



Washington Office of Superintendent of
PUBLIC INSTRUCTION

REPORT TO THE LEGISLATURE

UPDATE: School District Supplemental Contracts

2024–25 School Year

Authorizing Legislation: [RCW 28A.400.2001](#)

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EXECUTIVE SUMMARY

RCW 28A.400.2001 requires school districts to annually report to the Office of Superintendent of Public Instruction (OSPI) on supplemental contracts entered into subject to Revised Code of Washington (RCW) 28A.400.200 (4) for additional time, responsibility, or incentive.

BACKGROUND

School districts reported to OSPI all staff under contract as of October 1, 2024, to provide services at any point during the 2024–25 school year.

Supplemental pay is the difference between the annualized base salary and the annualized total final salary for a 1.0 full-time equivalent employee. Using this data, OSPI can estimate that 76,445 individuals received a total of \$972 million in supplemental pay while serving as certificated instructional staff. In addition, 5,411 individuals received a total of \$53 million in supplemental pay while serving as certificated administrative staff. Therefore, total statewide supplemental pay for the 2024–25 school year is estimated at \$1.024 billion.

UPDATE STATUS

Total school district estimated expenditures on supplemental contracts is \$1.024 billion, inclusive of all certificated staff and all fund sources. School districts annually report the base and total final compensation of employees to OSPI through the personnel reporting system.

- Total number of Certificated Instructional Staff individuals in All Programs: 75,524
- Total FTE for Certificated Instructional Staff in All Programs: 72,737.15
- Average Supplemental Pay per Certificated Instructional Staff in All Programs: \$13,363
- Total Certificated Instructional Staff FTE multiplied by Average Supplemental Pay: \$971,986,535
- Total number of Certificated Administrative Staff individuals in All Programs: 5,411
- Total FTE for Certificated Administrative Staff in All Programs: 5,117.32
- Average Supplemental Pay per Certificated Administrative Staff in All Programs: \$10,349
- Total Certificated Administrative Staff FTE multiplied by Average Supplemental Pay: \$52,959,145

REFERENCES

The information used to calculate these values are found on tables, 34B, 35B, 36B and 37B of the 2024–25 Personnel Summary Reports, as reported by school districts. These reports can be found on OSPI’s website at <https://ospi.k12.wa.us/policy-funding/school-appportionment/school-publications/personnel-summary-reports>.

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