**Ritzville School District (01160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.125	178,847	57,231	130,557	41,778	65,320	20,903	18.52
09	0.334	15,188	45,473			8,235	24,655	18.73
21	2.985	137,472	46,054	2,460	824	71,771	24,044	18.88
51	0.543	24,380	44,899			12,988	23,919	18.73
55	0.543	24,383	44,904			12,988	23,919	18.72
88	1.069	49,044	45,878			22,631	21,171	18.73
97	7.404	463,427	62,591			113,088	15,274	19.03
98	0.873	38,158	43,709			18,178	20,823	19.37
99	0.017	707	41,588			14,136	831,529	18.61
BEA	10.529	642,274	61,000	130,557	12,400	178,408	16,944	18.90
Active	16.893	931,606	55,147	133,017	7,874	339,336	20,087	18.88
Classified Total	16.893	931,606	55,147	133,017	7,874	339,336	20,087	18.88
PSES Program 01 Classified	1.507	96,987	64,358			36,044	23,918	18.35

Salary and Benefits by Program for 2024-2025

**Riverside School District (32416)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.299	640,594	48,169	206,862	15,555	312,569	23,503	19.61
02	1.363	59,591	43,720			28,272	20,742	19.74
21	6.449	264,472	41,010			159,738	24,769	19.81
24	5.444	217,472	39,947			142,670	26,207	19.83
31	1.878	92,332	49,165			38,889	20,708	19.55
51	0.876	36,459	41,620			23,790	27,158	19.81
55	1.247	72,100	57,819			28,249	22,654	19.41
88	6.313	305,207	48,346			156,375	24,770	19.62
97	24.663	1,488,869	60,369	8,400	341	381,659	15,475	20.88
98	5.788	253,074	43,724			155,496	26,865	23.71
BEA	41.203	2,281,386	55,369	215,262	5,224	761,389	18,479	20.43
Active	67.320	3,430,170	50,953	215,262	3,198	1,427,708	21,208	20.48
Classified Total	67.320	3,430,170	50,953	215,262	3,198	1,427,708	21,208	20.48
PSES Program 01 Classified	6.350	301,294	47,448			157,680	24,831	19.62
PSES Program 21 Classified	0.326	14,333	43,966			8,148	24,993	19.74

Salary and Benefits by Program for 2024-2025

**Riverview School District (17407)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.035	2,163,591	77,175	5,901	210	805,933	28,747	17.39
02	2.353	137,777	58,554			55,583	23,622	18.67
21	14.425	836,487	57,989	3,463	240	325,128	22,539	18.35
24	8.737	455,180	52,098			215,697	24,688	17.84
31	0.440	34,382	78,141			8,462	19,233	18.67
51	0.619	36,948	59,690			12,949	20,920	18.67
55	1.637	85,984	52,525			40,289	24,611	18.67
64	0.277	19,630	70,866			7,068	25,516	18.67
65	1.057	63,262	59,851			25,887	24,491	18.67
88	3.026	172,230	56,917			88,547	29,262	16.79
97	41.076	3,649,853	88,856	28,402	691	614,916	14,970	18.71
98	9.179	511,095	55,681			230,743	25,138	18.98
99	19.183	1,383,257	72,108			438,216	22,844	19.89
BEA	71.904	5,985,603	83,244	34,303	477	1,484,895	20,651	18.05
Active	130.044	9,549,676	73,434	37,766	290	2,869,419	22,065	18.32
Classified Total	130.044	9,549,676	73,434	37,766	290	2,869,419	22,065	18.32
PSES Program 01 Classified	6.872	524,813	76,370			181,532	26,416	15.16
PSES Program 21 Classified	2.370	143,768	60,662			53,459	22,556	18.58

**Rochester School District (34401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.226	1,064,128	47,878	97,228	4,375	370,884	16,687	18.45
02	0.754	44,939	59,601			14,154	18,772	19.45
09	1.456	66,051	45,365			42,462	29,163	19.45
21	17.615	891,145	50,590			445,646	25,299	18.80
51	3.233	186,333	57,635			70,364	21,764	19.45
53	0.281	16,760	59,644			4,240	15,090	19.45
55	5.450	295,894	54,292			121,133	22,226	19.45
58	0.551	26,186	47,525			14,154	25,688	19.45
65	0.460	25,642	55,743			10,110	21,978	19.45
97	21.577	1,554,486	72,044			308,133	14,281	19.87
BEA	44.557	2,663,553	59,779	97,228	2,182	693,170	15,557	19.23
Active	73.603	4,171,564	56,677	97,228	1,321	1,401,279	19,038	19.17
Classified Total	73.603	4,171,564	56,677	97,228	1,321	1,401,279	19,038	19.17
PSES Program 21 Classified	0.881	53,990	61,283			42,462	48,198	19.46

**Roosevelt School District (20403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.662	25,546	38,589			15,553	23,495	9.92
97	0.793	40,377	50,917			9,903	12,488	16.22
99	0.148	8,399	56,750			2,835	19,154	18.70
BEA	1.455	65,923	45,308			25,456	17,496	13.78
Active	1.603	74,322	46,364			28,291	17,649	14.34
Classified Total	1.603	74,322	46,364			28,291	17,649	14.34
PSES Program 01 Classified	0.074	4,199	56,743			1,417	19,154	18.70

**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
21	2.076	107,220	51,647			42,408	20,428	20.00
97	3.000	214,128	71,376			42,408	14,136	20.19
BEA	3.000	214,128	71,376			42,408	14,136	20.19
Active	5.076	321,348	63,307			84,816	16,709	20.13
Classified Total	5.076	321,348	63,307			84,816	16,709	20.13

**Rosalia School District (38320)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.024	101,248	50,024	33,903	16,750	43,818	21,649	18.40
21	1.018	40,252	39,540			22,988	22,581	18.66
55	0.291	11,721	40,278			6,571	22,581	18.96
97	3.646	210,254	57,667			67,581	18,536	18.96
98	0.556	26,175	47,077			14,136	25,424	16.95
99	1.502	92,815	61,794			28,707	19,113	19.23
BEA	5.670	311,502	54,939	33,903	5,979	111,399	19,647	18.75
Active	9.037	482,465	53,388	33,903	3,752	183,801	20,339	18.74
Classified Total	9.037	482,465	53,388	33,903	3,752	183,801	20,339	18.74
PSES Program 01 Classified	0.557	38,300	68,761			20,464	36,741	18.73

**Royal School District (13160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.118	640,246	52,834			249,331	20,575	19.78
09	1.277	56,972	44,614			26,040	20,392	20.00
21	5.026	274,058	54,528			111,721	22,229	19.85
24	4.145	189,560	45,732			87,273	21,055	19.96
31	0.193	9,256	47,959			3,533	18,305	19.89
34	0.081	4,772	58,914			1,412	17,432	19.61
51	3.093	134,396	43,452			76,514	24,738	20.01
53	1.381	72,878	52,772			35,377	25,617	19.77
55	8.842	412,955	46,704			218,200	24,678	19.89
65	5.412	297,910	55,046			124,226	22,954	19.68
69	1.581	85,013	53,772			28,310	17,906	19.72
97	24.850	1,483,485	59,698			360,953	14,525	19.58
98	6.467	295,952	45,763			138,158	21,364	19.96
99	9.237	557,702	60,377			218,535	23,659	19.59
BEA	37.242	2,137,759	57,402			615,228	16,520	19.64
Active	83.703	4,515,155	53,943			1,679,582	20,066	19.72
Classified Total	83.703	4,515,155	53,943			1,679,582	20,066	19.72
PSES Program 01 Classified	0.987	39,931	40,457			21,222	21,502	20.11

**San Juan Island School District (28149)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.474	421,174	65,056	136,976	21,158	116,229	17,953	19.55
02	0.701	47,997	68,469	3,228	4,605	11,549	16,476	19.52
09	0.508	27,931	54,982	1,164	2,291	14,136	27,827	19.17
21	12.713	714,278	56,185	39,113	3,077	296,217	23,300	19.38
55	1.200	70,961	59,134	5,817	4,848	28,272	23,560	19.62
58	0.600	35,430	59,050	2,734	4,557	9,883	16,472	14.62
74	0.063	4,814	76,413	101	1,603			8.57
88				691				
97	11.980	898,589	75,007	12,436	1,038	185,300	15,467	20.20
98	3.416	208,904	61,155	6,644	1,945	59,339	17,371	19.18
99	2.936	192,334	65,509	7,134	2,430	84,792	28,880	21.05
BEA	19.155	1,367,760	71,405	152,640	7,969	313,078	16,344	19.97
Active	40.591	2,622,412	64,606	216,038	5,322	805,717	19,850	19.70
Classified Total	40.591	2,622,412	64,606	216,038	5,322	805,717	19,850	19.70
PSES Program 01 Classified	0.092	6,368	69,217			1,007	10,941	14.11

**Satsop School District (14104)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.577	29,883	51,790			12,302	21,321	18.52
24	0.285	15,144	53,137			6,077	21,321	18.52
51	0.571	28,324	49,604			12,174	21,321	18.52
55	0.889	44,133	49,643			18,955	21,321	18.52
97	1.553	119,745	77,106			28,272	18,205	18.91
98	0.331	17,123	51,731			7,057	21,321	18.52
BEA	2.130	149,628	70,248			40,574	19,049	18.83
Active	4.206	254,352	60,474			84,837	20,171	18.70
Classified Total	4.206	254,352	60,474			84,837	20,171	18.70

**Seattle Public Schools (17001)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	310.107	27,004,166	87,080	171,777	554	5,428,049	17,504	19.40
02	14.512	1,327,900	91,504			240,312	16,560	19.79
21	652.178	54,310,397	83,275	27,270	42	13,439,802	20,608	19.85
24	47.079	4,037,125	85,752			975,384	20,718	19.88
31	6.100	595,561	97,633			86,230	14,136	18.93
34	0.400	39,315	98,288			5,654	14,136	18.91
38	2.343	166,814	71,197			28,272	12,067	23.03
45	2.000	153,760	76,880			28,272	14,136	19.04
51	14.727	1,514,249	102,821			246,221	16,719	19.45
52	3.713	386,626	104,128			63,612	17,132	19.18
55	21.028	2,267,632	107,839			372,928	17,735	19.69
56	0.400	45,268	113,170			5,654	14,136	18.96
57	2.551	261,764	102,612			45,235	17,732	19.44
61	34.404	2,833,786	82,368	2,032	59	585,230	17,011	19.90
65	118.431	10,047,078	84,835			2,510,238	21,196	19.96
68	0.390	20,220	51,846			14,136	36,246	19.67
74	5.250	465,994	88,761			74,214	14,136	18.92
79	138.107	12,112,245	87,702	1,649	12	2,551,206	18,473	19.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
81	6.900	678,193	98,289			104,606	15,160	19.42
97	674.576	59,050,226	87,537	61,628	91	9,744,809	14,446	20.01
98	103.544	6,222,238	60,093	5,088	49	2,448,120	23,643	26.59
99	28.444	2,418,782	85,037	10,344	364	565,440	19,879	21.53
CP	161.060	20,002,247	124,191	7,823	49	2,290,597	14,222	18.42
BEA	1,007.695	88,170,928	87,498	233,405	232	15,533,326	15,415	19.81
Active	2,346.707	205,828,337	87,709	287,281	122	41,825,952	17,823	19.91
On Leave	1.537	133,249	86,694	330	215	28,272	18,394	23.50
Classified Total	2,348.244	205,961,586	87,709	287,611	122	41,854,224	17,824	19.91
PSES Program 01 Classified	38.327	2,904,954	75,794			692,718	18,074	22.08
PSES Program 21 Classified	10.574	1,052,666	99,552			197,904	18,716	18.33
PSES Program 97 Classified	3.859	501,713	130,011			56,560	14,657	19.69

Salary and Benefits by Program for 2024-2025

**Sedro-Woolley School District (29101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.240	3,659,244	77,461	369,837	7,829	912,976	19,326	18.93
02	0.417	35,362	84,801	1,793	4,300	7,060	16,929	19.12
09	2.940	166,892	56,766			74,635	25,386	19.54
21	62.141	4,124,507	66,373	5,647	91	1,523,900	24,523	19.31
22	0.082	6,594	80,415			1,794	21,882	19.09
31	1.571	116,972	74,457	5,410	3,444	37,705	24,000	19.23
51	4.533	273,448	60,324	3,271	722	128,297	28,303	18.92
52	0.438	90,160	205,845			14,136	32,274	18.70
53	1.078	75,843	70,355			19,444	18,037	19.31
55	13.041	878,401	67,357	930	71	337,459	25,877	19.29
64	0.396	38,702	97,732			8,232	20,788	19.05
65	5.942	385,636	64,900	1,588	267	139,630	23,499	18.96
79	0.808	72,427	89,637			14,136	17,495	19.11
89	1.328	99,991	75,294			25,687	19,343	19.10
97	46.376	3,859,447	83,221	20,973	452	698,571	15,063	20.20
98	15.415	993,682	64,462			363,641	23,590	20.90
99	25.011	2,000,108	79,969	7,673	307	550,405	22,007	20.85
BEA	95.604	7,671,025	80,237	398,013	4,163	1,656,311	17,325	19.56
Active	228.757	16,877,416	73,779	417,122	1,823	4,857,709	21,235	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
Classified Total	228.757	16,877,416	73,779	417,122	1,823	4,857,709	21,235	19.68
PSES Program 01 Classified	16.206	1,095,013	67,568			333,836	20,600	18.46
PSES Program 21 Classified	6.173	467,922	75,801			142,175	23,032	19.31

Salary and Benefits by Program for 2024-2025

**Selah School District (39119)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.921	1,184,973	59,484	56,548	2,839	391,008	19,628	19.70
09	0.548	25,080	45,766			12,555	22,911	19.79
21	18.296	987,861	53,993	22,490	1,229	455,624	24,903	19.06
24	9.140	470,779	51,508	4,421	484	228,040	24,950	19.58
26	1.096	51,779	47,244			28,272	25,796	19.75
31	3.265	189,316	57,983	9,927	3,040	61,138	18,725	19.64
34	1.199	65,474	54,607	2,810	2,344	22,537	18,796	20.58
51	2.459	133,992	54,490	4,302	1,749	56,028	22,785	19.55
53	1.025	71,104	69,370	4,698	4,583	33,358	32,544	19.29
55	7.649	390,826	51,095	6,968	911	173,284	22,654	20.09
58	1.370	72,860	53,182	1,495	1,091	32,649	23,832	13.24
65	2.663	125,160	47,000	633	238	64,993	24,406	20.09
69	7.809	411,822	52,737	12,093	1,549	185,015	23,693	19.59
79	8.394	423,266	50,425	7,929	945	185,658	22,118	18.62
86	0.594	27,170	45,741	823	1,386	14,136	23,798	19.75
97	44.408	3,119,793	70,253	12,814	289	629,061	14,165	19.13
98	16.144	854,427	52,925	3,476	215	355,183	22,001	19.30
99	14.660	939,315	64,073	8,709	594	287,592	19,617	19.39
BEA	68.793	4,559,556	66,279	82,099	1,193	1,103,744	16,044	19.33

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
Active	160.640	9,544,997	59,419	160,136	997	3,216,130	20,021	19.30
Classified Total	160.640	9,544,997	59,419	160,136	997	3,216,130	20,021	19.30
PSES Program 01 Classified	3.550	283,341	79,814			74,672	21,034	19.17
PSES Program 21 Classified	1.961	166,939	85,130			42,982	21,918	19.12

Salary and Benefits by Program for 2024-2025

**Selkirk School District (26070)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.025	222,293	55,228	1,500	373	80,861	20,090	17.65
09	0.516	20,953	40,607			14,109	27,342	19.77
21	2.931	127,596	43,533			70,433	24,030	19.68
24	0.219	9,404	42,941			5,505	25,135	19.72
51	1.129	48,451	42,915			28,411	25,165	19.72
52	0.110	4,803	43,664			2,770	25,182	19.72
55	1.731	74,746	43,181			42,834	24,745	19.69
97	7.548	511,148	67,720	360	48	120,902	16,018	21.00
98	2.308	107,097	46,403			51,878	22,478	22.44
99	2.825	188,837	66,845			77,284	27,357	21.39
BEA	11.573	733,441	63,375	1,860	161	201,763	17,434	19.99
Active	23.342	1,315,328	56,350	1,860	80	494,987	21,206	20.33
Classified Total	23.342	1,315,328	56,350	1,860	80	494,987	21,206	20.33
PSES Program 01 Classified	0.191	9,417	49,304			4,133	21,637	19.54
PSES Program 97 Classified	0.385	53,846	139,860			7,077	18,382	19.91

Salary and Benefits by Program for 2024-2025

**Sequim School District (05323)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.778	1,087,903	64,841	323,040	19,254	311,547	18,569	19.18
02	2.923	165,068	56,472			66,019	22,586	18.36
21	27.117	1,553,495	57,289	2,100	77	670,529	24,727	20.12
31	0.927	49,553	53,455			22,196	23,944	22.33
51	4.821	311,589	64,632	1,651	342	102,894	21,343	19.79
55	5.516	346,325	62,786			116,442	21,110	19.71
58	0.226	18,941	83,810	374	1,655	2,700	11,948	16.83
97	35.815	2,844,253	79,415	32,720	914	519,533	14,506	20.10
99	13.745	900,006	65,479	8,552	622	490,744	35,703	20.96
BEA	56.443	4,146,777	73,468	355,760	6,303	919,295	16,287	19.82
Active	107.868	7,277,133	67,463	368,437	3,416	2,302,605	21,347	20.01
Classified Total	107.868	7,277,133	67,463	368,437	3,416	2,302,605	21,347	20.01
PSES Program 01 Classified	5.918	380,906	64,364			121,609	20,549	18.75
PSES Program 21 Classified	4.231	207,625	49,072			155,873	36,841	21.60

**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
79	0.628	34,744	55,325			10,401	16,562	9.66
97	0.884	77,475	87,641			15,495	17,529	18.58
BEA	0.884	77,475	87,641			15,495	17,529	18.58
Active	1.512	112,219	74,219			25,896	17,127	15.79
Classified Total	1.512	112,219	74,219			25,896	17,127	15.79

Salary and Benefits by Program for 2024-2025

**Shelton School District (23309)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.207	2,508,284	71,244	278,948	7,923	658,097	18,692	19.14
02	1.750	110,399	63,085	11,776	6,729	41,197	23,541	19.47
03	0.860	56,443	65,631			14,136	16,437	19.53
21	38.072	2,186,424	57,429	51,524	1,353	926,243	24,329	19.66
24	3.250	186,111	57,265	5,765	1,774	78,487	24,150	19.66
31	3.530	222,833	63,125	10,024	2,840	64,787	18,353	19.52
34	0.423	29,008	68,577	2,195	5,189	7,439	17,587	19.40
51	7.547	526,050	69,703	9,429	1,249	162,999	21,598	19.44
55	11.107	639,921	57,614	20,101	1,810	259,573	23,370	19.66
58	1.487	87,041	58,535	2,553	1,717	31,811	21,393	19.64
65	4.224	248,158	58,750	17,435	4,128	87,810	20,788	19.59
68	1.045	60,192	57,600	1,044	999	24,995	23,919	19.66
89	0.349	28,514	81,702			7,068	20,252	18.91
97	58.072	4,519,639	77,828	58,639	1,010	843,070	14,518	21.42
98	12.638	726,521	57,487	9,249	732	322,772	25,540	22.95
99	29.291	2,123,467	72,496	132,570	4,526	635,348	21,691	21.80
BEA	99.842	7,446,606	74,584	361,582	3,622	1,628,726	16,313	20.53
Active	208.852	14,259,005	68,273	611,252	2,927	4,165,831	19,946	20.59
Classified Total	208.852	14,259,005	68,273	611,252	2,927	4,165,831	19,946	20.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	10.102	629,448	62,309			214,377	21,221	18.55
PSES Program 21 Classified	0.933	75,117	80,511			28,272	30,302	19.32
PSES Program 97 Classified	1.681	159,212	94,713			28,272	16,819	19.16

Salary and Benefits by Program for 2024-2025

**Shoreline School District (17412)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	80.823	6,391,917	79,085	879,924	10,887	1,647,811	20,388	19.39
02	3.973	347,158	87,379	10,485	2,639	98,952	24,906	19.36
21	80.962	5,381,880	66,474	151,557	1,872	1,883,669	23,266	20.11
31	4.610	344,382	74,703	9,540	2,069	82,547	17,906	19.09
34	0.122	11,357	93,090			2,269	18,600	19.33
51	1.781	124,463	69,884	1,489	836	38,624	21,687	19.85
55	1.479	97,205	65,723	689	466	42,370	28,648	19.72
58	0.734	51,197	69,751	1,719	2,342	14,136	19,259	19.57
61	12.593	901,298	71,571	15,666	1,244	259,665	20,620	19.55
65	2.704	171,640	63,476	5,901	2,182	51,087	18,893	18.99
74	1.207	85,813	71,096	4,555	3,774	42,215	34,975	25.91
88	9.887	690,257	69,815	8,360	846	200,182	20,247	20.26
89	1.794	171,891	95,814	1,913	1,066	25,450	14,186	19.24
97	90.815	8,372,108	92,189	61,248	674	1,281,612	14,112	21.15
98	19.642	1,322,714	67,341	448,312	22,824	419,924	21,379	21.03
99	31.658	2,549,362	80,528	9,228	291	621,975	19,647	21.96
BEA	180.343	15,466,922	85,764	961,197	5,330	3,113,191	17,263	20.32
Active	344.784	27,014,642	78,352	1,610,586	4,671	6,712,489	19,469	20.44
Classified Total	344.784	27,014,642	78,352	1,610,586	4,671	6,712,489	19,469	20.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	31.335	2,438,577	77,823			782,806	24,982	18.90
PSES Program 21 Classified	5.496	324,585	59,058			155,496	28,293	23.32

**Skamania School District (30002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.471	67,239	45,710			41,581	28,267	18.94
09	0.409	18,064	44,166			10,589	25,890	18.78
55	0.479	21,149	44,152			13,542	28,272	18.78
97	1.469	85,668	58,317			37,985	25,858	18.86
98	1.020	50,220	49,235			22,611	22,168	20.19
99	0.786	45,929	58,434			29,161	37,100	20.10
BEA	2.940	152,907	52,009			79,567	27,063	18.90
Active	5.634	288,269	51,166			155,470	27,595	19.30
Classified Total	5.634	288,269	51,166			155,470	27,595	19.30
PSES Program 01 Classified	0.201	11,194	55,692			3,534	17,582	18.78

**Skykomish School District (17404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.279	146,910	64,462			45,887	20,135	19.59
21	0.139	7,680	55,252			2,823	20,310	19.48
55	0.452	22,910	50,686			10,596	23,443	19.49
79	0.560	33,559	59,927			11,374	20,310	19.48
88	0.498	27,485	55,191			14,136	28,386	19.48
97	2.304	151,791	65,882			42,408	18,406	18.66
98	0.769	44,336	57,654			14,136	18,382	20.53
99	0.783	50,683	64,729			28,272	36,107	20.62
BEA	4.583	298,701	65,176			88,295	19,266	19.12
Active	7.784	485,354	62,353			169,632	21,792	19.48
Classified Total	7.784	485,354	62,353			169,632	21,792	19.48
PSES Program 01 Classified	1.435	100,422	69,980			28,272	19,702	19.64

**Snohomish School District (31201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	69.647	4,710,450	67,633	60,284	866	1,523,854	21,880	19.93
02	4.313	309,448	71,748			97,436	22,591	19.35
09	1.782	117,293	65,821			42,408	23,798	19.92
21	81.666	5,145,613	63,008			1,942,322	23,784	19.95
24	7.112	459,790	64,650			168,681	23,718	19.95
31	3.494	258,531	73,993			81,557	23,342	19.25
34	1.480	104,168	70,384			31,308	21,154	19.83
38	0.388	26,056	67,155			10,123	26,090	19.90
51	1.846	115,935	62,803			48,157	26,087	19.98
53	0.701	55,308	78,899			17,875	25,500	19.73
55	1.918	114,467	59,680			53,329	27,804	20.04
58	0.091	6,653	73,110			3,524	38,729	19.81
65	2.153	139,085	64,601			46,668	21,676	17.82
74	0.301	23,865	79,286			6,437	21,386	19.75
79	2.756	264,327	95,910	1,000	363	56,544	20,517	19.57
88	7.366	567,641	77,062			156,744	21,279	19.69
89	3.600	368,262	102,295			52,090	14,469	19.20
97	101.950	9,094,480	89,205	25,800	253	1,504,363	14,756	21.36
98	0.100	7,170	71,700			1,414	14,136	19.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	39.273	3,224,512	82,105	5,200	132	818,732	20,847	22.81
BEA	180.884	14,477,077	80,035	86,084	476	3,238,519	17,904	20.80
Active	331.937	25,113,054	75,656	92,284	278	6,663,566	20,075	20.77
Classified Total	331.937	25,113,054	75,656	92,284	278	6,663,566	20,075	20.77
PSES Program 01 Classified	4.644	332,295	71,554			100,217	21,580	20.34
PSES Program 21 Classified	2.174	174,747	80,380			48,071	22,112	19.71

**Snoqualmie Valley School District (17410)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	59.879	3,814,070	63,696	404,880	6,762	1,277,531	21,335	19.01
02	2.332	145,230	62,277	3,556	1,525	42,408	18,185	18.31
09	0.714	43,538	60,978	440	616	17,645	24,713	19.10
21	39.317	2,237,836	56,918	1,119	28	982,794	24,997	18.80
24	0.319	17,241	54,047			14,136	44,313	19.15
31	3.196	194,116	60,737	4,129	1,292	59,371	18,577	19.10
51	3.281	180,020	54,867			82,348	25,098	19.19
55	6.552	348,816	53,238			167,122	25,507	19.21
58	0.188	12,580	66,915			2,821	15,006	19.05
65	1.640	87,261	53,208			42,382	25,843	19.22
79	2.246	143,876	64,059			52,733	23,479	19.08
88	2.663	139,331	52,321	440	165	61,144	22,961	19.23
89	0.500	45,762	91,524			7,068	14,136	18.86
97	67.773	5,324,406	78,562	25,955	383	1,026,274	15,143	20.11
98	18.785	973,147	51,804			473,578	25,210	21.34
99	31.842	2,458,475	77,209	11,219	352	749,998	23,554	20.36
BEA	133.180	9,477,822	71,166	438,520	3,293	2,405,584	18,063	19.61
Active	241.227	16,165,705	67,014	451,738	1,873	5,059,353	20,973	19.69
Classified Total	241.227	16,165,705	67,014	451,738	1,873	5,059,353	20,973	19.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	8.325	505,236	60,689			238,945	28,702	19.71
PSES Program 21 Classified	2.452	185,120	75,498			56,507	23,045	16.36

**Soap Lake School District (13156)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.594	258,538	56,277	38,440	8,367	142,706	31,064	19.05
09	1.917	91,531	47,747			42,408	22,122	19.95
21	6.245	333,936	53,473	15,909	2,547	135,354	21,674	19.82
51	1.900	94,865	49,929			42,032	22,122	19.89
55	1.682	84,337	50,141			33,473	19,901	20.24
65	0.474	22,362	47,177			10,486	22,122	19.99
88	0.711	35,272	49,609			15,729	22,122	19.89
97	8.000	500,954	62,619			120,156	15,020	22.17
98	2.771	155,291	56,042			56,544	20,406	23.52
99	3.201	199,598	62,355			84,485	26,393	19.27
BEA	12.594	759,492	60,306	38,440	3,052	262,862	20,872	20.43
Active	31.495	1,776,684	56,412	54,349	1,726	683,373	21,698	20.38
Classified Total	31.495	1,776,684	56,412	54,349	1,726	683,373	21,698	20.38
PSES Program 01 Classified	0.607	50,287	82,845			13,428	22,122	19.45
PSES Program 21 Classified	0.639	48,026	75,158			14,136	22,122	19.52

**South Bend School District (25118)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.367	208,427	61,903	110,320	32,765	62,034	18,424	20.01
02	0.050	3,278	65,560	5,877	117,540	707	14,136	19.91
09	0.550	23,276	42,320			11,284	20,517	20.64
21	7.368	353,185	47,935			157,014	21,310	20.68
22	1.396	84,752	60,711			26,265	18,814	20.14
24	0.520	24,849	47,787			10,214	19,642	20.97
52	0.326	25,261	77,488			5,769	17,696	19.73
55	2.058	90,807	44,124			44,941	21,837	20.99
65	0.298	12,930	43,389			7,056	23,678	20.59
79	0.085	6,311	74,247			1,509	17,759	19.87
88	11.286	604,820	53,590	19,532	1,731	225,576	19,987	20.35
89	0.700	45,891	65,559	18,500	26,429	9,895	14,136	19.91
97	6.985	499,582	71,522	34,483	4,937	113,895	16,306	20.71
98	2.255	108,306	48,029	8,899	3,946	43,096	19,111	25.19
99	4.320	250,816	58,059	2,000	463	107,348	24,849	21.65
BEA	10.402	711,287	68,380	150,680	14,486	176,636	16,981	20.50
Active	41.564	2,342,491	56,359	199,611	4,802	826,602	19,887	20.82
Classified Total	41.564	2,342,491	56,359	199,611	4,802	826,602	19,887	20.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	1.102	88,257	80,088			21,319	19,345	19.75

Salary and Benefits by Program for 2024-2025

**South Kitsap School District (18402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	84.007	5,514,913	65,648	920,410	10,956	1,666,915	19,843	19.31
02	3.587	235,092	65,540			78,873	21,989	19.58
21	125.497	7,570,183	60,322	76,967	613	3,075,677	24,508	19.44
31	5.654	373,544	66,067			120,167	21,253	19.49
34	1.192	75,853	63,635			21,195	17,781	19.54
51	1.840	108,110	58,755			38,866	21,123	19.63
55	3.381	209,280	61,899			67,134	19,856	19.59
64	0.235	15,909	67,698			4,520	19,233	19.74
65	3.288	178,768	54,370			74,210	22,570	19.73
68	0.501	33,995	67,854			9,636	19,233	19.74
74	0.588	32,803	55,787			14,136	24,041	19.70
88	0.123	7,372	59,935			2,215	18,008	19.54
89	6.000	590,527	98,421	51,570	8,595	84,816	14,136	19.32
97	117.557	9,742,788	82,877	22,000	187	1,691,880	14,392	20.73
98	24.286	1,450,507	59,726	1,800	74	474,741	19,548	21.29
99	61.236	4,580,136	74,795	6,927	113	1,268,555	20,716	21.61
BEA	211.997	15,942,190	75,200	942,410	4,445	3,579,030	16,882	20.19
Active	438.972	30,719,780	69,981	1,079,674	2,460	8,693,535	19,804	20.24
Classified Total	438.972	30,719,780	69,981	1,079,674	2,460	8,693,535	19,804	20.24

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
PSES Program 01 Classified	27.177	1,713,850	63,063			579,954	21,340	19.09
PSES Program 21 Classified	5.207	367,531	70,584			98,952	19,004	16.71

**South Whidbey School District (15206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.877	387,012	65,852	246,879	42,008	161,785	27,528	18.37
02	0.424	25,743	60,715			15,699	37,026	18.58
09	0.539	27,486	50,994			15,658	29,050	19.96
21	14.373	805,099	56,015	1,001	70	394,593	27,454	19.74
31	0.335	24,026	71,719	17,000	50,746	7,098	21,188	19.66
51	1.026	63,056	61,458			29,780	29,026	19.78
55	0.539	29,749	55,193			15,658	29,050	19.88
58	0.080	5,745	71,813			720	8,999	9.17
69	1.000	65,021	65,021			15,658	15,658	19.74
74	0.094	10,920	116,170	2,000	21,277			8.86
89	1.800	140,978	78,321			28,184	15,658	20.26
97	15.503	1,309,426	84,463	12,297	793	298,820	19,275	20.22
98	2.919	164,295	56,285	8,173	2,800	76,961	26,365	21.31
99	6.758	509,277	75,359	16,916	2,503	196,059	29,011	20.54
BEA	22.139	1,746,207	78,875	276,176	12,475	483,402	21,835	19.78
Active	51.267	3,567,833	69,593	304,266	5,935	1,256,673	24,512	19.92
Classified Total	51.267	3,567,833	69,593	304,266	5,935	1,256,673	24,512	19.92

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
PSES Program 01 Classified	0.664	50,869	76,610			31,316	47,163	15.49

**Southside School District (23042)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.892	222,320	57,122	1,075	276	80,749	20,747	18.54
21	1.139	60,108	52,773			32,016	28,109	16.31
52	0.421	22,269	52,895			9,234	21,934	18.59
55	0.091	5,091	55,945			1,935	21,266	18.59
65	0.179	8,937	49,927			4,011	22,408	18.59
97	3.328	259,699	78,035	1,000	300	60,144	18,072	19.33
98	0.317	18,512	58,397			6,459	20,374	18.59
99	0.734	48,840	66,540	384	523	30,072	40,970	19.88
BEA	7.220	482,019	66,762	2,075	287	140,893	19,514	18.97
Active	10.101	645,776	63,932	2,459	243	224,620	22,237	18.76
Classified Total	10.101	645,776	63,932	2,459	243	224,620	22,237	18.76
PSES Program 01 Classified	0.176	9,337	53,051			3,903	22,177	18.59

**Spokane International Academy (32901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.820	293,924	50,502			113,745	19,544	19.79
19	0.404	18,060	44,703			7,068	17,495	19.92
21	7.263	304,045	41,862			190,953	26,291	19.99
51	3.588	149,088	41,552			79,271	22,093	19.99
55	0.270	11,108	41,141			5,663	20,973	20.00
97	9.024	603,908	66,922			150,498	16,678	19.96
98	2.828	115,452	40,825			59,230	20,944	22.14
99	0.102	9,316	91,333			1,681	16,476	19.35
BEA	14.844	897,832	60,485			264,243	17,801	19.91
Active	29.299	1,504,901	51,364			608,108	20,755	20.10
Classified Total	29.299	1,504,901	51,364			608,108	20,755	20.10
PSES Program 01 Classified	0.762	60,905	79,928			14,136	18,551	19.47

Salary and Benefits by Program for 2024-2025

**Spokane School District (32081)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	265.713	16,757,557	63,066	2,196,956	8,268	5,023,293	18,905	20.22
02	14.635	936,806	64,011	19,169	1,310	251,738	17,201	20.89
21	290.831	15,623,105	53,719	611,315	2,102	6,373,133	21,914	19.84
24	0.517	28,078	54,309	1,474	2,851	14,136	27,342	19.41
31	3.150	249,122	79,086	1,640	521	45,668	14,498	17.94
34	0.350	26,648	76,137	365	1,043	5,008	14,307	18.58
45	3.979	206,430	51,880	5,170	1,299	70,680	17,763	21.29
51	10.948	778,264	71,087	24,107	2,202	190,931	17,440	19.93
55	10.831	734,520	67,816	23,004	2,124	201,862	18,637	21.14
58	3.547	274,973	77,523	5,426	1,530	60,418	17,033	18.72
65	15.694	925,762	58,988	41,546	2,647	332,163	21,165	20.80
68	1.865	104,967	56,283	3,552	1,905	84,794	45,466	19.97
69	5.427	466,177	85,900	5,818	1,072	85,568	15,767	20.40
79	10.733	822,194	76,604	23,883	2,225	196,860	18,342	25.18
88	54.094	2,948,823	54,513	117,782	2,177	1,212,033	22,406	20.04
89	55.996	4,087,423	72,995	131,043	2,340	830,209	14,826	33.62
97	372.012	26,515,825	71,277	480,659	1,292	5,370,618	14,437	19.87
98	95.233	5,194,534	54,546	180,442	1,895	2,009,576	21,102	22.68
99	4.320	372,359	86,194	3,850	891	67,538	15,634	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
CP	5.000	502,248	100,450	2,335	467	73,080	14,616	18.72
BEA	659.839	44,692,388	67,732	2,703,959	4,098	10,767,006	16,318	20.02
Active	1,224.875	77,555,815	63,317	3,879,536	3,167	22,499,307	18,369	20.94
Classified Total	1,224.875	77,555,815	63,317	3,879,536	3,167	22,499,307	18,369	20.94
PSES Program 01 Classified	58.656	4,358,209	74,301			1,240,450	21,148	21.38
PSES Program 21 Classified	8.779	627,776	71,509			192,315	21,906	21.60

**Sprague School District (22008)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.475	112,418	45,421	4,900	1,980	55,645	22,483	18.46
51	0.007	328	46,857	1,000	142,857	135	19,259	18.44
52	0.353	16,677	47,244			8,331	23,599	18.46
55	0.656	23,484	35,799			15,468	23,580	18.55
97	2.340	133,454	57,032			37,081	15,846	18.79
98	0.807	38,212	47,351			14,136	17,517	8.73
99	1.302	68,360	52,504			38,874	29,857	19.23
BEA	4.815	245,872	51,064	4,900	1,018	92,726	19,258	18.64
Active	7.940	392,933	49,488	5,900	743	169,670	21,369	17.77
Classified Total	7.940	392,933	49,488	5,900	743	169,670	21,369	17.77
PSES Program 01 Classified	0.335	11,925	35,597			7,896	23,570	18.57

**St. John School District (38322)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.068	51,280	48,015	14,046	13,152	28,272	26,472	18.65
21	0.606	25,389	41,896			14,136	23,327	17.25
97	3.157	196,628	62,283			52,883	16,751	18.99
98	0.769	40,000	52,016			14,136	18,382	19.32
99	2.732	166,974	61,118			60,219	22,042	15.47
BEA	4.225	247,908	58,676	14,046	3,324	81,155	19,208	18.92
Active	8.332	480,271	57,642	14,046	1,686	169,646	20,361	17.63
Classified Total	8.332	480,271	57,642	14,046	1,686	169,646	20,361	17.63

Salary and Benefits by Program for 2024-2025

**Stanwood-Camano School District (31401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	40.208	3,234,593	80,447			855,849	21,286	19.27
02	1.128	90,599	80,318			21,204	18,798	19.42
09	0.061	5,450	89,344			1,969	32,274	19.32
21	67.710	4,690,748	69,277			1,654,814	24,440	19.42
24	0.309	20,425	66,100			10,576	34,228	19.65
31	2.543	219,690	86,390			53,290	20,955	19.35
34	0.164	14,134	86,183			2,845	17,345	19.34
51	2.786	192,776	69,195			62,549	22,451	19.59
55	1.282	91,164	71,111			34,548	26,949	19.56
65	0.394	25,695	65,216			8,771	22,261	19.64
79	2.192	213,550	97,422			42,389	19,338	19.24
97	48.190	4,330,636	89,866	5,000	104	689,130	14,300	22.14
98	12.888	892,243	69,231			266,249	20,659	24.08
99	25.557	2,083,834	81,537			551,491	21,579	23.80
BEA	92.233	7,889,652	85,540	5,000	54	1,622,317	17,589	20.85
Active	205.412	16,105,537	78,406	5,000	24	4,255,673	20,718	20.95
Classified Total	205.412	16,105,537	78,406	5,000	24	4,255,673	20,718	20.95
PSES Program 01 Classified	14.164	1,040,369	73,452			360,815	25,474	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
PSES Program 21 Classified	3.328	308,306	92,640			78,887	23,704	18.22

**Starbuck School District (07035)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.428	16,653	38,909			9,070	21,191	7.88
55	0.143	5,551	38,818			3,030	21,191	7.88
97	0.892	62,003	69,510			14,136	15,848	18.39
98	0.502	21,339	42,508			14,136	28,159	18.84
BEA	1.320	78,656	59,588			23,206	17,580	16.16
Active	1.965	105,546	53,713			40,372	20,546	16.27
Classified Total	1.965	105,546	53,713			40,372	20,546	16.27

**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
97	0.250	16,908	67,632					9.26
BEA	0.250	16,908	67,632					9.26
Active	0.250	16,908	67,632					9.26
Classified Total	0.250	16,908	67,632					9.26

**Steilacoom Hist. School District (27001)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	26.607	1,806,420	67,893	296,474	11,143	515,981	19,393	19.61
09	0.594	31,900	53,704			14,136	23,798	19.71
21	26.654	1,475,404	55,354			638,498	23,955	19.49
24	2.851	166,459	58,386			67,848	23,798	19.61
31	1.299	107,562	82,804			24,024	18,494	19.43
51	0.548	29,734	54,259			14,136	25,796	18.91
55	0.457	25,688	56,210			14,136	30,932	19.47
97	38.418	2,942,066	76,580	10,000	260	565,420	14,718	20.84
BEA	66.324	4,856,048	73,217	306,474	4,621	1,105,426	16,667	20.35
Active	97.428	6,585,233	67,591	306,474	3,146	1,854,180	19,031	20.11
Classified Total	97.428	6,585,233	67,591	306,474	3,146	1,854,180	19,031	20.11
PSES Program 01 Classified	5.953	413,711	69,496			127,224	21,371	20.06
PSES Program 97 Classified	0.200	19,917	99,585			2,827	14,136	19.16

**Step toe School District (38304)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.035	1,668	47,657			700	19,994	18.41
52	0.346	20,534	59,347			14,136	40,855	18.41
88	0.071	3,335	46,972			1,420	19,994	18.41
97	1.259	54,825	43,546			24,313	19,311	18.82
99	0.352	18,614	52,881			1,839	5,226	10.91
BEA	1.294	56,493	43,658			25,013	19,330	18.81
Active	2.063	98,976	47,977			42,408	20,556	17.23
Classified Total	2.063	98,976	47,977			42,408	20,556	17.23
PSES Program 01 Classified	0.035	1,668	47,657			700	19,994	18.41

**Stevenson-Carson School District (30303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.146	814,859	50,468	30,920	1,915	361,170	22,369	18.86
51	0.294	12,955	44,065			7,068	24,041	18.91
55	0.653	41,572	63,663	120	184	13,434	20,573	18.91
97	10.785	744,386	69,020	2,550	236	175,283	16,252	19.54
98	3.182	153,884	48,361			74,218	23,324	18.20
99	5.615	361,331	64,351	1,050	187	118,039	21,022	19.93
BEA	26.931	1,559,245	57,898	33,470	1,243	536,452	19,920	19.18
Active	36.675	2,128,987	58,050	34,640	945	749,212	20,428	19.23
Classified Total	36.675	2,128,987	58,050	34,640	945	749,212	20,428	19.23
PSES Program 01 Classified	1.427	72,322	50,681			31,801	22,285	18.91

**Sultan School District (31311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.595	1,407,067	68,321	143,873	6,986	417,768	20,285	18.58
02	0.594	29,471	49,614			14,136	23,798	18.61
09	1.782	95,707	53,708			42,408	23,798	18.61
21	12.226	679,195	55,553			282,720	23,124	18.60
24	1.188	65,179	54,864			14,136	11,899	18.59
31	0.138	8,737	63,312			2,819	20,428	18.61
51	0.416	20,161	48,464			9,900	23,798	18.61
55	8.059	440,361	54,642			188,004	23,328	18.60
58	0.441	22,341	50,660			28,272	64,109	18.61
64	0.032	1,636	51,125			708	22,122	18.61
65	1.095	59,683	54,505			30,434	27,793	18.61
79	0.025	2,417	96,680			712	28,500	19.05
88		5,476						
97	22.081	1,641,843	74,355			316,809	14,348	18.79
98	5.347	282,781	52,886			100,099	18,721	17.44
99	13.085	978,333	74,768	22,814	1,744	304,046	23,236	18.79
BEA	43.408	3,087,118	71,119	143,873	3,314	751,533	17,313	18.69
Active	87.104	5,740,388	65,903	166,687	1,914	1,752,972	20,125	18.63
Classified Total	87.104	5,740,388	65,903	166,687	1,914	1,752,972	20,125	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
PSES Program 01 Classified	2.769	224,479	81,069			69,996	25,278	18.68

**Summit Public School: Atlas (17905)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.747	1,325,428	123,330			151,081	14,058	20.02
21	0.808	58,885	72,877			14,058	17,399	20.36
65	0.254	40,553	159,657			3,571	14,058	19.94
98	1.000	37,346	37,346			14,058	14,058	20.36
BEA	10.747	1,325,428	123,330			151,081	14,058	20.02
Active	12.809	1,462,212	114,155			182,768	14,269	20.04
Classified Total	12.809	1,462,212	114,155			182,768	14,269	20.04
PSES Program 21 Classified	0.808	58,885	72,877			14,058	17,399	20.36

**Summit Public School: Olympus (27905)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.963	398,353	100,518			55,712	14,058	19.71
65	0.038	4,509	118,658			534	14,058	19.71
BEA	3.963	398,353	100,518			55,712	14,058	19.71
Active	4.001	402,862	100,690			56,246	14,058	19.71
Classified Total	4.001	402,862	100,690			56,246	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
01	4.954	554,205	111,870			69,643	14,058	19.71
21	0.808	52,450	64,913			14,058	17,399	19.71
65	0.046	6,709	145,848			647	14,058	19.71
BEA	4.954	554,205	111,870			69,643	14,058	19.71
Active	5.808	613,364	105,607			84,348	14,523	19.71
Classified Total	5.808	613,364	105,607			84,348	14,523	19.71
PSES Program 21 Classified	0.808	52,450	64,913			14,058	17,399	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
01	1.343	55,659	41,444			32,489	24,191	18.80
21	0.968	40,889	42,241			28,272	29,207	18.68
51	1.198	46,714	38,993			17,395	14,520	18.68
55	0.924	35,999	38,960			9,424	10,199	18.68
97	0.574	25,325	44,120	4,150	7,230	11,353	19,779	19.16
98	0.660	30,456	46,145			14,136	21,418	19.56
BEA	1.917	80,984	42,245	4,150	2,165	43,842	22,870	18.91
Active	5.667	235,042	41,476	4,150	732	113,069	19,952	18.87
Classified Total	5.667	235,042	41,476	4,150	732	113,069	19,952	18.87

**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
01	100.284	6,921,079	69,015	1,013,902	10,110	1,977,402	19,718	19.74
21	98.411	5,590,666	56,809	33,200	337	2,343,060	23,809	19.59
24	1.200	72,746	60,622			28,272	23,560	19.51
31	4.453	302,244	67,874			92,564	20,787	19.29
34	0.250	21,242	84,968			3,534	14,136	19.19
39	0.738	51,570	69,878			14,136	19,154	19.39
51	4.197	249,318	59,404			89,333	21,285	19.55
55	11.883	658,859	55,446			290,310	24,431	19.62
65	6.777	397,334	58,630			157,895	23,299	19.54
88	20.257	999,282	49,330			403,050	19,897	19.55
89	2.500	294,927	117,971	3,291	1,316	35,340	14,136	18.87
97	97.214	8,022,750	82,527	26,407	272	1,406,532	14,468	20.72
98	22.628	1,255,422	55,481	4,400	194	523,032	23,114	22.54
99	38.624	2,671,718	69,172	3,291	85	778,658	20,160	22.51
BEA	202.201	15,267,315	75,506	1,040,309	5,145	3,480,032	17,211	20.24
Active	409.416	27,509,157	67,191	1,084,491	2,649	8,143,118	19,890	20.36
Classified Total	409.416	27,509,157	67,191	1,084,491	2,649	8,143,118	19,890	20.36
PSES Program 01 Classified	18.203	1,454,400	79,899			367,515	20,190	20.91

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
PSES Program 21 Classified	1.630	209,250	128,374			28,272	17,345	19.05

Salary and Benefits by Program for 2024-2025

**Sunnyside School District (39201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.774	2,810,454	58,828	2,400	50	891,052	18,651	19.55
09	1.150	53,041	46,123			28,272	24,584	20.02
21	32.274	1,793,153	55,560	600	19	736,644	22,825	19.74
24	17.145	891,486	51,997			366,380	21,370	19.72
31	2.105	115,872	55,046			42,408	20,146	19.76
51	4.771	249,076	52,206			88,345	18,517	19.26
52	0.375	40,847	108,925			5,301	14,136	18.83
53	24.937	1,658,621	66,512			427,843	17,157	19.43
55	20.956	1,140,228	54,411			466,907	22,280	19.77
65	18.235	954,493	52,344			405,982	22,264	19.83
69	2.910	210,484	72,331	2,400	825	44,528	15,302	19.32
74	0.835	46,065	55,168			16,960	20,312	19.75
79	0.850	53,111	62,484			12,016	14,136	19.59
97	82.313	5,733,208	69,651	30,000	364	1,210,405	14,705	19.02
98	28.413	1,527,484	53,760	2,400	84	629,062	22,140	19.61
99	27.040	1,776,194	65,688	4,800	178	636,120	23,525	19.50
BEA	132.192	8,659,534	65,507	32,400	245	2,143,865	16,218	19.20
Active	312.083	19,053,817	61,054	42,600	137	6,008,226	19,252	19.43
Classified Total	312.083	19,053,817	61,054	42,600	137	6,008,226	19,252	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
PSES Program 01 Classified	9.236	492,634	53,338			211,283	22,876	19.80
PSES Program 09 Classified	0.265	12,200	46,038			6,515	24,584	20.02
PSES Program 21 Classified	10.641	601,314	56,509			254,448	23,912	19.71

**Suquamish Tribal Education Department (18902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.884	310,146	63,502			49,621	10,160	16.00
97	1.000	60,528	60,528			9,684	9,684	16.00
BEA	5.884	370,674	62,997			59,305	10,079	16.00
Active	5.884	370,674	62,997			59,305	10,079	16.00
Classified Total	5.884	370,674	62,997			59,305	10,079	16.00

Salary and Benefits by Program for 2024-2025

**Tacoma School District (27010)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	253.964	21,071,870	82,972	395,848	1,559	4,602,829	18,124	22.23
02	4.492	375,887	83,679			70,680	15,735	20.41
03	3.898	316,920	81,303			72,094	18,495	19.88
09	19.800	1,204,640	60,840			473,861	23,932	22.93
21	155.556	10,405,027	66,889			3,524,600	22,658	21.85
24	34.725	2,215,814	63,810			802,801	23,119	22.18
31	6.812	742,950	109,065			112,735	16,549	26.08
34	0.500	43,072	86,144			7,068	14,136	20.14
51	15.017	1,111,002	73,983			307,358	20,467	21.88
55	8.879	619,863	69,812			189,683	21,363	23.28
56	2.759	191,415	69,378			56,544	20,494	20.38
58	1.000	105,926	105,926			14,136	14,136	19.95
61	46.934	3,507,795	74,739			939,674	20,021	20.24
65	7.706	517,042	67,096			169,659	22,016	20.45
68	1.306	92,888	71,124			28,272	21,648	20.35
74	1.000	83,992	83,992			14,136	14,136	20.16
88	19.932	1,487,339	74,621			415,557	20,849	20.22
89	2.000	324,641	162,321			28,272	14,136	18.62
97	349.092	32,657,155	93,549			4,941,592	14,156	23.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	103.305	6,564,110	63,541			2,545,894	24,644	28.43
99	62.715	4,779,080	76,203			1,231,039	19,629	25.13
CP	86.300	11,923,584	138,164			1,221,350	14,152	20.38
BEA	618.758	55,207,854	89,224	395,848	640	9,806,998	15,849	22.78
Active	1,184.724	100,126,287	84,514	395,848	334	21,713,289	18,328	22.70
On Leave	2.968	215,725	72,684			56,544	19,051	19.94
Classified Total	1,187.692	100,342,012	84,485	395,848	333	21,769,833	18,330	22.70
PSES Program 01 Classified	39.330	3,507,176	89,173			780,537	19,846	23.91
PSES Program 21 Classified	12.664	959,098	75,734			296,856	23,441	20.27
PSES Program 97 Classified	1.300	137,871	106,055			18,377	14,136	19.95

Salary and Benefits by Program for 2024-2025

**Taholah School District (14077)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.334	306,766	70,781	36,049	8,318	80,833	18,651	57.02
21	0.222	19,275	86,824			4,252	19,154	63.72
29	0.646	35,912	55,591			14,136	21,882	60.73
51	0.646	34,353	53,178			14,136	21,882	60.09
53	0.819	47,712	58,256			14,136	17,260	53.34
55	1.292	71,837	55,601			26,628	20,610	54.70
97	7.000	546,934	78,133			98,952	14,136	63.53
98	1.733	105,284	60,752			34,646	19,992	63.60
99	1.316	96,050	72,986			23,344	17,739	54.10
BEA	11.334	853,700	75,322	36,049	3,181	179,785	15,862	61.10
Active	18.008	1,264,123	70,198	36,049	2,002	311,064	17,274	60.02
Classified Total	18.008	1,264,123	70,198	36,049	2,002	311,064	17,274	60.02
PSES Program 01 Classified	1.224	119,976	98,020			24,039	19,640	59.35
PSES Program 21 Classified	0.222	19,275	86,824			4,252	19,154	63.72

Salary and Benefits by Program for 2024-2025

**Tahoma School District (17409)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	79.822	5,041,726	63,162	54,261	680	1,818,717	22,785	19.25
09	0.291	15,518	53,326			7,068	24,289	19.64
21	103.203	5,922,027	57,382	23,704	230	2,574,432	24,945	19.26
24	2.847	168,237	59,093			68,164	23,943	19.53
31	4.112	318,605	77,482	322	78	72,382	17,603	19.06
34	0.220	14,089	64,041			6,213	28,242	19.45
51	3.490	192,997	55,300			87,203	24,986	19.60
55	13.689	767,602	56,074			322,125	23,532	19.42
65	6.326	349,728	55,284	1,940	307	164,710	26,037	18.13
79	0.697	47,355	67,941	3,193	4,581	18,552	26,617	19.34
88	11.689	673,057	57,580	30,316	2,594	280,081	23,961	18.78
89	1.000	74,589	74,589			14,136	14,136	19.31
97	85.290	7,168,676	84,051	176,711	2,072	1,377,785	16,154	20.76
98	14.877	901,315	60,584	19,360	1,301	381,502	25,644	22.29
99	35.721	2,747,971	76,929			890,130	24,919	22.47
BEA	169.444	12,543,096	74,025	231,294	1,365	3,275,097	19,328	20.12
Active	363.274	24,403,492	67,177	309,807	853	8,083,201	22,251	20.15
Classified Total	363.274	24,403,492	67,177	309,807	853	8,083,201	22,251	20.15

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
PSES Program 01 Classified	16.638	1,212,336	72,865			376,197	22,611	18.91
PSES Program 21 Classified	2.081	153,740	73,878			56,544	27,172	18.13
PSES Program 97 Classified	2.113	144,928	68,589			39,585	18,734	17.38

**Tekoa School District (38265)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.446	119,931	34,803	3,896	1,131	48,126	13,966	16.31
09	0.336	13,786	41,030			7,910	23,540	19.29
21	1.322	60,996	46,139			37,736	28,544	19.30
52	0.009	361	40,111			1,272	141,360	19.31
55	0.409	19,223	47,000			10,162	24,846	19.24
58	0.500	27,539	55,078			14,136	28,272	19.30
88	0.120	4,816	40,133			2,827	23,560	19.30
97	3.573	222,800	62,357			58,664	16,419	19.36
98	1.042	46,904	45,013			28,272	27,132	19.83
99	2.233	127,282	57,000			59,456	26,626	15.04
BEA	7.019	342,731	48,829	3,896	555	106,790	15,214	18.31
Active	12.990	643,638	49,549	3,896	300	268,561	20,674	17.99
Classified Total	12.990	643,638	49,549	3,896	300	268,561	20,674	17.99

**Tenino School District (34402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.400	634,696	61,028	303,755	29,207	227,841	21,908	18.79
09	0.594	28,207	47,487			14,136	23,798	19.49
21	10.452	516,490	49,415	608	58	283,601	27,134	19.39
24	2.980	148,952	49,984			71,383	23,954	19.44
31				959				
51	2.800	135,127	48,260			79,733	28,476	19.48
55	4.772	270,974	56,784			107,872	22,605	19.36
97	16.919	1,111,203	65,678	4,350	257	261,516	15,457	20.10
98	6.183	313,304	50,672	208	34	141,360	22,863	21.64
99				2,907				
BEA	27.319	1,745,899	63,908	309,064	11,313	489,357	17,913	19.60
Active	55.100	3,158,953	57,331	312,787	5,677	1,187,442	21,551	19.73
Classified Total	55.100	3,158,953	57,331	312,787	5,677	1,187,442	21,551	19.73
PSES Program 01 Classified	1.500	110,395	73,597			28,272	18,848	19.19

**Thorp School District (19400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.647	42,606	25,869	20,203	12,267	51,215	31,096	18.54
09	0.571	21,712	38,025	1,086	1,902	14,136	24,757	18.80
21	2.320	107,759	46,448	5,094	2,196	53,401	23,018	18.79
24	0.759	25,094	33,062	1,454	1,916	18,372	24,205	18.79
31				4,000				
51	0.175	4,200	24,000	273	1,560	4,236	24,205	18.79
97	7.008	496,930	70,909	14,180	2,023	100,363	14,321	18.75
98	2.625	134,269	51,150	5,407	2,060	53,726	20,467	18.74
99	0.736	44,524	60,495	2,885	3,920	15,543	21,118	14.89
BEA	8.655	539,536	62,338	38,383	4,435	151,578	17,513	18.72
Active	15.841	877,094	55,369	54,582	3,446	310,992	19,632	18.53
On Leave								
Classified Total	15.841	877,094	55,369	54,582	3,446	310,992	19,632	18.53
PSES Program 01 Classified	0.109	5,611	51,477			14,136	129,688	18.82

**Toledo School District (21237)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.258	328,499	52,493	153,622	24,548	138,965	22,206	19.96
02	0.260	12,880	49,538			7,068	27,185	20.05
21	9.809	502,361	51,214			251,513	25,641	20.01
24	0.218	10,969	50,317					20.03
31	0.157	8,214	52,318			2,648	16,869	19.97
34	0.096	4,961	51,677			1,657	17,260	19.98
51	0.420	20,547	48,921			10,756	25,609	20.06
52	0.295	14,452	48,990					20.07
55	2.276	112,810	49,565			58,695	25,789	20.05
74	0.088	4,326	49,159			2,254	25,609	20.06
97	12.193	807,026	66,188			176,727	14,494	22.23
99	5.612	320,545	57,118			169,716	30,242	23.29
BEA	18.964	1,161,580	61,252	153,622	8,101	327,066	17,247	21.53
Active	37.682	2,147,590	56,992	153,622	4,077	819,999	21,761	21.32
Classified Total	37.682	2,147,590	56,992	153,622	4,077	819,999	21,761	21.32
PSES Program 01 Classified	1.956	102,177	52,238			50,974	26,060	19.98
PSES Program 21 Classified	0.462	26,606	57,589			11,878	25,709	19.85

Salary and Benefits by Program for 2024-2025

**Tonasket School District (24404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.236	530,268	51,804	351,339	34,324	219,636	21,457	18.94
02	0.675	34,224	50,702	2,195	3,252	14,136	20,942	18.49
21	8.498	415,833	48,933	30,613	3,602	191,447	22,528	19.16
24	0.126	5,879	46,659	517	4,103	2,906	23,060	18.96
31	0.188	11,844	63,000			2,658	14,136	19.39
51	2.294	119,798	52,222	9,471	4,129	47,156	20,556	18.92
52	0.170	9,018	53,047	849	4,994	3,534	20,788	9.18
53	2.566	127,998	49,882	10,639	4,146	50,437	19,656	18.94
55	6.941	313,530	45,171	22,138	3,189	157,159	22,642	19.18
58	0.510	27,053	53,045	2,545	4,990	10,602	20,788	9.18
65	0.423	22,205	52,494	2,318	5,480	9,755	23,060	18.68
97	15.447	1,045,400	67,677	3,446	223	224,770	14,551	20.78
98	4.038	201,478	49,895	12,256	3,035	90,466	22,404	22.42
99	6.956	428,462	61,596	22,760	3,272	162,806	23,405	20.13
BEA	26.546	1,621,736	61,092	356,980	13,448	461,200	17,374	20.08
Active	59.068	3,292,990	55,749	471,086	7,975	1,187,468	20,103	19.78
Classified Total	59.068	3,292,990	55,749	471,086	7,975	1,187,468	20,103	19.78
PSES Program 01 Classified	0.927	65,036	70,157			26,288	28,358	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
PSES Program 21 Classified	1.136	64,384	56,676			26,247	23,104	18.85

Salary and Benefits by Program for 2024-2025

**Toppenish School District (39202)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.506	1,026,743	62,204	198,700	12,038	8,400	509	47.78
02	1.402	90,701	64,694	728	519	4,200	2,996	42.30
21	12.103	659,555	54,495	19,908	1,645	8,400	694	70.52
24	11.872	598,703	50,430	25,671	2,162			59.39
29	0.602	46,361	77,012	906	1,505			48.62
31	3.949	254,024	64,326	7,007	1,774	4,200	1,064	51.29
51	6.539	397,327	60,763	14,812	2,265	1,050	161	52.08
52	0.175	14,116	80,663					35.99
53	5.865	316,755	54,008	13,772	2,348			63.02
55	14.279	721,838	50,552	30,530	2,138	1,050	74	64.74
58	14.109	738,463	52,340	30,969	2,195			59.74
65	9.406	437,587	46,522	15,821	1,682	2,100	223	80.74
67	0.548	27,907	50,925	1,673	3,053			54.74
68	1.183	139,744	118,127	1,318	1,114	4,200	3,550	31.23
79	2.955	181,680	61,482	3,015	1,020			41.56
86	4.160	218,193	52,450	9,156	2,201			48.56
97	18.000	3,064,600	170,256	48,271	2,682	67,200	3,733	32.42
98	18.308	931,056	50,855	40,436	2,209	4,200	229	58.00
99	10.602	697,179	65,759	16,044	1,513	4,200	396	71.34

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
BEA	39.857	4,436,068	111,300	254,706	6,390	84,000	2,108	39.39
Active	152.563	10,562,532	69,234	478,737	3,138	109,200	716	54.25
Classified Total	152.563	10,562,532	69,234	478,737	3,138	109,200	716	54.25
PSES Program 01 Classified	6.569	493,465	75,120			8,400	1,279	43.19
PSES Program 21 Classified	1.827	101,877	55,762					59.07

**Touchet School District (36300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.136	60,037	52,849			36,532	32,159	19.13
09	0.563	28,688	50,956			14,736	26,174	19.53
21	0.581	29,740	51,188			8,402	14,461	21.04
51	0.056	3,049	54,446			1,466	26,174	19.52
55	0.056	3,049	54,446			1,466	26,174	19.52
97	3.908	272,532	69,737			58,207	14,894	16.56
98	1.275	60,388	47,363			29,472	23,115	26.23
99	1.697	96,869	57,082			41,261	24,314	20.38
BEA	5.044	332,569	65,934			94,740	18,783	17.31
Active	9.272	554,352	59,788			191,542	20,658	19.00
Classified Total	9.272	554,352	59,788			191,542	20,658	19.00
PSES Program 01 Classified	0.250	14,040	56,160			3,684	14,736	19.48

**Toutle Lake School District (08130)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.616	650,599	47,782	116,410	8,550	349,178	25,645	18.57
31	0.253	11,230	44,387			7,082	27,992	18.90
34	0.253	11,230	44,387			7,082	27,992	18.90
55	1.529	68,577	44,851			40,081	26,214	19.12
88	0.964	42,878	44,479			28,272	29,328	18.90
97	9.869	595,466	60,337			156,851	15,893	18.97
98	2.112	97,073	45,963			56,544	26,773	20.31
99	5.377	309,126	57,490			146,469	27,240	20.28
BEA	23.991	1,268,525	52,875	116,410	4,852	520,192	21,683	18.76
Active	33.973	1,786,179	52,576	116,410	3,427	791,559	23,300	19.13
Classified Total	33.973	1,786,179	52,576	116,410	3,427	791,559	23,300	19.13
PSES Program 01 Classified	1.354	70,501	52,069			28,272	20,880	18.91

**Trout Lake School District (20400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.391	120,664	50,466	40,340	16,872	54,300	22,710	18.76
19								
51	0.450	22,489	49,976	7,296	16,213	11,046	24,547	18.91
55	0.530	27,371	51,643	7,296	13,766	17,716	33,427	18.92
97	3.675	257,008	69,934			56,544	15,386	19.64
98	0.766	35,014	45,710			28,272	36,909	20.33
99	0.503	31,160	61,948			1,780	3,539	10.96
BEA	6.066	377,672	62,260	40,340	6,650	110,844	18,273	19.36
Active	8.315	493,706	59,375	54,932	6,606	169,658	20,404	18.85
Classified Total	8.315	493,706	59,375	54,932	6,606	169,658	20,404	18.85
PSES Program 01 Classified	0.265	13,680	51,623			8,713	32,879	18.91

**Tukwila School District (17406)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.516	1,705,903	83,150	1,500	73	407,858	19,880	20.55
21	17.249	1,283,612	74,417			398,099	23,080	20.57
31	0.015	1,087	72,467			1,452	96,822	26.81
51	4.863	413,256	84,980			97,317	20,012	20.11
55	6.406	515,561	80,481			163,068	25,456	20.61
65	3.235	247,489	76,504			74,214	22,941	20.51
79	2.000	169,852	84,926			28,272	14,136	19.67
88	10.207	912,782	89,427			219,095	21,465	20.13
89	0.100	14,106	141,060			1,414	14,136	19.25
97	32.833	2,826,749	86,095	10,801	329	489,129	14,897	21.27
98	9.869	452,269	45,827			296,873	30,081	29.51
99	8.575	686,826	80,096	3,000	350	212,011	24,724	24.64
BEA	53.364	4,533,739	84,959	12,301	231	898,439	16,836	21.00
Active	115.868	9,229,492	79,655	15,301	132	2,388,801	20,617	21.44
Classified Total	115.868	9,229,492	79,655	15,301	132	2,388,801	20,617	21.44
PSES Program 01 Classified	4.134	336,575	81,416			84,816	20,517	22.35

Salary and Benefits by Program for 2024-2025

**Tumwater School District (34033)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.049	4,385,604	67,420	921,489	14,166	1,362,020	20,938	19.40
02	2.030	155,176	76,441	6,058	2,984	38,173	18,804	19.29
09	0.925	52,862	57,148			25,014	27,042	19.58
21	62.827	4,066,554	64,726			1,453,064	23,128	18.76
24	0.469	25,789	54,987			14,136	30,141	19.61
31	2.285	147,935	64,742	2,978	1,303	47,017	20,576	19.45
34	0.483	38,674	80,070			7,075	14,649	19.28
45	5.817	427,572	73,504	10,113	1,739	97,995	16,846	18.93
51	3.367	214,777	63,789	5,380	1,598	82,083	24,379	19.46
55	6.397	381,199	59,590			150,850	23,581	19.56
64	0.185	9,773	52,827					9.14
65	1.662	100,477	60,455			42,408	25,516	19.52
86	3.468	379,696	109,486			60,801	17,532	19.04
97	78.500	6,308,388	80,362	62,140	792	1,152,324	14,679	20.61
98	18.214	1,125,493	61,793	16,400	900	431,545	23,693	21.56
99	39.092	2,597,680	66,450	22,508	576	944,451	24,160	21.74
BEA	154.164	11,463,349	74,358	1,002,778	6,505	2,704,605	17,544	20.03
Active	290.770	20,417,649	70,219	1,047,066	3,601	5,908,956	20,322	20.04
Classified Total	290.770	20,417,649	70,219	1,047,066	3,601	5,908,956	20,322	20.04

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
PSES Program 01 Classified	17.080	1,087,712	63,683			386,483	22,628	19.45
PSES Program 21 Classified	12.942	1,051,313	81,233			289,855	22,396	17.41
PSES Program 97 Classified	1.000	99,029	99,029			14,136	14,136	18.97

**Union Gap School District (39002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.118	347,735	56,838					20.25
09	0.386	19,040	49,326					20.58
21	2.292	133,956	58,445					20.24
24	0.503	22,553	44,837					20.81
51	2.361	134,647	57,030	5,453	2,310			20.22
53	0.200	15,521	77,605	684	3,420			19.64
55	2.883	153,659	53,298	1,026	356			20.38
65	0.930	51,903	55,810	684	735			20.25
97	7.626	536,716	70,380	5,026	659			19.73
98	3.905	194,412	49,785					20.49
99	1.669	87,347	52,335	1,386	830			20.29
BEA	13.744	884,451	64,352	5,026	366			19.93
Active	28.873	1,697,489	58,792	14,259	494			20.13
Classified Total	28.873	1,697,489	58,792	14,259	494			20.13
PSES Program 01 Classified	4.005	228,349	57,016					20.27
PSES Program 21 Classified	0.646	54,136	83,802					19.70

**University Place School District (27083)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	44.343	3,245,247	73,185	376,781	8,497	534,955	12,064	19.81
09	1.280	70,743	55,268			17,459	13,640	20.00
21	43.027	2,727,428	63,389	9,510	221	539,745	12,544	19.86
24	1.458	95,324	65,380	657	451	19,454	13,343	19.80
31	2.428	173,509	71,462	5,640	2,323	33,283	13,708	19.74
79	0.660	67,059	101,605			9,330	14,136	19.46
89	0.867	75,183	86,716			14,126	16,293	19.68
97	54.101	4,418,918	81,679	57,529	1,063	752,888	13,916	21.79
98	18.005	1,083,019	60,151	6,240	347	241,797	13,429	23.98
99	20.350	1,522,315	74,807	3,936	193	225,174	11,065	22.69
BEA	100.872	7,837,674	77,699	439,950	4,361	1,321,126	13,097	20.92
Active	186.519	13,478,745	72,265	460,293	2,468	2,388,211	12,804	21.12
Classified Total	186.519	13,478,745	72,265	460,293	2,468	2,388,211	12,804	21.12
PSES Program 01 Classified	16.528	1,201,913	72,720			186,189	11,265	19.98
PSES Program 21 Classified	2.388	222,812	93,305			37,712	15,792	19.65

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
01	5.805	315,858	54,411	20,306	3,498	116,180	20,014	19.54
02	5.815	446,580	76,798			84,816	14,586	19.40
09	0.653	37,253	57,049			7,605	11,647	19.74
21	5.258	262,854	49,991			86,344	16,421	19.88
24	1.059	44,508	42,028			23,333	22,033	20.73
55	0.869	42,797	49,249			19,596	22,550	19.91
88	8.757	507,872	57,996	730	83	116,012	13,248	19.85
89	0.256	14,284	55,797			6,011	23,482	21.90
97	16.564	1,252,813	75,635	900	54	261,233	15,771	20.26
98	3.277	158,472	48,359			70,680	21,569	26.10
99	9.583	567,255	59,194	750	78	254,096	26,515	21.56
BEA	28.184	2,015,251	71,503	21,206	752	462,229	16,400	19.95
Active	57.896	3,650,546	63,054	22,686	392	1,045,906	18,065	20.46
Classified Total	57.896	3,650,546	63,054	22,686	392	1,045,906	18,065	20.46
PSES Program 01 Classified	1.365	70,072	51,335			30,234	22,149	19.86

Salary and Benefits by Program for 2024-2025

**Vancouver School District (06037)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	216.501	14,941,412	69,013			4,225,864	19,519	18.89
02	9.083	582,371	64,117			176,357	19,416	18.94
09	4.196	222,059	52,922			141,539	33,732	19.01
21	238.472	13,501,405	56,616	239,910	1,006	5,856,602	24,559	18.89
24	0.636	38,579	60,659			14,136	22,226	19.01
31	15.159	1,106,784	73,012			318,625	21,019	18.82
34	3.995	286,736	71,774			59,044	14,779	19.01
38	1.000	82,555	82,555			14,136	14,136	19.01
51	18.047	1,069,786	59,278			393,593	21,809	19.00
52	14.772	1,509,839	102,210	10,713	725	243,846	16,507	19.00
55	19.803	1,171,046	59,135			491,153	24,802	18.73
58	0.500	34,466	68,932			7,068	14,136	19.01
64	0.600	65,183	108,638			8,482	14,136	19.01
65	2.566	184,406	71,865			56,762	22,121	18.74
79	2.454	157,979	64,376			48,938	19,942	19.01
89	6.749	456,786	67,682			94,417	13,990	18.87
97	247.222	20,381,607	82,443	218,721	885	3,613,167	14,615	18.88
98	62.640	3,631,835	57,979			1,286,492	20,538	16.72
99	97.103	7,283,685	75,010			2,383,330	24,544	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
BEA	491.960	37,298,910	75,817	218,721	445	8,393,057	17,060	18.89
Active	961.498	66,708,519	69,380	469,344	488	19,433,551	20,212	18.77
Classified Total	961.498	66,708,519	69,380	469,344	488	19,433,551	20,212	18.77
PSES Program 01 Classified	91.687	6,312,431	68,848			1,838,770	20,055	18.98
PSES Program 21 Classified	2.296	229,256	99,850			42,408	18,470	19.01
PSES Program 97 Classified	1.892	233,185	123,248			28,272	14,943	18.36

**Vashon Island School District (17402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.538	823,121	71,340	23,673	2,052			
02	2.845	219,893	77,291	2,780	977			
21	10.024	666,197	66,460	32,510	3,243			
31	0.827	71,156	86,041	2,239	2,707			
51	2.654	175,684	66,196	7,051	2,657			
52	0.074	5,957	80,500					
55	0.006	423	70,500					
58	0.198	12,630	63,788	374	1,889			
65	0.172	9,980	58,023					
69	0.436	42,687	97,906					
79	0.036	2,665	74,028					
88	2.199	153,741	69,914	5,185	2,358			
97	23.768	2,005,781	84,390	12,683	534			
98	5.367	284,931	53,089	8,319	1,550			
BEA	38.978	3,119,951	80,044	41,375	1,061			
Active	60.144	4,474,846	74,402	94,814	1,576			
Classified Total	60.144	4,474,846	74,402	94,814	1,576			
PSES Program 01 Classified	2.809	197,696	70,379					

**WA HE LUT Indian School Agency (34901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.985	65,632	66,631	4,050	4,112	12,520	12,711	10.04
14	0.735	47,277	64,322			10,016	13,627	12.84
21	0.735	50,452	68,642			10,672	14,520	14.84
99	2.354	169,660	72,073			19,101	8,114	15.93
BEA	0.985	65,632	66,631	4,050	4,112	12,520	12,711	10.04
Active	4.809	333,021	69,250	4,050	842	52,309	10,877	14.12
Classified Total	4.809	333,021	69,250	4,050	842	52,309	10,877	14.12

**Wahkiakum School District (35200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.226	224,003	53,006	104,967	24,838	105,056	24,859	19.63
51	1.330	54,543	41,010			32,334	24,312	21.16
55	1.519	63,653	41,905			35,509	23,376	21.08
65	0.157	6,869	43,752			3,304	21,042	20.76
97	7.000	457,019	65,288			113,088	16,155	21.94
98	2.273	115,740	50,919			49,930	21,967	27.56
99	2.267	151,931	67,019			56,544	24,942	30.68
BEA	11.226	681,022	60,665	104,967	9,350	218,144	19,432	20.99
Active	18.772	1,073,758	57,200	104,967	5,592	395,765	21,083	22.90
Classified Total	18.772	1,073,758	57,200	104,967	5,592	395,765	21,083	22.90
PSES Program 01 Classified	1.114	46,266	41,531			28,594	25,668	21.07

Salary and Benefits by Program for 2024-2025

**Wahluke School District (13073)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.576	1,094,249	62,258	130,867	7,446	316,558	18,011	19.72
02	0.823	49,066	59,618			14,136	17,176	19.78
09	1.232	60,569	49,163			26,307	21,353	20.08
21	8.827	452,901	51,309			210,075	23,799	20.68
24	6.504	312,367	48,027			182,460	28,054	20.12
31	1.012	56,538	55,868			17,382	17,176	19.88
34	0.041	2,411	58,805			704	17,176	19.80
51	2.192	130,872	59,704			35,764	16,316	19.77
52	2.193	150,827	68,777			34,931	15,928	19.59
53	13.821	763,434	55,237			253,769	18,361	19.89
55	1.556	78,917	50,718			31,783	20,426	20.01
58	0.769	42,000	54,616			14,136	18,382	19.91
64	0.938	53,274	56,795			14,136	15,070	19.85
65	7.726	390,622	50,559			163,558	21,170	20.03
79	4.705	345,146	73,357			81,998	17,428	19.52
88	16.368	936,041	57,187			300,200	18,341	19.10
89	0.508	34,056	67,039			8,488	16,709	19.62
97	36.738	2,410,294	65,608	102	3	518,412	14,111	19.65
98	9.348	461,574	49,377			195,215	20,883	20.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	10.695	659,733	61,686			255,545	23,894	19.32
BEA	56.190	3,612,558	64,292	130,969	2,331	867,192	15,433	19.68
Active	143.572	8,484,891	59,099	130,969	912	2,675,558	18,636	19.71
Classified Total	143.572	8,484,891	59,099	130,969	912	2,675,558	18,636	19.71
PSES Program 01 Classified	0.769	90,768	118,034			14,136	18,382	19.08
PSES Program 97 Classified	0.769	72,101	93,759			14,136	18,382	19.26

**Waitsburg School District (36401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.876	290,494	59,576	58,187	11,933	96,924	19,878	18.91
21	1.211	58,660	48,439			28,110	23,212	18.62
51	0.319	16,388	51,373			9,184	28,790	18.61
55	0.178	12,263	68,893			3,832	21,530	18.64
97	5.666	376,940	66,527	3,443	608	80,095	14,136	19.42
98	1.651	82,999	50,272			31,525	19,095	21.65
99	1.073	65,584	61,122	3,624	3,377	18,843	17,561	19.63
BEA	10.542	667,434	63,312	61,630	5,846	177,019	16,792	19.19
Active	14.974	903,328	60,326	65,254	4,358	268,513	17,932	19.39
Classified Total	14.974	903,328	60,326	65,254	4,358	268,513	17,932	19.39
PSES Program 01 Classified	1.116	90,722	81,292			22,809	20,438	18.66
PSES Program 21 Classified	0.164	7,136	43,512			3,807	23,212	18.61

Salary and Benefits by Program for 2024-2025

**Walla Walla Public Schools (36140)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.746	2,297,075	55,025	591,976	14,180	831,103	19,909	19.32
02	2.659	144,198	54,230	2,796	1,052	51,462	19,354	19.73
03	1.081	52,503	48,569	1,194	1,105	21,302	19,706	19.85
09	5.726	272,848	47,651	6,170	1,078	134,935	23,565	20.29
21	32.157	1,559,377	48,493	23,035	716	750,681	23,344	19.48
24	17.933	800,112	44,617	16,957	946	435,709	24,297	20.06
31	1.600	86,709	54,193	1,252	783	31,284	19,552	19.73
34	0.115	6,313	54,896	84	730	2,061	17,919	19.72
45	0.814	41,611	51,119	382	469	12,642	15,530	23.25
51	6.208	306,972	49,448	3,739	602	140,879	22,693	19.88
52	4.587	260,287	56,744			68,302	14,890	19.69
53	0.689	37,740	54,775	284	412	13,241	19,218	19.72
55	13.496	648,787	48,073	17,711	1,312	308,693	22,873	19.90
56	0.295	12,580	42,644	5,659	19,183	7,228	24,501	20.06
61	19.668	974,854	49,565	16,339	831	411,159	20,905	19.95
65	6.015	294,079	48,891	4,089	680	122,144	20,306	19.85
88	0.324	14,463	44,639	19	59	12,013	37,077	24.68
89	0.619	32,374	52,300	341	551	9,186	14,840	22.03
97	70.757	4,767,628	67,380	18,299	259	1,063,626	15,032	21.83

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	17.658	911,465	51,618	10,029	568	392,944	22,253	23.32
99	24.014	1,456,478	60,651	8,227	343	554,862	23,106	22.31
BEA	118.772	7,396,037	62,271	615,983	5,186	2,013,479	16,952	20.95
Active	268.161	14,978,453	55,856	728,582	2,717	5,375,454	20,046	20.84
Classified Total	268.161	14,978,453	55,856	728,582	2,717	5,375,454	20,046	20.84
PSES Program 01 Classified	8.007	445,298	55,614			177,142	22,123	18.78
PSES Program 09 Classified	1.087	50,582	46,534			32,882	30,250	22.03
PSES Program 21 Classified	4.395	202,168	46,000			128,573	29,254	23.58

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
01	24.007	1,456,911	60,687			448,762	18,693	19.88
02	0.846	106,899	126,358			14,136	16,709	18.38
09	3.164	144,298	45,606			78,011	24,656	19.92
21	18.870	928,726	49,217			414,909	21,988	19.54
24	7.867	437,087	55,560			180,355	22,925	19.64
31	1.795	106,717	59,452	180	100	36,039	20,077	19.54
34	0.150	12,279	81,860	90	600	2,120	14,136	19.15
51	3.354	211,642	63,101	146	44	69,852	20,826	19.48
52	0.124	7,762	62,597			2,053	16,553	19.50
53	4.831	262,261	54,287			106,549	22,055	21.30
55	10.537	513,651	48,747			234,254	22,232	19.82
65	9.192	415,710	45,225			210,134	22,861	19.93
68	0.662	41,211	62,252			12,732	19,233	19.50
79	2.804	200,921	71,655	204	73	40,759	14,536	19.35
97	42.129	2,968,388	70,459	2,381	57	608,693	14,448	19.33
98	13.967	694,703	49,739	600	43	291,248	20,853	19.78
99	13.493	833,165	61,748	600	44	317,119	23,503	19.68
BEA	68.927	4,651,194	67,480	2,651	38	1,109,750	16,100	19.48
Active	157.792	9,342,331	59,207	4,201	27	3,067,723	19,442	19.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	157.792	9,342,331	59,207	4,201	27	3,067,723	19,442	19.63
PSES Program 01 Classified	10.255	610,693	59,551			213,750	20,843	20.38
PSES Program 21 Classified	3.000	180,476	60,159			63,494	21,165	19.54

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
01	10.083	587,710	58,287	179,658	17,818	188,682	18,713	19.36
21	4.779	234,150	48,996			105,098	21,992	19.62
24	2.408	111,276	46,211			51,764	21,497	19.29
31	0.290	12,778	44,062			5,947	20,508	20.35
51	0.639	28,116	44,000			14,136	22,122	19.70
52	0.416	18,483	44,430			9,203	22,122	19.69
53	2.938	132,927	45,244			61,821	21,042	19.26
55	2.332	111,501	47,813			49,644	21,288	19.57
65	2.341	102,704	43,872			50,818	21,708	18.41
97	12.640	784,113	62,034	480	38	192,807	15,254	21.71
98	3.539	176,783	49,953	5,708	1,613	84,816	23,966	23.20
99	4.279	268,653	62,784	480	112	104,468	24,414	22.30
BEA	23.013	1,384,601	60,166	180,138	7,828	387,436	16,836	20.70
Active	46.684	2,569,194	55,034	186,326	3,991	919,204	19,690	20.65
Classified Total	46.684	2,569,194	55,034	186,326	3,991	919,204	19,690	20.65
PSES Program 01 Classified	0.318	33,703	105,984			7,068	22,226	18.27
PSES Program 21 Classified	0.318	33,703	105,984			7,068	22,226	18.27

**Washougal School District (06112)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.534	1,333,291	61,916	287,379	13,345	500,780	23,255	19.02
09	2.172	113,866	52,424			56,544	26,033	18.91
21	26.491	1,381,416	52,147			684,372	25,834	18.70
24	0.600	40,572	67,620			14,136	23,560	18.91
31	1.193	80,194	67,220			24,992	20,949	18.91
34	0.092	6,320	68,696			1,762	19,154	18.91
51	3.057	168,206	55,023			85,641	28,015	18.91
55	5.379	288,587	53,651			120,156	22,338	18.91
64	0.140	8,755	62,536			5,363	38,309	18.91
65	1.315	70,162	53,355			37,045	28,171	18.91
74	0.612	46,797	76,466			10,615	17,345	18.91
89	1.016	77,215	75,999			17,674	17,396	18.91
97	30.559	2,370,027	77,556	4,455	146	474,469	15,526	19.63
98	11.414	645,270	56,533	1,245	109	272,082	23,838	19.69
99	14.978	1,013,921	67,694	1,200	80	394,486	26,338	19.95
BEA	53.378	3,789,832	71,000	291,834	5,467	1,002,003	18,772	19.40

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
Active	120.552	7,644,599	63,413	294,279	2,441	2,700,118	22,398	19.31
Classified Total	120.552	7,644,599	63,413	294,279	2,441	2,700,118	22,398	19.31
PSES Program 01 Classified	6.637	389,017	58,613			196,563	29,616	19.29

**Washtucna School District (01109)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.801	37,722	47,094			15,948	19,910	18.45
21	1.102	45,170	40,989			26,270	23,838	18.45
55	0.114	4,257	37,342			2,718	23,838	18.45
88	0.399	19,883	49,832			9,511	23,838	18.45
89	0.165	8,119	49,206			4,335	26,275	19.20
97	2.503	150,455	60,110			38,791	15,498	20.39
98	0.678	27,998	41,295			16,210	23,908	19.11
99	1.140	57,763	50,669			26,376	23,136	16.95
BEA	3.304	188,177	56,954			54,739	16,567	20.00
Active	6.902	351,367	50,908			140,158	20,307	19.12
Classified Total	6.902	351,367	50,908			140,158	20,307	19.12

**Waterville School District (09209)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.299	277,758	64,610	71,282	16,581	79,173	18,417	15.34
09	0.612	27,959	45,685			14,136	23,098	18.85
55	0.115	5,242	45,583			2,656	23,098	19.76
97	5.593	371,771	66,471	2,400	429	79,017	14,128	19.41
98	1.449	83,317	57,500			28,446	19,631	19.13
99	2.165	111,225	51,374	2,100	970	51,038	23,574	19.69
BEA	9.892	649,529	65,662	73,682	7,449	158,190	15,992	17.67
Active	14.233	877,272	61,636	75,782	5,324	254,467	17,879	18.12
Classified Total	14.233	877,272	61,636	75,782	5,324	254,467	17,879	18.12
PSES Program 01 Classified	0.646	73,805	114,249			14,136	21,882	9.15

**Wellpinit School District (33049)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.531	196,868	55,754	53,801	15,237	107,844	30,542	15.21
03	0.900	44,966	49,962			14,136	15,707	19.34
21	3.705	167,758	45,279	7,000	1,889	95,593	25,801	19.40
51	1.193	72,207	60,526			17,871	14,980	19.12
55	2.951	141,850	48,068			67,154	22,756	21.32
68	0.722	32,203	44,602			14,491	20,071	19.45
97	12.194	800,152	65,619	7,200	590	187,350	15,364	20.26
98	2.901	125,473	43,252	19,000	6,549	59,646	20,561	22.65
99	3.328	223,998	67,307	1,200	361	50,606	15,206	20.58
BEA	16.625	1,041,986	62,676	61,001	3,669	309,330	18,606	18.26
Active	31.425	1,805,475	57,453	88,201	2,807	614,691	19,561	19.09
Classified Total	31.425	1,805,475	57,453	88,201	2,807	614,691	19,561	19.09

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
01	68.853	3,711,944	53,911	671,732	9,756	1,485,606	21,576	19.05
02	1.422	73,652	51,795	1,713	1,205	42,364	29,792	20.11
03	0.590	33,214	56,295	797	1,351	9,721	16,476	19.99
21	67.833	3,241,377	47,785	65,601	967	1,748,004	25,769	19.68
24	7.648	370,788	48,482	6,392	836	222,851	29,138	19.04
31	7.193	391,821	54,473	6,208	863	145,513	20,230	21.74
34	1.650	73,393	44,481	1,604	972	41,244	24,996	20.49
45	3.429	178,399	52,027	2,271	662	57,430	16,748	20.73
51	6.386	310,220	48,578	7,798	1,221	134,537	21,067	19.88
52	3.541	203,542	57,482	70	20	60,969	17,218	19.38
53	10.202	513,040	50,288	15,211	1,491	213,105	20,889	19.44
55	16.754	870,685	51,969	17,906	1,069	388,560	23,192	20.80
56	0.258	13,735	53,236	217	841	4,438	17,201	20.07
58	1.546	97,075	62,791	3,296	2,132	28,272	18,287	19.84
64	0.635	34,777	54,767	924	1,455	10,643	16,761	16.33
65	8.949	419,391	46,865	11,499	1,285	206,569	23,083	19.57
79	1.025	65,891	64,284			19,616	19,138	19.85
97	77.020	5,298,884	68,799	51,024	662	1,131,839	14,695	22.02
98	25.581	1,187,558	46,423	5,516	216	607,959	23,766	25.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	20.836	1,285,384	61,691	9,360	449	523,058	25,104	23.52
BEA	160.157	9,761,307	60,948	735,349	4,591	2,913,717	18,193	20.75
Active	331.351	18,374,770	55,454	879,139	2,653	7,082,298	21,374	20.90
Classified Total	331.351	18,374,770	55,454	879,139	2,653	7,082,298	21,374	20.90
PSES Program 01 Classified	2.733	143,708	52,583			59,357	21,719	20.12
PSES Program 21 Classified	1.378	89,689	65,086			28,272	20,517	19.80

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
01	23.724	1,290,836	54,411	334,017	14,079	415,917	17,531	17.92
02	5.456	270,325	49,546	1,055	193	109,541	20,077	19.40
21	22.911	1,032,064	45,047			566,012	24,705	19.56
24	2.192	105,017	47,909			56,544	25,796	19.45
31	0.460	20,895	45,424			11,866	25,796	19.51
51	0.619	28,128	45,441			14,071	22,731	19.73
55	8.054	386,641	48,006			197,538	24,527	19.45
65	1.096	59,919	54,671			28,272	25,796	19.31
88	6.157	335,154	54,435			155,496	25,255	19.32
97	47.992	3,397,683	70,797	29,960	624	713,968	14,877	20.29
98	14.454	708,200	48,997	880	61	349,613	24,188	19.41
99	16.802	963,420	57,340	2,500	149	453,509	26,991	21.24
BEA	77.632	4,979,739	64,145	365,032	4,702	1,251,292	16,118	19.59
Active	149.917	8,598,282	57,354	368,412	2,457	3,072,346	20,494	19.73
Classified Total	149.917	8,598,282	57,354	368,412	2,457	3,072,346	20,494	19.73
PSES Program 01 Classified	3.264	186,525	57,146			65,114	19,949	19.31
PSES Program 21 Classified	0.789	46,011	58,316			20,507	25,991	19.26

Salary and Benefits by Program for 2024-2025

**West Valley School District (Yakima) (39208)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.655	2,286,704	57,665	20,653	521	789,599	19,912	18.97
02	0.892	56,905	63,795	900	1,009	14,136	15,848	18.98
21	40.130	2,137,927	53,275	2,700	67	859,983	21,430	19.22
24	0.643	31,727	49,342			14,136	21,984	18.00
31	0.946	61,224	64,719	900	951	14,136	14,943	18.68
34	0.452	30,434	67,332	456	1,009	7,657	16,940	18.56
51	3.239	251,444	77,630	960	296	59,782	18,457	18.72
52	0.566	28,590	50,512			12,443	21,984	19.59
53	0.552	46,856	84,884			9,751	17,664	18.84
55	15.678	747,402	47,672	360	23	334,373	21,328	19.29
65	1.292	62,417	48,310	135	104	27,575	21,343	19.44
97	68.540	4,703,875	68,630	23,403	341	979,507	14,291	18.81
98	16.183	908,806	56,158	900	56	344,689	21,299	17.38
99	23.177	1,438,841	62,081	1,800	78	547,935	23,641	18.75
BEA	110.485	7,139,142	64,616	46,312	419	1,805,035	16,337	18.86
Active	211.945	12,793,152	60,361	53,167	251	4,015,702	18,947	18.83
Classified Total	211.945	12,793,152	60,361	53,167	251	4,015,702	18,947	18.83
PSES Program 01 Classified	5.017	326,599	65,098			113,848	22,693	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
PSES Program 21 Classified	9.798	614,464	62,713			204,941	20,917	19.05

**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
74	0.050	4,500	90,000			683	13,668	19.31
97	1.488	119,996	80,642			26,185	17,597	16.53
BEA	1.488	119,996	80,642			26,185	17,597	16.53
Active	1.538	124,496	80,947			26,868	17,469	16.63
Classified Total	1.538	124,496	80,947			26,868	17,469	16.63
PSES Program 97 Classified	0.255	22,724	89,114			13,200	51,765	8.76

**White Pass School District (21303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.536	307,444	47,039	39,784	6,087	144,401	22,093	14.62
21	3.478	152,447	43,832			79,033	22,724	14.90
51	0.852	37,557	44,081			18,042	21,176	17.17
52	0.623	26,348	42,292			14,136	22,690	19.50
55	0.567	27,187	47,949			12,419	21,903	17.91
79	0.738	51,763	70,140			14,136	19,154	19.05
88	1.429	63,307	44,302			28,763	20,128	18.40
97	7.000	470,260	67,180			98,952	14,136	20.13
98	1.845	98,631	53,459			31,213	16,918	19.39
99	4.529	275,959	60,932			62,484	13,796	18.34
BEA	13.536	777,704	57,454	39,784	2,939	243,353	17,978	17.95
Active	27.597	1,510,903	54,749	39,784	1,442	503,580	18,248	17.92
Classified Total	27.597	1,510,903	54,749	39,784	1,442	503,580	18,248	17.92
PSES Program 01 Classified	3.609	159,718	44,255			89,618	24,832	14.95

Salary and Benefits by Program for 2024-2025

**White River School District (27416)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	49.898	3,246,081	65,054	34,017	682	1,021,388	20,470	19.75
02	0.603	39,090	64,826			14,136	23,443	19.83
09	1.206	65,498	54,310			28,272	23,443	20.07
21	40.814	2,252,664	55,193	1,467	36	959,339	23,505	20.50
31	3.612	223,299	61,821	531	147	67,137	18,587	19.88
55	8.073	454,172	56,258	390	48	184,928	22,907	19.98
65	0.604	29,656	49,099			14,159	23,443	20.23
68	0.372	37,141	99,841	231	621	11,333	30,466	19.37
88	1.627	79,247	48,707	216	133	30,858	18,966	20.21
89	4.412	246,604	55,894	14,452	3,276	84,816	19,224	19.95
97	46.599	3,551,258	76,209	57,669	1,238	702,913	15,084	22.27
98	13.205	668,148	50,598	1,302	99	310,972	23,550	25.54
99	26.589	1,690,326	63,572			617,738	23,233	24.94
BEA	100.712	7,059,728	70,098	92,217	916	1,805,574	17,928	21.03
Active	197.614	12,583,184	63,676	110,275	558	4,047,989	20,484	21.62
Classified Total	197.614	12,583,184	63,676	110,275	558	4,047,989	20,484	21.62
PSES Program 01 Classified	13.856	939,215	67,784			313,501	22,626	19.57
PSES Program 21 Classified	3.087	141,320	45,779			81,374	26,360	27.57

Salary and Benefits by Program for 2024-2025

**White Salmon Valley School District (20405)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.258	918,619	69,288	149,148	11,250	236,772	17,859	19.44
02	0.502	37,808	75,315	995	1,982	14,136	28,159	19.35
13	0.187	14,295	76,444	138	738	3,543	18,949	19.47
51	1.077	58,945	54,731	838	778	23,045	21,397	19.81
52	1.968	152,663	77,573	2,458	1,249	55,224	28,061	19.45
55	1.967	114,285	58,101	2,457	1,249	44,885	22,819	19.75
58	0.365	18,833	51,597			7,794	21,353	20.42
64	0.182	10,295	56,566	221	1,214	3,519	19,338	19.78
65	2.667	157,734	59,143	3,192	1,197	54,215	20,328	19.74
74	0.183	10,150	55,464	267	1,459	3,539	19,338	19.73
79	0.620	43,071	69,469	802	1,294	4,720	7,612	19.55
97	16.449	1,171,464	71,218	581	35	242,924	14,768	21.89
98	4.229	225,546	53,333	4,729	1,118	130,048	30,752	25.95
99	9.793	656,749	67,063	12,257	1,252	226,414	23,120	23.37
BEA	30.209	2,127,891	70,439	150,724	4,989	493,832	16,347	20.76
Active	53.447	3,590,457	67,178	178,083	3,332	1,050,779	19,660	21.39
Classified Total	53.447	3,590,457	67,178	178,083	3,332	1,050,779	19,660	21.39
PSES Program 01 Classified	2.124	181,696	85,544			47,211	22,227	19.33

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.453	53,513	36,829			14,136	9,729	13.58
97	1.692	134,200	79,314			28,272	16,709	18.93
98	0.277	16,612	59,971					40.00
BEA	3.145	187,713	59,686			42,408	13,484	17.41
Active	3.422	204,325	59,709			42,408	12,393	19.24
Classified Total	3.422	204,325	59,709			42,408	12,393	19.24
PSES Program 01 Classified	0.069	4,153	60,188					40.00

**Wilbur School District (22200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.907	137,741	47,383	3,652	1,256	57,662	19,836	17.72
09	0.668	30,054	44,991			14,991	22,442	18.69
21	2.114	92,632	43,818	3,000	1,419	49,683	23,502	18.72
55	0.629	25,303	40,227			14,136	22,474	18.69
97	3.772	218,529	57,935			56,544	14,990	19.63
98	0.922	52,337	56,765			19,041	20,652	19.39
99	1.589	91,102	57,333			28,272	17,792	19.54
BEA	6.679	356,270	53,342	3,652	547	114,206	17,099	18.89
Active	12.601	647,698	51,401	6,652	528	240,330	19,072	18.98
Classified Total	12.601	647,698	51,401	6,652	528	240,330	19,072	18.98
PSES Program 01 Classified	0.678	41,300	60,914			13,850	20,428	18.69
PSES Program 09 Classified	0.014	843	60,214			286	20,428	18.69

**Willapa Valley School District (25160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.827	184,860	48,304	47,665	12,455	80,434	21,017	20.62
21	2.949	143,255	48,577			70,655	23,959	20.58
31	0.260	15,694	60,362			4,232	16,276	20.22
34	0.097	5,423	55,907			1,689	17,409	20.35
51	3.132	157,939	50,428			69,017	22,036	20.57
55	0.384	18,577	48,378			8,725	22,721	20.86
65	0.057	2,727	47,842			1,380	24,205	20.56
79	0.730	48,640	66,630			13,315	18,240	20.12
97	4.510	305,273	67,688			63,753	14,136	20.82
98	1.869	92,009	49,229	592	317	41,428	22,166	23.23
99	3.867	248,725	64,320	411	106	97,610	25,242	22.85
BEA	8.694	511,250	58,805	47,665	5,483	150,107	17,266	20.72
Active	21.682	1,223,122	56,412	48,668	2,245	452,237	20,858	21.28
Classified Total	21.682	1,223,122	56,412	48,668	2,245	452,237	20,858	21.28
PSES Program 01 Classified	1.117	52,820	47,287			26,403	23,638	20.99

**Wilson Creek School District (13167)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.699	115,758	68,133			37,419	22,024	20.87
21	0.526	21,960	41,749			14,136	26,875	20.56
55	0.158	7,005	44,335			4,246	26,875	20.11
58	0.368	16,346	44,418			9,890	26,875	20.11
97	4.224	252,078	59,678			75,621	17,903	21.61
98	0.581	29,560	50,878			14,136	24,330	24.48
99	1.380	77,339	56,043			42,408	30,730	24.29
BEA	5.923	367,836	62,103			113,040	19,085	21.40
Active	8.936	520,046	58,197			197,856	22,141	21.88
Classified Total	8.936	520,046	58,197			197,856	22,141	21.88
PSES Program 01 Classified	0.584	49,892	85,432			14,112	24,164	22.14

Salary and Benefits by Program for 2024-2025

**Winlock School District (21232)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.062	314,443	62,118	83,341	16,464	137,826	27,228	45.96
02	0.369	16,381	44,393			14,136	38,309	30.84
09	1.569	73,250	46,686			35,340	22,524	59.50
21	12.823	598,702	46,690			226,176	17,638	45.51
53	0.757	36,345	48,012	2,500	3,303	19,787	26,138	52.30
55	4.252	210,642	49,540	2,400	564	88,350	20,778	42.03
65	0.443	22,017	49,700			8,485	19,154	47.71
88	2.467	115,128	46,667			63,612	25,785	63.34
97	8.912	573,670	64,371			127,224	14,276	51.01
99	5.137	307,707	59,900			169,559	33,007	62.19
BEA	14.343	904,494	63,062	83,341	5,811	279,186	19,465	47.94
Active	41.791	2,268,285	54,277	88,241	2,111	890,495	21,308	49.74
Classified Total	41.791	2,268,285	54,277	88,241	2,111	890,495	21,308	49.74
PSES Program 21 Classified	2.393	152,614	63,775			14,136	5,907	8.36

**Wishkah Valley School District (14117)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.986	52,532	53,278	31,883	32,336	17,610	17,860	18.66
21	0.914	43,106	47,162			21,930	23,993	15.56
51	0.481	22,262	46,283			16,856	35,043	13.85
52	0.131	5,916	45,160			3,283	25,064	13.57
55	1.664	80,041	48,102			45,395	27,281	16.77
97	3.170	264,347	83,390			56,628	17,864	20.43
98	1.176	64,840	55,136			25,014	21,270	20.53
99	0.799	46,285	57,929			25,510	31,927	19.47
BEA	4.156	316,879	76,246	31,883	7,672	74,238	17,863	20.14
Active	9.321	579,329	62,153	31,883	3,421	212,225	22,768	18.78
Classified Total	9.321	579,329	62,153	31,883	3,421	212,225	22,768	18.78

**Wishram School District (20094)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.185	120,903	55,333	19,861	9,090	44,550	20,389	13.28
51	0.301	14,090	46,811			7,068	23,482	19.65
55	0.814	43,537	53,485			18,441	22,655	15.86
97	3.432	261,085	76,074			49,492	14,421	13.40
98	0.731	33,790	46,224			14,136	19,338	26.02
99	1.269	112,519	88,667			21,909	17,265	14.51
BEA	5.617	381,988	68,006	19,861	3,536	94,043	16,742	13.36
Active	8.732	585,924	67,101	19,861	2,275	155,597	17,819	14.63
Classified Total	8.732	585,924	67,101	19,861	2,275	155,597	17,819	14.63
PSES Program 01 Classified	1.797	102,257	56,904			38,187	21,251	13.97

Salary and Benefits by Program for 2024-2025

**Woodland School District (08404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.683	1,133,823	57,604	7,161	364	390,532	19,841	18.42
02	1.521	93,983	61,790			28,596	18,801	18.91
21	32.662	1,675,805	51,307			793,551	24,296	18.91
24	2.087	103,615	49,648			50,996	24,435	18.91
31	0.852	53,252	62,502			17,873	20,977	18.91
51	1.726	92,106	53,364			52,296	30,299	18.24
55	4.046	219,490	54,249			90,593	22,391	18.91
58	0.842	53,110	63,076			16,433	19,516	18.91
65	1.194	63,478	53,164			28,572	23,930	18.91
79	0.157	9,668	61,580			2,857	18,199	18.91
88	3.064	184,554	60,233			60,846	19,858	19.00
89	0.118	7,251	61,449			2,147	18,199	18.91
97	29.093	2,129,357	73,191			435,294	14,962	19.40
98	8.450	415,291	49,147			172,752	20,444	19.99
99	60.824	4,137,261	68,020			1,427,776	23,474	19.99
BEA	51.149	3,410,415	66,676	7,161	140	872,295	17,054	19.06
Active	166.319	10,372,044	62,362	7,161	43	3,571,114	21,471	19.43
Classified Total	166.319	10,372,044	62,362	7,161	43	3,571,114	21,471	19.43

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
PSES Program 01 Classified	1.399	82,765	59,160			35,703	25,520	18.91

**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
97	19.000	911,995	48,000			15,367	809	30.07
98	2.000	73,881	36,941			1,223	612	30.32
99	2.000	100,069	50,035			1,623	812	30.27
BEA	19.000	911,995	48,000			15,367	809	30.07
Active	23.000	1,085,945	47,215			18,213	792	30.11
Classified Total	23.000	1,085,945	47,215			18,213	792	30.11
PSES Program 97 Classified	7.000	329,243	47,035			5,532	790	27.52

Salary and Benefits by Program for 2024-2025

**Yakima School District (39007)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	105.000	6,937,678	66,073	233,595	2,225	1,905,244	18,145	20.00
02	2.968	172,435	58,098	7,206	2,428	56,544	19,051	20.15
03	1.484	135,842	91,538	6,975	4,700	28,272	19,051	19.64
21	152.077	9,264,859	60,922	266,420	1,752	3,160,789	20,784	20.08
24	33.592	1,995,886	59,416	45,983	1,369	735,072	21,882	20.11
31	2.250	138,638	61,617	1,440	640	31,806	14,136	20.49
34	0.500	31,622	63,244	240	480	7,068	14,136	20.03
38	0.250	14,591	58,364	240	960	3,534	14,136	21.48
45	5.385	321,458	59,695	11,799	2,191	84,816	15,750	20.11
51	15.502	1,006,228	64,910	26,523	1,711	289,827	18,696	19.99
53	10.317	630,717	61,134	25,250	2,447	176,700	17,127	20.08
55	58.568	3,500,112	59,762	85,267	1,456	1,264,944	21,598	20.10
65	23.178	1,355,657	58,489	31,318	1,351	500,887	21,610	20.13
68	0.742	44,514	59,992	2,768	3,730	14,136	19,051	20.11
74	0.375	21,037	56,099	360	960	5,301	14,136	20.18
79	3.761	226,806	60,305	12,113	3,221	69,268	18,417	20.28
88	4.619	286,477	62,021	10,190	2,206	98,971	21,427	20.04
97	185.375	13,438,503	72,494	36,360	196	2,623,995	14,155	19.84
98	71.187	3,686,821	51,791	59,168	831	1,512,552	21,248	21.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	39.435	2,635,404	66,829	2,700	68	1,060,248	26,886	19.95
BEA	302.962	21,176,176	69,897	297,615	982	4,737,745	15,638	19.90
Active	716.565	45,845,285	63,979	865,915	1,208	13,629,975	19,021	20.07
Classified Total	716.565	45,845,285	63,979	865,915	1,208	13,629,975	19,021	20.07
PSES Program 01 Classified	37.855	2,521,765	66,616			706,800	18,671	19.98
PSES Program 21 Classified	20.737	1,566,808	75,556			390,150	18,814	19.83

Salary and Benefits by Program for 2024-2025

**Yelm School District (34002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.106	2,832,614	60,133	285,099	6,052	1,010,724	21,456	19.22
02	0.935	49,174	52,593			28,272	30,237	20.01
09	1.096	60,569	55,264			28,272	25,796	19.24
21	46.487	2,532,530	54,478	14,338	308	1,197,959	25,770	19.83
24	6.106	330,340	54,101			157,257	25,755	19.69
31	2.782	174,950	62,886	3,230	1,161	56,544	20,325	19.24
51	0.411	20,709	50,387			10,602	25,796	19.25
55	3.790	203,886	53,796	1,853	489	95,418	25,176	19.24
65	2.792	141,709	50,755	1,425	510	72,021	25,796	19.24
97	54.502	4,075,843	74,783	83,156	1,526	791,616	14,525	19.89
98	17.171	936,128	54,518	31,900	1,858	452,352	26,344	20.20
99	35.812	2,218,056	61,936	38,588	1,078	763,865	21,330	20.34
BEA	105.325	7,132,581	67,720	371,485	3,527	1,887,156	17,917	19.61
Active	218.990	13,576,508	61,996	459,589	2,099	4,664,903	21,302	19.80
Classified Total	218.990	13,576,508	61,996	459,589	2,099	4,664,903	21,302	19.80
PSES Program 01 Classified	12.908	708,085	54,856			302,118	23,406	19.46
PSES Program 09 Classified	0.110	6,029	54,809			2,838	25,796	19.24
PSES Program 21 Classified	5.392	277,170	51,404			140,839	26,120	20.56

**Zillah School District (39205)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.054	220,599	54,415	82,630	20,382	84,273	20,788	19.69
09	0.594	27,078	45,586			14,531	24,463	19.94
21	7.927	369,808	46,652			192,396	24,271	19.88
24	0.799	37,925	47,466			18,609	23,290	19.88
31	0.462	27,378	59,260			8,645	18,711	19.58
51	1.200	56,039	46,699			30,592	25,494	19.91
53	0.455	36,473	80,160			8,027	17,642	19.35
55	4.279	202,327	47,284			107,990	25,237	21.24
69	0.808	60,900	75,371			14,136	17,495	19.33
97	19.708	1,424,620	72,286			322,037	16,340	19.36
98	5.126	276,919	54,022			127,003	24,776	19.70
99	4.366	276,749	63,387			81,050	18,564	19.52
BEA	24.224	1,672,597	69,047	82,630	3,411	414,955	17,130	19.41
Active	49.778	3,016,815	60,605	82,630	1,660	1,009,290	20,276	19.64
Classified Total	49.778	3,016,815	60,605	82,630	1,660	1,009,290	20,276	19.64
PSES Program 01 Classified	0.644	32,476	50,429			14,421	22,393	19.79