Aberdeen School District (14005)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	125.415	13,340,044	106,367	357,372	2,850	2,025,432	16,150	16.65	
02	1.600	182,946	114,341	1,486	929	25,094	15,684	16.60	
03	1.400	179,273	128,052			21,958	15,684	16.51	
21	37.135	3,872,768	104,289	171,139	4,609	554,712	14,938	13.19	
24	4.850	519,943	107,205			76,067	15,684	16.54	
31	14.050	1,331,794	94,790	98,833	7,034	250,944	17,861	16.64	
34	6.550	582,072	88,866	17,022	2,599	123,904	18,917	16.65	
45	2.400	216,908	90,378	8,298	3,458	37,642	15,684	17.00	
51	4.230	505,162	119,424			66,343	15,684	16.51	
53	0.100	16,074	160,740			1,568	15,684	16.46	
55	6.900	754,805	109,392	35,502	5,145	112,141	16,252	16.58	
56	1.000	124,521	124,521	2,075	2,075	15,684	15,684	16.51	
65	3.390	319,569	94,268	7,555	2,229	59,442	17,535	16.71	
74	0.240	35,789	149,121	28,500	118,750	3,764	15,684	16.46	
79	3.000	303,744	101,248	6,132	2,044	62,736	20,912	16.66	
88	7.004	610,618	87,181	15,691	2,240	134,600	19,218	16.82	
89				3,293					
97	1.125	232,087	206,300			35,289	31,368	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	1.200	113,232	94,360			18,821	15,684	16.71	
Program 21 Instructional	29.183	2,848,100	97,594	171,139	5,864	539,028	18,471	16.85	
Program 21 Administrative	0.950	157,966	166,280			15,684	16,509	16.47	
K-12 Program 21 Instructional	26.098	2,551,260	97,757	7,024	269	486,141	18,628	16.87	
Program 26, 56, and 59 Instructional	1.000	124,521	124,521	2,075	2,075	15,684	15,684	16.51	
Program 31 Instructional	13.600	1,255,305	92,302	98,833	7,267	241,534	17,760	16.66	
Program 31 Administrative	0.450	76,489	169,976			9,410	20,912	16.18	
Program 34 Instructional	5.800	455,822	78,590	17,022	2,935	106,651	18,388	16.80	
Program 34 Administrative	0.750	126,250	168,333			17,252	23,003	16.09	
K-3 BEA Instructional	47.250	4,764,264	100,831			789,689	16,713	16.76	
4-6 BEA Instructional	20.200	1,978,570	97,949			324,659	16,072	16.69	
7-8 BEA Instructional	29.180	2,982,968	102,226	33,979	1,164	473,343	16,221	16.62	
9-12 BEA Instructional	42.900	4,211,176	98,163	142,137	3,313	701,075	16,342	16.65	
K-12 BEA Instructional	139.530	13,936,978	99,885	176,116	1,262	2,288,766	16,403	16.68	
K-12 BEA Administrative	11.885	1,896,059	159,534			196,207	16,509	16.39	
BEA	152.540	16,065,124	105,317	483,011	3,166	2,520,262	16,522	16.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	198.437	19,808,210	99,821	752,898	3,794	3,340,692	16,835	16.70	
Administrative	14.950	2,453,205	164,094			266,628	17,835	16.33	
Active	213.387	22,261,415	104,324	752,898	3,528	3,607,320	16,905	16.66	
K-12 Program 21 Contracted	6.052	771,324	127,449						
Certificated Total	220.389	23,128,117	104,942	752,898	3,416	3,607,320	16,368	16.07	
Instructional for Funding Purposes	204.439	20,550,391	100,521	750,823	3,673	3,325,008	16,264	16.03	
Instructional for Compliance Purposes	197.437	19,683,689	99,696	750,823	3,803	3,325,008	16,841	16.70	
K-3 Program 01 Teacher	40.835	4,094,130	100,260			688,684	16,865	16.78	
K-3 Program 21 Teacher	6.943	679,901	97,926			125,786	18,117	17.11	
PSES Program 01 Certificated	8.450	867,748	102,692			132,530	15,684	16.61	
PSES Program 21 Certificated	9.702	1,129,413	116,410			65,089	6,709	5.58	

Adna School District (21226)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	32.160	2,961,007	92,071	114,633	3,564	533,099	16,576	8.75	
21	4.000	394,932	98,733			62,736	15,684	8.70	
31	3.294	315,464	95,769	30,480	9,253	66,239	20,109	8.72	
34	0.485	45,432	93,674	3,165	6,526	9,724	20,050	8.86	
51	0.250	22,133	88,532			3,921	15,684	8.83	
52				11,021					
55	0.250	22,133	88,532			3,921	15,684	8.83	
58				20,742					
74				3,614					
79				6,363					
97	1.000	154,105	154,105			15,684	15,684	8.38	
Program 21 Instructional	3.000	254,932	84,977			47,052	15,684	8.81	
Program 21 Administrative	1.000	140,000	140,000			15,684	15,684	8.49	
K-12 Program 21 Instructional	3.000	254,932	84,977			47,052	15,684	8.81	
Program 31 Instructional	3.294	315,464	95,769	22,480	6,825	66,239	20,109	8.72	
Program 31 Administrative				8,000					
Program 34 Instructional	0.485	45,432	93,674	3,165	6,526	9,724	20,050	8.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	11.168	996,456	89,224	43,626	3,906	175,159	15,684	8.76	
4-6 BEA Instructional	3.332	322,860	96,897	5,544	1,664	52,259	15,684	8.71	
7-8 BEA Instructional	4.000	332,264	83,066	12,169	3,042	78,420	19,605	8.86	
9-12 BEA Instructional	14.939	1,368,047	91,576	63,084	4,223	256,172	17,148	8.75	
K-12 BEA Instructional	33.439	3,019,627	90,303	124,423	3,721	562,010	16,807	8.76	
BEA	36.939	3,476,008	94,101	148,278	4,014	624,746	16,913	8.73	
Instructional	36.939	3,318,825	89,846	175,550	4,752	616,904	16,701	8.76	
Administrative	4.000	543,455	135,864	8,000	2,000	62,736	15,684	8.50	
Other	0.500	52,926	105,852	6,468	12,936	15,684	31,368	8.59	
Active	41.439	3,915,206	94,481	190,018	4,585	695,324	16,779	8.73	
Certificated Total	41.439	3,915,206	94,481	190,018	4,585	695,324	16,779	8.73	
Instructional for Funding Purposes	36.939	3,318,825	89,846	175,550	4,752	616,904	16,701	8.76	
Instructional for Compliance Purposes	36.939	3,318,825	89,846	175,550	4,752	616,904	16,701	8.76	
K-3 Program 01 Teacher	11.168	996,456	89,224	2,940	263	175,159	15,684	8.76	
K-3 Program 21 Teacher	1.000	105,852	105,852			15,684	15,684	8.64	
PSES Program 01 Certificated	1.000	105,852	105,852			15,684	15,684	8.58	

Almira School District (22017)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.479	930,684	74,580	6,514	522	195,736	15,685	15.68	
21	1.100	74,965	68,150			17,252	15,684	15.69	
31	0.250	23,574	94,296			3,921	15,684	15.68	
34	0.320	31,984	99,950			5,019	15,684	15.67	
97	0.850	68,000	80,000			13,331	15,684	15.69	
Program 21 Instructional	1.000	63,391	63,391			15,684	15,684	15.69	
Program 21 Administrative	0.100	11,574	115,740			1,568	15,684	15.68	
K-12 Program 21 Instructional	1.000	63,391	63,391			15,684	15,684	15.69	
Program 31 Administrative	0.250	23,574	94,296			3,921	15,684	15.68	
Program 34 Instructional	0.120	8,836	73,633			1,882	15,684	15.67	
Program 34 Administrative	0.200	23,148	115,740			3,137	15,684	15.68	
K-3 BEA Instructional	3.900	261,454	67,039			61,168	15,684	15.68	
4-6 BEA Instructional	2.950	209,169	70,905			46,268	15,684	15.68	
7-8 BEA Instructional	5.149	399,452	77,579			80,773	15,687	15.67	
K-12 BEA Instructional	11.999	870,075	72,512			188,208	15,685	15.68	
K-12 BEA Administrative	0.900	104,167	115,741			14,116	15,684	15.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	13.899	1,054,242	75,850	6,514	469	218,008	15,685	15.68	
Instructional	12.999	933,466	71,811	6,514	501	203,892	15,685	15.68	
Administrative	2.000	195,741	97,871			31,368	15,684	15.68	
Active	14.999	1,129,207	75,285	6,514	434	235,260	15,685	15.68	
Certificated Total	14.999	1,129,207	75,285	6,514	434	235,260	15,685	15.68	
Instructional for Funding Purposes	12.999	933,466	71,811	6,514	501	203,892	15,685	15.68	
Instructional for Compliance Purposes	12.999	933,466	71,811	6,514	501	203,892	15,685	15.68	
K-3 Program 01 Teacher	3.460	244,366	70,626			54,267	15,684	15.68	
K-3 Program 21 Teacher	0.440	27,892	63,391			6,901	15,684	15.69	
PSES Program 01 Certificated	0.999	38,837	38,876			15,684	15,700	15.69	

Anacortes School District (29103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	130.898	15,561,873	118,885	1,339,195	10,231	2,097,202	16,022	15.64	
02	2.200	240,545	109,339	15,212	6,915	34,505	15,684	15.70	
21	25.903	2,886,868	111,449	67,165	2,593	439,152	16,954	15.89	
24	1.000	124,217	124,217			15,684	15,684	15.75	
31	5.564	597,581	107,401	11,203	2,013	90,403	16,248	15.71	
34	1.550	187,383	120,892	2,757	1,779	24,310	15,684	15.65	
51	2.000	252,524	126,262	4,208	2,104	31,368	15,684	15.68	
55	1.000	126,262	126,262	2,104	2,104	15,684	15,684	15.68	
65	0.770	95,649	124,219	1,595	2,071	12,077	15,684	15.75	
97	2.000	450,887	225,444			31,368	15,684	13.24	
K-12 Program 02 Instructional	2.000	202,466	101,233	6,857	3,429	31,368	15,684	15.95	
Program 21 Instructional	24.903	2,700,781	108,452	65,665	2,637	423,468	17,005	16.01	
Program 21 Administrative	1.000	186,087	186,087	1,500	1,500	15,684	15,684	14.07	
K-12 Program 21 Instructional	24.903	2,700,781	108,452	24,343	978	423,468	17,005	16.01	
Program 31 Instructional	5.081	526,406	103,603	11,203	2,205	82,827	16,301	15.81	
Program 31 Administrative	0.483	71,175	147,360			7,575	15,684	14.99	
Program 34 Instructional	1.500	178,017	118,678	2,757	1,838	23,526	15,684	15.73	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.050	9,366	187,320			784	15,684	14.03	
K-3 BEA Instructional	44.769	5,170,768	115,499	231,251	5,165	719,598	16,074	15.82	
4-6 BEA Instructional	22.163	2,419,882	109,186	58,212	2,627	354,756	16,007	15.92	
7-8 BEA Instructional	25.063	2,912,050	116,189	252,738	10,084	395,441	15,778	15.72	
9-12 BEA Instructional	39.512	4,508,855	114,114	369,058	9,340	630,246	15,951	15.76	
K-12 BEA Instructional	131.507	15,011,555	114,150	911,259	6,929	2,100,041	15,969	15.80	
K-12 BEA Administrative	2.333	387,575	166,127			36,591	15,684	14.49	
BEA	142.212	17,038,269	119,809	1,368,367	9,622	2,277,787	16,017	15.58	
Instructional	161.180	18,310,988	113,606	1,422,489	8,825	2,598,321	16,121	15.83	
Administrative	11.333	2,177,362	192,126	20,950	1,849	177,747	15,684	13.89	
Active	172.513	20,488,350	118,764	1,443,439	8,367	2,776,068	16,092	15.63	
On Leave	0.372	35,439	95,266			15,684	42,161	15.94	
Certificated Total	172.885	20,523,789	118,714	1,443,439	8,349	2,791,752	16,148	15.63	
Instructional for Funding Purposes	161.180	18,310,988	113,606	1,422,489	8,825	2,598,321	16,121	15.83	
Instructional for Compliance Purposes	161.180	18,310,988	113,606	1,422,489	8,825	2,598,321	16,121	15.83	
K-3 Program 01 Teacher	42.935	5,002,274	116,508	231,251	5,386	690,833	16,090	15.81	
K-3 Program 21 Teacher	4.671	483,268	103,461			78,467	16,799	15.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	8.950	951,840	106,351			140,372	15,684	15.70	
PSES Program 21 Certificated	10.400	1,107,272	106,468			188,208	18,097	15.82	

Arlington School District (31016)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	246.975	30,421,299	123,176	3,037,351	12,298	3,902,296	15,800	15.92	
02	11.700	1,082,211	92,497	93,833	8,020	186,271	15,921	16.04	
03	1.380	152,342	110,393	14,593	10,575	21,704	15,727	15.12	
21	56.420	6,120,550	108,482	818,686	14,511	892,945	15,827	15.99	
24	4.878	588,141	120,570	86,048	17,640	89,105	18,267	15.91	
31	18.430	2,242,521	121,678	325,874	17,682	290,136	15,743	15.93	
34	2.190	236,383	107,937	30,047	13,720	34,456	15,733	15.98	
51	2.500	288,738	115,495	29,756	11,902	39,210	15,684	16.00	
52				37,200					
55	6.850	835,759	122,009	83,078	12,128	107,615	15,710	15.97	
58				166,736					
64	0.570	74,357	130,451	7,662	13,442	10,508	18,436	16.01	
65	2.150	287,856	133,887	29,662	13,796	35,289	16,413	15.97	
74	1.000	128,464	128,464	13,236	13,236	15,684	15,684	15.97	
78	0.600	69,078	115,130	13,108	21,847	9,410	15,684	15.98	
97	2.500	598,534	239,414	12,885	5,154	42,210	16,884	14.14	
98	0.500	98,477	196,954			8,442	16,884	15.34	
K-12 Program 02 Instructional	10.700	887,324	82,927	93,833	8,769	169,387	15,831	16.16	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	55.420	5,923,596	106,886	818,686	14,772	876,061	15,808	16.01	
Program 21 Administrative	1.000	196,954	196,954			16,884	16,884	15.34	
K-12 Program 21 Instructional	52.420	5,618,197	107,177	778,986	14,860	829,009	15,815	16.01	
Program 31 Instructional	17.530	2,065,263	117,813	325,874	18,590	274,941	15,684	15.98	
Program 31 Administrative	0.900	177,258	196,953			15,196	16,884	15.34	
Program 34 Instructional	2.100	218,657	104,122	30,047	14,308	32,936	15,684	16.02	
Program 34 Administrative	0.090	17,726	196,956			1,520	16,884	15.34	
K-3 BEA Instructional	90.760	10,304,174	113,532	1,064,698	11,731	1,425,048	15,701	16.01	
4-6 BEA Instructional	39.940	4,647,579	116,364	491,172	12,298	626,419	15,684	16.00	
7-8 BEA Instructional	52.245	5,968,603	114,243	685,374	13,118	832,820	15,941	16.00	
9-12 BEA Instructional	76.380	9,090,154	119,012	1,239,146	16,223	1,190,102	15,581	15.94	
K-12 BEA Instructional	259.325	30,010,510	115,725	3,480,390	13,421	4,074,390	15,712	15.98	
K-12 BEA Administrative	14.000	2,662,010	190,144			236,376	16,884	15.50	
BEA	283.175	34,733,290	122,657	3,514,583	12,411	4,477,073	15,810	15.89	
Instructional	332.643	38,078,479	114,473	4,786,870	14,390	5,246,298	15,772	15.99	
Administrative	26.000	5,146,231	197,932	12,885	496	438,984	16,884	15.26	
Active	358.643	43,224,710	120,523	4,799,755	13,383	5,685,282	15,852	15.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	358.643	43,224,710	120,523	4,799,755	13,383	5,685,282	15,852	15.91	
Instructional for Funding Purposes	332.643	38,078,479	114,473	4,786,870	14,390	5,246,298	15,772	15.99	
Instructional for Compliance Purposes	332.643	38,078,479	114,473	4,786,870	14,390	5,246,298	15,772	15.99	
K-3 Program 01 Teacher	82.060	9,374,130	114,235	963,305	11,739	1,287,029	15,684	16.00	
K-3 Program 21 Teacher	8.556	814,070	95,146	111,082	12,983	137,313	16,049	16.07	
PSES Program 01 Certificated	12.675	1,434,804	113,200			207,029	16,334	16.00	
PSES Program 21 Certificated	18.657	2,079,615	111,466			295,753	15,852	16.01	

Asotin-Anatone School District (02420)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	33.588	3,099,143	92,269	329,338	9,805	526,794	15,684	16.42	
09	1.600	126,540	79,088	76,693	47,933	25,094	15,684	16.35	
21	3.591	303,745	84,585	148,714	41,413	56,321	15,684	17.61	
24	0.160	27,985	174,906			2,509	15,684	16.16	
31	2.961	294,219	99,365	46,435	15,682	46,440	15,684	16.76	
34	0.350	38,091	108,831	786	2,246	5,489	15,684	16.24	
51	0.426	45,032	105,709	1,124	2,638	6,681	15,684	16.24	
55	0.737	84,601	114,791	2,811	3,814	11,559	15,684	16.22	
58				12,711					
74				6,000					
97	0.587	102,757	175,055			9,207	15,684	16.16	
Program 21 Instructional	3.501	288,004	82,263	148,714	42,478	54,910	15,684	17.68	
Program 21 Administrative	0.090	15,741	174,900			1,412	15,684	16.16	
K-12 Program 21 Instructional	3.501	288,004	82,263	146,108	41,733	54,910	15,684	17.68	
Program 31 Instructional	2.800	273,165	97,559	46,435	16,584	43,915	15,684	16.79	
Program 31 Administrative	0.161	21,054	130,770			2,525	15,684	16.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.200	20,242	101,210	786	3,930	3,137	15,684	16.21	
Program 34 Administrative	0.150	17,849	118,993			2,353	15,684	16.27	
K-3 BEA Instructional	10.299	969,883	94,173	64,225	6,236	161,530	15,684	16.70	
4-6 BEA Instructional	5.320	457,076	85,917	41,390	7,780	83,439	15,684	16.31	
7-8 BEA Instructional	6.280	497,000	79,140	111,072	17,687	98,496	15,684	16.37	
9-12 BEA Instructional	12.000	1,115,738	92,978	129,542	10,795	188,208	15,684	16.41	
K-12 BEA Instructional	33.899	3,039,697	89,669	346,229	10,214	531,672	15,684	16.48	
K-12 BEA Administrative	3.587	494,513	137,863	1,268	353	56,259	15,684	16.22	
BEA	37.486	3,534,210	94,281	376,559	10,045	587,930	15,684	16.44	
Instructional	40.000	3,555,451	88,886	623,344	15,584	627,360	15,684	16.57	
Administrative	4.000	566,662	141,666	1,268	317	62,736	15,684	16.21	
Active	44.000	4,122,113	93,684	624,612	14,196	690,096	15,684	16.52	
Certificated Total	44.000	4,122,113	93,684	624,612	14,196	690,096	15,684	16.52	
Instructional for Funding Purposes	40.000	3,555,451	88,886	623,344	15,584	627,360	15,684	16.57	
Instructional for Compliance Purposes	40.000	3,555,451	88,886	623,344	15,584	627,360	15,684	16.57	
K-3 Program 01 Teacher	9.800	922,963	94,180	47,464	4,843	153,703	15,684	16.31	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	0.540	35,031	64,872			8,469	15,684	16.45	
Grade T Program 09 Teacher	1.000	65,814	65,814	2,560	2,560	15,684	15,684	16.44	
PSES Program 01 Certificated	1.499	148,130	98,819			23,510	15,684	18.69	
PSES Program 21 Certificated	1.501	148,131	98,688			23,542	15,684	19.07	

Auburn School District (17408)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	917.094	95,437,802	104,065	14,979,563	16,334	14,739,886	16,072	15.85	
02	6.200	680,192	109,708	110,229	17,779	97,241	15,684	16.03	
09	7.960	856,544	107,606	130,017	16,334	124,845	15,684	16.03	
21	189.046	18,687,767	98,853	3,346,909	17,704	3,161,565	16,724	15.95	
24	7.200	844,210	117,251	132,409	18,390	112,925	15,684	15.74	
29	0.175	13,975	79,857	1,826	10,434	5,489	31,368	16.04	
31	43.422	4,317,218	99,425	846,250	19,489	711,740	16,391	15.99	
34	11.454	1,212,009	105,815	221,319	19,322	179,645	15,684	15.90	
51	24.182	2,629,778	108,749	371,960	15,382	384,258	15,890	15.91	
52	1.738	276,551	159,120	37,217	21,414	42,849	24,654	15.20	
55	28.438	3,166,825	111,359	482,447	16,965	475,147	16,708	15.88	
58	0.800	61,383	76,729	11,927	14,909	12,547	15,684	16.03	
64	1.594	168,167	105,500	22,662	14,217	25,000	15,684	16.03	
65	49.603	4,505,905	90,839	607,142	12,240	816,101	16,453	15.98	
68	0.525	49,649	94,570	7,357	14,013	13,331	25,393	16.04	
74	2.388	277,026	116,008	38,505	16,124	37,453	15,684	15.82	
79	0.180	34,622	192,344	3,289	18,272	2,823	15,684	14.93	
97	4.200	1,002,483	238,686	176,934	42,127	65,873	15,684	13.53	
98	0.250	55,538	222,152	7,540	30,160	3,921	15,684	14.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
99	0.250	55,538	222,152	7,540	30,160	3,921	15,684	14.07	
K-12 Program 02 Instructional	6.200	680,192	109,708			97,241	15,684	16.03	
Program 21 Instructional	183.964	17,955,030	97,601	3,288,619	17,876	3,040,312	16,527	16.01	
Program 21 Administrative	2.731	532,083	194,831	53,938	19,750	42,833	15,684	14.87	
K-12 Program 21 Instructional	164.964	16,045,954	97,269	128,863	781	2,742,316	16,624	16.02	
Program 31 Instructional	42.666	4,198,431	98,402	834,299	19,554	702,753	16,471	16.03	
Program 31 Administrative	0.573	109,032	190,283	11,951	20,857	8,987	15,684	14.83	
Program 34 Instructional	10.080	970,089	96,239	194,216	19,267	158,095	15,684	16.03	
Program 34 Administrative	1.374	241,920	176,070	27,103	19,726	21,550	15,684	15.31	
K-3 BEA Instructional	330.979	32,843,382	99,231	136,975	414	5,395,547	16,302	16.00	
4-6 BEA Instructional	144.479	14,291,612	98,918	14,582	101	2,295,918	15,891	16.03	
7-8 BEA Instructional	172.501	16,765,194	97,189	65,249	378	2,778,138	16,105	16.03	
9-12 BEA Instructional	263.839	26,552,177	100,638	114,261	433	4,218,212	15,988	15.70	
K-12 BEA Instructional	911.798	90,452,365	99,202	331,067	363	14,687,815	16,109	15.92	
BEA	982.370	102,649,704	104,492	16,334,295	16,627	15,794,384	16,078	15.84	
Instructional	1,213.601	120,114,405	98,974	19,899,449	16,397	19,671,155	16,209	15.94	
Administrative	75.969	13,570,523	178,632	1,616,247	21,275	1,210,805	15,938	15.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	5.359	455,394	84,977	27,346	5,103	90,967	16,975	11.20	
Active	1,294.929	134,140,322	103,589	21,543,042	16,636	20,972,927	16,196	15.86	
On Leave	1.770	192,860	108,960			43,633	24,651	16.03	
Certificated Total	1,296.699	134,333,182	103,596	21,543,042	16,614	21,016,560	16,208	15.86	
Instructional for Funding Purposes	1,213.601	120,114,405	98,974	19,899,449	16,397	19,671,155	16,209	15.94	
Instructional for Compliance Purposes	1,213.601	120,114,405	98,974	19,899,449	16,397	19,671,155	16,209	15.94	
K-3 Program 01 Teacher	289.313	28,405,651	98,183	62,461	216	4,679,949	16,176	16.00	
K-3 Program 21 Teacher	33.160	2,993,965	90,288	22,188	669	528,864	15,949	15.98	
Grade T Program 09 Teacher	7.960	856,544	107,606			124,845	15,684	16.03	
PSES Program 01 Certificated	66.521	6,545,317	98,395			1,090,038	16,386	15.98	
PSES Program 21 Certificated	69.158	7,031,591	101,674			1,215,510	17,576	16.01	

Bainbridge Island School District (18303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	159.402	18,639,465	116,934	1,156,678	7,256	2,687,673	16,861	15.80	
02	5.697	631,949	110,927	28,396	4,984	97,727	17,154	15.89	
21	32.710	3,769,528	115,241	160,505	4,907	572,937	17,516	15.90	
24	1.370	168,516	123,004	953	696	24,624	17,974	15.88	
31	15.945	1,880,261	117,922	163,858	10,276	248,591	15,591	15.82	
34	3.240	356,278	109,962	32,101	9,908	55,286	17,064	16.03	
51	0.680	86,035	126,522	4,309	6,337	10,665	15,684	15.97	
52				27,000					
55	1.700	215,085	126,521	10,701	6,295	26,663	15,684	15.96	
58				249,932					
65	0.800	70,351	87,939	3,549	4,436	12,547	15,684	16.11	
74	0.750	94,892	126,523	4,736	6,315	11,763	15,684	15.96	
88	1.000	126,522	126,522	5,961	5,961	15,684	15,684	15.97	
97	1.000	226,627	226,627	48,547	48,547	15,684	15,684	13.55	
K-12 Program 02 Instructional	5.348	569,251	106,442	18,672	3,491	92,253	17,250	15.89	
Program 21 Instructional	29.110	3,016,666	103,630	160,505	5,514	494,517	16,988	15.96	
Program 21 Administrative	2.000	368,862	184,431			31,368	15,684	15.69	
K-12 Program 21 Instructional	26.825	2,758,608	102,837	111,591	4,160	460,122	17,153	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	14.295	1,588,909	111,151	163,858	11,463	222,713	15,580	15.80	
Program 31 Administrative	1.650	291,352	176,577			25,879	15,684	15.92	
Program 34 Instructional	2.940	305,823	104,021	32,101	10,919	50,581	17,204	16.04	
Program 34 Administrative	0.300	50,455	168,183			4,705	15,684	15.99	
K-3 BEA Instructional	52.235	5,821,512	111,448	325,728	6,236	890,114	17,041	15.92	
4-6 BEA Instructional	35.378	3,803,964	107,523	78,930	2,231	595,176	16,823	15.91	
7-8 BEA Instructional	26.647	3,034,146	113,864	132,658	4,978	455,040	17,077	15.80	
9-12 BEA Instructional	56.324	6,346,174	112,673	365,216	6,484	913,687	16,222	15.65	
K-12 BEA Instructional	170.584	19,005,796	111,416	902,532	5,291	2,854,017	16,731	15.81	
K-12 BEA Administrative	10.967	1,951,931	177,982	1,200	109	172,006	15,684	15.85	
BEA	185.284	21,734,580	117,304	1,429,580	7,716	3,104,961	16,758	15.78	
Instructional	205.994	22,783,863	110,604	1,847,479	8,969	3,450,480	16,750	15.83	
Administrative	16.000	2,929,646	183,103	49,747	3,109	250,944	15,684	15.58	
Active	221.994	25,713,509	115,830	1,897,226	8,546	3,701,424	16,674	15.80	
K-12 Program 21 Contracted	1.600	384,000	240,000			47,052	29,408	15.62	
K-12 BEA Contracted	0.700	168,000	240,000			31,368	44,811	15.83	
Certificated Total	224.294	26,265,509	117,103	1,897,226	8,459	3,779,844	16,852	15.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	208.294	23,335,863	112,033	1,847,479	8,870	3,528,900	16,942	15.83	
Instructional for Compliance Purposes	205.994	22,783,863	110,604	1,847,479	8,969	3,450,480	16,750	15.83	
K-3 Program 01 Teacher	44.947	5,072,921	112,865	195,574	4,351	755,012	16,798	15.89	
K-3 Program 21 Teacher	4.081	378,291	92,696	1,498	367	66,767	16,360	16.10	
PSES Program 01 Certificated	12.550	1,449,989	115,537			238,397	18,996	15.96	
PSES Program 21 Certificated	10.425	1,337,193	128,268			209,178	20,065	15.83	

Battle Ground School District (06119)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	502.167	54,199,299	107,931	3,274,108	6,520	7,900,878	15,734	16.30	
02	95.608	10,471,513	109,525	554,338	5,798	1,564,827	16,367	16.28	
03	0.590	64,585	109,466	2,269	3,846	9,254	15,684	16.27	
09	7.000	645,437	92,205	24,204	3,458	109,788	15,684	16.34	
21	143.026	14,205,374	99,320	1,548,647	10,828	2,310,754	16,156	16.26	
31	50.155	4,920,815	98,112	551,234	10,991	814,704	16,244	16.34	
34	3.100	330,803	106,711	13,563	4,375	48,620	15,684	16.34	
38	1.177	114,168	96,999			18,460	15,684	16.36	
51	3.000	351,109	117,036	14,216	4,739	47,052	15,684	16.36	
52									
55	7.182	840,537	117,034	32,418	4,514	117,630	16,378	16.35	
58				267,074					
64	1.000	113,228	113,228	4,246	4,246	15,684	15,684	16.35	
65	10.727	1,053,704	98,229	55,572	5,181	168,603	15,718	16.35	
74	1.827	210,588	115,264	6,434	3,522	29,015	15,881	16.34	
79	2.461	292,401	118,814	7,133	2,898	50,189	20,394	16.31	
97	4.000	809,632	202,408	16,380	4,095	62,736	15,684	15.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	91.678	9,787,181	106,756	85,187	929	1,503,189	16,396	16.29	
Program 21 Instructional	141.026	13,846,493	98,184	1,544,807	10,954	2,279,386	16,163	16.27	
Program 21 Administrative	2.000	358,881	179,441	3,840	1,920	31,368	15,684	16.08	
K-12 Program 21 Instructional	136.926	13,401,950	97,877	75,546	552	2,215,082	16,177	16.26	
Program 31 Instructional	47.570	4,514,891	94,910	549,314	11,547	774,161	16,274	16.35	
Program 31 Administrative	2.585	405,924	157,031	1,920	743	40,543	15,684	16.21	
Program 34 Instructional	3.000	312,917	104,306	13,563	4,521	47,052	15,684	16.35	
Program 34 Administrative	0.100	17,886	178,860			1,568	15,684	16.14	
K-3 BEA Instructional	198.218	20,134,095	101,576	144,415	729	3,148,505	15,884	16.31	
4-6 BEA Instructional	125.597	13,033,722	103,774	99,690	794	1,993,577	15,873	16.35	
7-8 BEA Instructional	99.491	10,133,561	101,854	99,367	999	1,564,527	15,725	16.32	
9-12 BEA Instructional	180.979	18,866,408	104,246	253,076	1,398	2,894,526	15,994	16.32	
K-12 BEA Instructional	604.285	62,167,786	102,878	596,548	987	9,601,136	15,888	16.32	
K-12 BEA Administrative	23.150	3,874,495	167,365	6,720	290	357,830	15,457	15.97	
BEA	655.620	70,796,647	107,984	4,411,892	6,729	10,401,020	15,864	16.29	
Instructional	777.777	79,322,799	101,987	6,054,727	7,785	12,405,575	15,950	16.31	
Administrative	54.243	9,189,915	169,421	317,109	5,846	846,936	15,614	16.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	832.020	88,512,714	106,383	6,371,836	7,658	13,252,511	15,928	16.28	
On Leave	1.000	110,479	110,479			15,684	15,684	16.36	
Certificated Total	833.020	88,623,193	106,388	6,371,836	7,649	13,268,195	15,928	16.28	
Instructional for Funding Purposes	777.777	79,322,799	101,987	6,054,727	7,785	12,405,575	15,950	16.31	
Instructional for Compliance Purposes	777.777	79,322,799	101,987	6,054,727	7,785	12,405,575	15,950	16.31	
K-3 Program 01 Teacher	162.879	16,773,780	102,983	137,818	846	2,566,451	15,757	16.35	
K-3 Program 21 Teacher	22.502	2,008,489	89,258	3,341	148	366,933	16,307	16.34	
Grade T Program 09 Teacher	7.000	645,437	92,205			109,788	15,684	16.34	
PSES Program 01 Certificated	32.334	3,002,681	92,865			507,126	15,684	16.17	
PSES Program 21 Certificated	45.244	4,841,017	106,998			723,820	15,998	16.17	

Bellevue School District (17405)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	980.909	111,111,249	113,274	10,345,389	10,547	14,252,721	14,530	17.40	
02	8.500	810,117	95,308	96,868	11,396	120,156	14,136	17.38	
21	216.248	21,728,184	100,478	2,444,514	11,304	3,185,519	14,731	17.27	
24	23.802	2,618,550	110,014	280,188	11,772	345,625	14,521	17.52	
31	37.988	3,968,589	104,470	429,427	11,304	582,940	15,345	17.13	
34	12.906	1,394,438	108,046	104,709	8,113	193,748	15,012	16.73	
38	0.600	73,403	122,338	10,196	16,993	8,482	14,136	17.10	
51	14.283	1,427,461	99,941	145,329	10,175	205,410	14,381	17.74	
52	0.549	67,286	122,561	5,936	10,812	7,761	14,136	25.45	
55	16.600	1,962,105	118,199	160,187	9,650	277,066	16,691	17.29	
58	1.000	140,733	140,733	6,697	6,697	14,136	14,136	18.37	
64	1.861	203,210	109,194	25,941	13,939	34,252	18,405	17.62	
65	39.692	4,354,903	109,717	323,034	8,139	573,639	14,452	18.17	
73				13,000					
74	4.431	572,398	129,180	26,705	6,027	69,690	15,728	26.17	
79	5.500	611,695	111,217	144,230	26,224	77,748	14,136	18.22	
88	3.900	517,221	132,621	33,534	8,598	55,130	14,136	28.09	
97	3.800	735,494	193,551	86,455	22,751	53,717	14,136	16.16	
CP	0.998	178,538	178,896	10,664	10,685	14,108	14,136	18.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	8.500	810,117	95,308			120,156	14,136	17.38	
Program 21 Instructional	211.898	20,945,231	98,846	2,411,011	11,378	3,124,028	14,743	17.12	
Program 21 Administrative	4.350	782,953	179,989	33,503	7,702	61,492	14,136	22.18	
K-12 Program 21 Instructional	197.898	19,719,860	99,647			2,926,124	14,786	17.13	
Program 31 Instructional	35.888	3,603,062	100,397	424,477	11,828	553,255	15,416	16.88	
Program 31 Administrative	2.100	365,527	174,060	4,950	2,357	29,686	14,136	19.99	
Program 34 Instructional	12.406	1,311,972	105,753	104,709	8,440	186,680	15,048	16.52	
Program 34 Administrative	0.500	82,466	164,932			7,068	14,136	20.31	
K-3 BEA Instructional	318.279	34,134,182	107,246			4,569,193	14,356	17.10	
4-6 BEA Instructional	189.635	20,774,836	109,552			2,765,440	14,583	16.94	
7-8 BEA Instructional	152.087	16,610,590	109,218			2,240,655	14,733	17.30	
9-12 BEA Instructional	317.898	34,688,703	109,119			4,677,998	14,715	17.17	
K-12 BEA Instructional	977.899	106,208,311	108,609			14,253,286	14,575	17.12	
BEA	1,044.103	118,019,887	113,035	11,062,848	10,596	15,203,282	14,561	17.37	
Instructional	1,296.614	138,764,877	107,021	14,175,948	10,933	18,969,904	14,630	17.21	
Administrative	73.000	13,229,166	181,221	478,295	6,552	1,046,064	14,330	20.06	
Other	1.953	259,809	133,031	22,891	11,721	27,608	14,136	21.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,371.567	152,253,852	111,007	14,677,134	10,701	20,043,576	14,614	17.45	
On Leave	2.000	221,722	110,861	15,869	7,935	28,272	14,136	16.61	
Certificated Total	1,373.567	152,475,574	111,007	14,693,003	10,697	20,071,848	14,613	17.45	
Instructional for Funding Purposes	1,296.614	138,764,877	107,021	14,175,948	10,933	18,969,904	14,630	17.21	
Instructional for Compliance Purposes	1,296.614	138,764,877	107,021	14,175,948	10,933	18,969,904	14,630	17.21	
K-3 Program 01 Teacher	259.734	27,959,394	107,646			3,713,471	14,297	16.93	
K-3 Program 21 Teacher	28.064	2,736,162	97,497			404,855	14,426	17.23	
PSES Program 01 Certificated	78.500	8,067,412	102,770			1,169,047	14,892	18.09	
PSES Program 21 Certificated	95.400	9,467,514	99,240			1,457,422	15,277	16.91	

Bellingham School District (37501)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	489.831	60,764,837	124,053	3,627,063	7,405	8,158,169	16,655	8.01	
02	14.134	1,870,603	132,348	1,744	123	244,937	17,330	8.09	
09	15.027	1,488,295	99,041			249,637	16,613	8.46	
21	137.747	15,110,270	109,696	400,236	2,906	2,308,141	16,756	8.26	
24	14.454	1,655,810	114,557	47,114	3,260	250,944	17,362	8.22	
31	54.388	6,310,568	116,029	21,312	392	950,795	17,482	8.36	
34	28.601	3,537,794	123,695	5,169	181	467,446	16,344	8.11	
51	18.049	2,161,477	119,756	12,436	689	310,151	17,184	8.17	
55	21.798	2,668,512	122,420	18,488	848	407,141	18,678	8.07	
58	0.330	40,326	122,200			5,882	17,823	8.36	
65	16.900	2,037,356	120,554	20,184	1,194	297,996	17,633	8.08	
74	2.475	322,824	130,434	6,459	2,610	40,371	16,311	7.96	
79	1.200	152,882	127,402			18,821	15,684	7.88	
88	2.000	213,642	106,821			31,368	15,684	8.16	
97	1.984	510,641	257,380	45,600	22,984	31,368	15,810	4.81	
K-12 Program 02 Instructional	13.134	1,691,835	128,813			229,253	17,455	8.25	
Program 21 Instructional	135.747	14,741,025	108,592	400,236	2,948	2,276,773	16,772	8.30	
Program 21 Administrative	2.000	369,245	184,623			31,368	15,684	6.46	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	132.749	14,449,660	108,849			2,229,752	16,797	8.30	
Program 31 Instructional	50.348	5,575,126	110,732	21,312	423	887,432	17,626	8.59	
Program 31 Administrative	4.040	735,442	182,040			63,363	15,684	6.51	
Program 34 Instructional	26.454	3,159,268	119,425	5,169	195	433,772	16,397	8.28	
Program 34 Administrative	2.147	378,526	176,305			33,674	15,684	6.67	
K-3 BEA Instructional	189.245	22,460,974	118,687	47,714	252	3,133,255	16,557	8.18	
4-6 BEA Instructional	102.875	12,443,792	120,960			1,692,100	16,448	8.16	
7-8 BEA Instructional	83.508	9,924,040	118,839			1,403,624	16,808	8.26	
9-12 BEA Instructional	168.597	19,937,849	118,257			2,913,523	17,281	8.27	
K-12 BEA Instructional	544.225	64,766,655	119,007	47,714	88	9,142,502	16,799	8.22	
K-12 BEA Administrative				3,000					
BEA	588.938	72,994,443	123,942	3,700,888	6,284	9,852,715	16,730	8.02	
Instructional	765.768	89,227,954	116,521	4,046,584	5,284	12,923,616	16,877	8.23	
Administrative	52.150	9,502,972	182,224	159,221	3,053	833,866	15,990	6.54	
Active	817.918	98,730,926	120,710	4,205,805	5,142	13,757,482	16,820	8.08	
On Leave	1.000	114,911	114,911			15,684	15,684	8.38	
Certificated Total	818.918	98,845,837	120,703	4,205,805	5,136	13,773,166	16,819	8.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	765.768	89,227,954	116,521	4,046,584	5,284	12,923,616	16,877	8.23	
Instructional for Compliance Purposes	765.768	89,227,954	116,521	4,046,584	5,284	12,923,616	16,877	8.23	
K-3 Program 01 Teacher	150.635	17,689,042	117,430			2,474,904	16,430	8.19	
K-3 Program 21 Teacher	31.101	3,190,418	102,582			532,613	17,125	8.42	
Grade T Program 09 Teacher	15.027	1,488,295	99,041			249,637	16,613	8.46	
PSES Program 01 Certificated	25.717	2,893,745	112,523			416,410	16,192	8.17	
PSES Program 21 Certificated	29.698	3,481,295	117,223			517,572	17,428	8.22	

Benge School District (01122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.000	152,556	76,278	5,510	2,755	31,368	15,684	15.64	
97	0.188	28,125	149,601					7.91	
99	0.063	9,375	148,810					7.91	
K-3 BEA Instructional	1.000	76,278	76,278	2,755	2,755	15,684	15,684	15.64	
4-6 BEA Instructional	1.000	76,278	76,278	2,755	2,755	15,684	15,684	15.64	
K-12 BEA Instructional	2.000	152,556	76,278	5,510	2,755	31,368	15,684	15.64	
BEA	2.188	180,681	82,578	5,510	2,518	31,368	14,336	14.49	
Instructional	2.000	152,556	76,278	5,510	2,755	31,368	15,684	15.64	
Administrative	0.251	37,500	149,402					7.91	
Active	2.251	190,056	84,432	5,510	2,448	31,368	13,935	14.18	
Certificated Total	2.251	190,056	84,432	5,510	2,448	31,368	13,935	14.18	
Instructional for Funding Purposes	2.000	152,556	76,278	5,510	2,755	31,368	15,684	15.64	
Instructional for Compliance Purposes	2.000	152,556	76,278	5,510	2,755	31,368	15,684	15.64	
K-3 Program 01 Teacher	1.000	76,278	76,278	2,755	2,755	15,684	15,684	15.64	

Bethel School District (27403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	996.692	100,857,417	101,192	5,019,937	5,037	15,705,644	15,758	16.50	
02	38.906	4,479,881	115,146	192,720	4,953	613,291	15,763	15.17	
03	10.000	799,917	79,992			156,840	15,684	16.76	
09	7.000	591,345	84,478	32,400	4,629	109,788	15,684	16.44	
21	230.151	21,002,006	91,253	1,112,254	4,833	3,616,731	15,715	17.13	
24	9.300	932,829	100,304	55,620	5,981	145,861	15,684	16.24	
31	61.479	5,892,419	95,844	358,336	5,829	1,036,556	16,860	16.79	
34	15.160	1,561,185	102,981	77,984	5,144	240,906	15,891	15.88	
45	22.000	2,018,301	91,741	92,400	4,200	345,048	15,684	16.33	
51	17.225	1,912,456	111,028	88,000	5,109	261,256	15,167	15.99	
52	4.000	409,582	102,396	16,200	4,050	62,736	15,684	16.25	
55	40.122	4,101,416	102,224	216,527	5,397	644,448	16,062	15.60	
58	1.000	114,928	114,928	737,469	737,469	15,684	15,684	16.17	
65	19.870	1,967,795	99,033	103,398	5,204	311,641	15,684	17.23	
68	1.200	107,595	89,663	6,480	5,400	18,821	15,684	18.82	
74	7.000	780,479	111,497	37,800	5,400	109,788	15,684	16.20	
88	3.600	297,977	82,771	19,440	5,400	56,462	15,684	16.40	
97	1.400	358,004	255,717	37,500	26,786	21,958	15,684	13.55	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	35.806	3,918,187	109,428			564,671	15,770	15.09	
Program 21 Instructional	190.900	17,401,166	91,153	1,098,554	5,755	3,000,349	15,717	17.25	
Program 21 Administrative	5.900	1,048,753	177,755	13,700	2,322	92,536	15,684	15.76	
K-12 Program 21 Instructional	175.314	16,093,146	91,796			2,755,898	15,720	17.24	
Program 31 Instructional	60.279	5,670,145	94,065	354,736	5,885	1,017,735	16,884	16.82	
Program 31 Administrative	1.200	222,274	185,228	3,600	3,000	18,821	15,684	15.74	
Program 34 Instructional	13.960	1,378,960	98,779	75,384	5,400	222,085	15,909	15.86	
Program 34 Administrative	1.200	182,225	151,854	2,600	2,167	18,821	15,684	16.01	
K-3 BEA Instructional	386.506	36,736,156	95,047			6,078,287	15,726	16.68	
4-6 BEA Instructional	218.481	20,506,958	93,862			3,445,869	15,772	16.47	
7-8 BEA Instructional	142.976	13,957,806	97,623			2,260,033	15,807	16.08	
9-12 BEA Instructional	284.983	27,393,060	96,122	1,000	4	4,567,824	16,028	16.49	
K-12 BEA Instructional	1,032.946	98,593,980	95,449	1,000	1	16,352,013	15,830	16.50	
K-12 BEA Administrative	2.000	300,370	150,185			31,368	15,684	20.26	
BEA	1,145.637	115,967,124	101,225	5,778,877	5,044	18,120,243	15,817	16.44	
Instructional	1,330.213	126,708,554	95,254	7,981,402	6,000	21,026,896	15,807	16.57	
Administrative	105.541	17,515,281	165,957	221,063	2,095	1,656,089	15,691	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.000	170,210	170,210	2,000	2,000	15,684	15,684	16.20	
Active	1,436.754	144,394,045	100,500	8,204,465	5,710	22,698,669	15,799	16.51	
K-12 Program 21 Contracted	30.627	2,329,811	76,070			481,107	15,709	16.85	
K-12 BEA Contracted	14.000	1,058,957	75,640			219,576	15,684	16.76	
On Leave	1.000	119,495	119,495			15,684	15,684	16.15	
Certificated Total	1,486.105	148,185,532	99,714	8,204,465	5,521	23,473,459	15,795	16.52	
Instructional for Funding Purposes	1,378.564	130,380,546	94,577	7,981,402	5,790	21,786,002	15,803	16.58	
Instructional for Compliance Purposes	1,330.213	126,708,554	95,254	7,981,402	6,000	21,026,896	15,807	16.57	
K-3 Program 01 Teacher	335.926	31,572,267	93,986			5,280,834	15,720	16.67	
K-3 Program 21 Teacher	43.102	3,782,205	87,750			676,012	15,684	17.43	
Grade T Program 09 Teacher	7.000	591,345	84,478			109,788	15,684	16.44	
PSES Program 01 Certificated	64.500	6,183,036	95,861			1,019,460	15,806	16.83	
PSES Program 21 Certificated	63.541	5,528,380	87,005			1,003,604	15,795	17.32	

Bickleton School District (20203)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.117	1,110,290	84,645	21,500	1,639	219,576	16,740	16.23	
97	0.500	69,570	139,140			7,842	15,684	16.07	
99	0.500	69,570	139,140			7,842	15,684	16.07	
K-3 BEA Instructional	3.827	283,286	74,023	1,800	470	73,872	19,303	16.27	
4-6 BEA Instructional	1.620	141,684	87,459			25,408	15,684	16.22	
7-8 BEA Instructional	2.407	194,968	81,000	2,000	831	37,751	15,684	16.25	
9-12 BEA Instructional	4.263	351,212	82,386	11,700	2,745	66,861	15,684	16.25	
K-12 BEA Instructional	12.117	971,150	80,148	15,500	1,279	203,892	16,827	16.25	
BEA	13.617	1,179,860	86,646	21,500	1,579	227,418	16,701	16.22	
Instructional	12.117	971,150	80,148	21,500	1,774	203,892	16,827	16.25	
Administrative	1.500	208,710	139,140			23,526	15,684	16.07	
Other	0.500	69,570	139,140			7,842	15,684	16.07	
Active	14.117	1,249,430	88,505	21,500	1,523	235,260	16,665	16.21	
Certificated Total	14.117	1,249,430	88,505	21,500	1,523	235,260	16,665	16.21	
Instructional for Funding Purposes	12.117	971,150	80,148	21,500	1,774	203,892	16,827	16.25	
Instructional for Compliance Purposes	12.117	971,150	80,148	21,500	1,774	203,892	16,827	16.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	3.710	276,042	74,405			58,188	15,684	16.27	

Blaine School District (37503)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	89.904	10,086,661	112,194	633,607	7,048	1,415,575	15,745	15.98	
02	2.894	329,872	113,985	26,395	9,121	54,894	18,968	15.18	
03	0.084	8,180	97,381	517	6,155	941	11,203	15.98	
09	3.250	261,156	80,356	12,093	3,721	50,973	15,684	15.99	
21	25.656	2,539,298	98,975	141,745	5,525	417,194	16,261	16.03	
24	2.500	258,477	103,391	14,971	5,988	47,052	18,821	15.98	
31	4.500	445,725	99,050	53,299	11,844	70,578	15,684	15.97	
34	0.334	37,748	113,018	2,018	6,042	5,238	15,684	15.97	
51	0.944	103,664	109,814	5,830	6,176	15,825	16,764	15.99	
52	0.141	12,081	85,681	514	3,645	2,980	21,134	15.98	
55	3.450	437,041	126,679	17,081	4,951	57,247	16,593	15.98	
58				65,140					
65	0.500	62,963	125,926	3,369	6,738	13,190	26,380	15.98	
74				8,560					
79	0.603	51,502	85,410	2,190	3,632	12,704	21,068	15.98	
89				2,400					
97	1.000	231,366	231,366	13,158	13,158	15,684	15,684	13.69	
K-12 Program 02 Instructional	1.894	173,405	91,555			39,210	20,702	14.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	23.283	2,223,351	95,492	133,603	5,738	372,495	15,999	15.98	
Program 21 Administrative	0.850	142,375	167,500	8,142	9,579	13,331	15,684	15.82	
K-12 Program 21 Instructional	21.333	2,027,884	95,059	3,828	179	341,911	16,027	15.98	
Program 31 Instructional	4.500	445,725	99,050	41,299	9,178	70,578	15,684	15.97	
Program 31 Administrative				12,000					
Program 34 Instructional	0.334	37,748	113,018	2,018	6,042	5,238	15,684	15.97	
K-3 BEA Instructional	31.525	3,186,092	101,066	10,916	346	509,134	16,150	15.90	
4-6 BEA Instructional	23.358	2,637,535	112,918			368,527	15,777	15.98	
7-8 BEA Instructional	11.557	1,322,754	114,455			185,432	16,045	15.98	
9-12 BEA Instructional	22.451	2,445,743	108,937	23,468	1,045	357,878	15,940	15.98	
K-12 BEA Instructional	88.891	9,592,124	107,909	34,384	387	1,420,970	15,986	15.95	
K-12 BEA Administrative				12,000					
BEA	98.716	11,139,552	112,844	728,994	7,385	1,562,911	15,832	15.90	
Instructional	122.462	12,841,089	104,858	900,273	7,351	1,976,184	16,137	15.96	
Administrative	10.371	1,674,225	161,433	102,614	9,894	156,840	15,123	15.60	
Active	132.833	14,515,314	109,275	1,002,887	7,550	2,133,024	16,058	15.92	
On Leave	2.927	350,420	119,720			47,052	16,075	16.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	135.760	14,865,734	109,500	1,002,887	7,387	2,180,076	16,058	15.93	
Instructional for Funding Purposes	122.462	12,841,089	104,858	900,273	7,351	1,976,184	16,137	15.96	
Instructional for Compliance Purposes	122.462	12,841,089	104,858	900,273	7,351	1,976,184	16,137	15.96	
K-3 Program 01 Teacher	28.015	2,817,121	100,558	10,916	390	444,657	15,872	15.99	
K-3 Program 21 Teacher	4.353	336,984	77,414			68,272	15,684	15.98	
Grade T Program 09 Teacher	3.000	226,364	75,455	12,093	4,031	47,052	15,684	15.99	
PSES Program 01 Certificated	5.351	540,845	101,074			77,479	14,479	15.98	
PSES Program 21 Certificated	8.650	904,090	104,519			141,940	16,409	15.98	

Boistfort School District (21234)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.950	549,999	92,437	1,027	173	93,320	15,684	15.86	
09	0.500	35,571	71,142			15,684	31,368	15.91	
21	0.250	20,796	83,184			3,921	15,684	15.89	
34	0.130	12,318	94,754			2,039	15,684	15.87	
51	0.260	23,132	88,969			4,078	15,684	15.88	
52	0.752	48,590	64,614			19,605	26,070	15.90	
55	0.550	45,570	82,855			8,626	15,684	15.88	
74	0.110	10,423	94,755			1,725	15,684	15.87	
97	0.500	70,776	141,552	31,500	63,000	7,842	15,684	15.80	
Program 21 Instructional	0.250	20,796	83,184			3,921	15,684	15.89	
K-12 Program 21 Instructional	0.250	20,796	83,184			3,921	15,684	15.89	
Program 34 Instructional	0.130	12,318	94,754			2,039	15,684	15.87	
K-3 BEA Instructional	2.251	174,294	77,430			35,305	15,684	15.88	
4-6 BEA Instructional	0.949	86,755	91,417			14,884	15,684	15.87	
7-8 BEA Instructional	1.380	123,392	89,414			21,644	15,684	15.87	
K-12 BEA Instructional	4.580	384,441	83,939			71,833	15,684	15.88	
BEA	6.580	633,093	96,215	32,527	4,943	103,201	15,684	15.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	7.002	568,523	81,194	1,027	147	125,472	17,919	15.88	
Administrative	2.000	248,652	124,326	31,500	15,750	31,368	15,684	15.82	
Active	9.002	817,175	90,777	32,527	3,613	156,840	17,423	15.86	
Certificated Total	9.002	817,175	90,777	32,527	3,613	156,840	17,423	15.86	
Instructional for Funding Purposes	7.002	568,523	81,194	1,027	147	125,472	17,919	15.88	
Instructional for Compliance Purposes	7.002	568,523	81,194	1,027	147	125,472	17,919	15.88	
K-3 Program 01 Teacher	2.251	174,294	77,430			35,305	15,684	15.88	
K-3 Program 21 Teacher	0.128	10,648	83,188			2,008	15,684	15.89	
Grade T Program 09 Teacher	0.500	35,571	71,142			15,684	31,368	15.91	

Bremerton School District (18100)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	199.435	22,889,244	114,770	463,459	2,324	3,177,474	15,932	16.20	
02	8.910	1,107,910	124,345	14,503	1,628	145,861	16,371	16.19	
21	55.199	6,139,247	111,220	149,160	2,702	873,583	15,826	16.23	
24	9.901	933,514	94,285	14,880	1,503	155,287	15,684	16.32	
31	18.400	2,136,610	116,120	58,598	3,185	288,586	15,684	16.23	
34	6.929	782,908	112,990	9,924	1,432	109,788	15,845	16.26	
45	14.000	1,518,983	108,499	19,158	1,368	235,260	16,804	16.74	
51	7.828	969,493	123,849	15,828	2,022	122,889	15,699	16.20	
52	0.700	92,885	132,693	1,523	2,176	10,979	15,684	16.17	
55	16.325	1,988,641	121,816	36,462	2,234	260,997	15,988	16.17	
65	5.892	674,808	114,530	17,774	3,017	93,220	15,822	16.23	
74	0.670	88,905	132,694	1,457	2,175	10,508	15,684	16.17	
79	7.700	810,970	105,321	21,456	2,786	128,609	16,702	16.29	
89	0.200	26,538	132,690	435	2,175	3,137	15,684	16.17	
97	2.000	267,637	133,819	6,000	3,000	15,684	7,842	14.67	
K-12 Program 02 Instructional	7.910	931,825	117,803			130,177	16,457	16.22	
Program 21 Instructional	53.199	5,789,031	108,818	132,960	2,499	842,215	15,831	16.25	
Program 21 Administrative	2.000	350,216	175,108	16,200	8,100	31,368	15,684	15.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	47.402	5,170,148	109,070			743,453	15,684	16.25	
Program 31 Instructional	17.300	1,947,447	112,569	56,198	3,248	271,333	15,684	16.23	
Program 31 Administrative	1.100	189,163	171,966	2,400	2,182	17,252	15,684	16.18	
Program 34 Instructional	6.029	631,525	104,748	9,924	1,646	95,672	15,869	16.28	
Program 34 Administrative	0.900	151,383	168,203			14,116	15,684	16.18	
K-3 BEA Instructional	87.005	9,020,823	103,682			1,374,358	15,796	16.28	
4-6 BEA Instructional	44.304	4,917,471	110,994	22,391	505	701,734	15,839	16.24	
7-8 BEA Instructional	25.953	2,862,689	110,303			418,920	16,141	16.25	
9-12 BEA Instructional	69.908	7,975,739	114,089	5,220	75	1,139,913	16,306	16.33	
K-12 BEA Instructional	227.170	24,776,722	109,067	27,611	122	3,634,924	16,001	16.28	
K-12 BEA Administrative	11.978	2,063,624	172,285			188,208	15,713	16.09	
BEA	249.674	28,703,292	114,963	571,642	2,290	3,972,653	15,911	16.22	
Instructional	327.046	35,735,712	109,268	753,417	2,304	5,222,772	15,970	16.27	
Administrative	27.043	4,692,581	173,523	77,200	2,855	409,091	15,127	15.83	
Active	354.089	40,428,293	114,176	830,617	2,346	5,631,863	15,905	16.22	
Certificated Total	354.089	40,428,293	114,176	830,617	2,346	5,631,863	15,905	16.22	
Instructional for Funding Purposes	327.046	35,735,712	109,268	753,417	2,304	5,222,772	15,970	16.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	327.046	35,735,712	109,268	753,417	2,304	5,222,772	15,970	16.27	
K-3 Program 01 Teacher	78.667	8,097,559	102,935			1,243,584	15,808	16.28	
K-3 Program 21 Teacher	11.141	1,131,515	101,563			174,735	15,684	16.29	
PSES Program 01 Certificated	11.984	1,358,313	113,344			187,957	15,684	16.22	
PSES Program 21 Certificated	16.403	1,859,679	113,374			257,265	15,684	16.23	

Brewster School District (24111)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	48.695	4,016,223	82,477	150,447	3,090	777,032	15,957	16.09	
02	0.628	58,529	93,199			9,850	15,684	16.12	
09	2.000	142,411	71,206	4,748	2,374	31,368	15,684	16.12	
21	6.750	505,187	74,843	13,536	2,005	105,867	15,684	16.00	
31	4.085	316,879	77,571	7,657	1,874	64,069	15,684	16.08	
34	0.945	99,334	105,115	3,311	3,504	14,821	15,684	16.07	
51	1.534	143,377	93,466	3,810	2,484	24,059	15,684	16.09	
53	0.020	2,306	115,300			314	15,684	16.07	
55	3.245	295,443	91,046	3,328	1,026	50,895	15,684	16.09	
58				8,250					
64	0.210	22,176	105,600			3,294	15,684	16.07	
65	2.040	212,549	104,191	788	386	31,995	15,684	16.08	
74				350					
97	0.996	176,315	177,023			15,684	15,747	16.01	
K-12 Program 02 Instructional	0.628	58,529	93,199			9,850	15,684	16.12	
Program 21 Instructional	6.000	449,024	74,837	6,036	1,006	94,104	15,684	15.99	
Program 21 Administrative	0.750	56,163	74,884	7,500	10,000	11,763	15,684	16.11	
K-12 Program 21 Instructional	6.000	449,024	74,837	5,094	849	94,104	15,684	15.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	4.085	316,879	77,571	7,657	1,874	64,069	15,684	16.08	
Program 34 Instructional	0.945	99,334	105,115	3,311	3,504	14,821	15,684	16.07	
K-3 BEA Instructional	17.077	1,258,114	73,673	50,036	2,930	269,106	15,758	16.11	
4-6 BEA Instructional	10.002	807,931	80,777	27,831	2,783	156,871	15,684	16.10	
7-8 BEA Instructional	8.601	832,236	96,760	30,677	3,567	135,322	15,733	16.10	
9-12 BEA Instructional	15.673	1,211,485	77,298	9,810	626	257,421	16,425	16.06	
K-12 BEA Instructional	51.353	4,109,766	80,030	118,354	2,305	818,720	15,943	16.09	
K-12 BEA Administrative	1.750	217,084	124,048			27,447	15,684	16.06	
BEA	55.349	4,667,280	84,325	161,415	2,916	881,456	15,925	16.08	
Instructional	65.152	5,243,024	80,474	186,225	2,858	1,035,144	15,888	16.08	
Administrative	5.746	716,282	124,658	10,000	1,740	90,183	15,695	16.05	
Other	0.250	31,423	125,692			3,921	15,684	16.06	
Active	71.148	5,990,729	84,201	196,225	2,758	1,129,248	15,872	16.08	
Certificated Total	71.148	5,990,729	84,201	196,225	2,758	1,129,248	15,872	16.08	
Instructional for Funding Purposes	65.152	5,243,024	80,474	186,225	2,858	1,035,144	15,888	16.08	
Instructional for Compliance Purposes	65.152	5,243,024	80,474	186,225	2,858	1,035,144	15,888	16.08	
K-3 Program 01 Teacher	13.668	1,048,288	76,697	38,852	2,843	214,369	15,684	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.000	56,520	56,520			15,684	15,684	16.01	
Grade T Program 09 Teacher	2.000	142,411	71,206			31,368	15,684	16.12	
PSES Program 01 Certificated	2.660	176,543	66,370			41,719	15,684	15.75	
PSES Program 21 Certificated	2.000	200,513	100,257			31,368	15,684	16.03	

Bridgeport School District (09075)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	39.692	3,364,401	84,763	192,207	4,842	622,529	15,684	16.10	
09	1.900	113,496	59,735			29,800	15,684	16.14	
21	3.000	225,448	75,149			47,052	15,684	16.13	
24	0.100	5,488	54,880			1,568	15,684	16.14	
31	2.536	213,398	84,147			39,775	15,684	16.57	
34	0.571	33,024	57,835			8,956	15,684	16.14	
51	0.443	41,722	94,181			6,948	15,684	16.11	
52				8,288					
55	2.708	272,815	100,744			42,472	15,684	14.54	
65	2.050	196,077	95,647			32,152	15,684	16.11	
97	1.000	153,892	153,892	8,000	8,000	15,684	15,684	15.84	
98				7,000					
Program 21 Instructional	3.000	225,448	75,149			47,052	15,684	16.13	
K-12 Program 21 Instructional	3.000	225,448	75,149			47,052	15,684	16.13	
Program 31 Instructional	2.286	180,647	79,023			35,854	15,684	16.66	
Program 31 Administrative	0.250	32,751	131,004			3,921	15,684	16.08	
Program 34 Instructional	0.571	33,024	57,835			8,956	15,684	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	11.150	847,608	76,019	31,346	2,811	174,877	15,684	16.22	
4-6 BEA Instructional	6.700	559,567	83,517	4,525	675	105,083	15,684	16.20	
7-8 BEA Instructional	6.714	531,281	79,130	9,446	1,407	105,302	15,684	16.31	
9-12 BEA Instructional	14.985	1,252,038	83,553	18,282	1,220	235,025	15,684	15.97	
K-12 BEA Instructional	39.549	3,190,494	80,672	63,599	1,608	620,287	15,684	16.13	
K-12 BEA Administrative	2.000	261,920	130,960			31,368	15,684	16.08	
BEA	43.799	3,764,715	85,954	200,207	4,571	686,944	15,684	16.12	
Instructional	49.000	3,947,285	80,557	136,126	2,778	768,516	15,684	16.02	
Administrative	5.000	672,476	134,495	45,000	9,000	78,420	15,684	16.03	
Other				34,369					
Active	54.000	4,619,761	85,551	215,495	3,991	846,936	15,684	16.02	
Certificated Total	54.000	4,619,761	85,551	215,495	3,991	846,936	15,684	16.02	
Instructional for Funding Purposes	49.000	3,947,285	80,557	136,126	2,778	768,516	15,684	16.02	
Instructional for Compliance Purposes	49.000	3,947,285	80,557	136,126	2,778	768,516	15,684	16.02	
K-3 Program 01 Teacher	11.150	847,608	76,019	29,738	2,667	174,877	15,684	16.22	
K-3 Program 21 Teacher	1.000	54,875	54,875			15,684	15,684	16.14	
Grade T Program 09 Teacher	1.900	113,496	59,735			29,800	15,684	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	2.500	222,424	88,970			39,210	15,684	14.24	

Brinnon School District (16046)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	4.214	335,019	79,501	5,000	1,187	65,920	15,643	13.97	
09	0.284	31,125	109,595			4,407	15,518	9.26	
21	0.608	52,788	86,822			9,536	15,684	15.80	
51	0.564	42,484	75,326			8,846	15,684	15.83	
52	0.180	13,660	75,889			2,823	15,684	15.84	
58									
74				800					
97	1.164	150,100	128,952	7,366	6,328	18,256	15,684	15.77	
Program 21 Instructional	0.508	38,055	74,911			7,967	15,684	15.82	
Program 21 Administrative	0.100	14,733	147,330			1,568	15,684	15.76	
K-12 Program 21 Instructional	0.508	38,055	74,911			7,967	15,684	15.82	
K-3 BEA Instructional	2.145	174,577	81,388			33,470	15,604	12.27	
4-6 BEA Instructional	1.226	100,429	81,916			19,229	15,684	15.83	
7-8 BEA Instructional	0.843	60,013	71,190			13,222	15,684	15.84	
K-12 BEA Instructional	4.214	335,019	79,501			65,920	15,643	13.97	
BEA	5.378	485,119	90,204	12,366	2,299	84,176	15,652	14.55	
Instructional	5.719	455,746	79,690	5,800	1,014	89,477	15,646	14.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.295	169,430	130,834	7,366	5,688	20,311	15,684	15.77	
Active	7.014	625,176	89,133	13,166	1,877	109,788	15,653	14.51	
Certificated Total	7.014	625,176	89,133	13,166	1,877	109,788	15,653	14.51	
Instructional for Funding Purposes	5.719	455,746	79,690	5,800	1,014	89,477	15,646	14.02	
Instructional for Compliance Purposes	5.719	455,746	79,690	5,800	1,014	89,477	15,646	14.02	
K-3 Program 01 Teacher	2.145	174,577	81,388			33,470	15,604	12.27	
Grade T Program 09 Teacher	0.253	26,528	104,854			3,921	15,498	8.10	

Burlington-Edison School District (29100)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	157.527	18,741,837	118,975	1,358,233	8,622	2,543,051	16,144	15.77	
09	2.000	236,122	118,061	9,978	4,989	31,368	15,684	15.87	
21	38.158	4,376,653	114,698	320,198	8,391	610,108	15,989	15.83	
24	4.800	550,267	114,639	48,414	10,086	78,420	16,338	15.87	
31	15.250	1,629,359	106,843	180,147	11,813	247,023	16,198	15.89	
34	2.800	334,776	119,563	17,122	6,115	47,052	16,804	15.87	
51	2.898	355,587	122,701	23,405	8,076	48,464	16,723	15.86	
52	0.400	47,422	118,555	8,486	21,215	6,274	15,684	15.86	
55	11.980	1,470,298	122,729	75,637	6,314	190,561	15,907	15.78	
58	0.167	21,850	130,838	365,918	2,191,126	2,619	15,684	15.86	
64	0.700	107,848	154,069	4,173	5,961	10,979	15,684	15.38	
65	6.074	679,064	111,798	34,066	5,608	112,925	18,592	15.87	
74	0.500	65,538	131,076	8,252	16,504	7,842	15,684	15.86	
97	1.000	244,473	244,473	11,000	11,000	15,684	15,684	13.68	
Program 21 Instructional	37.258	4,198,318	112,682	314,858	8,451	595,992	15,996	15.87	
Program 21 Administrative	0.900	178,335	198,150	5,340	5,933	14,116	15,684	14.89	
K-12 Program 21 Instructional	32.782	3,641,671	111,088			525,728	16,037	15.87	
Program 31 Instructional	14.650	1,517,511	103,584	179,427	12,248	237,613	16,219	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.600	111,848	186,413	720	1,200	9,410	15,684	15.40	
Program 34 Instructional	2.800	334,776	119,563	17,122	6,115	47,052	16,804	15.87	
K-3 BEA Instructional	57.239	6,606,399	115,418			898,693	15,701	15.87	
4-6 BEA Instructional	33.321	3,797,065	113,954			536,706	16,107	15.73	
7-8 BEA Instructional	23.383	2,561,247	109,535			378,298	16,178	15.86	
9-12 BEA Instructional	50.834	5,756,943	113,250	1,789	35	854,041	16,801	15.86	
K-12 BEA Instructional	164.777	18,721,654	113,618	1,789	11	2,667,739	16,190	15.84	
BEA	176.577	20,950,445	118,648	1,566,502	8,871	2,852,810	16,156	15.76	
Instructional	231.054	26,349,370	114,040	2,379,069	10,297	3,745,339	16,210	15.84	
Administrative	11.700	2,315,111	197,873	49,585	4,238	183,503	15,684	14.96	
Other	1.000	131,075	131,075	36,375	36,375	15,684	15,684	15.86	
Active	243.754	28,795,556	118,134	2,465,029	10,113	3,944,526	16,182	15.78	
On Leave	0.500	65,538	131,076			7,842	15,684	15.86	
Certificated Total	244.254	28,861,094	118,160	2,465,029	10,092	3,952,368	16,181	15.78	
Instructional for Funding Purposes	231.054	26,349,370	114,040	2,379,069	10,297	3,745,339	16,210	15.84	
Instructional for Compliance Purposes	231.054	26,349,370	114,040	2,379,069	10,297	3,745,339	16,210	15.84	
K-3 Program 01 Teacher	51.702	5,902,464	114,163			811,020	15,686	15.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	6.905	701,933	101,656			108,298	15,684	15.87	
Grade T Program 09 Teacher	2.000	236,122	118,061			31,368	15,684	15.87	
PSES Program 01 Certificated	11.807	1,389,145	117,654			186,012	15,754	15.86	
PSES Program 21 Certificated	8.831	1,119,912	126,816			149,312	16,908	15.86	

Camas School District (06117)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	335.978	37,831,794	112,602	4,067,776	12,107	5,377,259	16,005	16.62	
09	1.000	109,763	109,763	10,588	10,588	15,684	15,684	16.85	
21	60.600	6,392,758	105,491	769,477	12,698	964,566	15,917	16.63	
24	6.150	638,195	103,772	63,337	10,299	109,788	17,852	16.85	
31	21.300	2,265,802	106,376	278,751	13,087	352,890	16,568	16.54	
34	1.750	180,716	103,266	17,848	10,199	27,447	15,684	16.86	
51	0.300	34,390	114,633	3,083	10,277	4,705	15,684	16.85	
55	2.100	278,711	132,720	23,840	11,352	32,936	15,684	15.88	
65	0.500	57,317	114,634	5,776	11,552	7,842	15,684	16.85	
73									
74	1.000	114,634	114,634	17,920	17,920	15,684	15,684	16.85	
89									
97	1.500	343,231	228,821			23,526	15,684	12.54	
Program 21 Instructional	58.600	6,002,697	102,435	769,477	13,131	933,198	15,925	16.78	
Program 21 Administrative	2.000	390,061	195,031			31,368	15,684	14.08	
K-12 Program 21 Instructional	56.600	5,824,255	102,902	43,462	768	901,830	15,933	16.77	
Program 31 Instructional	19.800	1,972,449	99,619	278,751	14,078	329,364	16,635	16.78	
Program 31 Administrative	1.500	293,353	195,569			23,526	15,684	14.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.750	180,716	103,266	17,848	10,199	27,447	15,684	16.86	
K-3 BEA Instructional	102.649	10,995,600	107,118	202,185	1,970	1,623,467	15,816	16.80	
4-6 BEA Instructional	68.551	7,487,376	109,223	77,652	1,133	1,082,431	15,790	16.81	
7-8 BEA Instructional	61.663	6,692,283	108,530	73,470	1,191	996,310	16,157	16.87	
9-12 BEA Instructional	106.539	11,452,447	107,495	215,628	2,024	1,724,456	16,186	16.74	
K-12 BEA Instructional	339.402	36,627,706	107,918	568,935	1,676	5,426,664	15,989	16.79	
K-12 BEA Administrative	16.776	3,096,002	184,549			286,233	17,062	14.65	
BEA	360.528	40,621,543	112,672	4,364,375	12,106	5,781,122	16,035	16.58	
Instructional	408.652	43,779,580	107,132	5,254,808	12,859	6,540,228	16,004	16.79	
Administrative	22.776	4,329,386	190,085	2,000	88	380,337	16,699	14.34	
Other	0.750	138,345	184,460	1,588	2,117	11,763	15,684	14.87	
Active	432.178	48,247,311	111,638	5,258,396	12,167	6,932,328	16,040	16.59	
Certificated Total	432.178	48,247,311	111,638	5,258,396	12,167	6,932,328	16,040	16.59	
Instructional for Funding Purposes	408.652	43,779,580	107,132	5,254,808	12,859	6,540,228	16,004	16.79	
Instructional for Compliance Purposes	408.652	43,779,580	107,132	5,254,808	12,859	6,540,228	16,004	16.79	
K-3 Program 01 Teacher	95.016	10,153,655	106,863	159,992	1,684	1,500,614	15,793	16.80	
K-3 Program 21 Teacher	9.673	956,701	98,904			151,711	15,684	16.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	109,763	109,763			15,684	15,684	16.85	
PSES Program 01 Certificated	19.000	2,056,594	108,242			313,680	16,509	16.85	
PSES Program 21 Certificated	22.100	2,295,066	103,849			360,732	16,323	16.85	

Cape Flattery School District (05401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.909	3,098,143	97,093	86,188	2,701	501,465	15,715	15.97	
21	5.000	459,137	91,827	14,944	2,989	78,420	15,684	16.06	
29	1.000	107,410	107,410			15,684	15,684	16.92	
31	1.000	118,341	118,341	1,315	1,315	15,684	15,684	16.90	
55	1.000	98,247	98,247			15,684	15,684	16.14	
68	1.000	63,632	63,632			15,684	15,684	16.19	
74	0.027	29,166	1,080,222			423	15,684	16.08	
97	1.000	177,459	177,459			15,684	15,684	16.03	
Program 21 Instructional	5.000	459,137	91,827	14,944	2,989	78,420	15,684	16.06	
K-12 Program 21 Instructional	5.000	459,137	91,827	9,389	1,878	78,420	15,684	16.06	
Program 31 Instructional	1.000	118,341	118,341	1,315	1,315	15,684	15,684	16.90	
K-3 BEA Instructional	10.000	825,561	82,556	8,616	862	156,840	15,684	16.16	
4-6 BEA Instructional	5.407	450,386	83,297	7,408	1,370	84,803	15,684	16.16	
7-8 BEA Instructional	2.593	245,208	94,565	1,315	507	40,669	15,684	16.14	
9-12 BEA Instructional	10.000	966,876	96,688	12,966	1,297	156,840	15,684	15.72	
K-12 BEA Instructional	28.000	2,488,031	88,858	30,305	1,082	439,152	15,684	15.98	
BEA	33.909	3,393,943	100,090	87,503	2,581	532,833	15,714	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	36.000	3,216,457	89,346	101,947	2,832	564,624	15,684	16.04	
Administrative	4.936	816,737	165,465	500	101	78,420	15,887	16.07	
Other	1.000	118,341	118,341			15,684	15,684	16.12	
Active	41.936	4,151,535	98,997	102,447	2,443	658,728	15,708	16.04	
Certificated Total	41.936	4,151,535	98,997	102,447	2,443	658,728	15,708	16.04	
Instructional for Funding Purposes	36.000	3,216,457	89,346	101,947	2,832	564,624	15,684	16.04	
Instructional for Compliance Purposes	36.000	3,216,457	89,346	101,947	2,832	564,624	15,684	16.04	
K-3 Program 01 Teacher	10.000	825,561	82,556	6,978	698	156,840	15,684	16.16	
K-3 Program 21 Teacher	1.532	160,849	104,993			24,028	15,684	16.13	

Carbonado School District (27019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.500	1,138,146	98,969	6,514	566	188,208	16,366	15.76	
21	0.850	76,075	89,500	1,445	1,700	13,331	15,684	15.72	
52									
55	0.150	13,425	89,500	255	1,700	2,353	15,684	15.72	
97	1.000	145,000	145,000			15,684	15,684	15.72	
Program 21 Instructional	0.850	76,075	89,500	1,445	1,700	13,331	15,684	15.72	
K-12 Program 21 Instructional	0.850	76,075	89,500	1,445	1,700	13,331	15,684	15.72	
K-3 BEA Instructional	4.640	456,411	98,364	6,514	1,404	76,538	16,495	15.76	
4-6 BEA Instructional	3.680	355,460	96,592			60,540	16,451	15.75	
7-8 BEA Instructional	3.180	326,275	102,602			51,130	16,079	15.76	
K-12 BEA Instructional	11.500	1,138,146	98,969	6,514	566	188,208	16,366	15.76	
BEA	12.500	1,283,146	102,652	6,514	521	203,892	16,311	15.75	
Instructional	12.500	1,227,646	98,212	8,214	657	203,892	16,311	15.75	
Administrative	1.000	145,000	145,000			15,684	15,684	15.72	
Active	13.500	1,372,646	101,677	8,214	608	219,576	16,265	15.75	
Certificated Total	13.500	1,372,646	101,677	8,214	608	219,576	16,265	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.500	1,227,646	98,212	8,214	657	203,892	16,311	15.75	
Instructional for Compliance Purposes	12.500	1,227,646	98,212	8,214	657	203,892	16,311	15.75	
K-3 Program 01 Teacher	4.640	456,411	98,364	6,514	1,404	76,538	16,495	15.76	
K-3 Program 21 Teacher	0.300	26,850	89,500			4,705	15,684	15.72	

Cascade School District (04228)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	68.372	6,463,547	94,535	259,887	3,801	1,082,808	15,837	16.95	
02	2.600	208,186	80,072	4,079	1,569	43,915	16,890	17.16	
09	1.434	113,964	79,473	2,112	1,473	22,491	15,684	17.11	
21	0.800	79,914	99,893			12,547	15,684	16.93	
31	8.357	731,564	87,539	143,308	17,148	147,539	17,655	17.00	
34	2.900	267,503	92,242	21,611	7,452	45,484	15,684	16.95	
51	0.450	43,818	97,373			7,058	15,684	16.95	
52				34,894					
53				3,500					
55	0.450	42,206	93,791	1,000	2,222	7,058	15,684	16.99	
58				135,280					
64				200					
65	1.870	173,042	92,536			29,329	15,684	16.98	
74	0.100	10,433	104,330			1,568	15,684	16.84	
97	2.000	317,454	158,727	23,630	11,815	31,368	15,684	15.76	
K-12 Program 02 Instructional	2.600	208,186	80,072			43,915	16,890	17.16	
Program 21 Instructional	0.800	79,914	99,893			12,547	15,684	16.93	
Program 31 Instructional	8.357	731,564	87,539	143,308	17,148	147,539	17,655	17.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.900	267,503	92,242	21,611	7,452	45,484	15,684	16.95	
K-3 BEA Instructional	21.838	1,884,664	86,302			351,918	16,115	17.04	
4-6 BEA Instructional	14.648	1,373,471	93,765			230,523	15,738	16.97	
7-8 BEA Instructional	14.810	1,330,027	89,806			241,690	16,319	17.04	
9-12 BEA Instructional	24.933	2,281,645	91,511			401,510	16,104	16.98	
K-12 BEA Instructional	76.229	6,869,807	90,121			1,225,642	16,078	17.01	
K-12 BEA Administrative	5.950	793,862	133,422			93,320	15,684	16.52	
BEA	84.229	7,988,254	94,840	452,515	5,372	1,351,114	16,041	16.91	
Instructional	81.333	7,333,184	90,162	598,671	7,361	1,305,693	16,054	17.01	
Administrative	8.000	1,118,447	139,806	30,830	3,854	125,472	15,684	16.30	
Active	89.333	8,451,631	94,608	629,501	7,047	1,431,165	16,021	16.92	
Certificated Total	89.333	8,451,631	94,608	629,501	7,047	1,431,165	16,021	16.92	
Instructional for Funding Purposes	81.333	7,333,184	90,162	598,671	7,361	1,305,693	16,054	17.01	
Instructional for Compliance Purposes	81.333	7,333,184	90,162	598,671	7,361	1,305,693	16,054	17.01	
K-3 Program 01 Teacher	18.668	1,631,754	87,409			292,789	15,684	17.01	
Grade T Program 09 Teacher	1.334	106,458	79,804			20,922	15,684	17.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.450	380,730	85,557			76,067	17,094	17.08	
PSES Program 09 Certificated	0.100	7,506	75,060			1,568	15,684	17.15	

CASHMERE SCHOOL DISTRICT (04222)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	83.409	7,778,229	93,254	377,142	4,522	1,366,782	16,387	16.13	
21	11.633	1,033,941	88,880	65,728	5,650	191,345	16,448	16.09	
24	1.140	107,461	94,264	7,295	6,399	17,880	15,684	16.17	
31	6.993	623,026	89,093	109,158	15,610	109,788	15,700	16.35	
34	2.750	281,205	102,256	25,085	9,122	43,131	15,684	16.11	
51	1.810	169,216	93,490	2,819	1,557	28,388	15,684	16.15	
53	0.250	24,880	99,520	415	1,660	3,921	15,684	16.15	
55	2.854	263,931	92,478	4,399	1,541	45,013	15,772	16.17	
65	1.250	121,359	97,087	10,801	8,641	27,447	21,958	16.35	
74	0.300	30,140	100,467	502	1,673	4,705	15,684	16.15	
79	0.325	29,415	90,508	1,645	5,062	5,097	15,684	16.03	
88	0.460	45,779	99,520	3,052	6,635	7,215	15,684	16.14	
97	1.000	197,157	197,157	9,491	9,491	15,684	15,684	14.83	
Program 21 Instructional	10.633	917,506	86,289	65,728	6,182	175,661	16,520	16.13	
Program 21 Administrative	1.000	116,435	116,435			15,684	15,684	15.77	
K-12 Program 21 Instructional	9.983	856,710	85,817			165,466	16,575	16.13	
Program 31 Instructional	6.993	623,026	89,093	97,610	13,958	109,788	15,700	16.35	
Program 31 Administrative				11,548					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.750	281,205	102,256	22,585	8,213	43,131	15,684	16.11	
Program 34 Administrative				2,500					
K-3 BEA Instructional	29.437	2,572,771	87,399			479,225	16,280	16.19	
4-6 BEA Instructional	16.394	1,501,882	91,612			296,867	18,108	16.26	
7-8 BEA Instructional	14.237	1,313,012	92,225			223,293	15,684	16.16	
9-12 BEA Instructional	27.084	2,481,638	91,627			426,213	15,737	16.19	
K-12 BEA Instructional	87.152	7,869,303	90,294			1,425,597	16,358	16.20	
BEA	94.152	8,879,617	94,312	520,876	5,532	1,535,385	16,308	16.12	
Instructional	105.974	9,558,203	90,194	446,703	4,215	1,737,787	16,398	16.19	
Administrative	7.200	1,043,600	144,944	169,097	23,486	112,925	15,684	15.56	
Other	1.000	103,936	103,936	1,732	1,732	15,684	15,684	15.70	
Active	114.174	10,705,739	93,767	617,532	5,409	1,866,396	16,347	16.12	
Certificated Total	114.174	10,705,739	93,767	617,532	5,409	1,866,396	16,347	16.12	
Instructional for Funding Purposes	105.974	9,558,203	90,194	446,703	4,215	1,737,787	16,398	16.19	
Instructional for Compliance Purposes	105.974	9,558,203	90,194	446,703	4,215	1,737,787	16,398	16.19	
K-3 Program 01 Teacher	27.805	2,418,645	86,986			455,699	16,389	16.24	
K-3 Program 21 Teacher	1.550	107,672	69,466			24,310	15,684	16.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.132	412,948	99,939			62,736	15,183	15.88	
PSES Program 21 Certificated	4.233	395,032	93,322			75,283	17,785	16.00	

Castle Rock School District (08401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	65.189	5,828,947	89,416	166,531	2,555	1,030,266	15,804	18.83	
02	0.250	16,199	64,796			3,921	15,684	17.36	
21	11.501	1,035,288	90,017	63,325	5,506	180,382	15,684	17.00	
24	1.000	110,197	110,197			15,684	15,684	17.04	
31	4.591	411,528	89,638	58,307	12,700	72,005	15,684	19.33	
34	0.240	16,452	68,550	7,468	31,117	3,764	15,684	16.83	
55	3.230	258,756	80,110	1,806	559	50,659	15,684	23.39	
58	0.499	55,099	110,419	24,542	49,182	7,826	15,684	17.04	
65				6,154					
74				7,744					
K-12 Program 02 Instructional	0.250	16,199	64,796			3,921	15,684	17.36	
Program 21 Instructional	11.501	1,035,288	90,017	63,325	5,506	180,382	15,684	17.00	
K-12 Program 21 Instructional	11.501	1,035,288	90,017	15,203	1,322	180,382	15,684	17.00	
Program 31 Instructional	4.591	411,528	89,638	58,307	12,700	72,005	15,684	19.33	
Program 34 Instructional	0.240	16,452	68,550	7,468	31,117	3,764	15,684	16.83	
K-3 BEA Instructional	24.994	2,244,046	89,783	39,820	1,593	399,848	15,998	18.94	
4-6 BEA Instructional	16.276	1,464,426	89,975	23,151	1,422	255,273	15,684	18.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	9.250	804,188	86,939	35,724	3,862	145,077	15,684	18.02	
9-12 BEA Instructional	19.341	1,730,861	89,492	123,384	6,379	303,344	15,684	19.16	
K-12 BEA Instructional	69.861	6,243,521	89,371	222,079	3,179	1,103,542	15,796	18.82	
BEA	70.270	6,273,126	89,272	232,306	3,306	1,109,957	15,796	18.86	
Instructional	86.091	7,702,861	89,473	335,424	3,896	1,358,093	15,775	18.68	
Other	0.409	29,605	72,384			6,415	15,684	27.22	
Active	86.500	7,732,466	89,393	335,424	3,878	1,364,508	15,775	18.72	
Certificated Total	86.500	7,732,466	89,393	335,424	3,878	1,364,508	15,775	18.72	
Instructional for Funding Purposes	86.091	7,702,861	89,473	335,424	3,896	1,358,093	15,775	18.68	
Instructional for Compliance Purposes	86.091	7,702,861	89,473	335,424	3,896	1,358,093	15,775	18.68	
K-3 Program 01 Teacher	23.994	2,173,952	90,604	35,069	1,462	384,164	16,011	19.00	
K-3 Program 21 Teacher	2.499	213,340	85,370	3,192	1,277	39,194	15,684	16.79	
PSES Program 01 Certificated	3.000	230,265	76,755			47,052	15,684	17.04	
PSES Program 21 Certificated	4.000	418,656	104,664			62,736	15,684	17.06	

Catalyst Public Schools (18901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.797	2,368,297	74,482			501,841	15,783	16.09	
21	6.616	531,937	80,402			103,765	15,684	16.17	
51	0.739	49,923	67,555			11,590	15,684	16.27	
55	0.150	10,265	68,433			2,353	15,684	16.27	
74	0.034	7,496	220,471			533	15,684	14.64	
79	0.598	88,748	148,408			9,379	15,684	16.07	
97	0.866	193,296	223,206			13,582	15,684	14.64	
Program 21 Instructional	6.516	509,627	78,212			102,197	15,684	16.23	
Program 21 Administrative	0.100	22,310	223,100			1,568	15,684	14.64	
K-12 Program 21 Instructional	6.516	509,627	78,212			102,197	15,684	16.23	
K-3 BEA Instructional	11.592	744,411	64,218			184,193	15,890	16.26	
4-6 BEA Instructional	6.615	431,596	65,245			103,750	15,684	16.27	
7-8 BEA Instructional	8.188	534,946	65,333			129,173	15,776	16.25	
9-12 BEA Instructional	2.000	167,224	83,612			31,368	15,684	16.22	
K-12 BEA Instructional	28.395	1,878,177	66,145			448,484	15,794	16.26	
K-12 BEA Administrative	2.402	267,017	111,164			37,673	15,684	16.13	
BEA	32.663	2,561,593	78,425			515,423	15,780	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	35.800	2,447,992	68,380			564,624	15,772	16.25	
Administrative	5.000	801,970	160,394			78,420	15,684	15.29	
Active	40.800	3,249,962	79,656			643,044	15,761	16.02	
Certificated Total	40.800	3,249,962	79,656			643,044	15,761	16.02	
Instructional for Funding Purposes	35.800	2,447,992	68,380			564,624	15,772	16.25	
Instructional for Compliance Purposes	35.800	2,447,992	68,380			564,624	15,772	16.25	
K-3 Program 01 Teacher	10.480	666,548	63,602			164,368	15,684	16.26	
PSES Program 01 Certificated	0.800	52,476	65,595			15,684	19,605	16.27	

Centerville School District (20215)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.979	533,164	89,173	16,298	2,726	94,104	15,739	15.90	
97	0.162	40,076	247,383	1,250	7,716			8.19	
K-3 BEA Instructional	2.650	230,080	86,823	500	189	41,563	15,684	15.93	
4-6 BEA Instructional	1.350	104,466	77,382			21,173	15,684	15.93	
7-8 BEA Instructional	1.000	87,299	87,299			15,684	15,684	15.93	
K-12 BEA Instructional	5.000	421,845	84,369	500	100	78,420	15,684	15.93	
BEA	6.141	573,240	93,346	17,548	2,858	94,104	15,324	15.36	
Instructional	5.000	421,845	84,369	13,718	2,744	78,420	15,684	15.93	
Administrative	1.141	151,395	132,686	3,830	3,357	15,684	13,746	13.74	
Active	6.141	573,240	93,346	17,548	2,858	94,104	15,324	15.36	
Certificated Total	6.141	573,240	93,346	17,548	2,858	94,104	15,324	15.36	
Instructional for Funding Purposes	5.000	421,845	84,369	13,718	2,744	78,420	15,684	15.93	
Instructional for Compliance Purposes	5.000	421,845	84,369	13,718	2,744	78,420	15,684	15.93	
K-3 Program 01 Teacher	2.650	230,080	86,823			41,563	15,684	15.93	

Central Kitsap School District (18401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	548.201	63,268,098	115,410	4,000	7	8,601,560	15,691	16.09	
02	14.500	1,896,829	130,816			227,418	15,684	16.03	
09	1.000	108,284	108,284			15,684	15,684	16.16	
21	143.210	15,514,471	108,334			2,231,880	15,585	16.15	
29	4.000	435,145	108,786			62,736	15,684	16.16	
31	33.020	3,754,694	113,710			519,454	15,731	16.14	
34	5.910	771,072	130,469			92,692	15,684	16.06	
51	6.905	875,245	126,755			108,298	15,684	16.10	
52	1.250	168,825	135,060			19,605	15,684	16.06	
55	11.358	1,534,645	135,116			178,139	15,684	16.07	
65	1.300	175,578	135,060			20,389	15,684	16.06	
74	0.800	108,047	135,059			12,547	15,684	16.06	
79	2.125	337,844	158,985			33,329	15,684	15.55	
89	1.000	135,059	135,059			15,684	15,684	16.06	
97	2.000	509,898	254,949	5,000	2,500	31,368	15,684	13.89	
K-12 Program 02 Instructional	13.500	1,704,855	126,286			211,734	15,684	16.09	
Program 21 Instructional	123.912	13,141,887	106,058			1,949,568	15,733	16.17	
Program 21 Administrative	5.800	1,023,679	176,496			94,104	16,225	15.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	116.405	12,339,275	106,003			1,831,719	15,736	16.17	
Program 31 Instructional	31.100	3,406,750	109,542			489,341	15,734	16.17	
Program 31 Administrative	1.920	347,944	181,221			30,113	15,684	15.85	
Program 34 Instructional	5.000	606,793	121,359			78,420	15,684	16.11	
Program 34 Administrative	0.910	164,279	180,526			14,272	15,684	15.87	
K-3 BEA Instructional	211.507	23,120,986	109,315			3,314,437	15,671	16.12	
4-6 BEA Instructional	112.162	12,264,220	109,344			1,761,313	15,703	16.16	
7-8 BEA Instructional	77.205	8,763,986	113,516			1,216,796	15,761	16.14	
9-12 BEA Instructional	150.435	17,357,195	115,380			2,359,328	15,683	16.11	
K-12 BEA Instructional	551.309	61,506,387	111,564			8,651,875	15,693	16.13	
K-12 BEA Administrative	1.830	340,252	185,930			28,702	15,684	15.70	
BEA	603.631	70,200,591	116,297	9,000	15	9,472,493	15,693	16.08	
Instructional	702.334	78,082,846	111,176			11,026,683	15,700	16.13	
Administrative	49.747	9,128,464	183,498	9,000	181	783,369	15,747	15.66	
Active	752.081	87,211,310	115,960	9,000	12	11,810,052	15,703	16.08	
K-12 Program 21 Contracted	12.744	1,270,320	99,680			174,845	13,720	16.22	
K-12 BEA Contracted	10.000	898,460	89,846			156,840	15,684	16.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	135,059	135,059			15,684	15,684	16.06	
Certificated Total	776.579	89,593,734	115,370	9,000	12	12,170,784	15,672	16.09	
Instructional for Funding Purposes	725.832	80,330,211	110,673			11,371,731	15,667	16.14	
Instructional for Compliance Purposes	702.334	78,082,846	111,176			11,026,683	15,700	16.13	
K-3 Program 01 Teacher	179.580	19,386,556	107,955			2,812,267	15,660	16.12	
K-3 Program 21 Teacher	22.171	2,245,865	101,297			350,302	15,800	16.20	
Grade T Program 09 Teacher	0.500	54,142	108,284			7,842	15,684	16.16	
PSES Program 01 Certificated	43.806	4,539,713	103,632			693,170	15,824	16.19	
PSES Program 21 Certificated	46.655	5,158,735	110,572			701,216	15,030	16.15	

Central Valley School District (32356)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	700.238	73,832,519	105,439	4,522,343	6,458	11,886,705	16,975	16.06	
02	22.080	2,337,513	105,866	335,970	15,216	399,019	18,072	15.95	
03	3.500	377,934	107,981	13,873	3,964	59,094	16,884	14.97	
21	179.392	16,798,754	93,643	860,045	4,794	3,073,373	17,132	16.14	
24	20.663	2,181,877	105,593	112,977	5,468	348,974	16,889	16.07	
31	45.243	4,698,484	103,850	355,138	7,850	764,421	16,896	16.08	
34	25.468	2,393,005	93,961	111,928	4,395	431,990	16,962	16.10	
45	3.970	398,250	100,315	15,547	3,916	70,406	17,735	16.28	
51	21.912	2,346,583	107,091	130,822	5,970	373,099	17,027	16.04	
52	3.015	344,862	114,382	47,403	15,722	54,042	17,924	16.04	
55	31.088	3,325,770	106,979	198,943	6,399	524,187	16,861	15.73	
58	0.285	32,599	114,382	15,842	55,586	4,812	16,884	15.99	
65	7.733	792,345	102,463	33,811	4,372	135,825	17,564	16.08	
74	2.170	253,780	116,949	12,712	5,858	36,638	16,884	16.09	
88	3.000	306,392	102,131	12,444	4,148	50,622	16,874	15.93	
89	1.000	136,413	136,413			16,884	16,884	15.95	
97	5.000	1,009,803	201,961	61,369	12,274	84,420	16,884	14.47	
K-12 Program 02 Instructional	19.750	1,928,467	97,644			359,679	18,212	15.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	176.992	16,395,748	92,636	835,478	4,720	3,032,851	17,136	16.15	
Program 21 Administrative	2.400	403,006	167,919	24,567	10,236	40,522	16,884	15.84	
K-12 Program 21 Instructional	171.292	15,906,328	92,861			2,936,612	17,144	16.15	
Program 31 Instructional	42.403	4,226,257	99,669	334,641	7,892	716,471	16,897	16.08	
Program 31 Administrative	2.840	472,227	166,277	20,497	7,217	47,951	16,884	16.10	
Program 34 Instructional	24.968	2,312,517	92,619	106,975	4,284	423,548	16,964	16.11	
Program 34 Administrative	0.500	80,488	160,976	4,953	9,906	8,442	16,884	15.96	
K-3 BEA Instructional	249.792	25,127,656	100,594			4,242,688	16,985	16.06	
4-6 BEA Instructional	150.457	14,775,168	98,202			2,575,801	17,120	16.14	
7-8 BEA Instructional	126.153	12,272,164	97,280			2,154,961	17,082	16.10	
9-12 BEA Instructional	217.017	22,300,129	102,758			3,674,447	16,932	16.03	
K-12 BEA Instructional	743.419	74,475,117	100,179			12,647,897	17,013	16.07	
BEA	805.499	85,047,508	105,584	5,416,168	6,724	13,696,056	17,003	16.04	
Instructional	1,008.757	100,225,080	99,355	6,200,135	6,146	17,183,283	17,034	16.07	
Administrative	66.000	11,205,390	169,779	641,032	9,713	1,114,344	16,884	15.80	
Active	1,074.757	111,430,470	103,680	6,841,167	6,365	18,297,627	17,025	16.05	
On Leave	1.000	136,413	136,413			16,884	16,884	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,075.757	111,566,883	103,710	6,841,167	6,359	18,314,511	17,025	16.05	
Instructional for Funding Purposes	1,008.757	100,225,080	99,355	6,200,135	6,146	17,183,283	17,034	16.07	
Instructional for Compliance Purposes	1,008.757	100,225,080	99,355	6,200,135	6,146	17,183,283	17,034	16.07	
K-3 Program 01 Teacher	218.286	22,050,048	101,014			3,707,843	16,986	16.07	
K-3 Program 21 Teacher	24.584	2,062,860	83,911			421,466	17,144	16.20	
PSES Program 01 Certificated	54.058	5,193,171	96,067			918,475	16,991	16.04	
PSES Program 21 Certificated	60.372	6,008,686	99,528			1,049,473	17,383	16.15	

Centralia School District (21401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	135.956	13,650,070	100,401	1,635,704	12,031	2,138,168	15,727	16.52	
21	28.699	2,764,301	96,320	523,229	18,232	437,144	15,232	16.43	
31	15.050	1,671,657	111,074	222,841	14,807	236,044	15,684	16.47	
34	5.768	581,480	100,811	52,334	9,073	90,904	15,760	16.53	
51	10.976	1,050,804	95,737	69,487	6,331	172,148	15,684	16.55	
52	0.956	110,076	115,142	18,954	19,826	18,648	19,507	16.50	
53	0.070	7,128	101,829	1,080	15,429	1,098	15,684	16.50	
55	11.345	1,063,053	93,702	112,488	9,915	177,935	15,684	16.56	
58	0.267	30,066	112,607	176,417	660,738	8,360	31,309	16.78	
64	0.180	18,171	100,950	2,751	15,283	2,823	15,684	16.50	
65	3.897	346,347	88,875	45,578	11,696	61,121	15,684	16.57	
74	0.764	61,843	80,946	4,607	6,030	11,983	15,684	16.61	
97	1.000	215,250	215,250			15,684	15,684	15.23	
Program 21 Instructional	27.699	2,588,282	93,443	514,428	18,572	421,460	15,216	16.45	
Program 21 Administrative	1.000	176,019	176,019	8,801	8,801	15,684	15,684	16.14	
K-12 Program 21 Instructional	26.699	2,523,082	94,501	388,943	14,568	405,776	15,198	16.44	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.780	1,480,832	107,462	216,655	15,722	216,126	15,684	16.48	
Program 31 Administrative	1.270	190,825	150,256	6,186	4,871	19,919	15,684	16.36	
Program 34 Instructional	5.206	496,826	95,433	49,219	9,454	81,651	15,684	16.55	
Program 34 Administrative	0.562	84,654	150,630	3,115	5,543	9,254	16,465	16.42	
K-3 BEA Instructional	60.905	5,744,730	94,323	684,497	11,239	958,230	15,733	16.55	
4-6 BEA Instructional	24.862	2,348,057	94,444	191,539	7,704	392,194	15,775	16.56	
7-8 BEA Instructional	18.767	1,817,840	96,864	282,688	15,063	300,615	16,018	16.54	
9-12 BEA Instructional	39.957	4,039,098	101,086	618,627	15,482	626,686	15,684	16.51	
K-12 BEA Instructional	144.491	13,949,725	96,544	1,777,351	12,301	2,277,725	15,764	16.54	
K-12 BEA Administrative	11.335	1,786,651	157,622	83,703	7,384	172,524	15,220	16.32	
BEA	157.774	16,118,457	102,162	1,910,879	12,111	2,480,801	15,724	16.50	
Instructional	200.593	19,216,307	95,797	2,764,165	13,780	3,152,484	15,716	16.53	
Administrative	14.335	2,353,939	164,209	101,305	7,067	219,576	15,317	16.20	
Active	214.928	21,570,246	100,360	2,865,470	13,332	3,372,060	15,689	16.50	
Certificated Total	214.928	21,570,246	100,360	2,865,470	13,332	3,372,060	15,689	16.50	
Instructional for Funding Purposes	200.593	19,216,307	95,797	2,764,165	13,780	3,152,484	15,716	16.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	200.593	19,216,307	95,797	2,764,165	13,780	3,152,484	15,716	16.53	
K-3 Program 01 Teacher	54.793	5,118,428	93,414	349,111	6,371	862,369	15,739	16.56	
K-3 Program 21 Teacher	5.936	545,809	91,949	34,360	5,788	93,100	15,684	16.56	
PSES Program 01 Certificated	8.340	821,514	98,503			130,805	15,684	16.52	
PSES Program 21 Certificated	5.827	583,959	100,216			78,420	13,458	16.09	

Chehalis School District (21302)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	134.483	14,399,925	107,076	659,134	4,901	2,469,695	18,364	16.63	
02	2.000	201,771	100,886	7,098	3,549	36,168	18,084	16.58	
21	23.628	2,549,572	107,905	151,524	6,413	447,627	18,945	16.57	
31	12.500	1,290,830	103,266	97,731	7,818	229,847	18,388	16.98	
51	1.249	140,170	112,226			23,037	18,444	16.40	
55	1.920	200,733	104,548			35,171	18,318	16.47	
56	17.270	1,905,808	110,354	66,381	3,844	317,364	18,377	16.83	
57	1.830	179,424	98,046			33,094	18,084	16.59	
58				55,848					
65	0.700	84,227	120,324	4,233	6,047	12,659	18,084	16.48	
69	0.360	43,317	120,325	15,795	43,875	6,510	18,084	16.47	
74	0.300	36,097	120,323			5,425	18,084	16.48	
97	1.250	258,484	206,787	1,000	800	24,855	19,884	15.03	
99	0.100	19,338	193,380			1,988	19,884	15.96	
K-12 Program 02 Instructional	2.000	201,771	100,886			36,168	18,084	16.58	
Program 21 Instructional	22.828	2,406,220	105,407	151,024	6,616	431,719	18,912	16.57	
Program 21 Administrative	0.800	143,352	179,190	500	625	15,907	19,884	16.46	
K-12 Program 21 Instructional	21.028	2,221,476	105,644	54,146	2,575	390,126	18,553	16.56	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 26, 56, and 59 Instructional	15.820	1,648,387	104,196	64,881	4,101	288,313	18,225	16.91	
Program 26, 56, and 59 Administrative	1.450	257,421	177,532	1,500	1,034	29,051	20,035	16.30	
Program 31 Instructional	12.400	1,272,412	102,614	81,984	6,612	227,858	18,376	16.99	
Program 31 Administrative	0.100	18,418	184,180	15,747	157,470	1,988	19,884	16.35	
K-3 BEA Instructional	44.545	4,593,190	103,113			817,625	18,355	16.71	
4-6 BEA Instructional	26.624	2,644,243	99,318			481,468	18,084	16.75	
7-8 BEA Instructional	24.150	2,475,633	102,511			437,615	18,121	16.55	
9-12 BEA Instructional	43.864	4,651,832	106,051	15,288	349	802,369	18,292	16.66	
K-12 BEA Instructional	139.183	14,364,898	103,209	15,288	110	2,539,077	18,243	16.67	
K-12 BEA Administrative	2.830	437,864	154,722			56,272	19,884	16.48	
BEA	150.233	16,151,010	107,506	764,963	5,092	2,760,565	18,375	16.63	
Instructional	183.690	19,006,781	103,472	1,012,069	5,510	3,365,064	18,319	16.68	
Administrative	13.200	2,186,884	165,673	43,447	3,291	264,457	20,035	16.27	
Other	0.700	116,031	165,759	3,228	4,611	13,919	19,884	16.50	
Active	197.590	21,309,696	107,848	1,058,744	5,358	3,643,440	18,439	16.64	
Certificated Total	197.590	21,309,696	107,848	1,058,744	5,358	3,643,440	18,439	16.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	167.870	17,358,394	103,404	947,188	5,642	3,076,751	18,328	16.66	
Instructional for Compliance Purposes	167.870	17,358,394	103,404	947,188	5,642	3,076,751	18,328	16.66	
K-3 Program 01 Teacher	42.746	4,433,701	103,722			784,495	18,352	16.71	
K-3 Program 21 Teacher	3.850	400,596	104,051			69,623	18,084	16.57	
PSES Program 01 Certificated	5.400	554,914	102,762			97,654	18,084	16.54	
PSES Program 21 Certificated	4.000	424,732	106,183			72,336	18,084	16.56	

Cheney School District (32360)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	274.970	26,455,479	96,212	1,023,547	3,722	4,312,629	15,684	16.09	
02	14.200	1,433,484	100,950	37,815	2,663	222,713	15,684	16.09	
21	67.890	6,494,994	95,669	258,144	3,802	1,067,453	15,723	16.09	
24	9.550	824,106	86,294	44,475	4,657	149,782	15,684	16.08	
31	16.010	1,564,504	97,720	124,356	7,767	251,101	15,684	16.04	
34	7.220	713,652	98,844	39,755	5,506	113,238	15,684	16.08	
51	3.450	295,337	85,605	19,661	5,699	54,110	15,684	16.08	
52				1,000					
55	8.850	966,376	109,195	23,726	2,681	138,803	15,684	15.94	
58	0.050	4,083	81,660	301	6,020	784	15,684	16.09	
65	11.000	892,952	81,177	58,344	5,304	172,524	15,684	16.09	
74	0.750	91,692	122,256	2,785	3,713	11,763	15,684	16.07	
79	1.500	165,314	110,209	750	500	23,526	15,684	16.07	
88	2.390	220,856	92,408	10,924	4,571	37,485	15,684	16.06	
97	2.000	468,801	234,401	15,000	7,500	31,368	15,684	13.99	
K-12 Program 02 Instructional	11.800	1,086,281	92,058			185,071	15,684	16.12	
Program 21 Instructional	64.940	5,999,254	92,381	240,444	3,703	1,021,185	15,725	16.13	
Program 21 Administrative	2.950	495,740	168,047	17,700	6,000	46,268	15,684	15.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	60.480	5,583,436	92,319			951,235	15,728	16.14	
Program 31 Instructional	14.800	1,356,627	91,664	123,872	8,370	232,123	15,684	16.06	
Program 31 Administrative	1.210	207,877	171,799	484	400	18,978	15,684	15.90	
Program 34 Instructional	6.300	577,463	91,661	39,579	6,282	98,809	15,684	16.10	
Program 34 Administrative	0.920	136,189	148,032	176	191	14,429	15,684	16.00	
K-3 BEA Instructional	96.740	9,055,939	93,611			1,517,270	15,684	16.13	
4-6 BEA Instructional	43.667	3,864,757	88,505			684,873	15,684	16.11	
7-8 BEA Instructional	65.214	5,689,338	87,241			1,022,816	15,684	16.11	
9-12 BEA Instructional	82.429	7,614,381	92,375			1,292,816	15,684	16.11	
K-12 BEA Instructional	288.050	26,224,415	91,041			4,517,776	15,684	16.12	
K-12 BEA Administrative	7.000	1,147,668	163,953			109,788	15,684	16.00	
BEA	314.400	30,635,920	97,442	1,240,473	3,946	4,931,050	15,684	16.06	
Instructional	387.580	35,315,771	91,119	1,600,583	4,130	6,081,471	15,691	16.11	
Administrative	29.750	4,942,148	166,123	59,400	1,997	466,599	15,684	15.69	
Other	1.000	168,397	168,397	600	600	15,684	15,684	16.00	
Active	418.330	40,426,316	96,637	1,660,583	3,970	6,563,754	15,690	16.06	
On Leave	1.500	165,314	110,209			23,526	15,684	16.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	419.830	40,591,630	96,686	1,660,583	3,955	6,587,280	15,690	16.06	
Instructional for Funding Purposes	387.580	35,315,771	91,119	1,600,583	4,130	6,081,471	15,691	16.11	
Instructional for Compliance Purposes	387.580	35,315,771	91,119	1,600,583	4,130	6,081,471	15,691	16.11	
K-3 Program 01 Teacher	85.846	8,059,867	93,888			1,346,409	15,684	16.10	
K-3 Program 21 Teacher	19.000	1,696,606	89,295			297,996	15,684	16.10	
PSES Program 01 Certificated	20.000	1,772,632	88,632			313,680	15,684	16.35	
PSES Program 21 Certificated	30.830	2,900,995	94,096			486,204	15,770	16.18	

Chewelah School District (33036)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.175	2,697,146	86,516	185,955	5,965	485,639	15,578	16.93	
02	4.700	460,355	97,948	33,858	7,204	73,715	15,684	16.90	
03	0.985	106,540	108,162	6,051	6,143	15,449	15,684	16.84	
09	1.088	84,981	78,108	4,317	3,968	17,064	15,684	17.05	
21	6.148	576,085	93,703	40,699	6,620	96,425	15,684	16.95	
24	1.840	147,367	80,091			28,859	15,684	17.00	
31	2.878	244,249	84,868	16,556	5,753	45,139	15,684	16.96	
34	0.718	74,644	103,961	7,048	9,816	11,261	15,684	16.87	
51	2.746	254,082	92,528	2,862	1,042	43,068	15,684	16.91	
55	2.795	262,560	93,939	4,772	1,707	43,837	15,684	16.92	
58				24,542					
74	0.138	11,579	83,906			2,164	15,684	16.98	
97	1.000	164,688	164,688			15,684	15,684	16.77	
K-12 Program 02 Instructional	4.350	412,817	94,900	6,812	1,566	68,225	15,684	16.90	
Program 21 Instructional	5.697	521,224	91,491	40,699	7,144	89,352	15,684	16.95	
Program 21 Administrative	0.451	54,861	121,643			7,073	15,684	16.93	
K-12 Program 21 Instructional	5.697	521,224	91,491	1,200	211	89,352	15,684	16.95	
Program 31 Instructional	2.728	223,218	81,825	16,556	6,069	42,786	15,684	16.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.150	21,031	140,207			2,353	15,684	16.85	
Program 34 Instructional	0.638	63,581	99,657	7,048	11,047	10,006	15,684	16.87	
Program 34 Administrative	0.080	11,063	138,288			1,255	15,684	16.86	
K-3 BEA Instructional	11.341	913,600	80,557	3,000	265	177,872	15,684	17.02	
4-6 BEA Instructional	6.386	529,453	82,908			100,158	15,684	16.99	
7-8 BEA Instructional	5.539	494,516	89,279	2,400	433	85,776	15,486	16.85	
9-12 BEA Instructional	14.111	1,242,385	88,044	22,977	1,628	219,105	15,527	16.87	
K-12 BEA Instructional	37.377	3,179,954	85,078	28,377	759	582,912	15,595	16.93	
K-12 BEA Administrative	1.000	142,397	142,397			15,684	15,684	16.84	
BEA	41.456	3,747,622	90,400	249,468	6,018	646,887	15,604	16.92	
Instructional	51.481	4,435,973	86,167	311,760	6,056	804,119	15,620	16.93	
Administrative	4.551	630,260	138,488			71,378	15,684	16.86	
Other	0.179	18,043	100,799	14,900	83,240	2,807	15,684	16.81	
Active	56.211	5,084,276	90,450	326,660	5,811	878,304	15,625	16.92	
Certificated Total	56.211	5,084,276	90,450	326,660	5,811	878,304	15,625	16.92	
Instructional for Funding Purposes	51.481	4,435,973	86,167	311,760	6,056	804,119	15,620	16.93	
Instructional for Compliance Purposes	51.481	4,435,973	86,167	311,760	6,056	804,119	15,620	16.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	9.031	695,889	77,056	600	66	141,642	15,684	17.05	
K-3 Program 21 Teacher	0.781	75,944	97,239			12,249	15,684	16.94	
Grade T Program 09 Teacher	1.088	84,981	78,108			17,064	15,684	17.05	
PSES Program 01 Certificated	2.491	208,417	83,668			35,760	14,355	16.40	
PSES Program 21 Certificated	2.000	179,354	89,677			31,368	15,684	16.95	

Chief Leschi Tribal Compact (27901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	42.800	4,339,731	101,396	25,882	605	613,978	14,345	16.57	
21	7.600	659,943	86,835			103,748	13,651	15.69	
24	3.000	373,130	124,377			55,455	18,485	17.09	
31	4.000	329,920	82,480			45,354	11,339	16.45	
34		54,498							
51	5.300	647,114	122,097	13,991	2,640	74,730	14,100	14.70	
52	1.000	176,100	176,100			16,907	16,907	15.39	
55	3.000	396,069	132,023	7,592	2,531	47,278	15,759	15.43	
68	21.927	2,655,098	121,088	5,016	229	305,517	13,933	16.25	
69	0.150	99,087	660,580			2,055	13,698	15.68	
88	4.850	438,116	90,333			58,921	12,149	15.37	
97	1.000	184,551	184,551			15,128	15,128	12.30	
Program 21 Instructional	5.600	347,842	62,115			70,167	12,530	15.84	
Program 21 Administrative	2.000	312,101	156,051			33,581	16,791	15.36	
K-12 Program 21 Instructional	3.600	294,236	81,732			41,341	11,484	15.82	
Program 31 Instructional	4.000	329,920	82,480			45,354	11,339	16.45	
Program 34 Instructional		54,498							

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	11.000	1,077,842	97,986			141,018	12,820	16.04	
4-6 BEA Instructional	4.800	1,060,940	221,029			74,326	15,485	15.96	
7-8 BEA Instructional	10.000	532,393	53,239			145,917	14,592	17.28	
9-12 BEA Instructional	12.000	1,230,524	102,544			172,494	14,375	16.75	
K-12 BEA Instructional	37.800	3,901,699	103,220			533,755	14,121	16.63	
BEA	47.800	4,908,700	102,692	25,882	541	674,460	14,110	16.40	
Instructional	84.700	8,747,005	103,270	52,481	620	1,200,975	14,179	16.24	
Administrative	9.927	1,602,415	161,420			138,089	13,910	15.46	
Other		2,411				7		15.40	
Active	94.627	10,351,831	109,396	52,481	555	1,339,071	14,151	16.12	
On Leave		1,526							
Certificated Total	94.627	10,353,357	109,412	52,481	555	1,339,071	14,151	16.12	
Instructional for Funding Purposes	84.700	8,747,005	103,270	52,481	620	1,200,975	14,179	16.24	
Instructional for Compliance Purposes	84.700	8,747,005	103,270	52,481	620	1,200,975	14,179	16.24	
K-3 Program 01 Teacher	10.000	930,685	93,069			127,320	12,732	16.08	
K-3 Program 21 Teacher	1.000	86,042	86,042			589	589	15.69	
PSES Program 01 Certificated	3.000	406,737	135,579			40,980	13,660	16.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated		165,352							

Chimacum School District (16049)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	35.175	3,450,404	98,093	310,212	8,819	589,326	16,754	15.48	
02	2.500	236,887	94,755	6,604	2,642	51,757	20,703	15.74	
09	2.075	139,803	67,375	4,662	2,247	32,544	15,684	16.64	
21	6.350	581,275	91,539	49,007	7,718	119,983	18,895	16.01	
24	1.850	186,408	100,761	6,214	3,359	29,015	15,684	15.65	
31	3.350	281,401	84,000	35,912	10,720	58,815	17,557	14.37	
34	0.400	34,135	85,338	1,138	2,845	6,274	15,684	15.03	
51	1.600	159,765	99,853	9,084	5,678	32,936	20,585	15.55	
55	2.000	173,543	86,772	5,784	2,892	31,368	15,684	15.54	
58				32,972					
65	0.200	22,179	110,895	740	3,700	3,137	15,684	15.31	
74	0.100	11,089	110,890	370	3,700	1,568	15,684	15.31	
97	1.000	179,035	179,035	12,135	12,135	33,588	33,588	14.71	
K-12 Program 02 Instructional	2.200	198,170	90,077	3,134	1,425	34,505	15,684	15.70	
Program 21 Instructional	5.850	499,502	85,385	49,007	8,377	112,141	19,169	16.05	
Program 21 Administrative	0.500	81,773	163,546			7,842	15,684	15.77	
K-12 Program 21 Instructional	5.260	455,046	86,511	27,354	5,200	94,888	18,040	15.85	
Program 31 Instructional	3.350	281,401	84,000	35,912	10,720	58,815	17,557	14.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	34,135	85,338	1,138	2,845	6,274	15,684	15.03	
K-3 BEA Instructional	14.906	1,380,293	92,600	65,602	4,401	265,154	17,788	15.96	
4-6 BEA Instructional	6.989	661,064	94,586	10,664	1,526	109,615	15,684	15.27	
7-8 BEA Instructional	4.376	414,514	94,724	6,102	1,394	68,633	15,684	14.79	
9-12 BEA Instructional	12.504	1,127,824	90,197	89,477	7,156	208,660	16,687	14.87	
K-12 BEA Instructional	38.775	3,583,695	92,423	171,845	4,432	652,062	16,817	15.33	
K-12 BEA Administrative	0.950	161,500	170,000			14,900	15,684	15.76	
BEA	42.425	4,181,862	98,571	366,001	8,627	739,760	17,437	15.38	
Instructional	52.450	4,775,984	91,058	449,592	8,572	894,772	17,060	15.47	
Administrative	4.150	679,940	163,841	18,107	4,363	95,540	23,022	15.64	
Active	56.600	5,455,924	96,394	467,699	8,263	990,312	17,497	15.49	
On Leave				7,135					
Certificated Total	56.600	5,455,924	96,394	474,834	8,389	990,312	17,497	15.49	
Instructional for Funding Purposes	52.450	4,775,984	91,058	449,592	8,572	894,772	17,060	15.47	
Instructional for Compliance Purposes	52.450	4,775,984	91,058	449,592	8,572	894,772	17,060	15.47	
K-3 Program 01 Teacher	12.806	1,169,878	91,354	3,000	234	232,217	18,133	16.06	
K-3 Program 21 Teacher	0.590	45,988	77,946			9,254	15,684	16.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.075	139,803	67,375	278	134	32,544	15,684	16.64	
PSES Program 01 Certificated	2.000	167,825	83,913			31,368	15,684	15.09	
PSES Program 21 Certificated	2.510	233,269	92,936			45,484	18,121	15.69	

Clarkston School District (02250)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	109.430	10,433,801	95,347	567,512	5,186	1,716,300	15,684	16.02	
02	6.800	661,911	97,340	30,795	4,529	106,651	15,684	16.03	
03	1.200	122,669	102,224	3,135	2,613	18,821	15,684	16.01	
09	3.000	302,888	100,963	5,889	1,963	47,052	15,684	16.01	
21	29.800	2,868,500	96,258	234,413	7,866	486,204	16,316	16.02	
24	0.800	85,198	106,498	3,256	4,070	12,547	15,684	15.98	
31	7.770	720,215	92,692	87,610	11,275	121,865	15,684	16.44	
34	1.000	101,972	101,972	14,446	14,446	15,684	15,684	15.97	
51	1.500	159,746	106,497	5,481	3,654	23,526	15,684	15.99	
52				25,441					
55	4.800	446,488	93,018	27,439	5,716	75,283	15,684	16.03	
65	0.300	31,949	106,497	846	2,820	4,705	15,684	15.99	
74	0.600	61,482	102,470	4,001	6,668	9,410	15,684	15.99	
79	0.800	64,202	80,253			12,547	15,684	15.96	
97	1.000	217,742	217,742			15,684	15,684	14.65	
K-12 Program 02 Instructional	5.800	506,175	87,272	8,084	1,394	90,967	15,684	16.06	
Program 21 Instructional	26.850	2,451,168	91,291	199,579	7,433	439,936	16,385	16.03	
Program 21 Administrative	2.950	417,332	141,468	34,834	11,808	46,268	15,684	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	24.790	2,288,516	92,316	173,247	6,989	407,627	16,443	16.03	
Program 31 Instructional	7.370	663,521	90,030	80,534	10,927	115,591	15,684	16.47	
Program 31 Administrative	0.400	56,694	141,735	7,076	17,690	6,274	15,684	15.98	
Program 34 Instructional	1.000	101,972	101,972	14,446	14,446	15,684	15,684	15.97	
K-3 BEA Instructional	35.989	3,392,731	94,271	132,323	3,677	564,451	15,684	16.03	
4-6 BEA Instructional	27.994	2,483,243	88,706	52,300	1,868	439,058	15,684	16.05	
7-8 BEA Instructional	17.334	1,685,394	97,231	71,707	4,137	271,866	15,684	16.01	
9-12 BEA Instructional	36.133	3,332,690	92,234	204,955	5,672	566,710	15,684	16.11	
K-12 BEA Instructional	118.450	10,956,425	92,498	461,805	3,899	1,857,770	15,684	16.06	
K-12 BEA Administrative	7.750	1,084,143	139,889	77,275	9,971	121,551	15,684	15.98	
BEA	127.200	12,258,310	96,370	703,498	5,531	1,995,005	15,684	16.03	
Instructional	156.800	14,513,319	92,559	893,155	5,696	2,478,072	15,804	16.05	
Administrative	12.000	1,765,444	147,120	117,109	9,759	188,208	15,684	15.82	
Active	168.800	16,278,763	96,438	1,010,264	5,985	2,666,280	15,795	16.02	
Certificated Total	168.800	16,278,763	96,438	1,010,264	5,985	2,666,280	15,795	16.02	
Instructional for Funding Purposes	156.800	14,513,319	92,559	893,155	5,696	2,478,072	15,804	16.05	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	156.800	14,513,319	92,559	893,155	5,696	2,478,072	15,804	16.05	
K-3 Program 01 Teacher	31.406	2,995,030	95,365	53,423	1,701	492,572	15,684	16.02	
K-3 Program 21 Teacher	3.966	367,839	92,748	16,045	4,046	62,203	15,684	16.03	
Grade T Program 09 Teacher	3.000	302,888	100,963	5,889	1,963	47,052	15,684	16.01	
PSES Program 01 Certificated	2.150	218,742	101,740			33,721	15,684	15.91	
PSES Program 21 Certificated	10.490	923,639	88,049			183,346	17,478	16.04	

Cle Elum-Roslyn School District (19404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	54.201	4,802,913	88,613	175,265	3,234	884,421	16,317	8.64	
09	3.145	295,507	93,961			54,894	17,454	8.63	
21	7.533	686,124	91,082	2,000	265	130,961	17,385	8.69	
24	0.700	53,422	76,317			10,979	15,684	8.70	
31	4.880	413,841	84,803	15,893	3,257	76,538	15,684	8.62	
34	0.580	55,151	95,088			9,097	15,684	8.54	
51	1.000	113,401	113,401			15,684	15,684	8.44	
52				9,500					
55	1.498	152,091	101,529			23,495	15,684	8.52	
58	1.500	94,328	62,885	20,500	13,667	23,526	15,684	8.89	
65	0.352	28,921	82,162	2,000	5,682	5,521	15,684	8.64	
74	0.250	26,677	106,708	2,000	8,000	3,921	15,684	8.47	
97	1.000	195,576	195,576			15,684	15,684	7.71	
Program 21 Instructional	6.933	582,481	84,016	2,000	288	121,551	17,532	8.75	
Program 21 Administrative	0.600	103,643	172,738			9,410	15,684	8.32	
K-12 Program 21 Instructional	6.433	553,187	85,992			113,709	17,676	8.74	
Program 31 Instructional	4.480	378,613	84,512	15,893	3,548	70,264	15,684	8.62	
Program 31 Administrative	0.400	35,228	88,070			6,274	15,684	8.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.330	34,402	104,248			5,176	15,684	8.49	
Program 34 Administrative	0.250	20,749	82,996			3,921	15,684	8.62	
K-3 BEA Instructional	22.253	1,825,267	82,023	58,416	2,625	366,786	16,483	8.68	
4-6 BEA Instructional	7.664	758,666	98,991	17,031	2,222	120,202	15,684	8.53	
7-8 BEA Instructional	7.960	621,957	78,135	23,917	3,005	124,845	15,684	8.69	
9-12 BEA Instructional	16.240	1,366,329	84,134	77,952	4,800	267,255	16,457	8.67	
K-12 BEA Instructional	54.117	4,572,219	84,488	179,836	3,323	879,088	16,244	8.65	
K-12 BEA Administrative	5.000	621,899	124,380	5,000	1,000	78,420	15,684	8.57	
BEA	60.661	5,467,481	90,132	191,158	3,151	985,739	16,250	8.61	
Instructional	69.395	5,901,773	85,046	220,583	3,179	1,137,090	16,386	8.66	
Administrative	7.244	1,016,179	140,279	5,000	690	117,630	16,238	8.37	
Other				1,575					
Active	76.639	6,917,952	90,267	227,158	2,964	1,254,720	16,372	8.61	
Certificated Total	76.639	6,917,952	90,267	227,158	2,964	1,254,720	16,372	8.61	
Instructional for Funding Purposes	69.395	5,901,773	85,046	220,583	3,179	1,137,090	16,386	8.66	
Instructional for Compliance Purposes	69.395	5,901,773	85,046	220,583	3,179	1,137,090	16,386	8.66	
K-3 Program 01 Teacher	20.509	1,661,166	80,997	20,748	1,012	334,634	16,316	8.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.000	97,937	97,937			15,684	15,684	8.54	
Grade T Program 09 Teacher	3.145	295,507	93,961			54,894	17,454	8.63	
PSES Program 01 Certificated	3.050	294,260	96,479			48,620	15,941	8.54	
PSES Program 21 Certificated	0.600	58,762	97,937			11,763	19,605	8.69	

Clover Park School District (27400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	638.034	67,075,649	105,129	5,819,648	9,121	9,959,873	15,610	18.71	
02	4.000	366,486	91,622	34,816	8,704	62,736	15,684	20.62	
03	9.000	976,093	108,455	80,070	8,897	141,156	15,684	20.08	
21	156.698	15,017,819	95,839	1,462,929	9,336	2,465,493	15,734	19.51	
24	9.000	857,929	95,325	133,160	14,796	141,156	15,684	18.63	
26	12.560	1,270,317	101,140	121,019	9,635	198,559	15,809	18.46	
31	34.297	3,495,259	101,912	352,572	10,280	537,914	15,684	18.78	
34	20.188	2,007,548	99,443	167,366	8,290	300,945	14,907	18.76	
51	22.540	2,442,643	108,369	206,666	9,169	341,754	15,162	17.97	
52	1.100	70,994	64,540	5,662	5,147	17,252	15,684	19.72	
55	40.160	4,063,587	101,185	391,150	9,740	640,064	15,938	19.23	
56	1.340	111,538	83,237	15,091	11,262	21,017	15,684	21.34	
58	0.400	40,412	101,030	4,921	12,303	6,274	15,684	18.17	
61	0.820	113,051	137,867	2,476	3,020	12,861	15,684	16.07	
65	27.300	2,726,078	99,856	248,362	9,098	428,173	15,684	18.82	
74	4.000	412,823	103,206	39,218	9,805	62,736	15,684	18.94	
79	6.050	589,683	97,468	56,019	9,259	94,888	15,684	17.78	
88	0.980	123,171	125,685	3,713	3,789	15,370	15,684	16.11	
97	2.000	565,688	282,844	700	350	31,368	15,684	12.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	2.000	238,410	119,205			31,368	15,684	20.83	
Program 21 Instructional	152.698	14,260,419	93,390	1,462,929	9,581	2,402,757	15,735	19.68	
Program 21 Administrative	4.000	757,400	189,350			62,736	15,684	15.99	
K-12 Program 21 Instructional	135.698	12,691,324	93,526			2,136,129	15,742	19.64	
Program 26, 56, and 59 Instructional	12.900	1,177,406	91,272	136,110	10,551	203,892	15,806	19.10	
Program 26, 56, and 59 Administrative	1.000	204,449	204,449			15,684	15,684	16.10	
Program 31 Instructional	33.497	3,331,395	99,454	352,572	10,525	525,367	15,684	18.96	
Program 31 Administrative	0.800	163,864	204,830			12,547	15,684	14.80	
Program 34 Instructional	18.988	1,761,753	92,782	167,366	8,814	282,124	14,858	19.25	
Program 34 Administrative	1.200	245,795	204,829			18,821	15,684	14.80	
K-3 BEA Instructional	268.210	26,532,201	98,923			4,190,922	15,626	18.94	
4-6 BEA Instructional	127.833	12,147,827	95,029			1,989,249	15,561	19.18	
7-8 BEA Instructional	82.219	8,134,501	98,937			1,289,523	15,684	19.22	
9-12 BEA Instructional	140.457	14,127,979	100,586			2,202,928	15,684	19.16	
K-12 BEA Instructional	618.719	60,942,508	98,498			9,672,621	15,633	19.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	707.519	74,486,723	105,279	6,455,172	9,124	11,033,992	15,595	18.70	
Instructional	911.467	88,748,411	97,369	8,872,962	9,735	14,240,554	15,624	19.11	
Administrative	77.000	13,357,043	173,468	251,571	3,267	1,207,668	15,684	16.74	
Other	2.000	221,314	110,657	21,025	10,513	31,368	15,684	18.35	
Active	990.467	102,326,768	103,312	9,145,558	9,234	15,479,590	15,629	18.82	
Certificated Total	990.467	102,326,768	103,312	9,145,558	9,234	15,479,590	15,629	18.82	
Instructional for Funding Purposes	898.567	87,571,005	97,456	8,736,852	9,723	14,036,662	15,621	19.11	
Instructional for Compliance Purposes	898.567	87,571,005	97,456	8,736,852	9,723	14,036,662	15,621	19.11	
K-3 Program 01 Teacher	215.972	20,852,984	96,554			3,371,621	15,611	18.97	
K-3 Program 21 Teacher	41.378	3,571,211	86,307			648,973	15,684	19.69	
PSES Program 01 Certificated	41.000	4,054,426	98,888			627,360	15,301	18.21	
PSES Program 21 Certificated	28.700	2,881,202	100,390			457,973	15,957	18.48	

Colfax School District (38300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	30.955	2,651,082	85,643	74,416	2,404	512,459	16,555	15.85	
09	1.225	85,931	70,148	1,139	930	19,213	15,684	15.92	
21	3.300	279,470	84,688	13,568	4,112	51,757	15,684	15.90	
31	3.150	253,549	80,492	37,857	12,018	49,405	15,684	15.90	
34	0.651	60,733	93,292	2,593	3,983	10,210	15,684	15.89	
51	0.667	65,977	98,916			15,684	23,514	15.92	
55	0.500	38,994	77,988			15,684	31,368	15.92	
58				19,542					
97	1.000	189,439	189,439	7,578	7,578	15,684	15,684	15.20	
Program 21 Instructional	3.000	242,960	80,987	10,897	3,632	47,052	15,684	15.91	
Program 21 Administrative	0.300	36,510	121,700	2,671	8,903	4,705	15,684	15.90	
K-12 Program 21 Instructional	3.000	242,960	80,987			47,052	15,684	15.91	
Program 31 Instructional	3.050	241,379	79,141	36,967	12,120	47,836	15,684	15.90	
Program 31 Administrative	0.100	12,170	121,700	890	8,900	1,568	15,684	15.89	
Program 34 Instructional	0.551	48,563	88,136	1,703	3,091	8,642	15,684	15.89	
Program 34 Administrative	0.100	12,170	121,700	890	8,900	1,568	15,684	15.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	9.193	783,325	85,209			145,234	15,798	15.91	
4-6 BEA Instructional	7.280	614,102	84,355			145,548	19,993	15.90	
7-8 BEA Instructional	5.218	420,366	80,561			81,839	15,684	15.90	
9-12 BEA Instructional	11.131	924,760	83,080			169,121	15,194	15.76	
K-12 BEA Instructional	32.822	2,742,553	83,558			541,741	16,505	15.85	
BEA	35.756	3,154,803	88,231	122,444	3,424	587,758	16,438	15.82	
Instructional	38.114	3,164,245	83,021	110,613	2,902	637,806	16,734	15.86	
Administrative	3.000	432,841	144,280	25,385	8,462	47,052	15,684	15.60	
Other	0.334	28,089	84,099	20,695	61,961	5,238	15,684	15.88	
Active	41.448	3,625,175	87,463	156,693	3,780	690,096	16,650	15.83	
Certificated Total	41.448	3,625,175	87,463	156,693	3,780	690,096	16,650	15.83	
Instructional for Funding Purposes	38.114	3,164,245	83,021	110,613	2,902	637,806	16,734	15.86	
Instructional for Compliance Purposes	38.114	3,164,245	83,021	110,613	2,902	637,806	16,734	15.86	
K-3 Program 01 Teacher	8.693	747,525	85,992			137,392	15,805	15.91	
K-3 Program 21 Teacher	0.572	40,892	71,490			8,971	15,684	15.92	
Grade T Program 09 Teacher	1.000	64,811	64,811			15,684	15,684	15.92	
PSES Program 01 Certificated	1.775	151,718	85,475			27,839	15,684	15.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 09 Certificated	0.125	8,950	71,600			1,961	15,684	15.92	
PSES Program 21 Certificated	1.000	72,458	72,458			15,684	15,684	15.92	

College Place School District (36250)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	80.687	7,741,441	95,944	28,631	355	1,257,318	15,583	44.39	
09	1.000	93,730	93,730			15,684	15,684	44.19	
21	15.012	1,344,273	89,547	22,701	1,512	235,260	15,671	42.66	
31	8.603	795,587	92,478	31,912	3,709	134,929	15,684	43.56	
34	1.537	130,937	85,190	4,405	2,866	24,106	15,684	44.20	
51	0.690	81,485	118,094	719	1,042	10,822	15,684	44.13	
55	3.222	324,009	100,561	9,642	2,993	50,534	15,684	44.36	
58	0.049	4,678	95,469			769	15,684	42.93	
65	2.050	212,391	103,605			32,152	15,684	44.46	
71	0.492	46,053	93,604					39.30	
74	0.400	44,635	111,588			6,274	15,684	44.43	
97	1.450	277,039	191,061	20,618	14,219	22,742	15,684	38.63	
Program 21 Instructional	14.012	1,196,616	85,399	20,841	1,487	219,576	15,671	42.34	
Program 21 Administrative	1.000	147,657	147,657	1,860	1,860	15,684	15,684	45.49	
K-12 Program 21 Instructional	13.012	1,093,875	84,067	20,841	1,602	203,892	15,670	42.31	
Program 31 Instructional	8.253	737,178	89,322	31,912	3,867	129,440	15,684	43.38	
Program 31 Administrative	0.350	58,409	166,883			5,489	15,684	46.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.499	125,352	83,624	4,405	2,939	23,510	15,684	44.11	
Program 34 Administrative	0.038	5,585	146,974			596	15,684	46.40	
K-3 BEA Instructional	29.242	2,666,882	91,200	6,314	216	450,596	15,409	45.93	
4-6 BEA Instructional	18.220	1,830,837	100,485			285,762	15,684	43.08	
7-8 BEA Instructional	12.942	1,222,085	94,428	3,877	300	202,982	15,684	44.52	
9-12 BEA Instructional	24.273	2,154,053	88,743	32,440	1,336	380,557	15,678	42.83	
K-12 BEA Instructional	84.677	7,873,857	92,987	42,631	503	1,319,897	15,587	44.16	
K-12 BEA Administrative	4.850	714,334	147,285	18,300	3,773	76,067	15,684	45.98	
BEA	92.277	8,945,004	96,936	85,566	927	1,439,096	15,595	44.11	
Instructional	106.192	9,812,808	92,406	72,035	678	1,649,434	15,533	43.92	
Administrative	8.000	1,250,493	156,312	46,593	5,824	125,472	15,684	43.89	
Other	1.000	32,957	32,957			15,684	15,684	45.37	
Active	115.192	11,096,258	96,328	118,628	1,030	1,790,590	15,544	43.92	
Certificated Total	115.192	11,096,258	96,328	118,628	1,030	1,790,590	15,544	43.92	
Instructional for Funding Purposes	106.192	9,812,808	92,406	72,035	678	1,649,434	15,533	43.92	
Instructional for Compliance Purposes	106.192	9,812,808	92,406	72,035	678	1,649,434	15,533	43.92	
K-3 Program 01 Teacher	25.001	2,296,095	91,840			384,080	15,363	46.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	3.272	319,330	97,595			51,130	15,626	42.55	
Grade T Program 09 Teacher	1.000	93,730	93,730			15,684	15,684	44.19	
PSES Program 01 Certificated	4.880	431,690	88,461			76,538	15,684	43.94	
PSES Program 21 Certificated	1.000	95,084	95,084			15,684	15,684	44.15	

Colton School District (38306)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.835	1,140,206	76,859	56,280	3,794	221,693	14,944	15.74	
09	1.131	72,885	64,443			17,739	15,684	15.93	
21	1.534	135,464	88,308			24,083	15,700	15.93	
31	0.800	44,456	55,570	15,316	19,145	12,547	15,684	15.88	
34	0.200	11,114	55,570			3,137	15,684	15.88	
52	0.070	4,649	66,414			1,098	15,684	15.93	
55	0.050	4,662	93,240			784	15,684	15.93	
58				19,542					
79	0.130	8,634	66,415			2,039	15,684	15.93	
97	0.900	122,684	136,316	1,200	1,333	14,548	16,164	15.92	
99	0.050	6,816	136,320			808	16,164	15.92	
Program 21 Instructional	1.450	124,939	86,165			22,742	15,684	15.93	
Program 21 Administrative	0.084	10,525	125,298			1,341	15,970	15.92	
K-12 Program 21 Instructional	0.950	88,570	93,232			14,900	15,684	15.93	
Program 31 Instructional	0.800	44,456	55,570	13,816	17,270	12,547	15,684	15.88	
Program 31 Administrative				1,500					
Program 34 Instructional	0.200	11,114	55,570			3,137	15,684	15.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	3.939	305,688	77,605	7,588	1,926	64,116	16,277	15.92	
4-6 BEA Instructional	3.005	203,912	67,858	2,141	712	44,056	14,661	15.72	
7-8 BEA Instructional	2.952	186,661	63,232	4,218	1,429	38,551	13,059	15.37	
9-12 BEA Instructional	5.301	431,356	81,373	55,909	10,547	80,647	15,214	15.77	
K-12 BEA Instructional	15.218	1,129,012	74,189	69,856	4,590	227,700	14,963	15.74	
K-12 BEA Administrative	0.650	88,605	136,315	2,460	3,785	10,507	16,164	15.92	
BEA	16.735	1,318,460	78,785	72,796	4,350	251,925	15,054	15.76	
Instructional	18.015	1,341,072	74,442	89,398	4,962	271,568	15,075	15.77	
Administrative	1.685	210,498	124,925	2,940	1,745	26,908	15,969	15.92	
Active	19.700	1,551,570	78,760	92,338	4,687	298,476	15,151	15.79	
Certificated Total	19.700	1,551,570	78,760	92,338	4,687	298,476	15,151	15.79	
Instructional for Funding Purposes	18.015	1,341,072	74,442	89,398	4,962	271,568	15,075	15.77	
Instructional for Compliance Purposes	18.015	1,341,072	74,442	89,398	4,962	271,568	15,075	15.77	
K-3 Program 01 Teacher	3.844	299,378	77,882	6,073	1,580	62,626	16,292	15.92	
K-3 Program 21 Teacher	0.108	10,069	93,231			1,694	15,684	15.93	
Grade T Program 09 Teacher	1.097	69,176	63,059			17,205	15,684	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.800	53,135	66,419			12,547	15,684	15.93	

Columbia (Stevens) School District (33206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.080	902,275	74,692	38,109	3,155	189,463	15,684	16.23	
09	0.100	5,917	59,170	84	840	1,568	15,684	16.22	
21	1.250	81,432	65,146	1,307	1,046	17,974	14,379	16.19	
31	1.180	85,432	72,400	3,462	2,934	18,507	15,684	16.17	
34	0.140	7,922	56,586	188	1,343	2,196	15,684	16.23	
51	0.200	18,500	92,500			1,882	9,411	16.14	
55	0.280	16,981	60,646			4,392	15,684	16.22	
58				12,514					
68				2,887					
97	0.770	46,200	60,000	4,117	5,347	2,415	3,137	16.23	
Program 21 Instructional	0.950	52,382	55,139	1,307	1,376	14,900	15,684	16.22	
Program 21 Administrative	0.300	29,050	96,833			3,074	10,247	16.14	
K-12 Program 21 Instructional	0.950	52,382	55,139	1,307	1,376	14,900	15,684	16.22	
Program 31 Instructional	1.180	85,432	72,400	3,462	2,934	18,507	15,684	16.17	
Program 34 Instructional	0.140	7,922	56,586	188	1,343	2,196	15,684	16.23	
K-3 BEA Instructional	3.910	295,802	75,653	2,700	691	61,324	15,684	16.24	
4-6 BEA Instructional	1.500	104,024	69,349	531	354	23,526	15,684	16.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	2.570	163,964	63,799	3,426	1,333	40,308	15,684	16.27	
9-12 BEA Instructional	4.690	340,589	72,620	16,933	3,610	73,558	15,684	16.23	
K-12 BEA Instructional	12.670	904,379	71,380	23,590	1,862	198,716	15,684	16.23	
BEA	14.170	1,041,829	73,524	45,876	3,238	212,581	15,002	16.22	
Instructional	14.000	979,659	69,976	49,838	3,560	219,576	15,684	16.23	
Administrative	2.000	185,000	92,500	4,117	2,059	18,821	9,411	16.14	
Other				8,713					
Active	16.000	1,164,659	72,791	62,668	3,917	238,397	14,900	16.22	
Certificated Total	16.000	1,164,659	72,791	62,668	3,917	238,397	14,900	16.22	
Instructional for Funding Purposes	14.000	979,659	69,976	49,838	3,560	219,576	15,684	16.23	
Instructional for Compliance Purposes	14.000	979,659	69,976	49,838	3,560	219,576	15,684	16.23	
K-3 Program 01 Teacher	2.450	202,640	82,710	2,700	1,102	38,426	15,684	16.14	
K-3 Program 21 Teacher	0.171	9,429	55,140	1,307	7,643	2,682	15,684	16.22	
Grade T Program 09 Teacher	0.100	5,917	59,170			1,568	15,684	16.22	
PSES Program 01 Certificated	1.150	79,394	69,038			18,037	15,684	16.87	

Columbia (Walla Walla) School District (36400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	43.697	4,130,925	94,536	287,418	6,578	732,888	16,772	16.40	
09	1.220	102,487	84,006			20,559	16,852	16.25	
21	6.130	602,360	98,264	47,819	7,801	104,160	16,992	16.14	
31	3.000	305,155	101,718	63,799	21,266	51,149	17,050	16.07	
51	0.860	97,673	113,573	5,909	6,871	14,759	17,162	16.08	
55	1.836	170,307	92,760	4,014	2,186	25,459	13,867	16.23	
58				27,000					
65	0.870	118,579	136,298			15,092	17,347	16.08	
74	0.104	10,313	99,163	1,000	9,615	2,185	21,008	16.28	
97	1.000	190,447	190,447	26,922	26,922	17,684	17,684	14.75	
Program 21 Instructional	6.000	584,641	97,440	47,819	7,970	101,905	16,984	16.14	
Program 21 Administrative	0.130	17,719	136,300			2,255	17,347	16.08	
K-12 Program 21 Instructional	6.000	584,641	97,440	26,007	4,335	101,905	16,984	16.14	
Program 31 Instructional	3.000	305,155	101,718	63,799	21,266	51,149	17,050	16.07	
K-3 BEA Instructional	14.757	1,313,393	89,001	33,804	2,291	245,774	16,655	16.18	
4-6 BEA Instructional	7.147	564,014	78,916	2,405	337	116,490	16,299	16.22	
7-8 BEA Instructional	8.663	715,865	82,635	9,435	1,089	145,014	16,739	17.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	12.170	1,278,089	105,020	116,350	9,560	207,814	17,076	16.07	
K-12 BEA Instructional	42.737	3,871,361	90,586	161,994	3,790	715,092	16,732	16.42	
K-12 BEA Administrative	1.700	237,656	139,798	14,416	8,480	29,550	17,382	16.04	
BEA	47.697	4,626,527	96,998	378,139	7,928	801,721	16,809	16.31	
Instructional	52.717	4,830,791	91,636	391,169	7,420	879,260	16,679	16.37	
Administrative	5.700	863,947	151,570	70,888	12,436	99,545	17,464	15.74	
Other	0.300	33,508	111,693	1,824	6,080	5,130	17,101	16.15	
Active	58.717	5,728,246	97,557	463,881	7,900	983,935	16,757	16.28	
Certificated Total	58.717	5,728,246	97,557	463,881	7,900	983,935	16,757	16.28	
Instructional for Funding Purposes	52.717	4,830,791	91,636	391,169	7,420	879,260	16,679	16.37	
Instructional for Compliance Purposes	52.717	4,830,791	91,636	391,169	7,420	879,260	16,679	16.37	
K-3 Program 01 Teacher	14.757	1,313,393	89,001	23,270	1,577	245,774	16,655	16.18	
K-3 Program 21 Teacher	1.420	126,912	89,375			23,967	16,878	16.20	
Grade T Program 09 Teacher	1.180	96,496	81,776			19,860	16,830	16.26	
PSES Program 01 Certificated	1.000	113,573	113,573			17,163	17,163	16.05	
PSES Program 21 Certificated	1.000	113,573	113,573			17,163	17,163	16.05	

Colville School District (33115)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	83.780	7,164,505	85,516	210,072	2,507	1,314,006	15,684	16.11	
02	2.000	206,242	103,121	4,582	2,291	31,368	15,684	16.04	
09	4.900	358,319	73,126	7,324	1,495	100,378	20,485	16.20	
21	14.573	1,239,130	85,029	54,830	3,762	234,789	16,111	16.11	
24	3.750	323,337	86,223	14,591	3,891	58,815	15,684	16.10	
31	6.700	665,945	99,395	25,169	3,757	105,083	15,684	16.05	
34	2.000	194,894	97,447	4,331	2,166	31,368	15,684	16.07	
45	1.000	84,683	84,683	4,234	4,234	15,684	15,684	16.11	
51	3.200	311,543	97,357	6,922	2,163	50,189	15,684	16.06	
52	0.700	57,294	81,849	1,272	1,817	10,979	15,684	16.13	
55	4.900	392,431	80,088	9,563	1,952	70,578	14,404	16.18	
58				54,084					
65	0.129	12,892	99,938	572	4,434	3,905	30,274	16.20	
74	0.376	38,672	102,851	1,717	4,566	11,779	31,326	16.20	
97	1.000	193,883	193,883			15,684	15,684	15.33	
K-12 Program 02 Instructional	2.000	206,242	103,121	4,582	2,291	31,368	15,684	16.04	
Program 21 Instructional	13.573	1,111,606	81,898	54,830	4,040	219,105	16,143	16.13	
Program 21 Administrative	1.000	127,524	127,524			15,684	15,684	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	13.502	1,104,243	81,784	54,666	4,049	217,992	16,145	16.13	
Program 31 Instructional	6.000	569,275	94,879	25,169	4,195	94,104	15,684	16.06	
Program 31 Administrative	0.700	96,670	138,100			10,979	15,684	15.98	
Program 34 Instructional	2.000	194,894	97,447	4,331	2,166	31,368	15,684	16.07	
K-3 BEA Instructional	31.548	2,473,741	78,412	60,492	1,917	494,799	15,684	16.15	
4-6 BEA Instructional	14.223	1,250,671	87,933	28,419	1,998	223,074	15,684	16.10	
7-8 BEA Instructional	14.949	1,374,995	91,979	35,863	2,399	234,460	15,684	16.08	
9-12 BEA Instructional	27.960	2,297,724	82,179	123,362	4,412	438,525	15,684	16.12	
K-12 BEA Instructional	88.680	7,397,131	83,414	248,136	2,798	1,390,857	15,684	16.12	
K-12 BEA Administrative	5.800	810,145	139,680	252	43	90,967	15,684	15.98	
BEA	96.480	8,510,152	88,206	248,388	2,575	1,513,192	15,684	16.09	
Instructional	119.758	9,961,377	83,179	399,011	3,332	1,897,764	15,847	16.12	
Administrative	8.000	1,159,380	144,923	252	32	125,472	15,684	15.87	
Other	1.250	123,013	98,410			31,368	25,094	16.12	
Active	129.008	11,243,770	87,156	399,263	3,095	2,054,604	15,926	16.10	
Certificated Total	129.008	11,243,770	87,156	399,263	3,095	2,054,604	15,926	16.10	
Instructional for Funding Purposes	119.758	9,961,377	83,179	399,011	3,332	1,897,764	15,847	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	119.758	9,961,377	83,179	399,011	3,332	1,897,764	15,847	16.12	
K-3 Program 01 Teacher	25.849	1,980,015	76,599	44,001	1,702	405,416	15,684	16.16	
K-3 Program 21 Teacher	3.235	263,234	81,371	13,354	4,128	52,934	16,363	16.13	
Grade T Program 09 Teacher	4.500	312,962	69,547	6,642	1,476	94,104	20,912	16.22	
PSES Program 01 Certificated	6.800	548,785	80,704			106,651	15,684	16.13	
PSES Program 09 Certificated	0.200	17,529	87,645			3,137	15,684	16.10	
PSES Program 21 Certificated	4.379	423,642	96,744			68,680	15,684	16.06	

Concrete School District (29011)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	23.590	2,520,409	106,842	171,529	7,271	385,670	16,349	15.85	
09	2.060	183,338	88,999	2,954	1,434	32,309	15,684	15.87	
21	3.170	515,799	162,713	6,225	1,964	81,086	25,579	15.61	
31	1.800	181,390	100,772	8,946	4,970	28,231	15,684	15.86	
34	0.600	59,203	98,672	2,129	3,548	9,410	15,684	15.87	
51	0.250	40,755	163,020			3,921	15,684	15.32	
52				18,037					
55	0.100	19,110	191,100			1,568	15,684	14.22	
58				11,514					
97	0.430	82,171	191,095	11,466	26,665	6,744	15,684	14.22	
Program 21 Instructional	2.800	445,094	158,962	6,225	2,223	75,283	26,887	15.87	
Program 21 Administrative	0.370	70,705	191,095			5,803	15,684	14.22	
K-12 Program 21 Instructional	2.800	445,094	158,962			75,283	26,887	15.87	
Program 31 Instructional	1.600	157,491	98,432	8,946	5,591	25,094	15,684	15.86	
Program 31 Administrative	0.200	23,899	119,495			3,137	15,684	15.85	
Program 34 Instructional	0.600	59,203	98,672	2,129	3,548	9,410	15,684	15.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	8.410	789,204	93,841			131,902	15,684	15.87	
4-6 BEA Instructional	3.730	349,445	93,685			58,501	15,684	15.87	
7-8 BEA Instructional	4.800	471,630	98,256	3,191	665	75,283	15,684	15.87	
9-12 BEA Instructional	7.000	848,469	121,210	598	85	125,472	17,925	15.86	
K-12 BEA Instructional	23.940	2,458,748	102,705	3,789	158	391,159	16,339	15.87	
K-12 BEA Administrative	1.000	148,699	148,699			15,684	15,684	15.70	
BEA	26.420	2,843,173	107,614	194,070	7,346	430,055	16,278	15.80	
Instructional	28.800	3,087,180	107,194	221,334	7,685	498,751	17,318	15.87	
Administrative	2.950	478,995	162,371	11,466	3,887	46,268	15,684	15.13	
Other	0.250	36,000	144,000			3,921	15,684	15.88	
Active	32.000	3,602,175	112,568	232,800	7,275	548,940	17,154	15.76	
Certificated Total	32.000	3,602,175	112,568	232,800	7,275	548,940	17,154	15.76	
Instructional for Funding Purposes	28.800	3,087,180	107,194	221,334	7,685	498,751	17,318	15.87	
Instructional for Compliance Purposes	28.800	3,087,180	107,194	221,334	7,685	498,751	17,318	15.87	
K-3 Program 01 Teacher	8.410	789,204	93,841			131,902	15,684	15.87	
K-3 Program 21 Teacher	0.550	76,515	139,118			12,547	22,813	15.87	
Grade T Program 09 Teacher	2.060	183,338	88,999			32,309	15,684	15.87	

Conway School District (29317)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	23.356	2,768,097	118,518	161,876	6,931	406,655	17,411	16.44	
21	2.092	236,149	112,882	27,257	13,029	29,094	13,907	15.36	
51	0.041	4,796	116,976	3,291	80,268	643	15,684	16.50	
52	0.042	4,713	112,214	2,864	68,190	659	15,684	16.50	
55				801					
58				21,519					
65	0.079	10,740	135,949	801	10,139	2,102	26,603	16.48	
74				4,722					
97	1.000	202,056	202,056			15,684	15,684	14.72	
Program 21 Instructional	2.092	236,149	112,882	27,257	13,029	29,094	13,907	15.36	
K-12 Program 21 Instructional	2.092	236,149	112,882	524	250	29,094	13,907	15.36	
K-3 BEA Instructional	10.506	1,214,427	115,594	315	30	189,118	18,001	16.50	
4-6 BEA Instructional	5.767	671,046	116,360	6,539	1,134	93,053	16,135	16.50	
7-8 BEA Instructional	5.779	677,017	117,151			93,116	16,113	16.50	
K-12 BEA Instructional	22.052	2,562,490	116,202	6,854	311	375,287	17,018	16.50	
K-12 BEA Administrative	1.000	171,304	171,304			15,684	15,684	15.67	
BEA	24.356	2,970,153	121,947	161,876	6,646	422,339	17,340	16.32	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	24.306	2,818,888	115,975	220,377	9,067	407,784	16,777	16.40	
Administrative	2.000	373,360	186,680	2,754	1,377	31,368	15,684	15.15	
Active	26.306	3,192,248	121,351	223,131	8,482	439,152	16,694	16.24	
On Leave	0.304	34,303	112,839			15,684	51,592	16.50	
Certificated Total	26.610	3,226,551	121,253	223,131	8,385	454,836	17,093	16.25	
Instructional for Funding Purposes	24.306	2,818,888	115,975	220,377	9,067	407,784	16,777	16.40	
Instructional for Compliance Purposes	24.306	2,818,888	115,975	220,377	9,067	407,784	16,777	16.40	
K-3 Program 01 Teacher	10.378	1,199,311	115,563	315	30	186,796	17,999	16.50	
PSES Program 01 Certificated	0.303	36,024	118,891			4,752	15,684	16.50	
PSES Program 21 Certificated	1.092	101,593	93,034			13,410	12,280	13.73	

Cosmopolis School District (14099)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.684	791,149	91,104			141,836	16,333	23.14	
09	1.000	105,752	105,752			15,684	15,684	23.02	
21	1.228	115,443	94,009	10,000	8,143	15,684	12,772	19.58	
24	0.033	2,435	73,788						
51	0.544	55,738	102,460			8,940	16,434	23.06	
52	0.122	9,403	77,074			2,353	19,284	23.36	
55	0.430	46,962	109,214			6,744	15,684	23.00	
65	0.140	15,290	109,214			2,196	15,684	23.00	
97	0.500	69,000	138,000			7,842	15,684	23.05	
Program 21 Instructional	1.000	98,020	98,020			15,684	15,684	23.06	
Program 21 Administrative				10,000					
K-12 Program 21 Instructional	1.000	98,020	98,020			15,684	15,684	23.06	
K-3 BEA Instructional	5.924	543,362	91,722			95,913	16,191	23.13	
4-6 BEA Instructional	2.260	178,787	79,109			38,081	16,850	23.24	
K-12 BEA Instructional	8.184	722,149	88,239			133,994	16,373	23.15	
BEA	9.184	860,149	93,657			149,678	16,298	23.14	
Instructional	11.420	1,053,314	92,234			185,594	16,252	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	Defunct LEAP 1 Mix Factor
Administrative	1.000	138,000	138,000	10,000	10,000	15,684	15,684	23.05	
Active	12.420	1,191,314	95,919	10,000	805	201,278	16,206	23.11	
K-12 Program 21 Contracted	0.228	17,423	76,417						
Certificated Total	12.681	1,211,172	95,511	10,000	789	201,278	15,872	22.73	
Instructional for Funding Purposes	11.681	1,073,172	91,873			185,594	15,889	22.69	
Instructional for Compliance Purposes	11.420	1,053,314	92,234			185,594	16,252	23.12	
K-3 Program 01 Teacher	5.348	498,854	93,279			84,777	15,852	23.11	
K-3 Program 21 Teacher	0.571	55,999	98,072			8,956	15,684	23.06	
Grade T Program 09 Teacher	1.000	105,752	105,752			15,684	15,684	23.02	
PSES Program 01 Certificated	0.576	44,508	77,271			11,136	19,333	23.36	
PSES Program 21 Certificated	0.228	17,423	76,417						

Coulee-Hartline School District (13151)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.537	1,166,058	80,213	5,124	352	424,378	29,193	16.16	
21	0.990	79,751	80,557			23,369	23,605	16.17	
24	0.450	34,987	77,749			7,058	15,684	16.11	
31	2.123	123,701	58,267	8,887	4,186	125,472	59,101	17.30	
51	0.300	27,240	90,800			4,705	15,684	16.04	
52	0.250	16,331	65,324			7,842	31,368	16.20	
55	0.170	15,436	90,800			2,666	15,684	16.04	
74	0.016	1,620	101,250			502	31,368	15.19	
88	0.250	16,331	65,324			7,842	31,368	16.20	
97	0.500	66,201	132,402			7,842	15,684	16.02	
Program 21 Instructional	0.890	66,511	74,731			21,801	24,495	16.20	
Program 21 Administrative	0.100	13,240	132,400			1,568	15,684	16.02	
K-12 Program 21 Instructional	0.890	66,511	74,731			21,801	24,495	16.20	
Program 31 Instructional	2.123	123,701	58,267	3,347	1,577	125,472	59,101	17.30	
Program 31 Administrative				5,540					
K-3 BEA Instructional	4.181	317,276	75,885	444	106	104,518	24,998	16.13	
4-6 BEA Instructional	2.272	197,555	86,952			63,708	28,041	16.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	9.276	669,577	72,184	8,027	865	358,693	38,669	16.45	
K-12 BEA Instructional	15.729	1,184,408	75,301	8,471	539	526,920	33,500	16.34	
K-12 BEA Administrative	0.931	105,351	113,159	5,540	5,951	22,930	24,629	15.60	
BEA	17.160	1,355,960	79,019	14,011	816	557,692	32,500	16.27	
Instructional	17.729	1,333,098	75,193	8,471	478	573,972	32,375	16.32	
Administrative	1.857	214,558	115,540	5,540	2,983	37,704	20,304	15.81	
Active	19.586	1,547,656	79,018	14,011	715	611,676	31,230	16.25	
Certificated Total	19.586	1,547,656	79,018	14,011	715	611,676	31,230	16.25	
Instructional for Funding Purposes	17.729	1,333,098	75,193	8,471	478	573,972	32,375	16.32	
Instructional for Compliance Purposes	17.729	1,333,098	75,193	8,471	478	573,972	32,375	16.32	
K-3 Program 01 Teacher	4.041	304,782	75,422			95,735	23,691	16.12	
K-3 Program 21 Teacher	0.120	9,330	77,750			1,882	15,684	16.11	
PSES Program 01 Certificated	0.720	64,256	89,244			45,170	62,736	16.45	

Coupeville School District (15204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	44.350	5,054,243	113,963	305,621	6,891	725,357	16,355	15.80	
02	0.400	47,577	118,943			6,562	16,404	15.87	
03	0.600	71,366	118,943			9,842	16,404	15.87	
09	1.000	102,097	102,097	3,403	3,403	16,404	16,404	15.80	
21	8.000	1,001,728	125,216	42,735	5,342	130,512	16,314	14.88	
24	0.951	76,587	80,533	1,344	1,413	16,404	17,249	15.87	
31	2.750	291,726	106,082	2,955	1,075	45,111	16,404	15.87	
34	0.650	67,128	103,274	2,450	3,769	10,663	16,404	15.86	
51	1.000	115,076	115,076			16,404	16,404	15.87	
56	1.000	133,645	133,645	29,699	29,699	16,404	16,404	15.80	
58	0.960	92,428	96,279			16,404	17,088	15.87	
74	0.250	32,427	129,708			4,101	16,404	15.80	
97	1.000	200,604	200,604	1,200	1,200	15,684	15,684	14.89	
K-12 Program 02 Instructional	0.400	47,577	118,943			6,562	16,404	15.87	
Program 21 Instructional	7.000	884,228	126,318	27,035	3,862	114,828	16,404	15.84	
Program 21 Administrative	1.000	117,500	117,500	15,700	15,700	15,684	15,684	8.11	
K-12 Program 21 Instructional	7.000	884,228	126,318	21,483	3,069	114,828	16,404	15.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 26, 56, and 59 Instructional	1.000	133,645	133,645	29,699	29,699	16,404	16,404	15.80	
Program 31 Instructional	2.750	291,726	106,082	2,955	1,075	45,111	16,404	15.87	
Program 34 Instructional	0.650	67,128	103,274	2,450	3,769	10,663	16,404	15.86	
K-3 BEA Instructional	15.950	1,651,823	103,563	74,723	4,685	261,644	16,404	15.85	
4-6 BEA Instructional	5.800	627,095	108,120	21,967	3,787	95,143	16,404	15.81	
7-8 BEA Instructional	10.660	1,264,727	118,642	56,524	5,302	174,867	16,404	15.84	
9-12 BEA Instructional	13.340	1,462,347	109,621	67,541	5,063	218,829	16,404	15.85	
K-12 BEA Instructional	45.750	5,005,992	109,421	220,755	4,825	750,483	16,404	15.84	
K-12 BEA Administrative	3.000	526,048	175,349	3,600	1,200	47,052	15,684	15.48	
BEA	49.750	5,732,644	115,229	312,226	6,276	813,219	16,346	15.78	
Instructional	57.911	6,442,480	111,248	368,907	6,370	951,432	16,429	15.84	
Administrative	5.000	844,152	168,830	20,500	4,100	78,420	15,684	14.21	
Active	62.911	7,286,632	115,824	389,407	6,190	1,029,852	16,370	15.66	
On Leave									
Certificated Total	62.911	7,286,632	115,824	389,407	6,190	1,029,852	16,370	15.66	
Instructional for Funding Purposes	56.911	6,308,835	110,854	339,208	5,960	935,028	16,430	15.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	56.911	6,308,835	110,854	339,208	5,960	935,028	16,430	15.84	
K-3 Program 01 Teacher	15.950	1,651,823	103,563	72,047	4,517	261,644	16,404	15.85	
K-3 Program 21 Teacher	2.000	242,208	121,104	1,809	905	32,808	16,404	15.87	
Grade T Program 09 Teacher	1.000	102,097	102,097	3,403	3,403	16,404	16,404	15.80	
PSES Program 01 Certificated	2.050	183,732	89,625			33,628	16,404	15.87	
PSES Program 21 Certificated	2.000	263,351	131,676			32,808	16,404	15.80	

Crescent School District (05313)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	18.730	1,851,400	98,847	125,193	6,684	309,759	16,538	15.74	
02	3.651	443,539	121,484	35,103	9,615	65,104	17,832	16.06	
21	1.600	164,946	103,091	18,220	11,388	34,505	21,566	16.07	
31	0.720	47,884	66,506			14,116	19,605	16.10	
51	0.499	31,620	63,367			7,826	15,684	16.10	
55	0.701	55,495	79,165			10,994	15,684	16.08	
58				41,101					
97	0.961	154,874	161,159			12,532	13,040	14.45	
K-12 Program 02 Instructional	2.000	214,771	107,386			31,368	15,684	16.06	
Program 21 Instructional	1.400	139,558	99,684	18,220	13,014	31,368	22,406	16.07	
Program 21 Administrative	0.200	25,388	126,940			3,137	15,684	16.05	
K-12 Program 21 Instructional	1.400	139,558	99,684			31,368	22,406	16.07	
Program 31 Instructional	0.720	47,884	66,506			14,116	19,605	16.10	
K-3 BEA Instructional	5.604	547,159	97,637			92,661	16,535	15.73	
4-6 BEA Instructional	4.120	402,690	97,740			68,163	16,544	15.74	
7-8 BEA Instructional	2.669	294,808	110,456			44,746	16,765	15.69	
9-12 BEA Instructional	8.207	760,174	92,625			136,341	16,613	15.83	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	20.600	2,004,831	97,322			341,911	16,598	15.77	
K-12 BEA Administrative	0.500	42,303	84,606			15,684	31,368	16.08	
BEA	24.062	2,497,697	103,803	160,296	6,662	401,510	16,686	15.73	
Instructional	23.200	2,231,504	96,186	203,465	8,770	392,100	16,901	15.80	
Administrative	3.662	518,254	141,522	16,152	4,411	62,736	17,132	15.59	
Active	26.862	2,749,758	102,366	219,617	8,176	454,836	16,932	15.76	
Certificated Total	26.862	2,749,758	102,366	219,617	8,176	454,836	16,932	15.76	
Instructional for Funding Purposes	23.200	2,231,504	96,186	203,465	8,770	392,100	16,901	15.80	
Instructional for Compliance Purposes	23.200	2,231,504	96,186	203,465	8,770	392,100	16,901	15.80	
K-3 Program 01 Teacher	4.608	438,875	95,242			77,040	16,719	15.65	
K-3 Program 21 Teacher	0.400	48,454	121,135			15,684	39,210	16.10	
PSES Program 01 Certificated	0.900	109,022	121,136			14,116	15,684	16.05	

Creston School District (22073)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.700	806,565	75,380	6,818	637	169,319	15,824	15.95	
21	1.300	105,021	80,785	2,500	1,923	20,389	15,684	15.94	
97	1.000	150,839	150,839			15,684	15,684	15.93	
Program 21 Instructional	1.300	105,021	80,785	2,500	1,923	20,389	15,684	15.94	
K-12 Program 21 Instructional	1.300	105,021	80,785	2,500	1,923	20,389	15,684	15.94	
K-3 BEA Instructional	3.890	277,768	71,406			61,011	15,684	15.95	
4-6 BEA Instructional	1.500	127,780	85,187			23,526	15,684	15.95	
7-8 BEA Instructional	4.310	283,481	65,773	3,073	713	67,598	15,684	15.95	
K-12 BEA Instructional	9.700	689,029	71,034	3,073	317	152,135	15,684	15.95	
K-12 BEA Administrative	1.000	117,536	117,536			17,184	17,184	15.94	
BEA	11.700	957,404	81,829	6,818	583	185,003	15,812	15.94	
Instructional	11.000	794,050	72,186	9,318	847	172,524	15,684	15.95	
Administrative	2.000	268,375	134,188			32,868	16,434	15.94	
Active	13.000	1,062,425	81,725	9,318	717	205,392	15,799	15.94	
Certificated Total	13.000	1,062,425	81,725	9,318	717	205,392	15,799	15.94	
Instructional for Funding Purposes	11.000	794,050	72,186	9,318	847	172,524	15,684	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	11.000	794,050	72,186	9,318	847	172,524	15,684	15.95	
K-3 Program 01 Teacher	3.050	226,657	74,314			47,836	15,684	15.95	

Curlew School District (10050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.094	1,169,647	77,491	40,501	2,683	237,613	15,742	15.93	
03	0.200	12,951	64,755			3,137	15,684	15.94	
21	1.000	71,440	71,440	5,000	5,000	15,684	15,684	15.92	
51	1.100	107,766	97,969			17,252	15,684	15.94	
55	1.304	124,882	95,768			36,073	27,663	15.94	
97	0.250	35,874	143,496			3,921	15,684	15.95	
Program 21 Instructional	1.000	71,440	71,440	5,000	5,000	15,684	15,684	15.92	
K-12 Program 21 Instructional	1.000	71,440	71,440	5,000	5,000	15,684	15,684	15.92	
K-3 BEA Instructional	3.685	262,524	71,241	10,336	2,805	57,796	15,684	15.94	
4-6 BEA Instructional	2.765	204,649	74,014	3,692	1,335	43,366	15,684	15.94	
7-8 BEA Instructional	2.244	185,758	82,780	1,081	482	35,603	15,866	15.94	
9-12 BEA Instructional	5.700	424,227	74,426	25,392	4,455	89,399	15,684	15.93	
K-12 BEA Instructional	14.394	1,077,158	74,834	40,501	2,814	226,163	15,712	15.93	
K-12 BEA Administrative	1.150	141,314	122,882			18,507	16,093	15.94	
BEA	15.544	1,218,472	78,389	40,501	2,606	244,670	15,741	15.93	
Instructional	17.448	1,331,022	76,285	45,501	2,608	289,683	16,603	15.93	
Administrative	1.500	191,538	127,692			23,997	15,998	15.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	18.948	1,522,560	80,355	45,501	2,401	313,680	16,555	15.93	
Certificated Total	18.948	1,522,560	80,355	45,501	2,401	313,680	16,555	15.93	
Instructional for Funding Purposes	17.448	1,331,022	76,285	45,501	2,608	289,683	16,603	15.93	
Instructional for Compliance Purposes	17.448	1,331,022	76,285	45,501	2,608	289,683	16,603	15.93	
K-3 Program 01 Teacher	3.685	262,524	71,241	3,780	1,026	57,796	15,684	15.94	
PSES Program 01 Certificated	0.800	51,802	64,753			12,547	15,684	15.94	

Cusick School District (26059)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	18.158	1,550,994	85,417	51,377	2,829	291,161	16,035	16.06	
02	3.244	206,704	63,719			62,736	19,339	16.39	
09	1.000	96,738	96,738			15,684	15,684	16.53	
21	2.809	273,333	97,306			39,686	14,128	14.37	
24	0.684	69,065	100,972			9,568	13,988	16.47	
31	2.000	191,918	95,959	10,663	5,332	31,368	15,684	16.49	
51	1.153	99,497	86,294			18,007	15,617	16.24	
55	1.935	148,935	76,969			23,769	12,283	13.17	
58				11,621					
74	0.330	31,972	96,885			5,176	15,684	16.53	
97	1.000	172,340	172,340	2,800	2,800	27,684	27,684	15.93	
K-12 Program 02 Instructional	3.244	206,704	63,719			62,736	19,339	16.39	
Program 21 Instructional	2.559	241,333	94,308			34,115	13,331	14.15	
Program 21 Administrative	0.250	32,000	128,000			5,571	22,284	16.04	
K-12 Program 21 Instructional	2.559	241,333	94,308			34,115	13,331	14.15	
Program 31 Instructional	2.000	191,918	95,959	10,663	5,332	31,368	15,684	16.49	
K-3 BEA Instructional	4.475	349,814	78,171	700	156	74,907	16,739	16.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	5.324	396,018	74,384	700	131	87,017	16,344	15.82	
7-8 BEA Instructional	2.349	203,645	86,694			35,795	15,239	16.13	
9-12 BEA Instructional	7.636	643,771	84,307	22,139	2,899	120,123	15,731	15.99	
K-12 BEA Instructional	19.784	1,593,248	80,532	23,539	1,190	317,842	16,066	16.11	
BEA	24.402	2,121,956	86,958	64,840	2,657	412,949	16,923	16.12	
Instructional	27.313	2,262,866	82,849	53,461	1,957	421,218	15,422	15.75	
Administrative	3.000	436,945	145,648	23,000	7,667	72,252	24,084	15.99	
Other	2.000	141,685	70,843			31,368	15,684	16.69	
Active	32.313	2,841,496	87,937	76,461	2,366	524,838	16,242	15.83	
Certificated Total	32.313	2,841,496	87,937	76,461	2,366	524,838	16,242	15.83	
Instructional for Funding Purposes	27.313	2,262,866	82,849	53,461	1,957	421,218	15,422	15.75	
Instructional for Compliance Purposes	27.313	2,262,866	82,849	53,461	1,957	421,218	15,422	15.75	
K-3 Program 01 Teacher	5.475	426,520	77,903			90,591	16,546	16.66	
K-3 Program 21 Teacher	1.270	116,109	91,424			19,720	15,528	16.54	
Grade T Program 09 Teacher	1.000	96,738	96,738			15,684	15,684	16.53	
PSES Program 01 Certificated	0.386	28,046	72,658					0.17	
PSES Program 21 Certificated	0.316	35,312	111,747						

Damman School District (19007)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.558	206,472	80,716	5,320	2,080	42,408	16,579	15.17	
21	0.042	2,600	61,905					7.65	
97	0.250	33,333	133,332			14,136	56,544	15.39	
Program 21 Instructional	0.042	2,600	61,905					7.65	
K-12 Program 21 Instructional	0.042	2,600	61,905					7.65	
K-3 BEA Instructional	1.878	138,084	73,527	5,320	2,833	32,796	17,463	15.07	
4-6 BEA Instructional	0.680	68,388	100,571			9,612	14,136	15.39	
K-12 BEA Instructional	2.558	206,472	80,716	5,320	2,080	42,408	16,579	15.17	
BEA	2.808	239,805	85,401	5,320	1,895	56,544	20,137	15.20	
Instructional	2.600	209,072	80,412	5,320	2,046	42,408	16,311	15.08	
Administrative	0.250	33,333	133,332			14,136	56,544	15.39	
Active	2.850	242,405	85,054	5,320	1,867	56,544	19,840	15.12	
Certificated Total	2.850	242,405	85,054	5,320	1,867	56,544	19,840	15.12	
Instructional for Funding Purposes	2.600	209,072	80,412	5,320	2,046	42,408	16,311	15.08	
Instructional for Compliance Purposes	2.600	209,072	80,412	5,320	2,046	42,408	16,311	15.08	
K-3 Program 01 Teacher	1.320	104,006	78,792			18,660	14,136	15.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.058	6,000	103,448					7.65	

Darrington School District (31330)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.097	2,329,294	105,412	96,494	4,367	346,569	15,684	15.88	
09	2.000	142,888	71,444	4,762	2,381	31,368	15,684	16.03	
13	0.020	3,685	184,250			314	15,684	14.98	
21	2.900	289,509	99,831	11,156	3,847	45,484	15,684	15.93	
24	0.600	46,105	76,842			9,410	15,684	16.02	
31	1.100	126,581	115,074	15,914	14,467	17,252	15,684	16.11	
52	0.553	53,471	96,693			8,673	15,684	15.93	
55	1.200	109,059	90,883			18,821	15,684	15.96	
74	0.050	7,574	151,480			784	15,684	15.87	
97	0.480	88,437	184,244			7,528	15,684	14.98	
Program 21 Instructional	2.400	213,772	89,072	11,156	4,648	37,642	15,684	15.95	
Program 21 Administrative	0.500	75,737	151,474			7,842	15,684	15.87	
K-12 Program 21 Instructional	2.400	213,772	89,072			37,642	15,684	15.95	
Program 31 Instructional	1.000	111,434	111,434	15,914	15,914	15,684	15,684	16.13	
Program 31 Administrative	0.100	15,147	151,470			1,568	15,684	15.87	
K-3 BEA Instructional	6.800	719,112	105,752	3,188	469	106,651	15,684	15.90	
4-6 BEA Instructional	4.177	381,631	91,365	2,412	577	65,512	15,684	15.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	2.570	292,038	113,633			40,308	15,684	15.89	
9-12 BEA Instructional	8.700	902,809	103,771			136,451	15,684	15.96	
K-12 BEA Instructional	22.247	2,295,590	103,186	5,600	252	348,922	15,684	15.93	
K-12 BEA Administrative	0.850	145,138	170,751			13,331	15,684	15.31	
BEA	23.677	2,544,312	107,459	112,408	4,748	371,350	15,684	15.87	
Instructional	29.000	2,860,885	98,651	112,726	3,887	454,836	15,684	15.94	
Administrative	2.000	335,718	167,859			31,368	15,684	15.38	
Other				15,600					
Active	31.000	3,196,603	103,116	128,326	4,140	486,204	15,684	15.88	
Certificated Total	31.000	3,196,603	103,116	128,326	4,140	486,204	15,684	15.88	
Instructional for Funding Purposes	29.000	2,860,885	98,651	112,726	3,887	454,836	15,684	15.94	
Instructional for Compliance Purposes	29.000	2,860,885	98,651	112,726	3,887	454,836	15,684	15.94	
K-3 Program 01 Teacher	6.800	719,112	105,752	3,188	469	106,651	15,684	15.90	
K-3 Program 21 Teacher	1.000	70,551	70,551			15,684	15,684	16.03	
Grade T Program 09 Teacher	1.000	71,444	71,444			15,684	15,684	16.03	

Davenport School District (22207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.732	2,782,508	87,688	58,152	1,833	496,869	15,658	17.92	
02	2.480	232,645	93,808			38,896	15,684	18.00	
09	1.120	79,075	70,603			17,566	15,684	18.14	
21	3.380	265,061	78,420	18,144	5,368	54,894	16,241	18.08	
24	2.400	107,480	44,783			39,210	16,338	14.18	
31	2.993	271,984	90,873	44,828	14,978	46,942	15,684	17.94	
34	0.987	98,400	99,696			15,480	15,684	17.96	
52	0.235	21,500	91,489	721	3,068	3,764	16,018	18.01	
55	1.500	95,141	63,427			23,526	15,684	18.20	
97	1.000	168,075	168,075			15,684	15,684	17.86	
K-12 Program 02 Instructional	2.480	232,645	93,808			38,896	15,684	18.00	
Program 21 Instructional	3.380	265,061	78,420	10,786	3,191	54,894	16,241	18.08	
Program 21 Administrative				7,358					
K-12 Program 21 Instructional	3.380	265,061	78,420	10,786	3,191	54,894	16,241	18.08	
Program 31 Instructional	2.993	271,984	90,873	38,246	12,778	46,942	15,684	17.94	
Program 34 Instructional	0.987	98,400	99,696			15,480	15,684	17.96	
K-3 BEA Instructional	10.663	859,435	80,600			168,430	15,796	17.52	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	5.319	449,755	84,556			84,019	15,796	18.06	
7-8 BEA Instructional	5.513	531,407	96,392			91,297	16,560	18.02	
9-12 BEA Instructional	14.817	1,301,509	87,839	58,044	3,917	224,956	15,182	18.10	
K-12 BEA Instructional	36.312	3,142,106	86,531	58,044	1,598	568,702	15,662	17.93	
K-12 BEA Administrative	1.880	243,431	129,485	3,400	1,809	29,486	15,684	17.90	
BEA	39.192	3,553,612	90,672	102,980	2,628	613,872	15,663	17.92	
Instructional	44.827	3,693,616	82,397	69,551	1,552	705,780	15,745	17.81	
Administrative	3.000	428,253	142,751	14,158	4,719	47,052	15,684	17.89	
Other				38,136					
Active	47.827	4,121,869	86,183	121,845	2,548	752,832	15,741	17.81	
Certificated Total	47.827	4,121,869	86,183	121,845	2,548	752,832	15,741	17.81	
Instructional for Funding Purposes	44.827	3,693,616	82,397	69,551	1,552	705,780	15,745	17.81	
Instructional for Compliance Purposes	44.827	3,693,616	82,397	69,551	1,552	705,780	15,745	17.81	
K-3 Program 01 Teacher	9.000	765,421	85,047			150,190	16,688	18.09	
K-3 Program 21 Teacher	0.668	41,968	62,826			10,477	15,684	18.20	
Grade T Program 09 Teacher	1.000	62,328	62,328			15,684	15,684	18.21	
PSES Program 01 Certificated	1.730	128,770	74,434			11,449	6,618	10.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	0.400	39,874	99,685			7,842	19,605	18.09	

Dayton School District (07002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	20.228	1,734,071	85,726	56,952	2,816	302,879	14,973	16.44	
31	2.337	180,355	77,174	13,128	5,617	36,654	15,684	16.51	
34	0.970	69,213	71,354			15,213	15,684	16.50	
51	0.360	32,550	90,417			5,646	15,684	16.41	
52	0.140	12,660	90,429			2,196	15,684	16.41	
55	1.760	154,475	87,770			27,604	15,684	16.42	
58				13,028					
65	0.020	1,808	90,400			314	15,684	16.41	
74	0.160	13,401	83,756			2,509	15,684	16.45	
79	0.025	3,203	128,120			392	15,684	16.35	
97	1.000	140,000	140,000			15,684	15,684	16.37	
Program 31 Instructional	2.337	180,355	77,174	8,128	3,478	36,654	15,684	16.51	
Program 31 Administrative				5,000					
Program 34 Instructional	0.970	69,213	71,354			15,213	15,684	16.50	
K-3 BEA Instructional	8.065	708,081	87,797	18,328	2,273	126,491	15,684	16.42	
4-6 BEA Instructional	2.600	163,077	62,722	1,507	580	26,401	10,154	16.58	
7-8 BEA Instructional	4.627	377,881	81,669	8,088	1,748	72,570	15,684	16.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.268	609,678	83,885	37,157	5,112	113,991	15,684	16.47	
K-12 BEA Instructional	22.560	1,858,717	82,390	65,080	2,885	339,454	15,047	16.46	
K-12 BEA Administrative	0.975	124,922	128,125	5,000	5,128	15,292	15,684	16.35	
BEA	24.535	2,123,639	86,555	70,080	2,856	370,430	15,098	16.45	
Instructional	25.000	2,073,611	82,944	78,108	3,124	377,723	15,109	16.45	
Administrative	2.000	268,125	134,063	5,000	2,500	31,368	15,684	16.36	
Active	27.000	2,341,736	86,731	83,108	3,078	409,091	15,152	16.44	
Certificated Total	27.000	2,341,736	86,731	83,108	3,078	409,091	15,152	16.44	
Instructional for Funding Purposes	25.000	2,073,611	82,944	78,108	3,124	377,723	15,109	16.45	
Instructional for Compliance Purposes	25.000	2,073,611	82,944	78,108	3,124	377,723	15,109	16.45	
K-3 Program 01 Teacher	8.065	708,081	87,797	11,759	1,458	126,491	15,684	16.42	

Deer Park School District (32414)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	113.918	10,785,792	94,680	563,948	4,950	2,067,675	18,151	18.15	
02	16.000	1,611,864	100,742	60,680	3,793	284,311	17,769	18.02	
21	27.950	2,614,252	93,533	94,475	3,380	490,970	17,566	18.14	
24	1.000	61,968	61,968	2,479	2,479	18,204	18,204	18.37	
31	5.850	583,879	99,808	71,676	12,252	102,374	17,500	18.08	
51	2.100	197,444	94,021	6,318	3,009	38,126	18,155	18.17	
55	7.933	787,026	99,209	24,284	3,061	142,294	17,937	18.14	
65	0.600	52,406	87,343	2,247	3,745	16,980	28,300	18.47	
74				8,700					
88	1.100	124,381	113,074	3,000	2,727	19,922	18,111	18.10	
97	1.500	311,650	207,767	3,000	2,000	24,426	16,284	16.90	
K-12 Program 02 Instructional	14.000	1,328,072	94,862	12,112	865	249,943	17,853	18.01	
Program 21 Instructional	26.450	2,398,502	90,681	92,675	3,504	466,544	17,639	18.17	
Program 21 Administrative	1.500	215,750	143,833	1,800	1,200	24,426	16,284	17.87	
K-12 Program 21 Instructional	22.290	2,042,005	91,611	8,096	363	394,511	17,699	18.16	
Program 31 Instructional	5.600	541,901	96,768	71,676	12,799	98,078	17,514	18.08	
Program 31 Administrative	0.250	41,978	167,912			4,296	17,184	18.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	40.681	3,725,592	91,581	40,823	1,003	739,862	18,187	18.14	
4-6 BEA Instructional	28.433	2,505,358	88,114	9,687	341	515,241	18,121	18.17	
7-8 BEA Instructional	21.477	1,962,325	91,369	23,302	1,085	384,976	17,925	18.15	
9-12 BEA Instructional	34.477	3,216,579	93,296	66,731	1,936	630,413	18,285	18.12	
K-12 BEA Instructional	125.068	11,409,854	91,229	140,543	1,124	2,270,492	18,154	18.14	
K-12 BEA Administrative	8.650	1,254,001	144,971	2,400	277	148,642	17,184	18.05	
BEA	137.268	13,293,185	96,841	699,304	5,094	2,478,787	18,058	18.10	
Instructional	163.951	14,984,672	91,397	819,807	5,000	2,967,408	18,099	18.15	
Administrative	14.000	2,145,990	153,285	21,000	1,500	237,876	16,991	17.86	
Active	177.951	17,130,662	96,266	840,807	4,725	3,205,284	18,012	18.11	
Certificated Total	177.951	17,130,662	96,266	840,807	4,725	3,205,284	18,012	18.11	
Instructional for Funding Purposes	163.951	14,984,672	91,397	819,807	5,000	2,967,408	18,099	18.15	
Instructional for Compliance Purposes	163.951	14,984,672	91,397	819,807	5,000	2,967,408	18,099	18.15	
K-3 Program 01 Teacher	30.337	2,726,689	89,880	11,080	365	555,236	18,302	18.16	
K-3 Program 21 Teacher	3.667	323,438	88,202			61,993	16,906	18.18	
PSES Program 01 Certificated	5.317	475,358	89,403			109,933	20,676	18.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	6.540	660,099	100,933			117,038	17,896	18.12	

Dieringer School District (27343)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	71.550	7,475,572	104,480	1,346,465	18,819	1,131,601	15,816	15.75	
09	1.000	113,436	113,436	19,483	19,483	15,684	15,684	15.84	
21	13.967	1,350,942	96,724	307,281	22,001	233,692	16,732	15.83	
24	2.000	174,505	87,253	26,325	13,163	31,368	15,684	15.89	
34	3.800	429,423	113,006	91,314	24,030	59,599	15,684	15.75	
51	0.800	61,308	76,635	7,075	8,844	12,547	15,684	15.94	
55	1.430	155,861	108,994	15,533	10,862	27,447	19,194	15.85	
58				8,350					
65	1.320	134,252	101,706	14,205	10,761	25,094	19,011	15.87	
74				1,500					
88	1.000	107,141	107,141	12,366	12,366	15,684	15,684	15.84	
97	1.000	205,000	205,000	18,800	18,800	15,684	15,684	14.40	
Program 21 Instructional	13.967	1,350,942	96,724	307,281	22,001	233,692	16,732	15.83	
K-12 Program 21 Instructional	12.567	1,203,463	95,764	13,916	1,107	210,166	16,724	15.83	
Program 34 Instructional	3.700	410,316	110,896	89,677	24,237	58,031	15,684	15.78	
Program 34 Administrative	0.100	19,107	191,070	1,637	16,370	1,568	15,684	14.83	
K-3 BEA Instructional	35.741	3,544,531	99,173	11,359	318	569,972	15,947	15.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	18.732	1,895,979	101,216	10,130	541	293,793	15,684	15.83	
7-8 BEA Instructional	16.877	1,726,957	102,326	11,191	663	264,699	15,684	15.72	
K-12 BEA Instructional	71.350	7,167,467	100,455	32,680	458	1,128,464	15,816	15.81	
K-12 BEA Administrative	2.000	363,030	181,515			31,368	15,684	15.15	
BEA	76.350	8,109,995	106,221	1,456,579	19,078	1,206,884	15,807	15.72	
Instructional	92.867	9,264,912	99,765	1,805,265	19,439	1,489,980	16,044	15.82	
Administrative	5.000	942,528	188,506	63,432	12,686	78,420	15,684	14.97	
Active	97.867	10,207,440	104,299	1,868,697	19,094	1,568,400	16,026	15.75	
Certificated Total	97.867	10,207,440	104,299	1,868,697	19,094	1,568,400	16,026	15.75	
Instructional for Funding Purposes	92.867	9,264,912	99,765	1,805,265	19,439	1,489,980	16,044	15.82	
Instructional for Compliance Purposes	92.867	9,264,912	99,765	1,805,265	19,439	1,489,980	16,044	15.82	
K-3 Program 01 Teacher	31.068	3,017,375	97,122	8,838	284	496,681	15,987	15.86	
K-3 Program 21 Teacher	3.000	283,524	94,508			47,052	15,684	15.87	
Grade T Program 09 Teacher	1.000	113,436	113,436			15,684	15,684	15.84	
PSES Program 01 Certificated	3.650	405,487	111,092			57,247	15,684	15.80	
PSES Program 21 Certificated	4.667	426,021	91,284			86,262	18,483	15.83	

Dixie School District (36101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.481	147,180	59,323			47,052	18,965	15.02	
97	0.670	24,801	37,016					15.65	
K-3 BEA Instructional	1.271	61,832	48,648			33,250	26,161	14.19	
4-6 BEA Instructional	0.880	73,133	83,106			13,802	15,684	15.65	
K-12 BEA Instructional	2.151	134,965	62,745			47,052	21,874	14.96	
BEA	3.151	171,981	54,580			47,052	14,932	15.11	
Instructional	2.151	134,965	62,745			47,052	21,874	14.96	
Administrative	1.000	37,016	37,016					15.65	
Active	3.151	171,981	54,580			47,052	14,932	15.11	
Certificated Total	3.151	171,981	54,580			47,052	14,932	15.11	
Instructional for Funding Purposes	2.151	134,965	62,745			47,052	21,874	14.96	
Instructional for Compliance Purposes	2.151	134,965	62,745			47,052	21,874	14.96	
K-3 Program 01 Teacher	1.271	61,832	48,648			33,250	26,161	14.19	

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East Valley School District (Spokane) (32361)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	170.336	17,638,424	103,551	272,537	1,600	3,099,791	18,198	15.94	
02	7.990	817,734	102,345	3,108	389	144,011	18,024	15.71	
21	55.660	5,271,325	94,706	26,000	467	1,007,361	18,098	15.89	
31	11.100	979,599	88,252	4,200	378	197,295	17,774	15.72	
34	1.500	185,128	123,419	1,800	1,200	26,858	17,906	15.88	
51	9.600	1,077,391	112,228			174,606	18,188	16.00	
55	8.897	937,649	105,389			161,265	18,126	15.91	
58				316,250					
65	1.495	140,903	94,249			27,151	18,161	16.03	
74	1.000	116,431	116,431			18,161	18,161	16.01	
88	0.500	69,516	139,032			9,146	18,291	15.67	
97	1.000	223,992	223,992	12,000	12,000	15,684	15,684	13.93	
K-12 Program 02 Instructional	6.990	654,642	93,654			127,127	18,187	15.65	
Program 21 Instructional	54.660	5,095,833	93,228	20,000	366	990,477	18,121	15.91	
Program 21 Administrative	1.000	175,492	175,492	6,000	6,000	16,884	16,884	15.53	
K-12 Program 21 Instructional	52.660	4,869,781	92,476			954,155	18,119	15.90	
Program 31 Instructional	10.400	856,755	82,380			185,476	17,834	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.700	122,844	175,491	4,200	6,000	11,819	16,884	15.53	
Program 34 Instructional	1.200	132,480	110,400			21,793	18,161	16.02	
Program 34 Administrative	0.300	52,648	175,493	1,800	6,000	5,065	16,884	15.53	
K-3 BEA Instructional	68.752	6,708,209	97,571			1,254,209	18,243	15.87	
4-6 BEA Instructional	38.660	3,791,448	98,072			712,110	18,420	16.00	
7-8 BEA Instructional	26.272	2,622,387	99,817			480,578	18,292	15.99	
9-12 BEA Instructional	42.742	4,098,872	95,898			776,242	18,161	15.93	
K-12 BEA Instructional	176.426	17,220,916	97,610			3,223,138	18,269	15.93	
K-12 BEA Administrative	11.000	1,785,906	162,355	6,000	545	185,724	16,884	15.91	
BEA	191.926	19,844,877	103,399	293,645	1,530	3,483,640	18,151	15.89	
Instructional	251.078	24,429,581	97,299	582,495	2,320	4,577,209	18,230	15.93	
Administrative	18.000	3,028,511	168,251	53,400	2,967	304,119	16,896	15.63	
Active	269.078	27,458,092	102,045	635,895	2,363	4,881,328	18,141	15.90	
Certificated Total	269.078	27,458,092	102,045	635,895	2,363	4,881,328	18,141	15.90	
Instructional for Funding Purposes	251.078	24,429,581	97,299	582,495	2,320	4,577,209	18,230	15.93	
Instructional for Compliance Purposes	251.078	24,429,581	97,299	582,495	2,320	4,577,209	18,230	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	59.028	5,793,455	98,148			1,072,080	18,162	15.86	
K-3 Program 21 Teacher	9.979	900,522	90,242			169,395	16,975	16.02	
PSES Program 01 Certificated	12.173	1,137,684	93,460			226,534	18,610	16.01	
PSES Program 21 Certificated	20.600	2,004,221	97,292			380,913	18,491	16.02	

East Valley School District (Yakima) (39090)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	159.998	16,351,512	102,198	852,531	5,328	2,755,628	17,223	16.18	
09	6.075	646,491	106,418	24,110	3,969	101,309	16,676	15.84	
21	28.352	3,019,073	106,485	117,956	4,160	408,850	14,420	14.64	
24	0.200	31,175	155,875	786	3,930	3,317	16,584	15.90	
31	11.600	1,206,090	103,973	165,304	14,250	199,144	17,168	16.07	
34	5.075	550,955	108,563	58,990	11,624	84,368	16,624	16.07	
51	2.750	312,993	113,816	12,171	4,426	47,531	17,284	16.09	
55	9.551	995,618	104,242	55,648	5,826	172,360	18,046	16.15	
64				16,655					
65	1.230	154,365	125,500	4,675	3,801	20,959	17,040	16.03	
74	0.333	38,588	115,880	1,501	4,508	5,756	17,284	16.09	
76				587					
79				4,500					
97	1.000	270,584	270,584	3,480	3,480	16,284	16,284	13.50	
Program 21 Instructional	22.192	2,186,619	98,532	114,692	5,168	386,703	17,425	16.17	
Program 21 Administrative	1.360	229,004	168,385	3,264	2,400	22,146	16,284	15.87	
K-12 Program 21 Instructional	20.192	1,985,070	98,310			352,135	17,439	16.17	
Program 31 Instructional	10.250	968,207	94,459	162,064	15,811	177,161	17,284	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.350	237,883	176,210	3,240	2,400	21,983	16,284	15.76	
Program 34 Instructional	4.316	440,468	102,055	57,550	13,334	74,598	17,284	16.12	
Program 34 Administrative	0.632	101,471	160,555	1,440	2,278	9,770	15,459	15.82	
K-3 BEA Instructional	52.701	5,075,478	96,307			914,931	17,361	16.33	
4-6 BEA Instructional	36.227	3,426,059	94,572			631,118	17,421	16.23	
7-8 BEA Instructional	26.304	2,667,745	101,420			463,764	17,631	16.15	
9-12 BEA Instructional	44.600	4,219,780	94,614			777,140	17,425	16.18	
K-12 BEA Instructional	159.832	15,389,062	96,283			2,786,953	17,437	16.24	
K-12 BEA Administrative	0.211	24,313	115,227					16.09	
BEA	177.673	18,379,141	103,444	1,080,305	6,080	3,055,425	17,197	16.13	
Instructional	200.773	19,530,091	97,274	1,275,814	6,355	3,505,510	17,460	16.22	
Administrative	18.211	3,195,735	175,484	43,080	2,366	293,112	16,095	15.56	
Other	2.180	222,518	102,072			16,884	7,745	16.21	
Active	221.164	22,948,344	103,762	1,318,894	5,963	3,815,506	17,252	16.13	
K-12 Program 21 Contracted	4.800	603,450	125,719					8.31	
Certificated Total	226.164	23,577,444	104,249	1,318,894	5,832	3,815,506	16,871	15.93	
Instructional for Funding Purposes	205.773	20,159,191	97,968	1,275,814	6,200	3,505,510	17,036	15.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	200.773	19,530,091	97,274	1,275,814	6,355	3,505,510	17,460	16.22	
K-3 Program 01 Teacher	50.131	4,786,571	95,481			863,079	17,216	16.35	
K-3 Program 21 Teacher	3.748	353,639	94,354			64,780	17,284	16.20	
Grade T Program 09 Teacher	5.603	589,269	105,170			96,607	17,242	16.15	
PSES Program 01 Certificated	6.816	671,274	98,485			119,247	17,495	16.17	
PSES Program 09 Certificated	0.200	25,650	128,250					8.30	
PSES Program 21 Certificated	11.570	1,322,525	114,306			120,149	10,385	12.72	

Eastmont School District (09206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	253.216	26,604,681	105,067	581,631	2,297	3,986,622	15,744	57.84	
02	5.773	609,589	105,593			89,414	15,488	57.46	
09	4.199	395,857	94,274			65,857	15,684	72.12	
21	54.350	5,165,228	95,036	201,363	3,705	861,836	15,857	57.43	
31	22.550	2,182,258	96,774	203,068	9,005	353,674	15,684	57.87	
34	7.250	618,350	85,290	59,220	8,168	113,709	15,684	56.18	
51	10.300	977,234	94,877			161,545	15,684	56.82	
53	2.595	297,719	114,728			40,527	15,618	57.97	
55	20.876	2,024,677	96,986	27,158	1,301	339,919	16,283	58.88	
56	0.850	96,036	112,984			13,331	15,684	47.70	
57	0.150	16,946	112,973			2,353	15,684	47.70	
64	0.600	56,332	93,887	2,097	3,495	14,116	23,526	51.28	
65	10.197	1,049,788	102,951	3,145	308	159,930	15,684	58.02	
74	0.812	77,844	95,867			12,735	15,684	56.40	
88	2.700	279,854	103,650	6,046	2,239	42,347	15,684	89.23	
97	1.000	225,280	225,280	26,422	26,422	15,684	15,684	56.59	
K-12 Program 02 Instructional	5.304	540,378	101,881			82,451	15,545	56.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	52.850	4,886,256	92,455	188,763	3,572	838,310	15,862	57.19	
Program 21 Administrative	1.500	278,972	185,981	12,600	8,400	23,526	15,684	62.18	
K-12 Program 21 Instructional	43.604	3,968,762	91,018	9,496	218	692,621	15,884	57.08	
Program 26, 56, and 59 Instructional	0.850	96,036	112,984			13,331	15,684	47.70	
Program 31 Instructional	21.550	1,996,650	92,652	194,668	9,033	337,990	15,684	57.54	
Program 31 Administrative	1.000	185,608	185,608	8,400	8,400	15,684	15,684	62.11	
Program 34 Instructional	7.250	618,350	85,290	59,220	8,168	113,709	15,684	56.18	
K-3 BEA Instructional	94.424	9,109,964	96,479			1,483,079	15,707	57.46	
4-6 BEA Instructional	49.681	4,808,335	96,784			779,197	15,684	56.86	
7-8 BEA Instructional	40.596	3,846,711	94,756			642,103	15,817	56.54	
9-12 BEA Instructional	79.123	7,912,262	100,000	12,554	159	1,248,054	15,774	57.45	
K-12 BEA Instructional	263.824	25,677,272	97,327	12,554	48	4,152,433	15,739	57.21	
BEA	289.789	30,240,158	104,352	870,341	3,003	4,559,104	15,732	57.79	
Instructional	369.358	35,741,501	96,767	879,048	2,380	5,834,244	15,796	57.54	
Administrative	25.559	4,731,605	185,125	231,102	9,042	400,130	15,655	61.49	
Other	1.000	63,984	63,984			15,684	15,684	59.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	395.917	40,537,090	102,388	1,110,150	2,804	6,250,058	15,786	57.96	
On Leave	1.501	140,583	93,660			23,542	15,684	65.33	
Certificated Total	397.418	40,677,673	102,355	1,110,150	2,793	6,273,600	15,786	57.98	
Instructional for Funding Purposes	368.508	35,645,465	96,729	879,048	2,385	5,820,913	15,796	57.57	
Instructional for Compliance Purposes	368.508	35,645,465	96,729	879,048	2,385	5,820,913	15,796	57.57	
K-3 Program 01 Teacher	86.612	8,341,937	96,314			1,358,423	15,684	57.34	
K-3 Program 21 Teacher	8.981	758,698	84,478			140,858	15,684	60.47	
Grade T Program 09 Teacher	4.000	373,261	93,315			62,736	15,684	73.64	
PSES Program 01 Certificated	14.648	1,466,723	100,131			233,707	15,955	58.54	
PSES Program 21 Certificated	16.608	1,594,695	96,020			269,216	16,210	55.88	

Easton School District (19028)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.800	781,254	88,779	40,626	4,617	137,366	15,610	16.21	
21	1.000	73,017	73,017			15,684	15,684	16.36	
51	0.080	5,777	72,213			1,255	15,684	16.34	
55	0.620	47,232	76,181			9,724	15,684	16.35	
97	0.500	95,000	190,000	2,460	4,920	7,189	14,377	15.44	
Program 21 Instructional	1.000	73,017	73,017			15,684	15,684	16.36	
K-12 Program 21 Instructional	1.000	73,017	73,017			15,684	15,684	16.36	
K-3 BEA Instructional	2.200	196,522	89,328	1,063	483	34,505	15,684	16.25	
4-6 BEA Instructional	2.500	219,359	87,744			39,210	15,684	16.26	
7-8 BEA Instructional	0.200	14,443	72,215			3,137	15,684	16.34	
9-12 BEA Instructional	3.400	255,930	75,274			53,326	15,684	16.39	
K-12 BEA Instructional	8.300	686,254	82,681	1,063	128	130,177	15,684	16.31	
BEA	9.300	876,254	94,221	43,086	4,633	144,554	15,543	16.13	
Instructional	10.000	812,280	81,228	28,107	2,811	156,840	15,684	16.31	
Administrative	1.000	190,000	190,000	2,460	2,460	14,377	14,377	15.44	
Other				12,519					
Active	11.000	1,002,280	91,116	43,086	3,917	171,217	15,565	16.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	11.000	1,002,280	91,116	43,086	3,917	171,217	15,565	16.15	
Instructional for Funding Purposes	10.000	812,280	81,228	28,107	2,811	156,840	15,684	16.31	
Instructional for Compliance Purposes	10.000	812,280	81,228	28,107	2,811	156,840	15,684	16.31	
K-3 Program 01 Teacher	2.000	182,079	91,040	152	76	31,368	15,684	16.24	
K-3 Program 21 Teacher	0.200	14,604	73,020			3,137	15,684	16.36	
PSES Program 01 Certificated	0.590	42,607	72,215			9,254	15,684	16.34	

Eatonville School District (27404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	90.723	9,107,144	100,384	901,538	9,937	1,453,546	16,022	16.38	
09	3.229	346,045	107,168			50,498	15,639	16.41	
21	22.050	2,067,296	93,755	105,537	4,786	336,507	15,261	15.62	
24	1.000	74,977	74,977			15,826	15,826	16.61	
31	6.550	689,309	105,238	63,530	9,699	110,075	16,805	16.42	
34	3.249	356,183	109,629	27,587	8,491	55,511	17,086	16.41	
51	0.200	35,315	176,575	3,600	18,000	4,017	20,083	16.19	
52				27,500					
55	2.500	250,776	100,310	2,500	1,000	40,416	16,167	16.52	
58				19,600					
65	0.300	23,157	77,190			4,748	15,826	16.74	
74	0.640	39,970	62,453			12,661	19,783	17.13	
88	0.500	38,595	77,190			7,913	15,826	16.70	
97	1.000	207,480	207,480	11,200	11,200	26,446	26,446	14.76	
Program 21 Instructional	20.400	1,788,322	87,663	104,347	5,115	322,850	15,826	16.57	
Program 21 Administrative	0.850	150,089	176,575	1,190	1,400	13,656	16,066	16.10	
K-12 Program 21 Instructional	19.675	1,729,785	87,918	70,320	3,574	311,377	15,826	16.57	
Program 31 Instructional	6.200	629,030	101,456	47,530	7,666	104,452	16,847	16.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.350	60,279	172,226	16,000	45,714	5,623	16,066	15.63	
Program 34 Instructional	3.000	317,615	105,872	27,587	9,196	47,478	15,826	16.45	
Program 34 Administrative	0.249	38,568	154,892			8,033	32,261	16.12	
K-3 BEA Instructional	34.601	3,286,924	94,995	61,789	1,786	555,233	16,047	16.45	
4-6 BEA Instructional	18.955	1,858,575	98,052	5,602	296	304,224	16,050	16.49	
7-8 BEA Instructional	13.510	1,289,727	95,465	105,844	7,834	213,833	15,828	16.48	
9-12 BEA Instructional	24.900	2,453,179	98,521	183,626	7,375	397,375	15,959	16.41	
K-12 BEA Instructional	91.966	8,888,405	96,649	356,861	3,880	1,470,665	15,991	16.45	
K-12 BEA Administrative	3.000	447,784	149,261	15,585	5,195	48,198	16,066	16.04	
BEA	101.522	10,360,116	102,048	1,003,855	9,888	1,645,577	16,209	16.35	
Instructional	120.335	11,414,932	94,860	1,053,939	8,758	1,921,560	15,968	16.48	
Administrative	9.795	1,582,046	161,516	108,653	11,093	187,106	19,102	15.92	
Other	1.011	110,384	109,183			9,496	9,392	14.01	
Active	131.141	13,107,362	99,949	1,162,592	8,865	2,118,162	16,152	16.39	
K-12 Program 21 Contracted	0.768	123,730	161,107						
Certificated Total	131.941	13,236,247	100,319	1,162,592	8,811	2,118,162	16,054	16.25	
Instructional for Funding Purposes	121.135	11,543,817	95,297	1,053,939	8,701	1,921,560	15,863	16.31	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	120.335	11,414,932	94,860	1,053,939	8,758	1,921,560	15,968	16.48	
K-3 Program 01 Teacher	31.152	2,975,536	95,517	51,040	1,638	490,346	15,740	16.51	
K-3 Program 21 Teacher	5.187	397,106	76,558			82,089	15,826	16.68	
Grade T Program 09 Teacher	3.229	346,045	107,168			50,498	15,639	16.41	
PSES Program 01 Certificated	6.616	609,011	92,051			115,530	17,462	15.98	
PSES Program 21 Certificated	5.243	520,423	99,261			70,821	13,508	12.98	

Edmonds School District (31015)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	935.551	120,955,075	129,288	4,237,034	4,529	15,531,003	16,601	17.22	
02	32.992	4,453,672	134,992	166,939	5,060	593,420	17,987	17.14	
03	0.400	67,196	167,990	5,524	13,810	9,410	23,526	16.10	
21	229.052	27,909,273	121,847	1,045,646	4,565	3,885,778	16,965	17.20	
24	24.044	2,935,705	122,097	138,894	5,777	391,316	16,275	17.27	
31	44.536	5,510,329	123,728	220,534	4,952	797,688	17,911	17.20	
34	4.340	568,512	130,994	16,781	3,867	68,069	15,684	17.38	
51	21.517	2,669,730	124,075	79,335	3,687	361,516	16,801	17.26	
52	1.600	225,278	140,799	52,794	32,996	25,094	15,684	17.40	
55	41.219	5,228,607	126,849	154,948	3,759	727,298	17,645	17.31	
58	1.000	140,799	140,799	4,121	4,121	15,684	15,684	17.40	
64	2.000	247,828	123,914	7,367	3,684	31,368	15,684	17.41	
65	32.792	4,188,009	127,714	123,062	3,753	537,177	16,381	17.22	
74	2.350	319,424	135,925	9,050	3,851	36,857	15,684	16.98	
79	26.574	3,541,092	133,254	771,324	29,026	457,879	17,230	17.32	
88	1.608	226,636	140,943	9,263	5,761	27,447	17,069	16.43	
97	1.909	522,458	273,682	63,161	33,086	31,368	16,432	14.05	
CP	0.750	150,356	200,475	67,205	89,607	11,763	15,684	15.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	30.992	4,071,130	131,361			562,052	18,135	17.27	
Program 21 Instructional	224.352	26,937,894	120,070	988,321	4,405	3,812,064	16,991	17.27	
Program 21 Administrative	4.700	971,379	206,676	57,325	12,197	73,715	15,684	15.44	
K-12 Program 21 Instructional	207.900	24,934,167	119,933	85,700	412	3,537,594	17,016	17.25	
Program 31 Instructional	42.337	5,077,400	119,928	198,808	4,696	763,183	18,026	17.32	
Program 31 Administrative	2.199	432,929	196,875	21,726	9,880	34,505	15,691	15.71	
Program 34 Instructional	4.340	568,512	130,994	16,781	3,867	68,069	15,684	17.38	
K-3 BEA Instructional	372.316	46,009,931	123,578	7,705	21	6,187,416	16,619	17.37	
4-6 BEA Instructional	187.548	23,396,836	124,751	1,539	8	3,092,179	16,487	17.38	
7-8 BEA Instructional	130.505	16,501,066	126,440	49,155	377	2,193,988	16,812	17.31	
9-12 BEA Instructional	267.462	34,143,418	127,657	85,099	318	4,581,830	17,131	17.37	
K-12 BEA Instructional	957.831	120,051,251	125,337	143,498	150	16,055,413	16,762	17.36	
BEA	1,019.728	132,077,242	129,522	4,709,973	4,619	17,030,958	16,701	17.20	
Instructional	1,333.380	166,075,737	124,552	6,368,907	4,777	22,410,888	16,808	17.34	
Administrative	65.854	13,125,156	199,307	776,699	11,794	1,066,512	16,195	15.52	
Other	4.000	518,287	129,572	27,376	6,844	62,736	15,684	17.34	
Active	1,403.234	179,719,180	128,075	7,172,982	5,112	23,540,136	16,776	17.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	140,799	140,799					17.38	
Certificated Total	1,404.234	179,859,979	128,084	7,172,982	5,108	23,540,136	16,764	17.21	
Instructional for Funding Purposes	1,333.380	166,075,737	124,552	6,368,907	4,777	22,410,888	16,808	17.34	
Instructional for Compliance Purposes	1,333.380	166,075,737	124,552	6,368,907	4,777	22,410,888	16,808	17.34	
K-3 Program 01 Teacher	320.583	39,678,934	123,771	2,308	7	5,249,733	16,376	17.39	
K-3 Program 21 Teacher	48.373	5,744,575	118,756			807,726	16,698	17.26	
PSES Program 01 Certificated	76.110	9,301,385	122,210			1,331,227	17,491	17.26	
PSES Program 21 Certificated	84.571	10,388,444	122,837			1,495,270	17,681	17.24	

Ellensburg School District (19401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	176.848	17,945,070	101,472	1,256,419	7,105	2,817,531	15,932	16.06	
02	4.000	436,105	109,026	22,269	5,567	64,536	16,134	16.15	
09	2.928	229,918	78,524	13,414	4,581	47,052	16,070	16.32	
21	30.329	2,819,682	92,970	231,548	7,635	433,110	14,280	13.25	
24	1.006	73,743	73,303	4,128	4,103	31,368	31,181	17.01	
31	11.800	1,124,368	95,285	187,957	15,929	183,374	15,540	16.00	
34	1.800	142,749	79,305	15,219	8,455	28,591	15,884	16.30	
51	3.800	396,364	104,306	17,172	4,519	59,599	15,684	16.14	
52				4,000					
55	4.550	441,654	97,067	36,278	7,973	71,362	15,684	16.17	
58				6,000					
65	3.000	307,448	102,483	17,941	5,980	47,052	15,684	16.15	
74	0.797	59,990	75,270	3,492	4,381	15,684	19,679	16.51	
79	1.000	76,063	76,063	5,938	5,938	15,684	15,684	16.33	
88	1.250	86,511	69,209	7,008	5,606	23,526	18,821	16.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	2.500	473,481	189,392	3,462	1,385	41,910	16,764	15.45	
K-12 Program 02 Instructional	3.000	280,979	93,660	16,391	5,464	47,052	15,684	16.20	
Program 21 Instructional	25.051	2,078,295	82,963	231,548	9,243	415,626	16,591	16.27	
Program 21 Administrative	1.000	177,953	177,953			17,484	17,484	15.99	
K-12 Program 21 Instructional	23.454	1,961,632	83,637	148,876	6,348	386,626	16,484	16.26	
Program 31 Instructional	11.000	1,000,575	90,961	187,957	17,087	169,387	15,399	15.98	
Program 31 Administrative	0.800	123,793	154,741			13,987	17,484	16.12	
Program 34 Instructional	1.600	111,801	69,876	15,219	9,512	25,094	15,684	16.35	
Program 34 Administrative	0.200	30,948	154,740			3,497	17,484	16.12	
K-3 BEA Instructional	58.827	5,559,347	94,503	307,917	5,234	932,037	15,844	16.19	
4-6 BEA Instructional	40.779	3,795,967	93,086	204,889	5,024	640,268	15,701	16.19	
7-8 BEA Instructional	23.793	2,129,153	89,487	139,460	5,861	379,788	15,962	16.22	
9-12 BEA Instructional	51.549	5,169,986	100,293	336,338	6,525	818,485	15,878	16.11	
K-12 BEA Instructional	174.948	16,654,453	95,197	988,604	5,651	2,770,579	15,837	16.17	
BEA	196.948	20,121,773	102,168	1,485,326	7,542	3,135,943	15,923	16.05	
Instructional	218.330	20,404,439	93,457	1,700,538	7,789	3,497,532	16,019	16.18	
Administrative	20.950	3,361,962	160,476	59,455	2,838	364,490	17,398	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.050	163,311	155,534	72,252	68,811	18,358	17,484	16.07	
Active	240.330	23,929,712	99,570	1,832,245	7,624	3,880,380	16,146	16.16	
K-12 Program 21 Contracted	4.278	563,434	131,705						
K-12 BEA Contracted	1.000	120,000	120,000						
Certificated Total	245.608	24,613,146	100,213	1,832,245	7,460	3,880,380	15,799	15.74	
Instructional for Funding Purposes	223.608	21,087,873	94,307	1,700,538	7,605	3,497,532	15,641	15.70	
Instructional for Compliance Purposes	218.330	20,404,439	93,457	1,700,538	7,789	3,497,532	16,019	16.18	
K-3 Program 01 Teacher	55.586	5,273,883	94,878	273,821	4,926	879,245	15,818	16.19	
K-3 Program 21 Teacher	4.782	376,779	78,791	11,287	2,360	75,001	15,684	16.28	
Grade T Program 09 Teacher	2.928	229,918	78,524	11,827	4,039	47,052	16,070	16.32	
PSES Program 01 Certificated	11.000	949,380	86,307			163,114	14,829	14.36	
PSES Program 21 Certificated	10.132	1,059,662	104,586			104,314	10,296	8.17	

Elma School District (14068)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	61.319	6,454,566	105,262	348,727	5,687	966,950	15,769	16.52	
02	1.800	187,958	104,421	698	388	28,231	15,684	16.67	
03	0.800	90,159	112,699	872	1,090	12,547	15,684	16.49	
21	13.987	1,503,883	107,520	23,073	1,650	206,668	14,776	16.08	
24	0.160	13,921	87,006			2,509	15,684	16.66	
31	17.114	1,818,827	106,277	93,695	5,475	273,215	15,964	16.51	
34	2.718	295,713	108,798	20,594	7,577	42,629	15,684	16.48	
51	2.255	258,718	114,731			34,936	15,493	16.48	
55	3.529	370,127	104,882	4,929	1,397	47,264	13,393	16.52	
58				46,056					
65	1.002	102,135	101,931	835	833	15,715	15,684	16.51	
79	2.000	245,184	122,592	1,335	668	31,368	15,684	16.44	
88	0.520	45,243	87,006			8,156	15,684	16.66	
97	1.510	295,997	196,025	4,800	3,179	23,683	15,684	15.35	
K-12 Program 02 Instructional	1.800	187,958	104,421	698	388	28,231	15,684	16.67	
Program 21 Instructional	11.720	1,257,514	107,296	22,016	1,878	183,816	15,684	16.52	
Program 21 Administrative	0.914	141,799	155,141			7,168	7,842	16.26	
K-12 Program 21 Instructional	11.060	1,191,615	107,741	20,595	1,862	173,465	15,684	16.51	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	15.294	1,529,087	99,980	91,217	5,964	244,670	15,998	16.55	
Program 31 Administrative	1.820	289,740	159,198	2,478	1,362	28,545	15,684	16.27	
Program 34 Instructional	2.438	250,940	102,929	20,072	8,233	38,238	15,684	16.51	
Program 34 Administrative	0.280	44,773	159,904	522	1,864	4,392	15,684	16.27	
K-3 BEA Instructional	28.511	2,834,275	99,410	104,167	3,654	452,389	15,867	16.58	
4-6 BEA Instructional	8.156	811,895	99,546	8,069	989	127,919	15,684	16.57	
7-8 BEA Instructional	13.600	1,312,698	96,522	81,145	5,967	213,302	15,684	16.61	
9-12 BEA Instructional	24.994	2,604,670	104,212	243,577	9,745	396,805	15,876	16.53	
K-12 BEA Instructional	75.261	7,563,538	100,497	436,958	5,806	1,190,416	15,817	16.56	
K-12 BEA Administrative	6.490	1,061,778	163,602	18,600	2,866	101,789	15,684	16.20	
BEA	85.261	9,143,220	107,238	469,386	5,505	1,347,256	15,802	16.48	
Instructional	96.361	9,843,122	102,148	515,652	5,351	1,513,506	15,707	16.55	
Administrative	9.000	1,512,832	168,092	25,200	2,800	133,314	14,813	16.04	
Other	3.000	286,619	95,540	4,762	1,587	47,052	15,684	16.53	
Active	108.361	11,642,573	107,442	545,614	5,035	1,693,872	15,632	16.49	
K-12 Program 21 Contracted	0.353	39,858	112,912						
Certificated Total	108.714	11,682,431	107,460	545,614	5,019	1,693,872	15,581	16.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	96.714	9,882,980	102,188	515,652	5,332	1,513,506	15,649	16.49	
Instructional for Compliance Purposes	96.361	9,843,122	102,148	515,652	5,351	1,513,506	15,707	16.55	
K-3 Program 01 Teacher	26.845	2,686,331	100,068	22,397	834	426,260	15,879	16.57	
K-3 Program 21 Teacher	0.200	22,902	114,510	374	1,870	3,137	15,684	16.48	
PSES Program 01 Certificated	3.380	321,808	95,209			53,012	15,684	16.56	
PSES Program 21 Certificated	3.513	329,538	93,805			49,561	14,108	14.66	

Endicott School District (38308)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	7.017	587,541	83,731	4,577	652	110,055	15,684	15.68	
21	1.090	92,270	84,651			17,096	15,684	15.68	
51	0.600	30,439	50,732			9,410	15,684	15.70	
55	0.400	20,293	50,733			6,274	15,684	15.70	
97	0.818	92,227	112,747			12,830	15,684	15.65	
99	0.075	10,111	134,813			1,176	15,684	15.67	
Program 21 Instructional	1.090	92,270	84,651			17,096	15,684	15.68	
K-12 Program 21 Instructional	1.090	92,270	84,651			17,096	15,684	15.68	
K-3 BEA Instructional	2.152	171,062	79,490			33,752	15,684	15.69	
4-6 BEA Instructional	0.909	72,659	79,933			14,257	15,684	15.67	
7-8 BEA Instructional	3.152	252,204	80,014			49,436	15,684	15.68	
K-12 BEA Instructional	6.213	495,925	79,821			97,445	15,684	15.68	
K-12 BEA Administrative	0.804	91,616	113,950			12,610	15,684	15.66	
BEA	7.835	679,768	86,760	4,577	584	122,884	15,684	15.67	
Instructional	8.303	638,927	76,951	4,577	551	130,224	15,684	15.68	
Administrative	1.697	193,954	114,292			26,616	15,684	15.66	
Active	10.000	832,881	83,288	4,577	458	156,840	15,684	15.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	10.000	832,881	83,288	4,577	458	156,840	15,684	15.67	
Instructional for Funding Purposes	8.303	638,927	76,951	4,577	551	130,224	15,684	15.68	
Instructional for Compliance Purposes	8.303	638,927	76,951	4,577	551	130,224	15,684	15.68	
K-3 Program 01 Teacher	2.152	171,062	79,490			33,752	15,684	15.69	
K-3 Program 21 Teacher	0.424	37,628	88,745			6,650	15,684	15.67	

Entiat School District (04127)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	24.498	2,195,535	89,621	11,929	487	384,227	15,684	16.27	
31	2.191	209,347	95,549			34,364	15,684	16.30	
34	1.600	165,027	103,142			25,094	15,684	16.17	
51				5,958					
55	0.996	65,875	66,140	5,958	5,982	15,621	15,684	16.50	
58				11,428					
65	1.535	125,417	81,705			24,075	15,684	16.31	
74	0.180	12,064	67,022			2,823	15,684	16.45	
97	1.000	134,240	134,240	1,200	1,200	15,684	15,684	16.05	
Program 31 Instructional	2.191	209,347	95,549			34,364	15,684	16.30	
Program 34 Instructional	1.600	165,027	103,142			25,094	15,684	16.17	
K-3 BEA Instructional	9.629	790,788	82,126			151,021	15,684	16.30	
4-6 BEA Instructional	5.323	515,385	96,822			83,486	15,684	16.22	
7-8 BEA Instructional	4.460	424,270	95,128			69,951	15,684	16.26	
9-12 BEA Instructional	6.877	598,796	87,072			107,859	15,684	16.33	
K-12 BEA Instructional	26.289	2,329,239	88,601			412,317	15,684	16.28	
BEA	29.289	2,704,149	92,326	13,129	448	459,369	15,684	16.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	29.000	2,532,595	87,331	21,632	746	454,836	15,684	16.29	
Administrative	3.000	374,910	124,970	14,841	4,947	47,052	15,684	16.09	
Active	32.000	2,907,505	90,860	36,473	1,140	501,888	15,684	16.26	
Certificated Total	32.000	2,907,505	90,860	36,473	1,140	501,888	15,684	16.26	
Instructional for Funding Purposes	29.000	2,532,595	87,331	21,632	746	454,836	15,684	16.29	
Instructional for Compliance Purposes	29.000	2,532,595	87,331	21,632	746	454,836	15,684	16.29	
K-3 Program 01 Teacher	9.129	738,109	80,853			143,179	15,684	16.31	
PSES Program 01 Certificated	1.000	105,358	105,358			15,684	15,684	16.13	

Enumclaw School District (17216)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	198.972	22,008,779	110,612	1,107,602	5,567	3,138,881	15,775	15.98	
09	2.325	260,833	112,186	12,512	5,382	36,465	15,684	15.96	
21	53.350	5,275,195	98,879	212,130	3,976	643,305	12,058	13.03	
24	8.000	868,760	108,595	63,028	7,879	125,472	15,684	15.99	
31	20.142	1,997,684	99,180	227,981	11,319	316,294	15,703	16.01	
34	6.899	802,563	116,330	61,519	8,917	111,341	16,139	15.95	
51	1.000	119,535	119,535	1,991	1,991	15,684	15,684	15.96	
55	4.050	489,578	120,883	24,651	6,087	63,520	15,684	15.95	
65	2.560	272,035	106,264	11,017	4,304	40,151	15,684	15.96	
69	1.000	70,639	70,639	2,747	2,747	15,684	15,684	16.17	
74	1.000	119,870	119,870	5,328	5,328	15,684	15,684	15.96	
88	0.400	73,119	182,798			6,274	15,684	15.75	
97	4.000	820,566	205,142			62,736	15,684	15.03	
Program 21 Instructional	38.150	3,869,339	101,424	212,130	5,560	608,801	15,958	16.01	
Program 21 Administrative	2.200	391,405	177,911			34,505	15,684	15.69	
K-12 Program 21 Instructional	32.121	3,275,047	101,960			514,242	16,010	16.01	
Program 31 Instructional	20.142	1,997,684	99,180	178,183	8,846	316,294	15,703	16.01	
Program 31 Administrative				49,798					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	6.699	765,331	114,246	61,519	9,183	108,204	16,152	15.97	
Program 34 Administrative	0.200	37,232	186,160			3,137	15,684	15.63	
K-3 BEA Instructional	79.542	8,398,981	105,592			1,249,795	15,712	16.00	
4-6 BEA Instructional	46.619	4,790,010	102,748			732,364	15,710	16.01	
7-8 BEA Instructional	29.538	3,191,272	108,040			466,411	15,790	15.99	
9-12 BEA Instructional	54.668	5,719,829	104,628			867,785	15,874	16.00	
K-12 BEA Instructional	210.367	22,100,092	105,055			3,316,356	15,765	16.00	
K-12 BEA Administrative	1.000	140,010	140,010			15,684	15,684	15.99	
BEA	230.013	25,629,592	111,427	1,397,102	6,074	3,629,251	15,778	15.95	
Instructional	268.002	28,086,693	104,800	1,680,708	6,271	4,230,759	15,786	16.00	
Administrative	22.696	4,078,012	179,680	49,798	2,194	360,732	15,894	15.65	
Active	290.698	32,164,705	110,646	1,730,506	5,953	4,591,491	15,795	15.96	
K-12 Program 21 Contracted	12.086	872,750	72,212						
Certificated Total	303.698	33,179,156	109,250	1,730,506	5,698	4,591,491	15,119	15.49	
Instructional for Funding Purposes	281.002	29,101,144	103,562	1,680,708	5,981	4,230,759	15,056	15.47	
Instructional for Compliance Purposes	268.002	28,086,693	104,800	1,680,708	6,271	4,230,759	15,786	16.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	74.146	7,773,739	104,844			1,165,164	15,714	16.00	
K-3 Program 21 Teacher	7.937	743,980	93,736			131,291	16,542	16.04	
Grade T Program 09 Teacher	2.025	205,994	101,725			31,760	15,684	16.01	
PSES Program 01 Certificated	10.850	1,229,713	113,338			170,171	15,684	15.97	
PSES Program 21 Certificated	21.213	1,817,435	85,676			143,054	6,744	8.56	

Ephrata School District (13165)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	134.685	13,433,423	99,740	675,256	5,014	2,181,127	16,194	16.18	
02	0.833	84,946	101,976	3,304	3,966	13,018	15,628	16.15	
21	23.355	2,104,241	90,098	121,335	5,195	386,281	16,540	16.04	
24	0.160	14,042	87,763	312	1,950	2,509	15,684	16.25	
31	11.720	1,119,604	95,529	167,949	14,330	169,701	14,480	16.39	
34	2.321	246,222	106,084	25,802	11,117	36,387	15,677	16.55	
51	2.904	288,693	99,412	14,956	5,150	45,546	15,684	16.17	
55	8.472	851,743	100,536	72,009	8,500	132,969	15,695	16.15	
64	0.700	44,007	62,867	2,510	3,586	10,979	15,684	16.47	
65	2.473	245,719	99,361	13,251	5,358	41,986	16,978	16.24	
74	0.395	39,525	100,063	1,466	3,711	6,195	15,684	16.17	
88	1.479	142,955	96,657	6,906	4,669	23,840	16,119	16.20	
97	2.500	491,931	196,772			23,526	9,410	9.22	
K-12 Program 02 Instructional	0.833	84,946	101,976	1,888	2,267	13,018	15,628	16.15	
Program 21 Instructional	22.405	1,953,967	87,211	121,335	5,416	371,381	16,576	16.04	
Program 21 Administrative	0.950	150,274	158,183			14,900	15,684	16.04	
K-12 Program 21 Instructional	21.565	1,880,244	87,190	52,865	2,451	358,207	16,611	16.03	
Program 31 Instructional	11.370	1,062,253	93,426	167,949	14,771	164,211	14,443	16.41	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.350	57,351	163,860			5,489	15,684	16.03	
Program 34 Instructional	2.171	221,643	102,093	25,802	11,885	34,034	15,677	16.60	
Program 34 Administrative	0.150	24,579	163,860			2,353	15,684	16.03	
K-3 BEA Instructional	48.792	4,497,237	92,172	89,728	1,839	786,082	16,111	16.22	
4-6 BEA Instructional	26.351	2,415,659	91,672	22,727	862	458,773	17,410	16.24	
7-8 BEA Instructional	20.281	2,001,239	98,676	64,154	3,163	318,228	15,691	16.21	
9-12 BEA Instructional	43.290	4,204,768	97,130	144,274	3,333	667,056	15,409	16.22	
K-12 BEA Instructional	138.714	13,118,903	94,575	320,883	2,313	2,230,139	16,077	16.22	
K-12 BEA Administrative	7.000	1,140,050	162,864			109,788	15,684	16.03	
BEA	152.059	15,376,126	101,119	872,311	5,737	2,423,758	15,940	15.99	
Instructional	176.997	16,583,529	93,694	1,105,056	6,243	2,854,488	16,127	16.20	
Administrative	14.500	2,439,945	168,272			211,734	14,602	14.66	
Other	0.500	83,577	167,154			7,842	15,684	16.02	
Active	191.997	19,107,051	99,517	1,105,056	5,756	3,074,064	16,011	16.01	
Certificated Total	191.997	19,107,051	99,517	1,105,056	5,756	3,074,064	16,011	16.01	
Instructional for Funding Purposes	176.997	16,583,529	93,694	1,105,056	6,243	2,854,488	16,127	16.20	
Instructional for Compliance Purposes	176.997	16,583,529	93,694	1,105,056	6,243	2,854,488	16,127	16.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	43.897	4,093,935	93,262	72,307	1,647	709,042	16,152	16.21	
K-3 Program 21 Teacher	3.600	295,980	82,217	9,092	2,526	56,462	15,684	15.68	
PSES Program 01 Certificated	9.667	884,752	91,523			155,742	16,111	16.19	
PSES Program 21 Certificated	7.045	600,070	85,177			114,964	16,318	16.26	

Evaline School District (21036)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.915	290,239	74,135	15,800	4,036	63,489	16,217	16.29	
09	0.100	7,184	71,840			1,568	15,684	16.30	
21	0.490	31,563	64,414	563	1,149	7,685	15,684	16.32	
51	0.362	23,189	64,058	2,686	7,420	5,678	15,684	16.32	
52				2,050					
55				1,070					
74				1,117					
Program 21 Instructional	0.490	31,563	64,414	563	1,149	7,685	15,684	16.32	
K-12 Program 21 Instructional	0.490	31,563	64,414	563	1,149	7,685	15,684	16.32	
K-3 BEA Instructional	2.405	187,651	78,025	13,735	5,711	39,806	16,551	16.28	
4-6 BEA Instructional	1.510	102,588	67,939	948	628	23,683	15,684	16.30	
K-12 BEA Instructional	3.915	290,239	74,135	14,683	3,750	63,489	16,217	16.29	
K-12 BEA Administrative				1,117					
BEA	3.915	290,239	74,135	15,800	4,036	63,489	16,217	16.29	
Instructional	4.867	352,175	72,360	16,926	3,478	78,420	16,113	16.29	
Administrative				6,360					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	4.867	352,175	72,360	23,286	4,784	78,420	16,113	16.29	
Certificated Total	4.867	352,175	72,360	23,286	4,784	78,420	16,113	16.29	
Instructional for Funding Purposes	4.867	352,175	72,360	16,926	3,478	78,420	16,113	16.29	
Instructional for Compliance Purposes	4.867	352,175	72,360	16,926	3,478	78,420	16,113	16.29	
K-3 Program 01 Teacher	2.277	179,277	78,734			37,798	16,600	16.28	
K-3 Program 21 Teacher	0.280	18,036	64,414			4,392	15,684	16.32	
Grade T Program 09 Teacher	0.100	7,184	71,840			1,568	15,684	16.30	
PSES Program 01 Certificated	0.128	8,374	65,422			2,008	15,684	16.32	

Everett School District (31002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	989.678	109,654,462	110,798	29,591,091	29,900	15,895,797	16,062	16.13	
02	18.834	2,279,004	121,005	635,931	33,765	303,219	16,100	15.83	
03	0.200	49,572	247,860	3,184	15,920	3,137	15,684	9.58	
09	0.150	29,321	195,473	404	2,693	2,353	15,684	15.73	
21	220.908	22,124,591	100,153	6,227,896	28,192	3,660,630	16,571	17.17	
24	22.700	2,458,730	108,314	782,232	34,460	381,121	16,789	16.71	
31	60.028	6,872,479	114,488	1,927,159	32,104	962,888	16,041	15.93	
34	5.201	539,270	103,686	178,572	34,334	81,572	15,684	16.11	
38	0.199	23,513	118,156	7,007	35,211	3,121	15,684	15.68	
51	12.494	1,393,467	111,531	377,656	30,227	215,043	17,212	16.15	
52	3.101	371,948	119,945	135,052	43,551	48,636	15,684	16.40	
55	29.902	3,513,389	117,497	1,028,569	34,398	486,220	16,260	15.98	
58	0.899	109,861	122,204	39,893	44,375	14,100	15,684	15.71	
64	0.769	91,648	119,178	31,956	41,555	12,061	15,684	15.82	
65	23.191	2,499,834	107,793	711,663	30,687	389,575	16,799	16.33	
69	1.000	116,614	116,614	47,384	47,384	15,684	15,684	15.92	
74	0.900	139,222	154,691	23,239	25,821	21,958	24,397	15.82	
79	1.000	122,068	122,068	36,407	36,407	15,684	15,684	15.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.050	9,774	195,480	135	2,700	784	15,684	15.73	
97	3.140	802,530	255,583	48,282	15,376	49,248	15,684	11.69	
CP	3.411	548,407	160,776	54,832	16,075	53,498	15,684	15.63	
K-12 Program 02 Instructional	17.834	2,079,737	116,616			287,535	16,123	15.83	
Program 21 Instructional	216.908	21,303,514	98,215	6,204,468	28,604	3,597,894	16,587	17.27	
Program 21 Administrative	4.000	821,077	205,269	23,428	5,857	62,736	15,684	13.85	
K-12 Program 21 Instructional	205.208	20,229,631	98,581			3,408,118	16,608	17.29	
Program 31 Instructional	55.468	5,955,869	107,375	1,912,438	34,478	891,369	16,070	16.18	
Program 31 Administrative	4.560	916,610	201,011	14,721	3,228	71,519	15,684	13.76	
Program 34 Instructional	5.201	539,270	103,686	178,572	34,334	81,572	15,684	16.11	
K-3 BEA Instructional	396.274	40,824,607	103,021	11,585	29	6,443,379	16,260	16.22	
4-6 BEA Instructional	206.469	21,695,600	105,079			3,281,767	15,895	16.32	
7-8 BEA Instructional	158.971	16,934,428	106,525			2,539,585	15,975	16.35	
9-12 BEA Instructional	240.983	26,153,271	108,527			3,856,649	16,004	16.15	
K-12 BEA Instructional	1,002.697	105,607,906	105,324	11,585	12	16,121,380	16,078	16.24	
BEA	1,077.081	120,197,317	111,595	32,384,219	30,067	17,295,860	16,058	16.08	
Instructional	1,312.961	137,182,827	104,484	41,461,943	31,579	21,278,577	16,207	16.41	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	81.500	16,198,757	198,758	325,983	4,000	1,286,088	15,780	14.53	
Other	1.794	196,567	109,569	50,194	27,979	28,137	15,684	16.16	
Active	1,396.255	153,578,151	109,993	41,838,120	29,965	22,592,802	16,181	16.25	
On Leave	1.500	171,553	114,369	50,424	33,616	23,526	15,684	15.94	
Certificated Total	1,397.755	153,749,704	109,998	41,888,544	29,968	22,616,328	16,180	16.25	
Instructional for Funding Purposes	1,312.961	137,182,827	104,484	41,461,943	31,579	21,278,577	16,207	16.41	
Instructional for Compliance Purposes	1,312.961	137,182,827	104,484	41,461,943	31,579	21,278,577	16,207	16.41	
K-3 Program 01 Teacher	360.362	37,046,436	102,803	11,585	32	5,797,355	16,088	16.25	
K-3 Program 21 Teacher	41.843	3,845,804	91,910			679,211	16,232	17.55	
PSES Program 01 Certificated	55.957	5,797,816	103,612			978,195	17,481	16.36	
PSES Program 21 Certificated	71.503	7,284,426	101,876			1,259,457	17,614	16.78	

Evergreen School District (Clark) (06114)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,007.496	115,749,626	114,888	8,795,629	8,730	15,974,734	15,856	16.87	
02	18.338	2,126,583	115,966	157,215	8,573	295,455	16,112	16.79	
03	1.000	104,994	104,994	9,239	9,239	15,684	15,684	16.93	
09	7.000	786,963	112,423	69,253	9,893	109,788	15,684	16.90	
21	298.876	31,109,432	104,088	2,564,563	8,581	4,802,692	16,069	17.20	
31	104.592	11,483,226	109,791	891,619	8,525	1,683,819	16,099	16.89	
34	10.727	1,125,820	104,952	90,301	8,418	175,582	16,368	17.27	
45	39.874	4,159,912	104,326	304,303	7,632	648,533	16,265	17.08	
51	18.191	2,168,621	119,214	176,889	9,724	295,832	16,263	16.86	
52	6.866	795,067	115,798	69,967	10,190	109,443	15,940	16.90	
55	59.684	6,642,022	111,286	554,475	9,290	960,551	16,094	16.98	
65	16.497	1,890,625	114,604	121,660	7,375	261,986	15,881	16.95	
74	33.994	3,825,164	112,525	336,575	9,901	544,501	16,018	16.98	
97	3.000	689,027	229,676	10,442	3,481	47,052	15,684	14.21	
K-12 Program 02 Instructional	16.700	1,822,109	109,108			269,765	16,154	16.93	
Program 21 Instructional	290.895	29,735,462	102,221	2,564,563	8,816	4,677,220	16,079	17.25	
Program 21 Administrative	7.981	1,373,970	172,155			125,472	15,721	15.92	
K-12 Program 21 Instructional	268.095	27,308,346	101,861	39,482	147	4,318,182	16,107	17.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	96.251	10,048,395	104,398	891,619	9,263	1,550,520	16,109	17.01	
Program 31 Administrative	8.341	1,434,831	172,021			133,298	15,981	16.02	
Program 34 Instructional	10.727	1,125,820	104,952	90,301	8,418	175,582	16,368	17.27	
K-3 BEA Instructional	366.816	39,954,813	108,923			5,813,008	15,847	16.99	
4-6 BEA Instructional	213.861	22,896,410	107,062	24,432	114	3,400,401	15,900	17.08	
7-8 BEA Instructional	136.835	14,664,752	107,171	69,190	506	2,202,504	16,096	17.06	
9-12 BEA Instructional	367.673	39,398,168	107,155	39,948	109	5,856,547	15,929	17.04	
K-12 BEA Instructional	1,085.185	116,914,143	107,737	133,570	123	17,272,460	15,917	17.03	
K-12 BEA Administrative	15.000	2,638,221	175,881			235,260	15,684	15.85	
BEA	1,185.027	135,439,188	114,292	10,258,748	8,657	18,840,860	15,899	16.87	
Instructional	1,513.425	161,966,100	107,020	14,141,688	9,344	24,153,360	15,959	17.07	
Administrative	111.710	20,514,152	183,638	10,442	93	1,756,608	15,725	15.77	
Other	1.000	176,830	176,830			15,684	15,684	16.11	
Active	1,626.135	182,657,082	112,326	14,152,130	8,703	25,925,652	15,943	16.93	
Certificated Total	1,626.135	182,657,082	112,326	14,152,130	8,703	25,925,652	15,943	16.93	
Instructional for Funding Purposes	1,513.425	161,966,100	107,020	14,141,688	9,344	24,153,360	15,959	17.07	
Instructional for Compliance Purposes	1,513.425	161,966,100	107,020	14,141,688	9,344	24,153,360	15,959	17.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	318.838	34,767,293	109,044			5,030,361	15,777	16.97	
K-3 Program 21 Teacher	56.415	5,363,225	95,067			906,394	16,067	17.44	
Grade T Program 09 Teacher	7.000	786,963	112,423			109,788	15,684	16.90	
PSES Program 01 Certificated	73.402	7,791,391	106,147			1,197,473	16,314	17.16	
PSES Program 21 Certificated	82.878	8,792,858	106,094			1,363,849	16,456	17.40	

Evergreen School District (Stevens) (33205)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.501	187,980	75,162			48,322	19,321	13.70	
21	0.193	24,644	127,689			5,787	29,987	12.89	
51	0.310	19,868	64,090			4,862	15,684	16.01	
97	0.096	16,068	167,375			3,764	39,210	16.01	
Program 21 Instructional	0.105	9,915	94,429			2,353	22,406	8.27	
Program 21 Administrative	0.088	14,729	167,375			3,435	39,032	16.01	
K-12 Program 21 Instructional	0.105	9,915	94,429			2,353	22,406	8.27	
K-3 BEA Instructional	1.403	93,347	66,534			25,628	18,266	13.69	
4-6 BEA Instructional	1.002	78,565	78,408			18,931	18,893	13.25	
K-12 BEA Instructional	2.405	171,912	71,481			44,558	18,527	13.49	
BEA	2.597	204,048	78,571			52,087	20,056	13.88	
Instructional	2.820	201,695	71,523			51,773	18,359	13.48	
Administrative	0.280	46,865	167,375			10,963	39,154	16.01	
Active	3.100	248,560	80,181			62,736	20,237	13.96	
Certificated Total	3.100	248,560	80,181			62,736	20,237	13.96	
Instructional for Funding Purposes	2.820	201,695	71,523			51,773	18,359	13.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	2.820	201,695	71,523			51,773	18,359	13.48	
K-3 Program 01 Teacher	1.335	81,859	61,318			22,930	17,176	13.36	
K-3 Program 21 Teacher	0.035	3,305	94,429			784	22,406	8.27	
PSES Program 01 Certificated	0.119	20,083	168,765			4,721	39,671	16.01	

Federal Way School District (17210)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,072.140	111,022,288	103,552	15,182,659	14,161	16,852,771	15,719	16.44	
02	14.653	1,587,253	108,323	246,491	16,822	235,262	16,056	15.82	
03	4.570	458,447	100,317	50,212	10,987	71,662	15,681	16.40	
09	6.000	540,234	90,039	77,572	12,929	94,086	15,681	16.32	
21	228.411	21,738,106	95,171	3,741,739	16,382	3,579,231	15,670	16.46	
24	38.000	3,401,647	89,517	501,345	13,193	595,878	15,681	16.15	
31	63.148	6,613,938	104,737	946,005	14,981	1,000,159	15,838	16.63	
34	5.434	564,267	103,840	94,724	17,432	85,211	15,681	16.33	
51	37.422	4,034,439	107,809	642,041	17,157	603,279	16,121	15.85	
52	5.204	751,044	144,321	30,657	5,891	78,405	15,066	15.74	
55	43.238	4,419,755	102,219	623,844	14,428	664,019	15,357	16.53	
58	3.000	316,209	105,403	55,002	18,334	47,043	15,681	15.34	
64	4.000	494,642	123,661	28,019	7,005	62,724	15,681	15.78	
65	76.026	7,617,040	100,190	1,110,143	14,602	1,209,324	15,907	15.99	
74				5,500					
79	4.000	297,133	74,283	44,977	11,244	62,724	15,681	16.78	
88	0.750	133,728	178,304			11,761	15,681	16.37	
97	7.000	1,663,378	237,625	34,225	4,889	109,767	15,681	12.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	13.993	1,468,472	104,943			224,913	16,073	15.78	
Program 21 Instructional	221.411	20,820,896	94,037	3,741,739	16,900	3,516,507	15,882	16.46	
Program 21 Administrative	4.000	703,592	175,898			62,724	15,681	16.29	
K-12 Program 21 Instructional	204.144	19,249,333	94,293			3,234,249	15,843	16.44	
Program 31 Instructional	58.473	5,797,139	99,142	946,005	16,178	926,850	15,851	16.66	
Program 31 Administrative	4.675	816,799	174,716			73,309	15,681	16.36	
Program 34 Instructional	5.359	549,081	102,460	94,724	17,676	84,034	15,681	16.33	
Program 34 Administrative	0.075	15,186	202,480			1,176	15,681	16.39	
K-3 BEA Instructional	395.615	38,906,042	98,343			6,169,364	15,594	16.32	
4-6 BEA Instructional	235.192	23,746,398	100,966	2,124	9	3,697,479	15,721	16.48	
7-8 BEA Instructional	156.400	15,007,053	95,953			2,454,219	15,692	16.52	
9-12 BEA Instructional	283.219	27,228,801	96,140			4,521,862	15,966	16.64	
K-12 BEA Instructional	1,070.426	104,888,294	97,987	2,124	2	16,842,925	15,735	16.48	
BEA	1,166.945	121,909,571	104,469	16,554,316	14,186	18,354,832	15,729	16.39	
Instructional	1,503.727	147,087,621	97,815	23,193,274	15,424	23,698,509	15,760	16.42	
Administrative	98.269	17,606,982	179,171	64,225	654	1,539,349	15,665	15.81	
Other	6.000	528,194	88,032	122,179	20,363	94,086	15,681	16.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	1,607.996	165,222,797	102,751	23,379,678	14,540	25,331,944	15,754	16.36	
K-12 Program 21 Contracted	3.000	213,618	71,206						
On Leave	2.000	217,133	108,567	35,477	17,739	31,362	15,681	16.39	
Certificated Total	1,612.996	165,653,548	102,699	23,415,155	14,517	25,363,306	15,724	16.36	
Instructional for Funding Purposes	1,506.727	147,301,239	97,762	23,193,274	15,393	23,698,509	15,728	16.42	
Instructional for Compliance Purposes	1,503.727	147,087,621	97,815	23,193,274	15,424	23,698,509	15,760	16.42	
K-3 Program 01 Teacher	358.731	35,390,789	98,656			5,571,093	15,530	16.31	
K-3 Program 21 Teacher	36.250	3,451,090	95,202			559,104	15,424	16.36	
Grade T Program 09 Teacher	6.000	540,234	90,039			94,086	15,681	16.32	
PSES Program 01 Certificated	55.336	5,221,650	94,363			908,002	16,409	16.70	
PSES Program 21 Certificated	92.758	8,602,228	92,738			1,445,263	15,581	16.53	

Ferndale School District (37502)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	191.907	21,912,783	114,184	1,672,125	8,713	3,170,937	16,523	16.83	
02	4.000	429,451	107,363	33,381	8,345	62,736	15,684	16.84	
09	6.641	632,959	95,311	49,198	7,408	104,879	15,793	16.94	
21	55.365	5,683,864	102,662	468,896	8,469	922,164	16,656	16.83	
24	0.028	3,444	123,000	22,958	819,929	7,842	280,071	17.17	
31	20.827	2,316,270	111,215	303,608	14,578	354,082	17,001	16.93	
34	3.176	333,700	105,069	25,838	8,135	53,577	16,869	16.92	
51	6.015	641,507	106,651	46,014	7,650	96,234	15,999	16.76	
52	0.200	39,634	198,170	200	1,000	3,398	16,991	15.35	
55	11.963	1,193,217	99,742	118,166	9,878	215,859	18,044	16.90	
65	4.000	441,484	110,371	34,315	8,579	62,736	15,684	16.84	
74	0.800	100,828	126,035	17,837	22,296	12,547	15,684	16.81	
79	0.600	71,343	118,905	5,545	9,242	9,410	15,684	16.82	
97	1.000	248,768	248,768	9,800	9,800	16,991	16,991	14.03	
K-12 Program 02 Instructional	4.000	429,451	107,363	11,018	2,755	62,736	15,684	16.84	
Program 21 Instructional	54.615	5,535,236	101,350	468,896	8,585	909,421	16,651	16.87	
Program 21 Administrative	0.750	148,628	198,171			12,743	16,991	15.38	
K-12 Program 21 Instructional	49.390	5,002,930	101,294	239,086	4,841	811,396	16,428	16.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	20.445	2,251,357	110,118	289,068	14,139	347,286	16,986	16.95	
Program 31 Administrative	0.382	64,913	169,929	14,540	38,063	6,796	17,792	16.04	
Program 34 Instructional	3.176	333,700	105,069	25,838	8,135	53,577	16,869	16.92	
K-3 BEA Instructional	70.684	7,630,988	107,959	82,833	1,172	1,179,939	16,693	16.97	
4-6 BEA Instructional	38.233	4,237,417	110,831	41,713	1,091	607,081	15,878	16.92	
7-8 BEA Instructional	37.123	3,999,006	107,723	343,590	9,255	620,625	16,718	16.89	
9-12 BEA Instructional	58.131	6,438,350	110,756	633,978	10,906	962,506	16,558	16.91	
K-12 BEA Instructional	205.028	22,403,247	109,269	1,102,114	5,375	3,383,591	16,503	16.93	
K-12 BEA Administrative	11.682	2,050,243	175,504			203,892	17,454	16.04	
BEA	220.910	25,240,972	114,259	2,044,752	9,256	3,658,323	16,560	16.82	
Instructional	289.440	30,973,722	107,013	2,771,541	9,576	4,798,272	16,578	16.91	
Administrative	16.682	3,025,116	181,340	36,340	2,178	288,847	17,315	15.79	
Active	306.122	33,998,838	111,063	2,807,881	9,172	5,087,119	16,618	16.82	
On Leave	0.400	50,414	126,035			6,274	15,684	16.81	
Certificated Total	306.522	34,049,252	111,083	2,807,881	9,160	5,093,393	16,617	16.82	
Instructional for Funding Purposes	289.440	30,973,722	107,013	2,771,541	9,576	4,798,272	16,578	16.91	
Instructional for Compliance Purposes	289.440	30,973,722	107,013	2,771,541	9,576	4,798,272	16,578	16.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	67.764	7,370,201	108,763	37,635	555	1,126,299	16,621	16.98	
K-3 Program 21 Teacher	8.518	829,141	97,340	10,676	1,253	133,596	15,684	16.88	
Grade T Program 09 Teacher	6.241	585,397	93,799	15,177	2,432	98,605	15,800	16.95	
PSES Program 01 Certificated	8.350	751,200	89,964			143,117	17,140	16.87	
PSES Program 21 Certificated	15.526	1,666,095	107,310			262,707	16,920	16.85	

Fife School District (27417)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	187.832	21,898,632	116,586	2,291,678	12,201	2,969,797	15,811	10.82	
21	38.861	4,502,575	115,864	348,729	8,974	628,928	16,184	10.90	
24	2.200	217,949	99,068	5,814	2,643	34,505	15,684	13.08	
31	15.582	1,839,967	118,083	117,154	7,519	243,949	15,656	9.67	
34	2.598	311,650	119,958	19,788	7,617	40,684	15,660	10.12	
51	2.850	342,569	120,200	5,456	1,914	44,699	15,684	8.20	
55	9.550	1,212,155	126,927	68,907	7,215	156,056	16,341	10.56	
58				15,835					
65	4.000	524,712	131,178	34,575	8,644	72,146	18,037	9.67	
73				9,250					
74	0.500	60,493	120,986	2,400	4,800	7,842	15,684	11.81	
79	0.583	98,964	169,750	3,502	6,007	7,842	13,451	7.36	
88	0.467	84,285	180,482	2,154	4,612	6,274	13,434	7.07	
97	1.634	343,250	210,067	61,773	37,805	21,958	13,438	5.68	
Program 21 Instructional	37.810	4,305,778	113,879	341,902	9,043	614,813	16,261	11.08	
Program 21 Administrative	1.051	196,797	187,247	6,827	6,496	14,116	13,431	6.80	
K-12 Program 21 Instructional	31.810	3,626,370	114,001	3,654	115	520,709	16,369	11.41	
Program 31 Instructional	14.298	1,633,785	114,267	107,651	7,529	226,697	15,855	9.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.284	206,182	160,578	9,503	7,401	17,252	13,436	7.80	
Program 34 Instructional	2.598	311,650	119,958	19,788	7,617	40,684	15,660	10.12	
K-3 BEA Instructional	67.703	7,344,942	108,488	6,156	91	1,095,998	16,188	11.48	
4-6 BEA Instructional	33.928	3,743,430	110,335	126,260	3,721	545,019	16,064	10.72	
7-8 BEA Instructional	31.074	3,362,572	108,212	12,858	414	504,021	16,220	11.86	
9-12 BEA Instructional	51.034	5,723,848	112,158	29,011	568	806,691	15,807	10.67	
K-12 BEA Instructional	183.739	20,174,792	109,801	174,285	949	2,951,729	16,065	11.16	
BEA	207.646	24,393,499	117,476	2,490,393	11,993	3,276,388	15,779	10.64	
Instructional	240.649	26,838,448	111,525	2,554,369	10,615	3,881,790	16,131	11.07	
Administrative	24.508	4,366,020	178,147	427,670	17,450	329,364	13,439	8.06	
Other	1.500	232,733	155,155	4,976	3,317	23,526	15,684	7.36	
Active	266.657	31,437,201	117,894	2,987,015	11,202	4,234,680	15,881	10.64	
Certificated Total	266.657	31,437,201	117,894	2,987,015	11,202	4,234,680	15,881	10.64	
Instructional for Funding Purposes	240.649	26,838,448	111,525	2,554,369	10,615	3,881,790	16,131	11.07	
Instructional for Compliance Purposes	240.649	26,838,448	111,525	2,554,369	10,615	3,881,790	16,131	11.07	
K-3 Program 01 Teacher	57.403	6,200,089	108,010			923,474	16,088	11.45	
K-3 Program 21 Teacher	4.620	517,852	112,089			72,460	15,684	12.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	13.500	1,511,615	111,971			211,609	15,675	12.68	
PSES Program 21 Certificated	11.610	1,323,673	114,011			188,208	16,211	11.34	

Finley School District (03053)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	41.700	4,161,644	99,800	33,480	803	669,707	16,060	15.96	
21	7.200	719,298	99,903	51,151	7,104	119,198	16,555	16.03	
31	4.475	498,361	111,366	65,354	14,604	70,186	15,684	14.14	
34	0.225	28,932	128,587	2,207	9,809	3,529	15,684	12.95	
51	1.050	113,023	107,641	251	239	18,037	17,178	15.39	
55	1.350	159,169	117,903	377	279	21,173	15,684	15.32	
58				46,056					
65	1.230	93,215	75,785	307	250	36,073	29,328	16.15	
74	0.100	7,280	72,800	4,250	42,500	3,137	31,368	16.17	
97	0.875	147,985	169,126			13,724	15,684	15.95	
99	0.125	21,141	169,128			1,961	15,684	15.95	
Program 21 Instructional	6.600	628,085	95,164	51,151	7,750	109,788	16,635	16.04	
Program 21 Administrative	0.600	91,213	152,022			9,410	15,684	15.96	
K-12 Program 21 Instructional	6.000	582,498	97,083	36,762	6,127	94,104	15,684	16.01	
Program 31 Instructional	4.100	441,353	107,647	65,354	15,940	64,304	15,684	13.94	
Program 31 Administrative	0.375	57,008	152,021			5,882	15,684	15.96	
Program 34 Instructional	0.100	9,929	99,290	2,207	22,070	1,568	15,684	8.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.125	19,003	152,024			1,961	15,684	15.96	
K-3 BEA Instructional	14.670	1,328,721	90,574	12,784	871	231,653	15,791	15.93	
4-6 BEA Instructional	6.130	627,001	102,284	1,241	202	102,417	16,707	16.02	
7-8 BEA Instructional	7.200	659,100	91,542	8,317	1,155	120,767	16,773	15.92	
9-12 BEA Instructional	14.400	1,448,003	100,556	78,699	5,465	225,850	15,684	15.24	
K-12 BEA Instructional	42.400	4,062,825	95,821	101,041	2,383	680,686	16,054	15.69	
K-12 BEA Administrative	2.100	329,538	156,923			32,936	15,684	15.95	
BEA	47.275	4,836,922	102,315	101,041	2,137	757,145	16,016	15.73	
Instructional	52.330	5,002,789	95,601	203,433	3,888	862,620	16,484	15.72	
Administrative	5.500	871,248	158,409			86,262	15,684	15.95	
Other	0.500	76,011	152,022			7,842	15,684	15.96	
Active	58.330	5,950,048	102,007	203,433	3,488	956,724	16,402	15.76	
Certificated Total	58.330	5,950,048	102,007	203,433	3,488	956,724	16,402	15.76	
Instructional for Funding Purposes	52.330	5,002,789	95,601	203,433	3,888	862,620	16,484	15.72	
Instructional for Compliance Purposes	52.330	5,002,789	95,601	203,433	3,888	862,620	16,484	15.72	
K-3 Program 01 Teacher	14.270	1,283,940	89,975	6,199	434	223,811	15,684	15.93	
K-3 Program 21 Teacher	1.680	134,005	79,765	913	543	26,349	15,684	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.600	180,925	113,078			28,231	17,645	15.28	
PSES Program 21 Certificated	2.000	226,157	113,079			31,368	15,684	15.97	

Franklin Pierce School District (27402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	379.644	39,822,426	104,894	2,524,138	6,649	5,966,171	15,715	16.07	
21	111.250	11,077,944	99,577	1,024,335	9,208	1,774,685	15,952	16.07	
23	2.000	171,734	85,867			31,368	15,684	15.86	
31	26.700	2,655,460	99,455	155,192	5,812	425,036	15,919	16.21	
34	6.100	586,328	96,119	26,612	4,363	95,672	15,684	16.15	
51	10.186	1,018,372	99,978	49,167	4,827	162,643	15,967	16.23	
52	2.749	331,888	120,730	22,062	8,025	43,115	15,684	16.20	
55	23.130	2,629,302	113,675	188,236	8,138	370,613	16,023	16.08	
58	0.701	78,883	112,529	1,618	2,308	7,858	11,209	16.22	
64				3,836					
65	16.490	1,710,664	103,739	165,151	10,015	263,355	15,971	15.65	
74	2.000	231,595	115,798	11,720	5,860	31,368	15,684	16.20	
79	0.600	55,052	91,753	17,368	28,947	9,410	15,684	16.21	
97	1.000	222,070	222,070	77,121	77,121	15,684	15,684	12.37	
Program 21 Instructional	108.700	10,652,723	98,001	960,778	8,839	1,734,691	15,959	16.12	
Program 21 Administrative	2.550	425,221	166,753	42,505	16,669	39,994	15,684	14.96	
K-12 Program 21 Instructional	99.582	9,774,064	98,151			1,590,242	15,969	16.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	26.200	2,576,489	98,339	145,292	5,545	417,194	15,923	16.23	
Program 31 Administrative	0.500	78,971	157,942	6,325	12,650	7,842	15,684	15.59	
Program 34 Instructional	5.600	507,357	90,599	16,712	2,984	87,830	15,684	16.24	
Program 34 Administrative	0.500	78,971	157,942	6,325	12,650	7,842	15,684	15.59	
K-3 BEA Instructional	141.857	13,420,977	94,609	4,000	28	2,228,115	15,707	16.24	
4-6 BEA Instructional	71.643	6,797,085	94,874			1,122,101	15,662	16.24	
7-8 BEA Instructional	61.264	6,144,424	100,294			960,195	15,673	16.22	
9-12 BEA Instructional	104.022	10,670,100	102,575			1,647,134	15,834	16.22	
K-12 BEA Instructional	378.786	37,032,586	97,767	4,000	11	5,957,544	15,728	16.23	
K-12 BEA Administrative	4.908	870,849	177,435			78,420	15,978	15.35	
BEA	413.444	43,286,284	104,697	2,783,063	6,731	6,502,563	15,728	16.06	
Instructional	542.642	53,606,656	98,788	3,657,569	6,740	8,569,619	15,792	16.19	
Administrative	37.908	6,813,328	179,733	296,824	7,830	595,992	15,722	15.02	
Active	580.550	60,419,984	104,074	3,954,393	6,811	9,165,611	15,788	16.05	
On Leave				312,163					
Certificated Total	582.550	60,591,718	104,011	4,266,556	7,324	9,196,979	15,787	16.05	
Instructional for Funding Purposes	544.642	53,778,390	98,741	3,657,569	6,716	8,600,987	15,792	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	542.642	53,606,656	98,788	3,657,569	6,740	8,569,619	15,792	16.19	
K-3 Program 01 Teacher	115.663	10,715,135	92,641			1,815,919	15,700	16.24	
K-3 Program 21 Teacher	10.940	961,456	87,884			171,583	15,684	16.25	
PSES Program 01 Certificated	22.000	2,343,655	106,530			345,048	15,684	16.21	
PSES Program 21 Certificated	31.015	3,225,819	104,008			498,594	16,076	16.02	

Freeman School District (32358)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	42.415	3,806,583	89,746	52,544	1,239	675,306	15,921	16.12	
02	0.340	34,643	101,891	8,598	25,288	5,333	15,684	16.07	
09	2.819	208,909	74,107	6,000	2,128	58,031	20,586	16.06	
21	8.146	669,090	82,137	3,000	368	102,417	12,573	14.08	
24	1.530	108,467	70,893			23,997	15,684	16.23	
31	7.060	592,007	83,854	43,819	6,207	129,126	18,290	16.22	
34	1.610	133,149	82,701	2,473	1,536	25,251	15,684	16.14	
51	0.200	28,438	142,190			3,137	15,684	15.97	
52	0.120	14,029	116,908			1,882	15,684	16.09	
55	0.400	36,981	92,453	3,750	9,375	6,274	15,684	16.14	
58	0.050	5,279	105,580			784	15,684	16.06	
74	0.230	21,049	91,517	145	630	3,607	15,684	16.10	
97	1.000	179,014	179,014	75,439	75,439	15,684	15,684	14.03	
K-12 Program 02 Instructional	0.340	34,643	101,891			5,333	15,684	16.07	
Program 21 Instructional	6.574	506,176	76,997	3,000	456	87,830	13,360	15.01	
Program 21 Administrative	0.930	112,681	121,162			14,586	15,684	16.03	
K-12 Program 21 Instructional	6.574	506,176	76,997			87,830	13,360	15.01	
Program 31 Instructional	6.760	546,456	80,837	28,819	4,263	124,421	18,405	16.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.300	45,551	151,837	15,000	50,000	4,705	15,684	15.97	
Program 34 Instructional	1.410	105,976	75,160	2,473	1,754	22,114	15,684	16.17	
Program 34 Administrative	0.200	27,173	135,865			3,137	15,684	16.03	
K-3 BEA Instructional	14.112	1,162,998	82,412	2,543	180	221,333	15,684	16.16	
4-6 BEA Instructional	8.602	769,870	89,499			134,914	15,684	16.13	
7-8 BEA Instructional	7.500	640,356	85,381	7,527	1,004	119,763	15,968	16.11	
9-12 BEA Instructional	16.677	1,406,130	84,316	50,016	2,999	282,469	16,938	16.17	
K-12 BEA Instructional	46.891	3,979,354	84,864	60,086	1,281	758,478	16,175	16.15	
K-12 BEA Administrative	3.380	460,796	136,330	20,598	6,094	53,012	15,684	16.02	
BEA	52.425	4,745,396	90,518	182,873	3,488	850,700	16,227	16.03	
Instructional	57.624	4,763,849	82,671	88,481	1,535	925,356	16,059	16.03	
Administrative	6.500	897,324	138,050	107,287	16,506	101,946	15,684	15.53	
Other	0.500	59,610	119,220			7,842	15,684	16.08	
Active	64.624	5,720,783	88,524	195,768	3,029	1,035,144	16,018	15.95	
K-12 Program 21 Contracted	0.642	50,233	78,245						
On Leave	0.654	66,622	101,869			15,684	23,982	16.29	
Certificated Total	65.920	5,837,638	88,556	195,768	2,970	1,050,828	15,941	15.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	58.266	4,814,082	82,622	88,481	1,519	925,356	15,882	15.87	
Instructional for Compliance Purposes	57.624	4,763,849	82,671	88,481	1,535	925,356	16,059	16.03	
K-3 Program 01 Teacher	13.412	1,116,708	83,262			210,354	15,684	16.16	
K-3 Program 21 Teacher	1.470	94,421	64,232			23,055	15,684	16.31	
Grade T Program 09 Teacher	2.569	173,362	67,482			54,110	21,063	16.08	
PSES Program 01 Certificated	2.614	183,091	70,042			43,758	16,740	16.02	
PSES Program 21 Certificated	2.746	193,289	70,389			17,723	6,454	9.08	

Garfield School District (38302)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.520	909,051	86,412	10,799	1,027	168,603	16,027	15.95	
21	1.000	63,852	63,852	9,852	9,852	15,684	15,684	15.92	
31	1.000	55,294	55,294	1,747	1,747	15,684	15,684	15.92	
51	0.750	57,072	76,096			11,763	15,684	15.95	
55	0.501	37,088	74,028			15,684	31,305	15.95	
97	0.500	80,000	160,000			7,842	15,684	15.93	
Program 21 Instructional	1.000	63,852	63,852	9,852	9,852	15,684	15,684	15.92	
K-12 Program 21 Instructional	1.000	63,852	63,852			15,684	15,684	15.92	
Program 31 Instructional	1.000	55,294	55,294	1,747	1,747	15,684	15,684	15.92	
K-3 BEA Instructional	3.112	279,367	89,771			48,809	15,684	15.94	
4-6 BEA Instructional	1.305	96,920	74,268			20,468	15,684	15.94	
7-8 BEA Instructional	5.218	427,590	81,945			83,643	16,030	15.95	
9-12 BEA Instructional	1.385	80,468	58,100	6,862	4,955	23,526	16,986	15.93	
K-12 BEA Instructional	11.020	884,345	80,249	6,862	623	176,445	16,011	15.95	
BEA	12.020	1,044,345	86,884	12,546	1,044	192,129	15,984	15.94	
Instructional	13.121	1,030,943	78,572	20,837	1,588	217,223	16,555	15.94	
Administrative	1.150	171,414	149,056			18,037	15,684	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				1,561					
Active	14.271	1,202,357	84,252	22,398	1,569	235,260	16,485	15.94	
Certificated Total	14.271	1,202,357	84,252	22,398	1,569	235,260	16,485	15.94	
Instructional for Funding Purposes	13.121	1,030,943	78,572	20,837	1,588	217,223	16,555	15.94	
Instructional for Compliance Purposes	13.121	1,030,943	78,572	20,837	1,588	217,223	16,555	15.94	
K-3 Program 01 Teacher	2.612	240,746	92,169			40,967	15,684	15.94	
K-3 Program 21 Teacher	0.444	28,382	63,923			6,964	15,684	15.92	
PSES Program 01 Certificated	1.000	77,242	77,242			15,684	15,684	15.95	

Glenwood School District (20401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.500	790,665	93,019	4,000	471	133,314	15,684	15.93	
97	0.500	74,997	149,994			7,842	15,684	15.93	
K-3 BEA Instructional	2.469	211,785	85,778			38,724	15,684	15.93	
4-6 BEA Instructional	1.270	124,247	97,832			19,919	15,684	15.93	
7-8 BEA Instructional	1.700	149,554	87,973			26,663	15,684	15.93	
9-12 BEA Instructional	2.561	230,082	89,841			40,167	15,684	15.93	
K-12 BEA Instructional	8.000	715,668	89,459			125,472	15,684	15.93	
BEA	9.000	865,662	96,185	4,000	444	141,156	15,684	15.93	
Instructional	8.000	715,668	89,459			125,472	15,684	15.93	
Administrative	1.000	149,994	149,994			15,684	15,684	15.93	
Other				4,000					
Active	9.000	865,662	96,185	4,000	444	141,156	15,684	15.93	
Certificated Total	9.000	865,662	96,185	4,000	444	141,156	15,684	15.93	
Instructional for Funding Purposes	8.000	715,668	89,459			125,472	15,684	15.93	
Instructional for Compliance Purposes	8.000	715,668	89,459			125,472	15,684	15.93	
K-3 Program 01 Teacher	2.000	166,892	83,446			31,368	15,684	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.719	68,807	95,698			11,277	15,684	15.93	

Goldendale School District (20404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	42.152	3,873,732	91,899	115,298	2,735	688,742	16,339	16.35	
02	68.500	3,905,378	57,013						
31	4.320	345,943	80,079	50,187	11,617	69,841	16,167	16.24	
34	0.880	70,717	80,360	11,680	13,273	13,802	15,684	16.22	
51	2.030	167,116	82,323	1,227	604	31,839	15,684	16.24	
53	0.500	27,586	55,172	3,500	7,000	7,842	15,684	15.98	
55	4.518	396,299	87,716			73,558	16,281	16.65	
58	0.100	5,517	55,170	21,281	212,810	1,568	15,684	15.98	
64				2,500					
74	0.350	33,310	95,171	3,272	9,349	5,489	15,684	16.19	
97	1.000	187,321	187,321			15,684	15,684	15.41	
K-12 Program 02 Instructional	68.500	3,905,378	57,013						
Program 31 Instructional	4.120	318,962	77,418	50,187	12,181	64,618	15,684	16.26	
Program 31 Administrative	0.200	26,981	134,905			5,223	26,114	16.15	
Program 34 Instructional	0.880	70,717	80,360	11,680	13,273	13,802	15,684	16.22	
K-3 BEA Instructional	15.689	1,347,863	85,911	1,188	76	251,728	16,045	16.41	
4-6 BEA Instructional	5.280	446,862	84,633			96,457	18,268	16.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.716	495,430	86,674	12,868	2,251	91,699	16,043	16.37	
9-12 BEA Instructional	17.517	1,550,662	88,523	51,745	2,954	276,823	15,803	16.32	
K-12 BEA Instructional	44.202	3,840,817	86,892	65,801	1,489	716,707	16,214	16.37	
K-12 BEA Administrative	1.300	184,553	141,964			26,663	20,510	16.13	
BEA	116.852	8,383,091	71,741	177,165	1,516	788,069	6,744	8.89	
Instructional	51.550	4,449,074	86,306	151,983	2,948	834,650	16,191	16.38	
Administrative	4.300	658,467	153,132			73,715	17,143	15.93	
Other				56,962					
Active	55.850	5,107,541	91,451	208,945	3,741	908,365	16,264	16.32	
K-12 BEA Contracted	68.500	3,905,378	57,013						
Certificated Total	124.350	9,012,919	72,480	208,945	1,680	908,365	7,305	9.41	
Instructional for Funding Purposes	120.050	8,354,452	69,591	151,983	1,266	834,650	6,953	8.87	
Instructional for Compliance Purposes	51.550	4,449,074	86,306	151,983	2,948	834,650	16,191	16.38	
K-3 Program 01 Teacher	14.040	1,194,827	85,102			223,340	15,907	16.30	
PSES Program 01 Certificated	3.550	333,511	93,947			61,168	17,230	17.26	

Grand Coulee Dam School District (13301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	41.416	3,429,036	82,795	139,822	3,376	649,569	15,684	16.59	
02	1.000	75,100	75,100			15,684	15,684	16.73	
21	2.180	176,692	81,051	12,466	5,718	34,191	15,684	16.51	
24	1.820	123,343	67,771			28,545	15,684	16.78	
31	3.397	237,331	69,865	12,498	3,679	53,279	15,684	17.10	
34	0.959	69,167	72,124	8,000	8,342	15,041	15,684	16.95	
51	0.446	44,082	98,839			7,920	17,759	16.49	
53	0.600	55,926	93,210			10,116	16,860	16.50	
55	1.919	178,645	93,093			31,917	16,632	16.51	
58				46,660					
74	0.033	3,795	115,000	6,000	181,818	674	20,437	16.44	
97	1.000	164,000	164,000			15,684	15,684	16.28	
K-12 Program 02 Instructional	1.000	75,100	75,100			15,684	15,684	16.73	
Program 21 Instructional	2.180	176,692	81,051	2,466	1,131	34,191	15,684	16.51	
Program 21 Administrative				10,000					
K-12 Program 21 Instructional	2.052	167,694	81,722			32,184	15,684	16.50	
Program 31 Instructional	3.397	237,331	69,865	12,498	3,679	53,279	15,684	17.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.959	69,167	72,124			15,041	15,684	16.95	
Program 34 Administrative				8,000					
K-3 BEA Instructional	12.350	961,056	77,818	3,094	251	193,697	15,684	16.62	
4-6 BEA Instructional	7.458	621,153	83,287	1,000	134	116,971	15,684	16.58	
7-8 BEA Instructional	6.259	500,975	80,041	9,816	1,568	98,166	15,684	16.66	
9-12 BEA Instructional	16.705	1,269,184	75,976	7,436	445	262,001	15,684	16.73	
K-12 BEA Instructional	42.772	3,352,368	78,378	21,346	499	670,836	15,684	16.66	
BEA	47.772	3,974,634	83,200	160,320	3,356	749,256	15,684	16.62	
Instructional	49.000	3,846,301	78,496	207,446	4,234	768,516	15,684	16.65	
Administrative	5.770	710,816	123,192	18,000	3,120	94,104	16,309	16.39	
Active	54.770	4,557,117	83,205	225,446	4,116	862,620	15,750	16.61	
Certificated Total	54.770	4,557,117	83,205	225,446	4,116	862,620	15,750	16.61	
Instructional for Funding Purposes	49.000	3,846,301	78,496	207,446	4,234	768,516	15,684	16.65	
Instructional for Compliance Purposes	49.000	3,846,301	78,496	207,446	4,234	768,516	15,684	16.65	
K-3 Program 01 Teacher	12.350	961,056	77,818	3,094	251	193,697	15,684	16.62	
K-3 Program 21 Teacher	0.312	21,932	70,295			4,893	15,684	16.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.000	98,431	98,431			15,684	15,684	16.44	

Grandview School District (39200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	161.968	15,714,491	97,022	143,389	885	2,635,692	16,273	16.03	
02	1.051	116,536	110,881	451	429	16,484	15,684	16.06	
09	6.560	641,670	97,816	3,131	477	102,893	15,685	16.06	
21	31.931	2,534,715	79,381	8,706	273	422,708	13,238	17.86	
31	17.250	1,685,488	97,709	5,360	311	298,992	17,333	16.05	
34	4.150	380,636	91,720	270	65	67,707	16,315	16.06	
51	2.593	255,375	98,486	16,751	6,460	40,670	15,685	16.06	
53	0.150	25,151	167,673	825	5,500	2,355	15,701	16.06	
55	10.575	1,000,056	94,568	8,954	847	165,865	15,685	16.05	
58	0.441	32,966	74,753	135,888	308,136	6,917	15,684	16.06	
65	7.235	763,695	105,556	2,277	315	113,713	15,717	16.05	
74	0.234	24,939	106,577	130	556	3,781	16,159	16.06	
97	1.000	243,431	243,431	17,000	17,000	15,701	15,701	13.97	
K-12 Program 02 Instructional	1.051	116,536	110,881	451	429	16,484	15,684	16.06	
Program 21 Instructional	25.107	2,049,329	81,624	6,235	248	407,784	16,242	15.96	
Program 21 Administrative	0.824	138,089	167,584	2,471	2,999	14,924	18,111	16.06	
K-12 Program 21 Instructional	24.107	1,988,655	82,493	6,235	259	392,100	16,265	15.96	
Program 31 Instructional	15.080	1,349,790	89,509	4,460	296	252,199	16,724	16.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	2.170	335,698	154,700	900	415	46,794	21,564	16.03	
Program 34 Instructional	3.900	342,687	87,868	270	69	63,782	16,354	16.06	
Program 34 Administrative	0.250	37,949	151,796			3,925	15,701	16.06	
K-3 BEA Instructional	61.728	5,733,243	92,879	30,654	497	990,889	16,053	16.01	
4-6 BEA Instructional	31.888	2,887,852	90,562	9,341	293	535,828	16,803	16.05	
7-8 BEA Instructional	29.090	2,604,520	89,533	13,686	470	458,862	15,774	16.06	
9-12 BEA Instructional	44.963	4,000,546	88,974	73,739	1,640	714,526	15,891	16.06	
K-12 BEA Instructional	167.669	15,226,161	90,811	127,420	760	2,700,105	16,104	16.04	
K-12 BEA Administrative	14.150	2,208,622	156,086	13,500	954	264,577	18,698	16.05	
BEA	185.419	18,140,582	97,836	166,470	898	3,034,576	16,366	16.00	
Instructional	219.271	19,806,180	90,327	296,531	1,352	3,523,672	16,070	16.03	
Administrative	19.367	3,186,123	164,513	46,601	2,406	361,956	18,689	15.82	
Other	0.500	79,549	159,098			7,851	15,701	16.06	
Active	239.138	23,071,852	96,479	343,132	1,435	3,893,478	16,281	16.00	
K-12 Program 21 Contracted	5.364	310,925	57,965					37.30	
Certificated Total	245.138	23,419,149	95,535	343,132	1,400	3,893,478	15,883	16.19	
Instructional for Funding Purposes	225.271	20,153,477	89,463	296,531	1,316	3,523,672	15,642	16.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	219.271	19,806,180	90,327	296,531	1,352	3,523,672	16,070	16.03	
K-3 Program 01 Teacher	55.063	5,088,733	92,417	17,780	323	870,671	15,812	16.03	
K-3 Program 21 Teacher	3.729	291,124	78,070			58,486	15,684	16.06	
Grade T Program 09 Teacher	6.000	566,326	94,388	3,131	522	94,104	15,684	16.06	
PSES Program 01 Certificated	9.290	913,833	98,367			145,704	15,684	16.04	
PSES Program 09 Certificated	0.210	20,358	96,943			3,294	15,684	16.04	
PSES Program 21 Certificated	8.364	604,133	72,230			47,052	5,626	23.91	

Granger School District (39204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	71.060	6,974,538	98,150	51,949	731	1,120,779	15,772	15.99	
21	11.233	1,004,834	89,454	5,000	445	181,150	16,127	16.68	
31	8.371	800,196	95,591	21,671	2,589	120,223	14,362	16.01	
34	2.130	185,784	87,223	2,217	1,041	33,407	15,684	16.16	
51	3.430	275,533	80,330			53,796	15,684	16.27	
53	0.250	40,599	162,396			3,921	15,684	14.06	
55	1.664	194,993	117,183			26,098	15,684	14.98	
64	0.340	35,690	104,971			5,333	15,684	16.09	
65	3.310	380,203	114,865			51,914	15,684	15.49	
79	0.284	20,908	73,620			4,454	15,684	16.37	
88	1.000	113,216	113,216	6,290	6,290	15,684	15,684	15.70	
97	1.000	205,000	205,000	9,300	9,300	15,684	15,684	12.87	
Program 21 Instructional	9.683	762,186	78,714	5,000	516	156,840	16,197	17.44	
Program 21 Administrative	1.550	242,648	156,547			24,310	15,684	14.24	
K-12 Program 21 Instructional	8.683	701,333	80,771			141,156	16,257	17.52	
Program 31 Instructional	8.061	756,858	93,891	21,671	2,688	115,361	14,311	16.07	
Program 31 Administrative	0.310	43,338	139,800			4,862	15,684	14.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.130	185,784	87,223	2,217	1,041	33,407	15,684	16.16	
K-3 BEA Instructional	27.200	2,423,625	89,104			426,605	15,684	16.19	
4-6 BEA Instructional	13.800	1,290,689	93,528			216,439	15,684	16.16	
7-8 BEA Instructional	11.450	1,058,197	92,419			179,582	15,684	16.59	
9-12 BEA Instructional	21.211	2,090,273	98,547	5,849	276	321,606	15,162	16.03	
K-12 BEA Instructional	73.661	6,862,784	93,167	5,849	79	1,144,231	15,534	16.19	
K-12 BEA Administrative	3.000	465,542	155,181			47,052	15,684	14.29	
BEA	82.561	8,165,518	98,903	85,137	1,031	1,290,093	15,626	15.91	
Instructional	91.472	8,363,317	91,430	43,073	471	1,428,551	15,617	16.31	
Administrative	11.000	1,719,391	156,308	17,090	1,554	172,524	15,684	14.20	
Other	1.000	80,856	80,856	36,264	36,264	15,684	15,684	16.29	
Active	103.472	10,163,564	98,225	96,427	932	1,616,759	15,625	15.95	
On Leave	0.600	67,930	113,217			15,684	26,140	16.46	
Certificated Total	104.072	10,231,494	98,312	96,427	927	1,632,443	15,686	15.95	
Instructional for Funding Purposes	91.472	8,363,317	91,430	43,073	471	1,428,551	15,617	16.31	
Instructional for Compliance Purposes	91.472	8,363,317	91,430	43,073	471	1,428,551	15,617	16.31	
K-3 Program 01 Teacher	24.400	2,162,860	88,642			382,690	15,684	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.930	146,841	76,083			30,270	15,684	18.69	
PSES Program 01 Certificated	4.380	408,570	93,281			68,696	15,684	16.13	
PSES Program 21 Certificated	1.000	84,266	84,266			15,684	15,684	16.21	

Granite Falls School District (31332)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	97.053	10,323,165	106,366	995,974	10,262	1,543,290	15,902	16.10	
02	10.000	1,130,592	113,059	101,092	10,109	161,028	16,103	16.09	
03	0.800	88,172	110,215	5,287	6,609	14,633	18,291	16.09	
21	30.054	3,027,901	100,749	352,575	11,731	474,457	15,787	16.11	
24	2.000	221,506	110,753	36,118	18,059	31,368	15,684	16.11	
31	5.300	522,559	98,596	84,951	16,028	86,262	16,276	16.44	
34	2.850	272,090	95,470	28,604	10,036	44,699	15,684	16.61	
55	1.450	176,359	121,627	6,694	4,617	22,742	15,684	15.62	
58				500					
65	1.300	115,506	88,851	9,346	7,189	20,389	15,684	16.23	
79	0.050	10,398	207,960			784	15,684	15.01	
97	1.000	256,680	256,680			15,684	15,684	13.95	
K-12 Program 02 Instructional	9.200	980,996	106,630			148,480	16,139	16.15	
Program 21 Instructional	29.104	2,830,342	97,249	350,475	12,042	459,557	15,790	16.18	
Program 21 Administrative	0.950	197,559	207,957	2,100	2,211	14,900	15,684	15.01	
K-12 Program 21 Instructional	25.423	2,439,892	95,972	43,258	1,702	399,958	15,732	16.19	
Program 31 Instructional	5.300	522,559	98,596	64,951	12,255	86,262	16,276	16.44	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative				20,000					
Program 34 Instructional	2.850	272,090	95,470	28,604	10,036	44,699	15,684	16.61	
K-3 BEA Instructional	38.159	3,729,091	97,725	253,815	6,652	612,350	16,047	16.19	
4-6 BEA Instructional	15.778	1,586,121	100,527	7,274	461	252,669	16,014	16.17	
7-8 BEA Instructional	15.597	1,594,649	102,241	15,891	1,019	246,082	15,778	16.30	
9-12 BEA Instructional	34.600	3,705,518	107,096	3,048	88	548,940	15,865	16.14	
K-12 BEA Instructional	104.134	10,615,379	101,940	280,028	2,689	1,660,042	15,941	16.19	
K-12 BEA Administrative	3.000	604,839	201,613			47,052	15,684	15.24	
BEA	117.003	12,593,258	107,632	1,215,908	10,392	1,865,596	15,945	16.08	
Instructional	137.538	13,865,511	100,812	1,586,655	11,536	2,187,040	15,901	16.19	
Administrative	10.000	1,991,369	199,137	27,800	2,780	156,840	15,684	15.26	
Other	3.319	158,579	47,779	6,686	2,014	55,772	16,804	16.78	
Active	150.857	16,015,459	106,163	1,621,141	10,746	2,399,652	15,907	16.09	
On Leave	1.000	129,469	129,469			15,684	15,684	16.05	
Certificated Total	151.857	16,144,928	106,317	1,621,141	10,675	2,415,336	15,905	16.09	
Instructional for Funding Purposes	137.538	13,865,511	100,812	1,586,655	11,536	2,187,040	15,901	16.19	
Instructional for Compliance Purposes	137.538	13,865,511	100,812	1,586,655	11,536	2,187,040	15,901	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	37.067	3,564,612	96,167	224,710	6,062	596,510	16,093	16.20	
K-3 Program 21 Teacher	7.669	718,768	93,724			120,281	15,684	16.18	
PSES Program 01 Certificated	4.634	462,634	99,835			74,483	16,073	16.17	
PSES Program 21 Certificated	4.223	394,338	93,379			67,457	15,974	16.19	

Grapeview School District (23054)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.778	1,075,684	84,183	23,433	1,834	203,939	15,960	16.69	
09	1.347	99,609	73,949	1,349	1,001	21,126	15,684	16.20	
21	2.000	170,241	85,121	3,782	1,891	31,368	15,684	16.07	
51	0.400	45,869	114,673			6,274	15,684	15.91	
52	0.250	15,634	62,536			3,921	15,684	16.32	
55	0.450	28,143	62,540			7,058	15,684	16.32	
79	0.275	17,715	64,418			8,626	31,368	15.96	
97	1.000	103,951	103,951			15,684	15,684	15.89	
Program 21 Instructional	2.000	170,241	85,121	3,782	1,891	31,368	15,684	16.07	
K-12 Program 21 Instructional	2.000	170,241	85,121	3,782	1,891	31,368	15,684	16.07	
K-3 BEA Instructional	5.514	441,559	80,080	9,063	1,644	90,010	16,324	17.55	
4-6 BEA Instructional	3.499	265,614	75,911	7,273	2,079	54,878	15,684	16.17	
7-8 BEA Instructional	2.890	250,231	86,585	3,605	1,247	45,327	15,684	16.08	
K-12 BEA Instructional	11.903	957,404	80,434	19,941	1,675	190,216	15,980	16.78	
BEA	13.778	1,179,635	85,617	23,433	1,701	219,623	15,940	16.62	
Instructional	16.500	1,317,718	79,862	28,564	1,731	266,628	16,159	16.60	
Administrative	2.000	239,128	119,564			31,368	15,684	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	18.500	1,556,846	84,154	28,564	1,544	297,996	16,108	16.50	
Certificated Total	18.500	1,556,846	84,154	28,564	1,544	297,996	16,108	16.50	
Instructional for Funding Purposes	16.500	1,317,718	79,862	28,564	1,731	266,628	16,159	16.60	
Instructional for Compliance Purposes	16.500	1,317,718	79,862	28,564	1,731	266,628	16,159	16.60	
K-3 Program 01 Teacher	5.289	427,065	80,746	9,063	1,714	82,953	15,684	17.61	
K-3 Program 21 Teacher	0.480	55,044	114,675			7,528	15,684	15.91	
Grade T Program 09 Teacher	1.222	82,712	67,686	1,349	1,104	19,166	15,684	16.25	
PSES Program 01 Certificated	0.225	14,494	64,418			7,058	31,368	15.96	

Great Northern School District (32312)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.599	172,180	66,249			32,936	12,673	15.17	
21	0.150	11,220	74,800					8.20	
51	0.900	68,007	75,563			14,116	15,684	15.93	
55	0.501	16,482	32,898					8.20	
97	0.700	52,360	74,800					8.20	
99	0.150	11,220	74,800					8.20	
Program 21 Administrative	0.150	11,220	74,800					8.20	
K-3 BEA Instructional	2.286	157,562	68,925			31,368	13,722	15.45	
4-6 BEA Instructional	0.313	14,618	46,703			1,568	5,011	12.21	
K-12 BEA Instructional	2.599	172,180	66,249			32,936	12,673	15.17	
BEA	3.299	224,540	68,063			32,936	9,984	13.55	
Instructional	4.000	256,669	64,167			47,052	11,763	14.93	
Administrative	1.000	74,800	74,800					8.20	
Active	5.000	331,469	66,294			47,052	9,410	13.41	
Certificated Total	5.000	331,469	66,294			47,052	9,410	13.41	
Instructional for Funding Purposes	4.000	256,669	64,167			47,052	11,763	14.93	
Instructional for Compliance Purposes	4.000	256,669	64,167			47,052	11,763	14.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	2.286	157,562	68,925			31,368	13,722	15.45	

Green Mountain School District (06103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.165	1,009,789	83,008	31,613	2,599	191,847	15,770	15.93	
51	0.199	19,735	99,171			3,121	15,684	15.93	
52	0.258	25,347	98,244			4,046	15,684	15.93	
55	0.288	27,126	94,188			4,517	15,684	15.93	
74	0.023	3,503	152,304			361	15,684	15.92	
97	0.557	93,882	168,549			14,116	25,342	15.93	
99	0.062	10,431	168,242			1,568	25,297	15.93	
K-3 BEA Instructional	5.966	471,450	79,023	14,606	2,448	94,622	15,860	15.93	
4-6 BEA Instructional	3.267	241,737	73,994	6,028	1,845	51,240	15,684	15.93	
7-8 BEA Instructional	2.300	204,492	88,910	4,463	1,940	36,073	15,684	15.93	
K-12 BEA Instructional	11.533	917,679	79,570	25,097	2,176	181,934	15,775	15.93	
BEA	12.722	1,103,671	86,753	31,613	2,485	205,962	16,189	15.93	
Instructional	12.233	983,334	80,384	25,097	2,052	192,913	15,770	15.93	
Administrative	1.319	206,479	156,542	6,516	4,940	26,663	20,214	15.92	
Active	13.552	1,189,813	87,796	31,613	2,333	219,576	16,202	15.93	
Certificated Total	13.552	1,189,813	87,796	31,613	2,333	219,576	16,202	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.233	983,334	80,384	25,097	2,052	192,913	15,770	15.93	
Instructional for Compliance Purposes	12.233	983,334	80,384	25,097	2,052	192,913	15,770	15.93	
K-3 Program 01 Teacher	5.966	471,450	79,023	14,606	2,448	94,622	15,860	15.93	
PSES Program 01 Certificated	0.344	46,912	136,372			5,395	15,684	15.92	

Griffin School District (34324)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	34.885	3,814,395	109,342	38,024	1,090	550,273	15,774	16.34	
09	1.886	202,855	107,558			29,580	15,684	16.35	
21	2.929	271,194	92,589			45,938	15,684	16.41	
55	0.100	14,670	146,700			1,568	15,684	16.26	
58				13,412					
65				1,250					
74				6,000					
97	1.000	161,400	161,400	6,456	6,456	15,684	15,684	16.23	
Program 21 Instructional	2.929	271,194	92,589			45,938	15,684	16.41	
K-12 Program 21 Instructional	2.889	266,091	92,105			45,311	15,684	16.41	
K-3 BEA Instructional	12.957	1,314,058	101,417	1,544	119	206,354	15,926	16.35	
4-6 BEA Instructional	8.172	897,173	109,786	1,544	189	128,170	15,684	16.39	
7-8 BEA Instructional	11.856	1,329,015	112,096	3,088	260	185,950	15,684	16.30	
K-12 BEA Instructional	32.985	3,540,246	107,329	6,176	187	520,474	15,779	16.34	
BEA	35.885	3,975,795	110,793	44,480	1,240	565,957	15,771	16.33	
Instructional	37.800	4,014,295	106,198	48,598	1,286	595,992	15,767	16.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	3.000	450,219	150,073	6,456	2,152	47,052	15,684	16.25	
Other				10,088					
Active	40.800	4,464,514	109,424	65,142	1,597	643,044	15,761	16.34	
On Leave									
Certificated Total	40.800	4,464,514	109,424	65,142	1,597	643,044	15,761	16.34	
Instructional for Funding Purposes	37.800	4,014,295	106,198	48,598	1,286	595,992	15,767	16.35	
Instructional for Compliance Purposes	37.800	4,014,295	106,198	48,598	1,286	595,992	15,767	16.35	
K-3 Program 01 Teacher	11.977	1,224,618	102,247			187,847	15,684	16.34	
K-3 Program 21 Teacher	1.349	124,365	92,191			21,158	15,684	16.41	
Grade T Program 09 Teacher	1.886	202,855	107,558			29,580	15,684	16.35	
PSES Program 01 Certificated	1.800	194,798	108,221			31,368	17,427	16.34	

Harrington School District (22204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.618	979,280	84,290	38,702	3,331	182,217	15,684	15.93	
21	1.000	52,069	52,069	3,500	3,500	15,684	15,684	15.92	
31	1.493	114,815	76,902			23,416	15,684	15.91	
34	0.339	26,922	79,416			5,317	15,684	15.92	
97	0.500	73,750	147,500	300	600	7,842	15,684	15.92	
99	0.050	7,375	147,500			784	15,684	15.92	
Program 21 Instructional	1.000	52,069	52,069	3,500	3,500	15,684	15,684	15.92	
K-12 Program 21 Instructional	1.000	52,069	52,069			15,684	15,684	15.92	
Program 31 Instructional	1.493	114,815	76,902			23,416	15,684	15.91	
Program 34 Instructional	0.339	26,922	79,416			5,317	15,684	15.92	
K-3 BEA Instructional	4.500	352,685	78,374			70,578	15,684	15.92	
4-6 BEA Instructional	1.500	109,382	72,921			23,526	15,684	15.93	
7-8 BEA Instructional	2.566	220,566	85,957			40,245	15,684	15.93	
9-12 BEA Instructional	4.434	370,008	83,448	1,900	429	69,543	15,684	15.92	
K-12 BEA Instructional	13.000	1,052,641	80,972	1,900	146	203,892	15,684	15.92	
BEA	13.950	1,194,767	85,646	39,002	2,796	218,792	15,684	15.92	
Instructional	14.000	1,104,710	78,908	27,380	1,956	219,576	15,684	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.000	147,501	147,501	1,400	1,400	15,684	15,684	15.92	
Other		2,000		13,722					
Active	15.000	1,254,211	83,614	42,502	2,833	235,260	15,684	15.92	
Certificated Total	15.000	1,254,211	83,614	42,502	2,833	235,260	15,684	15.92	
Instructional for Funding Purposes	14.000	1,104,710	78,908	27,380	1,956	219,576	15,684	15.92	
Instructional for Compliance Purposes	14.000	1,104,710	78,908	27,380	1,956	219,576	15,684	15.92	
K-3 Program 01 Teacher	4.000	312,327	78,082			62,736	15,684	15.92	
K-3 Program 21 Teacher	0.340	17,704	52,071			5,333	15,684	15.92	
PSES Program 01 Certificated	1.000	80,716	80,716			15,684	15,684	15.93	

Highland School District (39203)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	46.838	4,645,924	99,191	21,000	448	765,582	16,345	16.42	
09	3.320	276,868	83,394			54,461	16,404	16.55	
21	8.275	724,405	87,541	6,858	829	135,743	16,404	16.51	
24	0.400	25,601	64,003	285	713	6,562	16,404	16.78	
31	2.167	246,899	113,936			35,547	16,404	16.31	
51	2.050	204,295	99,656			33,628	16,404	16.39	
53	0.600	55,410	92,350			3,828	6,379	16.51	
55	2.150	248,108	115,399			35,269	16,404	16.33	
65	1.650	196,632	119,171			27,067	16,404	16.32	
74	0.150	15,377	102,513			2,461	16,404	16.38	
97	1.000	185,500	185,500			16,404	16,404	15.83	
Program 21 Instructional	7.600	617,087	81,196	6,858	902	124,670	16,404	16.56	
Program 21 Administrative	0.675	107,318	158,990			11,073	16,404	16.21	
K-12 Program 21 Instructional	7.600	617,087	81,196	4,708	619	124,670	16,404	16.56	
Program 31 Instructional	2.167	246,899	113,936			35,547	16,404	16.31	
K-3 BEA Instructional	14.900	1,441,057	96,715			244,420	16,404	16.42	
4-6 BEA Instructional	8.799	770,109	87,522			144,339	16,404	16.50	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.001	483,943	96,769			82,036	16,404	16.42	
9-12 BEA Instructional	15.650	1,518,476	97,027			253,974	16,228	16.44	
K-12 BEA Instructional	44.350	4,213,585	95,008			724,769	16,342	16.44	
K-12 BEA Administrative	4.630	675,263	145,845			75,951	16,404	16.22	
BEA	50.005	5,078,323	101,556	21,000	420	817,533	16,349	16.39	
Instructional	60.600	5,619,986	92,739	7,143	118	985,319	16,259	16.46	
Administrative	8.000	1,205,033	150,629			131,232	16,404	16.17	
Other				21,000					
Active	68.600	6,825,019	99,490	28,143	410	1,116,551	16,276	16.41	
Certificated Total	68.600	6,825,019	99,490	28,143	410	1,116,551	16,276	16.41	
Instructional for Funding Purposes	60.600	5,619,986	92,739	7,143	118	985,319	16,259	16.46	
Instructional for Compliance Purposes	60.600	5,619,986	92,739	7,143	118	985,319	16,259	16.46	
K-3 Program 01 Teacher	14.000	1,367,000	97,643			229,656	16,404	16.42	
K-3 Program 21 Teacher	2.600	228,932	88,051	1,278	492	42,650	16,404	16.49	
Grade T Program 09 Teacher	3.000	234,253	78,084			49,212	16,404	16.60	
PSES Program 01 Certificated	2.900	229,744	79,222			47,572	16,404	16.60	
PSES Program 09 Certificated	0.100	8,229	82,290			1,640	16,404	16.56	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	2.000	175,170	87,585			32,808	16,404	16.50	

Highline School District (17401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	977.871	104,796,716	107,168	10,196,367	10,427	14,375,452	14,701	16.55	
09	3.000	265,374	88,458	25,424	8,475	32,675	10,892	17.01	
21	282.622	27,555,310	97,499	2,833,509	10,026	4,242,364	15,011	18.68	
24	18.000	1,706,106	94,784	163,809	9,101	251,459	13,970	18.06	
31	49.588	5,366,663	108,225	594,575	11,990	670,489	13,521	16.22	
34	6.292	638,298	101,446	56,936	9,049	97,280	15,461	16.50	
45	29.575	2,912,376	98,474	305,133	10,317	440,959	14,910	17.21	
51	21.620	2,481,080	114,759	258,786	11,970	338,905	15,676	16.28	
52	5.792	652,398	112,638	70,015	12,088	85,773	14,809	15.96	
55	61.362	6,741,444	109,863	658,359	10,729	945,681	15,412	16.68	
58	1.479	183,068	123,778	20,963	14,174	23,197	15,684	16.63	
64	4.388	535,744	122,093	67,468	15,376	72,303	16,477	16.79	
65	38.728	4,271,810	110,303	465,973	12,032	579,797	14,971	17.05	
74	1.700	236,473	139,102	28,963	17,037	23,526	13,839	16.02	
79	1.100	135,103	122,821	50,540	45,945	17,645	16,040	17.85	
88	0.454	37,925	83,535	4,028	8,872	558	1,229	18.25	
97	5.888	1,391,817	236,382	52,314	8,885	94,104	15,982	11.84	
Program 21 Instructional	279.422	26,974,258	96,536	2,829,909	10,128	4,195,312	15,014	18.73	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	3.200	581,052	181,579	3,600	1,125	47,052	14,704	16.06	
K-12 Program 21 Instructional	272.123	26,155,730	96,117	612	2	4,060,994	14,923	18.61	
Program 31 Instructional	45.938	4,672,233	101,707	589,295	12,828	631,789	13,753	16.31	
Program 31 Administrative	3.650	694,430	190,255	5,280	1,447	38,700	10,603	15.62	
Program 34 Instructional	5.742	533,701	92,947	56,936	9,916	90,092	15,690	16.57	
Program 34 Administrative	0.550	104,597	190,176			7,189	13,070	16.11	
K-3 BEA Instructional	352.313	35,052,591	99,493			5,299,111	15,041	16.52	
4-6 BEA Instructional	181.935	17,997,407	98,922			2,599,687	14,289	16.65	
7-8 BEA Instructional	123.763	12,069,830	97,524			1,864,557	15,066	17.24	
9-12 BEA Instructional	313.535	31,911,432	101,779			4,509,755	14,384	16.67	
K-12 BEA Instructional	971.546	97,031,260	99,873			14,273,111	14,691	16.68	
BEA	1,069.214	115,105,870	107,655	11,205,325	10,480	15,678,284	14,663	16.49	
Instructional	1,401.051	139,937,873	99,881	15,551,155	11,100	20,732,402	14,798	17.10	
Administrative	95.711	18,652,427	194,883	124,899	1,305	1,361,280	14,223	15.42	
Other	11.697	1,193,627	102,046	142,853	12,213	182,801	15,628	15.43	
Active	1,508.459	159,783,927	105,925	15,818,907	10,487	22,276,483	14,768	16.91	
On Leave	1.000	123,778	123,778	34,255	34,255	15,684	15,684	17.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,509.459	159,907,705	105,937	15,853,162	10,503	22,292,167	14,768	16.91	
Instructional for Funding Purposes	1,401.051	139,937,873	99,881	15,551,155	11,100	20,732,402	14,798	17.10	
Instructional for Compliance Purposes	1,401.051	139,937,873	99,881	15,551,155	11,100	20,732,402	14,798	17.10	
K-3 Program 01 Teacher	300.219	29,547,300	98,419			4,469,701	14,888	16.46	
K-3 Program 21 Teacher	47.931	4,090,734	85,346	612	13	677,961	14,145	18.27	
PSES Program 01 Certificated	100.204	10,190,772	101,700			1,514,059	15,110	17.13	
PSES Program 21 Certificated	93.757	9,596,397	102,354			1,518,436	16,195	18.83	

Hockinson School District (06098)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	97.974	10,657,182	108,776	323,611	3,303	1,393,836	14,227	16.68	
02	0.600	59,239	98,732			8,482	14,136	16.58	
09	4.500	440,035	97,786	8,496	1,888	70,680	15,707	16.60	
21	16.609	1,641,550	98,835	80,823	4,866	233,234	14,043	16.29	
24	1.000	120,449	120,449			14,136	14,136	16.49	
31	4.332	402,718	92,964	33,564	7,748	75,826	17,504	18.35	
34	1.200	112,972	94,143	4,602	3,835	16,963	14,136	17.31	
55	1.167	143,560	123,016			16,497	14,136	16.44	
58				84,682					
65	1.000	120,449	120,449			14,136	14,136	16.51	
74	0.400	34,809	87,023			5,654	14,136	16.66	
97	1.000	199,972	199,972	12,998	12,998	14,136	14,136	13.72	
K-12 Program 02 Instructional	0.600	59,239	98,732			8,482	14,136	16.58	
Program 21 Instructional	15.609	1,474,450	94,462	80,823	5,178	219,098	14,037	16.37	
Program 21 Administrative	1.000	167,100	167,100			14,136	14,136	15.52	
K-12 Program 21 Instructional	14.909	1,408,976	94,505	77,163	5,176	209,203	14,032	16.36	
Program 31 Instructional	4.198	379,433	90,384	10,644	2,535	73,931	17,611	18.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.134	23,285	173,769	10,000	74,627	1,894	14,136	14.97	
Program 34 Instructional	1.200	112,972	94,143	1,882	1,568	16,963	14,136	17.31	
K-3 BEA Instructional	32.603	3,378,304	103,619	111,824	3,430	461,722	14,162	16.65	
4-6 BEA Instructional	19.470	1,969,127	101,136	29,463	1,513	275,228	14,136	16.77	
7-8 BEA Instructional	14.602	1,533,836	105,043	57,029	3,906	206,414	14,136	16.65	
9-12 BEA Instructional	29.598	3,179,538	107,424	125,531	4,241	441,015	14,900	16.87	
K-12 BEA Instructional	96.273	10,060,805	104,503	323,847	3,364	1,384,379	14,380	16.74	
K-12 BEA Administrative	4.000	578,729	144,682	18,200	4,550	56,544	14,136	17.97	
BEA	105.106	11,432,083	108,767	374,775	3,566	1,509,242	14,359	16.70	
Instructional	119.782	12,371,447	103,283	497,848	4,156	1,722,219	14,378	16.69	
Administrative	10.000	1,561,488	156,149	31,198	3,120	141,360	14,136	16.25	
Other				19,730					
Active	129.782	13,932,935	107,356	548,776	4,228	1,863,579	14,359	16.64	
Certificated Total	129.782	13,932,935	107,356	548,776	4,228	1,863,579	14,359	16.64	
Instructional for Funding Purposes	119.782	12,371,447	103,283	497,848	4,156	1,722,219	14,378	16.69	
Instructional for Compliance Purposes	119.782	12,371,447	103,283	497,848	4,156	1,722,219	14,378	16.69	
K-3 Program 01 Teacher	30.997	3,229,159	104,177	55,392	1,787	438,174	14,136	16.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	2.332	207,924	89,161	10,395	4,458	32,965	14,136	16.62	
Grade T Program 09 Teacher	4.000	405,151	101,288	6,752	1,688	56,544	14,136	16.58	
PSES Program 01 Certificated	4.273	404,422	94,646			61,249	14,334	16.59	
PSES Program 09 Certificated	0.500	34,884	69,768			14,136	28,272	16.77	
PSES Program 21 Certificated	6.409	664,794	103,728			89,047	13,894	16.05	

Hood Canal School District (23404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.750	2,046,702	89,965	178,687	7,854	387,170	17,018	16.61	
09	0.800	71,253	89,066	3,562	4,453	13,555	16,944	16.51	
21	1.944	147,702	75,978	15,716	8,084	25,981	13,365	9.04	
51	1.550	153,309	98,909	3,951	2,549	36,430	23,503	16.71	
52				4,439					
55	1.000	106,908	106,908	8,463	8,463	16,944	16,944	16.49	
74				4,494					
79				2,668					
97	1.000	187,831	187,831	3,600	3,600	15,684	15,684	15.98	
Program 21 Instructional	1.460	113,202	77,536	15,716	10,764	20,333	13,927	6.51	
K-12 Program 21 Instructional	1.260	95,389	75,706			16,944	13,448	4.55	
K-3 BEA Instructional	9.239	786,039	85,078	2,548	276	157,867	17,087	16.63	
4-6 BEA Instructional	7.666	659,178	85,987			129,893	16,944	16.63	
7-8 BEA Instructional	4.845	455,934	94,104			82,466	17,021	16.56	
K-12 BEA Instructional	21.750	1,901,151	87,409	2,548	117	370,226	17,022	16.61	
BEA	23.750	2,234,533	94,086	182,287	7,675	402,854	16,962	16.56	
Instructional	26.560	2,345,823	88,322	221,980	8,358	457,488	17,225	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	2.000	333,382	166,691	3,600	1,800	32,628	16,314	16.22	
Other	0.484	34,500	71,281			5,648	11,669	17.49	
Active	29.044	2,713,705	93,434	225,580	7,767	495,764	17,069	16.15	
Certificated Total	29.044	2,713,705	93,434	225,580	7,767	495,764	17,069	16.15	
Instructional for Funding Purposes	26.560	2,345,823	88,322	221,980	8,358	457,488	17,225	16.12	
Instructional for Compliance Purposes	26.560	2,345,823	88,322	221,980	8,358	457,488	17,225	16.12	
K-3 Program 01 Teacher	7.888	671,354	85,111	2,548	323	133,654	16,944	16.63	
K-3 Program 21 Teacher	0.208	19,256	92,577			13,555	65,169	18.09	
Grade T Program 09 Teacher	0.800	71,253	89,066			13,555	16,944	16.51	
PSES Program 01 Certificated	1.400	110,212	78,723			25,416	18,154	16.74	

Hoquiam School District (14028)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	70.516	7,256,801	102,910	183,603	2,604	1,113,611	15,792	8.59	
02	3.000	371,688	123,896	8,755	2,918	47,052	15,684	8.50	
09	1.000	109,354	109,354	1,527	1,527	15,684	15,684	8.60	
21	22.030	2,447,619	111,104	107,579	4,883	237,879	10,798	5.24	
24	2.000	208,625	104,313			31,368	15,684	7.99	
31	6.700	715,873	106,847	49,061	7,323	105,083	15,684	8.45	
34	1.600	172,817	108,011	12,703	7,939	25,094	15,684	7.70	
51	4.938	624,304	126,429	475	96	75,377	15,265	8.18	
52	0.009	855	95,000	66,010	7,334,444	141	15,684	8.43	
55	3.382	403,158	119,207	2,046	605	53,043	15,684	8.44	
58				66,114					
65	1.000	121,526	121,526	9,028	9,028	15,684	15,684	8.10	
79				3,000					
88	1.333	111,736	83,823	4,767	3,576	20,907	15,684	8.40	
97	1.000	217,625	217,625			15,684	15,684	7.01	
K-12 Program 02 Instructional	2.500	297,026	118,810	4,969	1,988	39,210	15,684	8.47	
Program 21 Instructional	14.600	1,415,651	96,962	107,579	7,368	230,037	15,756	8.32	
Program 21 Administrative	0.500	85,799	171,598			7,842	15,684	8.56	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	13.933	1,358,973	97,536	48,980	3,515	219,576	15,759	8.32	
Program 31 Instructional	6.200	628,643	101,394	49,061	7,913	97,241	15,684	8.44	
Program 31 Administrative	0.500	87,230	174,460			7,842	15,684	8.53	
Program 34 Instructional	1.600	172,817	108,011	12,703	7,939	25,094	15,684	7.70	
K-3 BEA Instructional	27.049	2,535,208	93,726	32,831	1,214	432,063	15,973	8.76	
4-6 BEA Instructional	10.552	989,072	93,733	18,997	1,800	165,498	15,684	8.56	
7-8 BEA Instructional	14.506	1,515,068	104,444	15,130	1,043	227,418	15,678	8.68	
9-12 BEA Instructional	23.209	2,436,620	104,986	19,787	853	363,916	15,680	8.28	
K-12 BEA Instructional	75.316	7,475,968	99,261	86,745	1,152	1,188,894	15,785	8.56	
K-12 BEA Administrative	4.250	673,634	158,502			66,657	15,684	8.42	
BEA	82.816	8,734,804	105,472	254,122	3,069	1,306,524	15,776	8.51	
Instructional	102.578	10,299,579	100,407	497,406	4,849	1,615,452	15,749	8.48	
Administrative	9.000	1,516,233	168,470	17,262	1,918	141,156	15,684	8.28	
Active	111.578	11,815,812	105,897	514,668	4,613	1,756,608	15,743	8.46	
K-12 Program 21 Contracted	6.930	946,169	136,532						
Certificated Total	118.508	12,761,981	107,689	514,668	4,343	1,756,608	14,823	7.86	
Instructional for Funding Purposes	109.508	11,245,748	102,693	497,406	4,542	1,615,452	14,752	7.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	102.578	10,299,579	100,407	497,406	4,849	1,615,452	15,749	8.48	
K-3 Program 01 Teacher	24.048	2,246,464	93,416	24,899	1,035	377,169	15,684	8.80	
K-3 Program 21 Teacher	4.000	362,369	90,592	9,841	2,460	62,736	15,684	8.37	
PSES Program 01 Certificated	5.301	537,201	101,340			90,967	17,160	8.25	
PSES Program 21 Certificated	9.930	1,298,541	130,769			47,052	4,738	2.33	

Impact | Black River Elementary (17919)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.350	1,186,213	68,370			272,117	15,684		
21	1.000	92,452	92,452			15,684	15,684		
51	0.990	75,979	76,746			15,527	15,684		
55	0.300	34,870	116,233			4,705	15,684		
65	0.300	21,124	70,413			4,705	15,684		
74	0.060	8,105	135,083			941	15,684		
Program 21 Instructional	1.000	92,452	92,452			15,684	15,684		
K-12 Program 21 Instructional	1.000	92,452	92,452			15,684	15,684		
K-3 BEA Instructional	14.250	919,509	64,527			223,497	15,684		
4-6 BEA Instructional	1.650	102,877	62,350			25,879	15,684		
K-12 BEA Instructional	15.900	1,022,386	64,301			249,376	15,684		
BEA	17.350	1,186,213	68,370			272,117	15,684		
Instructional	18.000	1,186,274	65,904			282,312	15,684		
Administrative	2.000	232,469	116,235			31,368	15,684		
Active	20.000	1,418,743	70,937			313,680	15,684		
Certificated Total	20.000	1,418,743	70,937			313,680	15,684		
Instructional for Funding Purposes	18.000	1,186,274	65,904			282,312	15,684		

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	18.000	1,186,274	65,904			282,312	15,684		
K-3 Program 01 Teacher	14.250	919,509	64,527			223,497	15,684		
K-3 Program 21 Teacher	0.850	78,584	92,452			13,331	15,684		

Impact | Commencement Bay Elementary (27902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.370	1,156,445	66,577			272,431	15,684		
21	5.000	800,216	160,043			47,052	9,410		
51	0.900	56,300	62,556			14,116	15,684		
55	1.450	110,200	76,000			22,742	15,684		
65	0.200	16,747	83,735			3,137	15,684		
74	0.080	11,244	140,550			1,255	15,684		
Program 21 Instructional	3.000	243,896	81,299			47,052	15,684		
K-12 Program 21 Instructional	3.000	243,896	81,299			47,052	15,684		
K-3 BEA Instructional	11.200	714,560	63,800			175,661	15,684		
4-6 BEA Instructional	4.500	276,246	61,388			70,578	15,684		
K-12 BEA Instructional	15.700	990,806	63,109			246,239	15,684		
BEA	17.370	1,156,445	66,577			272,431	15,684		
Instructional	21.000	1,382,813	65,848			329,364	15,684		
Administrative	2.000	212,019	106,010			31,368	15,684		
Active	23.000	1,594,832	69,341			360,732	15,684		
K-12 Program 21 Contracted	2.000	556,320	278,160						
Certificated Total	25.000	2,151,152	86,046			360,732	14,429		

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	23.000	1,939,133	84,310			329,364	14,320		
Instructional for Compliance Purposes	21.000	1,382,813	65,848			329,364	15,684		
K-3 Program 01 Teacher	11.200	714,560	63,800			175,661	15,684		
K-3 Program 21 Teacher	2.100	170,726	81,298			32,936	15,684		
PSES Program 21 Certificated	2.000	556,320	278,160						

Impact | Puget Sound Elementary (17911)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	30.830	2,041,113	66,205			483,538	15,684		
21	5.100	879,737	172,497			43,915	8,611		
51	1.200	83,176	69,313			18,821	15,684		
55	1.250	103,339	82,671			19,605	15,684		
65	0.800	62,490	78,113			12,547	15,684		
74	0.120	15,893	132,442			1,882	15,684		
Program 21 Instructional	2.800	250,457	89,449			43,915	15,684		
K-12 Program 21 Instructional	2.800	250,457	89,449			43,915	15,684		
K-3 BEA Instructional	23.976	1,452,048	60,563			376,040	15,684		
4-6 BEA Instructional	4.224	310,866	73,595			66,249	15,684		
K-12 BEA Instructional	28.200	1,762,914	62,515			442,289	15,684		
BEA	30.830	2,041,113	66,205			483,538	15,684		
Instructional	34.000	2,229,266	65,567			533,256	15,684		
Administrative	3.000	327,202	109,067			47,052	15,684		
Active	37.000	2,556,468	69,094			580,308	15,684		
K-12 Program 21 Contracted	2.300	629,280	273,600						
Certificated Total	39.300	3,185,748	81,062			580,308	14,766		

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	36.300	2,858,546	78,748			533,256	14,690		
Instructional for Compliance Purposes	34.000	2,229,266	65,567			533,256	15,684		
K-3 Program 01 Teacher	23.976	1,452,048	60,563			376,040	15,684		
K-3 Program 21 Teacher	1.968	176,052	89,457			30,866	15,684		
PSES Program 21 Certificated	2.300	629,280	273,600						

Impact | Salish Sea Elementary (17916)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	28.510	1,972,568	69,189			451,856	15,849		
21	4.000	714,426	178,607			31,368	7,842		
51	0.900	63,011	70,012			14,116	15,684		
55	0.600	46,079	76,798			9,410	15,684		
65	0.540	45,572	84,393			8,469	15,684		
74	0.150	14,607	97,380			2,353	15,684		
Program 21 Instructional	2.000	158,106	79,053			31,368	15,684		
K-12 Program 21 Instructional	2.000	158,106	79,053			31,368	15,684		
K-3 BEA Instructional	21.882	1,354,432	61,897			343,197	15,684		
4-6 BEA Instructional	3.078	232,712	75,605			48,275	15,684		
K-12 BEA Instructional	24.960	1,587,144	63,588			391,473	15,684		
BEA	28.510	1,972,568	69,189			451,856	15,849		
Instructional	29.000	1,899,912	65,514			454,836	15,684		
Administrative	3.700	400,031	108,116			62,736	16,956		
Active	32.700	2,299,943	70,335			517,572	15,828		
K-12 Program 21 Contracted	2.000	556,320	278,160						
Certificated Total	34.700	2,856,263	82,313			517,572	14,916		

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	31.000	2,456,232	79,233			454,836	14,672		
Instructional for Compliance Purposes	29.000	1,899,912	65,514			454,836	15,684		
K-3 Program 01 Teacher	21.882	1,354,432	61,897			343,197	15,684		
K-3 Program 21 Teacher	1.504	118,896	79,053			23,589	15,684		
PSES Program 21 Certificated	2.000	556,320	278,160						

Inchelium School District (10070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.650	1,070,810	68,422			245,455	15,684	16.49	
21	1.600	102,681	64,176			25,094	15,684	16.60	
31	0.650	41,713	64,174			10,195	15,684	16.60	
34	0.170	10,910	64,176			2,666	15,684	16.60	
52	0.300	19,252	64,173			4,705	15,684	16.60	
53	0.300	19,252	64,173			4,705	15,684	16.60	
55	0.330	21,178	64,176			5,176	15,684	16.60	
58				23,028					
68	1.000	64,173	64,173			15,684	15,684	16.57	
69	1.000	64,174	64,174			15,684	15,684	16.60	
97	1.000	150,365	150,365			15,684	15,684	16.11	
Program 21 Instructional	1.600	102,681	64,176			25,094	15,684	16.60	
K-12 Program 21 Instructional	1.600	102,681	64,176			25,094	15,684	16.60	
Program 31 Instructional	0.650	41,713	64,174			10,195	15,684	16.60	
Program 34 Instructional	0.170	10,910	64,176			2,666	15,684	16.60	
K-3 BEA Instructional	5.332	342,174	64,174			83,627	15,684	16.50	
4-6 BEA Instructional	1.498	96,132	64,174			23,495	15,684	16.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	3.370	216,267	64,174			52,855	15,684	16.60	
9-12 BEA Instructional	5.270	338,197	64,174			82,655	15,684	16.60	
K-12 BEA Instructional	15.470	992,770	64,174			242,631	15,684	16.54	
K-12 BEA Administrative	1.000	130,663	130,663			15,684	15,684	16.18	
BEA	17.470	1,273,798	72,913			273,999	15,684	16.45	
Instructional	20.000	1,283,480	64,174	23,028	1,151	313,680	15,684	16.55	
Administrative	2.000	281,028	140,514			31,368	15,684	16.15	
Active	22.000	1,564,508	71,114	23,028	1,047	345,048	15,684	16.48	
Certificated Total	22.000	1,564,508	71,114	23,028	1,047	345,048	15,684	16.48	
Instructional for Funding Purposes	20.000	1,283,480	64,174	23,028	1,151	313,680	15,684	16.55	
Instructional for Compliance Purposes	20.000	1,283,480	64,174	23,028	1,151	313,680	15,684	16.55	
K-3 Program 01 Teacher	5.032	322,922	64,174			78,922	15,684	16.50	
K-3 Program 21 Teacher	0.200	12,836	64,180			3,137	15,684	16.60	
PSES Program 01 Certificated	1.550	99,470	64,174			24,310	15,684	16.60	

Index School District (31063)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.583	215,634	83,482			48,161	18,645	15.62	
21	0.054	3,320	61,481	7,051	130,574	847	15,684	15.63	
55	0.090	9,317	103,522			1,412	15,684	15.62	
79	0.068	7,039	103,515			1,067	15,684	15.62	
97	0.291	34,800	119,588			4,434	15,237	15.63	
Program 21 Instructional	0.054	3,320	61,481	7,051	130,574	847	15,684	15.63	
K-12 Program 21 Instructional	0.054	3,320	61,481			847	15,684	15.63	
K-3 BEA Instructional	1.029	100,307	97,480			19,009	18,473	15.62	
4-6 BEA Instructional	0.817	52,102	63,772			15,982	19,562	15.63	
7-8 BEA Instructional	0.446	28,425	63,733			8,736	19,587	15.63	
K-12 BEA Instructional	2.292	180,834	78,898			43,727	19,078	15.62	
BEA	2.874	250,434	87,138			52,595	18,300	15.62	
Instructional	2.504	200,510	80,076	7,051	2,816	47,052	18,791	15.62	
Administrative	0.582	69,600	119,588			8,868	15,237	15.63	
Active	3.086	270,110	87,528	7,051	2,285	55,920	18,121	15.62	
Certificated Total	3.086	270,110	87,528	7,051	2,285	55,920	18,121	15.62	
Instructional for Funding Purposes	2.504	200,510	80,076	7,051	2,816	47,052	18,791	15.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	2.504	200,510	80,076	7,051	2,816	47,052	18,791	15.62	
K-3 Program 01 Teacher	1.029	100,307	97,480			19,009	18,473	15.62	

Innovation Spokane Schools (32907)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.580	829,615	86,599			150,253	15,684	16.41	
21	2.200	167,485	76,130			18,821	8,555	16.71	
24	0.600	48,380	80,633			9,410	15,684	17.02	
31	1.800	161,930	89,961			28,231	15,684	16.42	
51	1.200	141,564	117,970			18,821	15,684	16.41	
52	0.120	16,800	140,000			1,882	15,684	15.84	
55	0.500	34,908	69,816			7,842	15,684	16.84	
97		9,720							
Program 21 Instructional	1.200	86,507	72,089			3,137	2,614	16.96	
Program 21 Administrative	0.200	28,000	140,000			3,137	15,684	15.84	
K-12 Program 21 Instructional	0.200	16,127	80,635			3,137	15,684	17.02	
Program 31 Instructional	1.600	148,685	92,928			25,094	15,684	16.39	
9-12 BEA Instructional	11.000	929,220	84,475			172,524	15,684	16.42	
K-12 BEA Instructional	11.000	929,220	84,475			172,524	15,684	16.42	
K-12 BEA Administrative	0.180	25,200	140,000			2,823	15,684	15.84	
BEA	11.380	1,001,265	87,985			178,484	15,684	16.41	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	14.000	1,170,579	83,613			203,892	14,564	16.53	
Administrative	1.000	140,000	140,000			15,684	15,684	15.84	
Other	1.000	99,823	99,823			15,684	15,684	16.76	
Active	16.000	1,410,402	88,150			235,260	14,704	16.47	
Certificated Total	16.000	1,410,402	88,150			235,260	14,704	16.47	
Instructional for Funding Purposes	14.000	1,170,579	83,613			203,892	14,564	16.53	
Instructional for Compliance Purposes	14.000	1,170,579	83,613			203,892	14,564	16.53	
PSES Program 01 Certificated	0.300	30,670	102,233			4,705	15,684	16.96	
PSES Program 21 Certificated	1.000	70,380	70,380					16.94	
PSES Program 97 Certificated		9,720							

Issaquah School District (17411)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	956.106	108,403,635	113,380	10,659,905	11,149	15,488,557	16,200	15.74	
09	5.000	559,485	111,897	22,379	4,476	78,420	15,684	15.93	
21	155.063	15,619,534	100,730	1,908,532	12,308	2,486,747	16,037	15.77	
24	39.011	3,989,590	102,268	582,191	14,924	668,138	17,127	15.91	
26				55,173					
31	51.500	5,265,100	102,235	488,116	9,478	839,094	16,293	15.86	
34	3.200	359,689	112,403	22,120	6,913	54,376	16,993	15.93	
38	1.500	164,752	109,835	17,053	11,369	31,368	20,912	15.93	
51	4.950	577,962	116,760	15,785	3,189	84,694	17,110	15.93	
52	3.000	376,671	125,557	46,455	15,485	47,052	15,684	15.93	
55	17.050	1,956,891	114,774	86,861	5,094	330,932	19,410	15.93	
56	13.116	1,482,404	113,023	108,380	8,263	219,576	16,741	15.68	
57	1.000	84,745	84,745	8,098	8,098	15,684	15,684	15.92	
58				12,990					
64	1.000	107,266	107,266	4,291	4,291	15,684	15,684	15.93	
65	25.933	2,801,902	108,044	138,795	5,352	434,447	16,753	15.93	
73				16,000					
74	9.100	1,020,870	112,184	54,440	5,982	147,430	16,201	15.92	
79	1.000	125,557	125,557	34,718	34,718	15,684	15,684	15.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
88	0.400	39,581	98,953	4,551	11,378	6,274	15,684	15.91	
97	3.000	790,632	263,544	40,723	13,574	47,052	15,684	12.88	
Program 21 Instructional	147.229	14,199,035	96,442	1,811,902	12,307	2,361,275	16,038	15.90	
Program 21 Administrative	7.834	1,420,499	181,325	96,630	12,335	125,472	16,016	14.53	
K-12 Program 21 Instructional	140.829	13,607,743	96,626	9,098	65	2,260,897	16,054	15.90	
Program 26, 56, and 59 Instructional	12.116	1,295,879	106,956	139,594	11,521	203,892	16,828	15.92	
Program 26, 56, and 59 Administrative	1.000	186,525	186,525	23,959	23,959	15,684	15,684	14.23	
Program 31 Instructional	50.500	5,075,842	100,512	476,667	9,439	823,410	16,305	15.93	
Program 31 Administrative	1.000	189,258	189,258	11,449	11,449	15,684	15,684	14.30	
Program 34 Instructional	3.200	359,689	112,403	22,120	6,913	54,376	16,993	15.93	
K-3 BEA Instructional	383.663	41,367,179	107,822	9,554	25	6,242,295	16,270	15.92	
4-6 BEA Instructional	135.390	14,248,084	105,237	2,593	19	2,203,566	16,276	15.92	
7-8 BEA Instructional	139.401	15,594,317	111,867	12,581	90	2,255,673	16,181	15.91	
9-12 BEA Instructional	287.352	31,129,146	108,331	73,817	257	4,661,034	16,221	15.91	
K-12 BEA Instructional	945.806	102,338,726	108,203	98,545	104	15,362,567	16,243	15.92	
K-12 BEA Administrative	1.000	199,550	199,550			15,684	15,684	13.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	1,013.806	114,819,056	113,255	11,210,864	11,058	16,429,079	16,205	15.73	
Instructional	1,213.095	129,513,355	106,763	13,162,181	10,850	19,787,856	16,312	15.92	
Administrative	75.834	13,905,525	183,368	1,103,723	14,554	1,191,984	15,718	14.38	
Other	1.000	181,829	181,829	61,652	61,652	15,684	15,684	14.52	
Active	1,289.929	143,600,709	111,325	14,327,556	11,107	20,995,524	16,276	15.75	
On Leave	1.000	125,557	125,557			15,684	15,684	15.89	
Certificated Total	1,290.929	143,726,266	111,336	14,327,556	11,099	21,011,208	16,276	15.75	
Instructional for Funding Purposes	1,200.979	128,217,476	106,761	13,022,587	10,843	19,583,964	16,307	15.92	
Instructional for Compliance Purposes	1,200.979	128,217,476	106,761	13,022,587	10,843	19,583,964	16,307	15.92	
K-3 Program 01 Teacher	270.571	28,697,627	106,063	3,703	14	4,382,188	16,196	15.93	
K-3 Program 21 Teacher	16.754	1,508,982	90,067			277,074	16,538	15.87	
Grade T Program 09 Teacher	5.000	559,485	111,897			78,420	15,684	15.93	
PSES Program 01 Certificated	49.849	5,253,454	105,387			806,267	16,174	15.93	
PSES Program 21 Certificated	38.040	3,918,429	103,008			609,167	16,014	15.91	

Kahlotus School District (11056)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.168	871,119	85,673	17,537	1,725	172,217	16,937	14.17	
31	1.000	83,133	83,133			16,884	16,884	15.68	
51	0.445	39,903	89,670			8,949	20,109	17.11	
55	0.227	20,328	89,551			4,559	20,082	17.11	
97	1.000	141,980	141,980			15,684	15,684	15.68	
Program 31 Instructional	1.000	83,133	83,133			16,884	16,884	15.68	
K-3 BEA Instructional	2.750	256,047	93,108	4,982	1,812	46,431	16,884	15.68	
4-6 BEA Instructional	1.500	114,864	76,576	4,367	2,911	25,326	16,884	13.93	
7-8 BEA Instructional	1.339	120,536	90,019			22,608	16,884	14.01	
9-12 BEA Instructional	5.526	457,042	82,708	8,188	1,482	93,841	16,982	13.73	
K-12 BEA Instructional	11.115	948,489	85,334	17,537	1,578	188,206	16,933	14.31	
BEA	12.168	1,096,232	90,091	17,537	1,441	204,785	16,830	14.49	
Instructional	11.787	1,008,720	85,579	17,537	1,488	201,713	17,113	14.47	
Administrative	1.053	147,743	140,307			16,579	15,744	15.68	
Active	12.840	1,156,463	90,067	17,537	1,366	218,292	17,001	14.62	
Certificated Total	12.840	1,156,463	90,067	17,537	1,366	218,292	17,001	14.62	
Instructional for Funding Purposes	11.787	1,008,720	85,579	17,537	1,488	201,713	17,113	14.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	11.787	1,008,720	85,579	17,537	1,488	201,713	17,113	14.47	
K-3 Program 01 Teacher	2.250	211,160	93,849	2,055	913	37,989	16,884	15.68	

Kalama School District (08402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	74.262	5,160,587	69,492	99,749	1,343	841,713	11,334	16.99	
02	1.081	73,963	68,421			15,684	14,509	16.81	
09	2.114	204,825	96,890			31,117	14,720	16.42	
31	5.464	186,272	34,091	36,438	6,669	28,906	5,290	17.50	
34	4.680	155,955	33,324	3,051	652	24,467	5,228	16.98	
51	1.000	111,491	111,491			15,261	15,261	16.48	
55	1.000	107,203	107,203	6,324	6,324	15,261	15,261	16.29	
K-12 Program 02 Instructional	1.081	73,963	68,421			15,684	14,509	16.81	
Program 31 Instructional	5.464	186,272	34,091	36,438	6,669	28,906	5,290	17.50	
Program 34 Instructional	4.680	155,955	33,324	3,051	652	24,467	5,228	16.98	
K-3 BEA Instructional	28.724	1,937,115	67,439	26,013	906	335,136	11,667	17.20	
4-6 BEA Instructional	14.796	1,077,308	72,811			169,685	11,468	16.80	
7-8 BEA Instructional	19.427	1,103,930	56,825	3,051	157	170,564	8,780	16.85	
9-12 BEA Instructional	22.540	1,458,424	64,704	28,825	1,279	235,385	10,443	17.03	
K-12 BEA Instructional	85.487	5,576,777	65,235	57,889	677	910,770	10,654	17.01	
BEA	85.487	5,576,777	65,235	139,238	1,629	910,770	10,654	17.01	
Instructional	89.601	6,000,296	66,967	133,519	1,490	972,408	10,853	16.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				12,043					
Active	89.601	6,000,296	66,967	145,562	1,625	972,408	10,853	16.97	
Certificated Total	89.601	6,000,296	66,967	145,562	1,625	972,408	10,853	16.97	
Instructional for Funding Purposes	89.601	6,000,296	66,967	133,519	1,490	972,408	10,853	16.97	
Instructional for Compliance Purposes	89.601	6,000,296	66,967	133,519	1,490	972,408	10,853	16.97	
K-3 Program 01 Teacher	26.562	1,773,339	66,762			303,768	11,436	17.00	
Grade T Program 09 Teacher	2.114	204,825	96,890			31,117	14,720	16.42	
PSES Program 01 Certificated	3.195	292,633	91,591			46,801	14,648	16.40	

Keller School District (10003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.099	227,147	73,297	3,600	1,162	48,605	15,684	14.68	
51	0.099	6,147	62,091			1,553	15,684	15.69	
55	0.052	3,074	59,115	3,000	57,692	816	15,684	15.69	
97	0.500	66,000	132,000			7,842	15,684	8.15	
99	0.250	33,000	132,000			3,921	15,684	8.15	
K-3 BEA Instructional	2.000	141,887	70,944			31,368	15,684	15.78	
4-6 BEA Instructional	0.849	52,260	61,555			13,316	15,684	15.69	
K-12 BEA Instructional	2.849	194,147	68,146			44,684	15,684	15.75	
BEA	3.599	293,147	81,452	3,600	1,000	56,447	15,684	13.24	
Instructional	3.000	203,368	67,789	6,600	2,200	47,052	15,684	15.75	
Administrative	1.000	132,000	132,000			15,684	15,684	8.15	
Active	4.000	335,368	83,842	6,600	1,650	62,736	15,684	12.82	
Certificated Total	4.000	335,368	83,842	6,600	1,650	62,736	15,684	12.82	
Instructional for Funding Purposes	3.000	203,368	67,789	6,600	2,200	47,052	15,684	15.75	
Instructional for Compliance Purposes	3.000	203,368	67,789	6,600	2,200	47,052	15,684	15.75	
K-3 Program 01 Teacher	2.000	141,887	70,944			31,368	15,684	15.78	

Kelso School District (08458)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	227.079	22,253,568	97,999	197,400	869				
02	9.000	846,926	94,103						
03	0.500	32,225	64,450						
09	11.067	1,056,235	95,440						
21	41.959	3,813,186	90,879						
24	7.626	697,098	91,411						
31	17.550	1,716,567	97,810						
34	4.007	390,400	97,429						
51	6.503	705,825	108,538						
52	1.378	154,963	112,455						
55	15.606	1,642,438	105,244						
64	0.393	44,695	113,728						
65	1.494	169,387	113,378						
74	1.201	115,904	96,506						
97	3.000	616,951	205,650	6,900	2,300				
K-12 Program 02 Instructional	9.000	846,926	94,103						
Program 21 Instructional	39.959	3,474,767	86,958						
Program 21 Administrative	2.000	338,419	169,210						

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	38.459	3,350,320	87,114						
Program 31 Instructional	16.750	1,597,637	95,381						
Program 31 Administrative	0.800	118,930	148,663						
Program 34 Instructional	3.807	360,668	94,738						
Program 34 Administrative	0.200	29,732	148,660						
K-3 BEA Instructional	84.604	7,881,073	93,152						
4-6 BEA Instructional	47.308	4,111,434	86,908						
7-8 BEA Instructional	39.197	3,773,436	96,268						
9-12 BEA Instructional	66.950	6,388,614	95,424						
K-12 BEA Instructional	238.059	22,154,557	93,063						
K-12 BEA Administrative	2.500	370,860	148,344						
BEA	261.136	25,856,637	99,016	204,300	782				
Instructional	322.386	30,075,719	93,291						
Administrative	25.477	4,150,483	162,911	204,300	8,019				
Other	0.500	30,166	60,332						
Active	348.363	34,256,368	98,335	204,300	586				
Certificated Total	348.363	34,256,368	98,335	204,300	586				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	322.386	30,075,719	93,291						
Instructional for Compliance Purposes	322.386	30,075,719	93,291						
K-3 Program 01 Teacher	74.523	6,917,753	92,827						
K-3 Program 21 Teacher	11.813	921,346	77,994						
Grade T Program 09 Teacher	0.984	72,392	73,569						
PSES Program 01 Certificated	14.471	1,320,583	91,257						
PSES Program 09 Certificated	0.497	44,623	89,785						
PSES Program 21 Certificated	11.403	1,131,483	99,227						

Kennewick School District (03017)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	913.035	94,057,308	103,016	4,073,199	4,461	14,374,206	15,743	20.36	
02	18.178	1,948,067	107,166	88,404	4,863	323,294	17,785	20.23	
09	2.000	148,752	74,376			31,368	15,684	20.75	
21	157.090	14,967,246	95,278	676,121	4,304	2,401,560	15,288	19.94	
24	12.000	1,136,419	94,702	56,777	4,731	188,208	15,684	19.27	
31	44.410	4,753,302	107,032	232,375	5,232	712,210	16,037	20.03	
34	7.570	798,816	105,524	21,428	2,831	118,728	15,684	20.79	
39				12,643					
45	24.000	2,351,747	97,989	13,348	556	345,012	14,376	19.05	
51	19.582	2,081,869	106,315	157,150	8,025	307,124	15,684	20.85	
52	2.070	233,272	112,692	43,772	21,146	32,466	15,684	21.13	
53	10.251	971,002	94,723	8,766	855	164,682	16,065	23.71	
55	45.164	4,623,211	102,365	300,024	6,643	709,136	15,701	21.08	
56	2.049	244,992	119,567	19,135	9,339	32,137	15,684	20.21	
59	0.102	17,186	168,490			1,600	15,684	15.64	
61	0.340	38,328	112,729			5,333	15,684	20.98	
64	2.680	239,043	89,195	17,602	6,568	42,033	15,684	22.91	
65	20.050	2,082,695	103,875	84,495	4,214	317,601	15,840	20.64	
74	3.000	315,805	105,268	37,992	12,664	47,052	15,684	22.34	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
79				600					
97	1.800	325,892	181,051	153,738	85,410	28,231	15,684	17.65	
99	0.200	34,392	171,960			3,137	15,684	17.31	
K-12 Program 02 Instructional	16.565	1,684,798	101,708	22,546	1,361	297,996	17,989	20.91	
Program 21 Instructional	144.490	13,158,226	91,067	671,551	4,648	2,291,772	15,861	21.44	
Program 21 Administrative	5.000	829,094	165,819	4,570	914	78,420	15,684	15.94	
K-12 Program 21 Instructional	132.308	12,030,282	90,926			2,099,958	15,872	21.49	
Program 26, 56, and 59 Instructional	1.800	202,916	112,731	19,135	10,631	28,231	15,684	21.08	
Program 26, 56, and 59 Administrative	0.351	59,262	168,838			5,505	15,684	15.64	
Program 31 Instructional	40.330	4,079,266	101,147	232,375	5,762	648,220	16,073	20.67	
Program 31 Administrative	4.080	674,036	165,205			63,991	15,684	15.77	
Program 34 Instructional	6.700	677,591	101,133	21,428	3,198	105,083	15,684	21.66	
Program 34 Administrative	0.870	121,225	139,339			13,645	15,684	15.62	
K-3 BEA Instructional	339.378	32,560,108	95,941			5,357,292	15,786	20.78	
4-6 BEA Instructional	203.898	19,910,490	97,649			3,218,810	15,786	20.78	
7-8 BEA Instructional	127.803	12,863,727	100,653			2,004,996	15,688	21.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	253.765	25,870,616	101,947	22,546	89	4,032,159	15,889	21.03	
K-12 BEA Instructional	924.844	91,204,941	98,617	22,546	24	14,613,257	15,801	20.92	
BEA	1,008.993	104,235,132	103,306	4,582,492	4,542	15,901,682	15,760	20.30	
Instructional	1,185.971	116,062,631	97,863	5,806,038	4,896	18,742,190	15,803	21.01	
Administrative	86.000	13,834,836	160,870	191,531	2,227	1,348,824	15,684	16.03	
Other	5.000	328,468	65,694			78,420	15,684	15.62	
Active	1,276.971	130,225,935	101,980	5,997,569	4,697	20,169,434	15,795	20.48	
K-12 Program 21 Contracted	5.580	849,104	152,169						
K-12 BEA Contracted	2.000	183,028	91,514						
On Leave	1.000	108,336	108,336			15,684	15,684	21.79	
Certificated Total	1,285.571	131,369,344	102,188	5,997,569	4,665	20,185,118	15,701	20.33	
Instructional for Funding Purposes	1,191.771	116,894,788	98,085	5,786,903	4,856	18,713,959	15,703	20.83	
Instructional for Compliance Purposes	1,184.171	115,859,715	97,840	5,786,903	4,887	18,713,959	15,803	21.01	
K-3 Program 01 Teacher	302.239	28,932,900	95,729			4,754,039	15,729	20.68	
K-3 Program 21 Teacher	29.860	2,519,291	84,370			468,288	15,683	21.69	
Grade T Program 09 Teacher	2.000	148,752	74,376			31,368	15,684	20.75	
PSES Program 01 Certificated	59.155	5,894,229	99,640			938,687	15,868	21.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	41.068	4,458,248	108,558			582,470	14,183	17.85	

Kent School District (17415)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,303.289	141,659,401	108,694	11,026,290	8,460	21,242,979	16,300	15.91	
02	8.500	1,045,980	123,056	126,111	14,837	133,314	15,684	15.80	
03	9.416	1,177,846	125,090	150,698	16,004	153,703	16,324	15.80	
21	321.937	31,221,262	96,979	2,410,057	7,486	5,376,496	16,700	15.97	
24	37.888	3,755,618	99,124	766,874	20,241	658,728	17,386	15.98	
31	85.360	8,649,545	101,330	993,225	11,636	1,400,973	16,413	15.95	
34	15.199	1,614,556	106,228	162,804	10,711	243,102	15,995	15.98	
51	43.674	4,785,397	109,571	334,626	7,662	724,068	16,579	15.93	
52	7.951	912,521	114,768	76,257	9,591	147,194	18,513	15.98	
55	58.179	6,087,402	104,632	443,325	7,620	948,930	16,311	15.92	
58	1.949	247,945	127,217	27,491	14,105	31,368	16,094	15.98	
64	3.048	363,768	119,346	18,519	6,076	62,736	20,583	15.98	
65	55.650	5,818,513	104,555	526,207	9,456	941,328	16,915	15.98	
74	2.000	193,320	96,660	12,701	6,351	31,368	15,684	15.98	
89				11,092					
97	2.000	604,533	302,267	36,475	18,238	34,445	17,223	13.05	
K-12 Program 02 Instructional	7.500	847,059	112,941	43,707	5,828	117,630	15,684	15.98	
Program 21 Instructional	320.937	31,012,236	96,630	2,350,103	7,323	5,360,812	16,704	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	209,026	209,026	59,954	59,954	15,684	15,684	14.90	
K-12 Program 21 Instructional	315.641	30,525,369	96,709	432,996	1,372	5,266,708	16,686	15.97	
Program 31 Instructional	85.360	8,649,545	101,330	993,225	11,636	1,400,973	16,413	15.95	
Program 34 Instructional	15.199	1,614,556	106,228	162,804	10,711	243,102	15,995	15.98	
K-3 BEA Instructional	529.502	53,301,479	100,663	928,281	1,753	8,653,691	16,343	15.97	
4-6 BEA Instructional	186.669	19,097,493	102,307	169,435	908	3,052,088	16,350	15.98	
7-8 BEA Instructional	272.738	28,319,821	103,835	705,122	2,585	4,398,418	16,127	15.98	
9-12 BEA Instructional	335.521	35,729,570	106,490	1,531,760	4,565	5,470,714	16,305	15.97	
K-12 BEA Instructional	1,324.430	136,448,363	103,024	3,334,598	2,518	21,574,911	16,290	15.97	
K-12 BEA Administrative	33.007	5,999,998	181,780	70,668	2,141	543,348	16,462	15.54	
BEA	1,423.764	154,751,861	108,692	12,495,603	8,776	23,208,516	16,301	15.90	
Instructional	1,854.706	189,470,777	102,157	15,950,391	8,600	30,464,220	16,425	15.97	
Administrative	99.334	18,368,194	184,913	1,172,361	11,802	1,635,144	16,461	15.34	
Active	1,954.040	207,838,971	106,364	17,122,752	8,763	32,099,364	16,427	15.92	
On Leave	2.000	298,636	149,318			31,368	15,684	15.98	
Certificated Total	1,956.040	208,137,607	106,408	17,122,752	8,754	32,130,732	16,426	15.92	
Instructional for Funding Purposes	1,854.706	189,470,777	102,157	15,950,391	8,600	30,464,220	16,425	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	1,854.706	189,470,777	102,157	15,950,391	8,600	30,464,220	16,425	15.97	
K-3 Program 01 Teacher	402.342	40,149,813	99,790	555,278	1,380	6,512,258	16,186	15.98	
K-3 Program 21 Teacher	4.664	401,473	86,079	6,574	1,410	83,753	17,957	15.98	
PSES Program 01 Certificated	94.209	9,710,407	103,073			1,591,010	16,888	15.94	
PSES Program 21 Certificated	94.185	9,631,384	102,260			1,631,136	17,318	15.98	

Kettle Falls School District (33212)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	39.000	3,204,516	82,167	95,384	2,446	636,565	16,322	16.44	
02	13.900	1,355,508	97,519	11,850	853	235,260	16,925	16.15	
09	1.000	53,595	53,595			15,684	15,684	16.54	
21	5.950	561,248	94,327			99,593	16,738	16.25	
24	0.650	43,495	66,915			10,195	15,684	16.34	
31	3.656	300,632	82,230	35,987	9,843	62,736	17,160	16.27	
51	1.516	131,174	86,526			23,777	15,684	16.22	
55	3.184	306,867	96,378			49,938	15,684	16.22	
74				4,000					
97	1.000	205,799	205,799			15,684	15,684	15.04	
K-12 Program 02 Instructional	12.900	1,222,068	94,734			219,576	17,021	16.15	
Program 21 Instructional	5.650	521,216	92,251			91,751	16,239	16.23	
Program 21 Administrative	0.300	40,032	133,440			7,842	26,140	16.48	
K-12 Program 21 Instructional	5.650	521,216	92,251			91,751	16,239	16.23	
Program 31 Instructional	3.656	300,632	82,230	30,611	8,373	62,736	17,160	16.27	
Program 31 Administrative				5,376					
K-3 BEA Instructional	10.844	810,701	74,760			170,077	15,684	16.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	8.433	640,751	75,981			132,263	15,684	17.10	
7-8 BEA Instructional	5.823	457,346	78,541			100,533	17,265	16.33	
9-12 BEA Instructional	27.156	2,376,410	87,510			464,246	17,096	16.21	
K-12 BEA Instructional	52.256	4,285,208	82,004			867,120	16,594	16.38	
BEA	57.556	5,066,455	88,027	143,221	2,488	950,245	16,510	16.30	
Instructional	63.556	5,262,189	82,796	118,289	1,861	1,047,486	16,481	16.35	
Administrative	6.000	866,631	144,439	28,932	4,822	97,241	16,207	15.90	
Other	0.300	34,014	113,380			4,705	15,684	16.21	
Active	69.856	6,162,834	88,222	147,221	2,107	1,149,432	16,454	16.29	
Certificated Total	69.856	6,162,834	88,222	147,221	2,107	1,149,432	16,454	16.29	
Instructional for Funding Purposes	63.556	5,262,189	82,796	118,289	1,861	1,047,486	16,481	16.35	
Instructional for Compliance Purposes	63.556	5,262,189	82,796	118,289	1,861	1,047,486	16,481	16.35	
K-3 Program 01 Teacher	9.600	714,137	74,389			150,566	15,684	16.33	
K-3 Program 21 Teacher	1.080	88,360	81,815			16,939	15,684	16.24	
PSES Program 01 Certificated	4.000	344,313	86,078			62,736	15,684	16.22	
PSES Program 21 Certificated	0.300	40,032	133,440			7,842	26,140	16.48	

Kiona-Benton City School District (03052)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	65.555	6,220,448	94,889	236,835	3,613	1,028,687	15,692	16.59	
03	0.020	2,494	124,700			314	15,684	15.73	
09	1.000	112,863	112,863	3,135	3,135	15,684	15,684	16.77	
21	10.144	926,619	91,347	61,099	6,023	166,239	16,388	16.62	
31	4.440	473,712	106,692	54,292	12,228	69,637	15,684	16.68	
34	1.000	83,500	83,500	3,739	3,739	15,684	15,684	16.70	
51	0.810	95,088	117,393	6,602	8,151	12,704	15,684	16.34	
52		5,995		33,726					
53	0.491	46,378	94,456	11,507	23,436	7,842	15,971	16.58	
55	2.800	313,140	111,836	7,335	2,620	43,904	15,680	16.33	
58				54,268					
65	2.272	221,588	97,530	8,426	3,709	35,875	15,790	16.60	
88	0.526	65,593	124,702			8,250	15,684	15.73	
97	1.000	153,812	153,812	43,591	43,591	15,684	15,684	14.87	
Program 21 Instructional	9.600	851,798	88,729	61,099	6,364	156,829	16,336	16.69	
Program 21 Administrative	0.544	74,821	137,539			9,410	17,299	15.76	
K-12 Program 21 Instructional	9.600	851,798	88,729			156,829	16,336	16.69	
Program 31 Instructional	4.440	473,712	106,692	54,292	12,228	69,637	15,684	16.68	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.000	83,500	83,500	3,739	3,739	15,684	15,684	16.70	
K-3 BEA Instructional	21.985	1,901,705	86,500			346,301	15,752	16.74	
4-6 BEA Instructional	13.641	1,334,931	97,862			214,107	15,696	16.74	
7-8 BEA Instructional	12.925	1,142,517	88,396			203,468	15,742	16.69	
9-12 BEA Instructional	17.800	1,796,108	100,905			278,042	15,620	16.60	
K-12 BEA Instructional	66.351	6,175,261	93,070			1,041,918	15,703	16.69	
BEA	72.015	6,933,966	96,285	338,457	4,700	1,130,005	15,691	16.56	
Instructional	82.601	7,721,342	93,478	461,364	5,585	1,302,837	15,773	16.68	
Administrative	6.857	958,585	139,797	21,291	3,105	108,961	15,890	15.48	
Other	0.600	41,303	68,838			8,707	14,511	16.90	
Active	90.058	8,721,230	96,840	482,655	5,359	1,420,504	15,773	16.55	
On Leave				41,900					
Certificated Total	90.058	8,721,230	96,840	524,555	5,825	1,420,504	15,773	16.55	
Instructional for Funding Purposes	82.601	7,721,342	93,478	461,364	5,585	1,302,837	15,773	16.68	
Instructional for Compliance Purposes	82.601	7,721,342	93,478	461,364	5,585	1,302,837	15,773	16.68	
K-3 Program 01 Teacher	21.985	1,901,705	86,500			346,301	15,752	16.74	
K-3 Program 21 Teacher	1.336	122,524	91,710			20,954	15,684	16.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.760	143,498	81,533			27,603	15,683	16.46	
PSES Program 21 Certificated	2.600	231,042	88,862			47,053	18,097	16.97	

Kittitas School District (19403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	28.673	2,354,075	82,101	122,393	4,269	467,994	16,322	18.56	
09	1.070	84,550	79,019	3,367	3,147	17,182	16,058	18.74	
21	4.180	284,314	68,018	28,619	6,847	67,159	16,067	18.99	
24									
31	2.170	246,224	113,467	42,646	19,653	34,902	16,084	17.99	
34	0.830	117,823	141,955	12,549	15,119	13,350	16,084	18.15	
51	0.350	21,809	62,311	4,969	14,197	5,629	16,084	19.44	
55	1.666	145,131	87,113	10,448	6,271	26,796	16,084	18.30	
56	1.000	61,160	61,160	2,716	2,716	16,084	16,084	18.81	
65	0.650	55,484	85,360	2,464	3,791	10,455	16,084	18.50	
97	0.912	165,000	180,921	660	724	15,684	17,197	17.61	
Program 21 Instructional	4.000	260,709	65,177	16,619	4,155	64,336	16,084	19.09	
Program 21 Administrative	0.180	23,605	131,139	12,000	66,667	2,823	15,684	17.78	
K-12 Program 21 Instructional	4.000	260,709	65,177	16,290	4,073	64,336	16,084	19.09	
Program 26, 56, and 59 Instructional	1.000	61,160	61,160	2,716	2,716	16,084	16,084	18.81	
Program 31 Instructional	2.170	246,224	113,467	42,646	19,653	34,902	16,084	17.99	
Program 34 Instructional	0.830	117,823	141,955	12,549	15,119	13,350	16,084	18.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	8.595	687,842	80,028	27,640	3,216	138,242	16,084	18.60	
4-6 BEA Instructional	4.429	296,665	66,982	8,580	1,937	71,112	16,056	19.08	
7-8 BEA Instructional	4.655	443,578	95,291	17,251	3,706	74,471	15,998	18.41	
9-12 BEA Instructional	11.744	1,008,957	85,913	81,122	6,908	196,932	16,769	18.38	
K-12 BEA Instructional	29.423	2,437,042	82,828	134,593	4,574	480,757	16,339	18.53	
K-12 BEA Administrative	1.250	144,704	115,763	360	288	19,805	15,844	18.10	
BEA	32.585	2,883,122	88,480	178,248	5,470	531,930	16,324	18.45	
Instructional	38.089	3,056,705	80,252	203,467	5,342	620,141	16,281	18.59	
Administrative	3.412	471,239	138,112	22,280	6,530	55,094	16,147	17.90	
Other		7,626		5,084					
Active	41.501	3,535,570	85,192	230,831	5,562	675,235	16,270	18.51	
Certificated Total	41.501	3,535,570	85,192	230,831	5,562	675,235	16,270	18.51	
Instructional for Funding Purposes	37.089	2,995,545	80,766	200,751	5,413	604,057	16,287	18.58	
Instructional for Compliance Purposes	37.089	2,995,545	80,766	200,751	5,413	604,057	16,287	18.58	
K-3 Program 01 Teacher	7.945	647,340	81,478	23,073	2,904	127,787	16,084	18.55	
K-3 Program 21 Teacher	0.550	30,188	54,887	1,900	3,455	8,846	16,084	19.65	
Grade T Program 09 Teacher	1.000	75,370	75,370	3,367	3,367	16,084	16,084	18.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.650	132,066	80,040			26,539	16,084	18.60	

Klickitat School District (20402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.800	565,741	97,542			90,967	15,684	16.59	
55	0.200	20,984	104,920			3,137	15,684	16.59	
K-3 BEA Instructional	2.411	225,296	93,445			37,814	15,684	16.59	
4-6 BEA Instructional	1.000	100,460	100,460			15,684	15,684	16.59	
7-8 BEA Instructional	0.651	54,481	83,688			10,210	15,684	16.59	
9-12 BEA Instructional	0.738	63,546	86,106			11,575	15,684	16.59	
K-12 BEA Instructional	4.800	443,783	92,455			75,283	15,684	16.59	
K-12 BEA Administrative	1.000	121,958	121,958			15,684	15,684	16.59	
BEA	5.800	565,741	97,542			90,967	15,684	16.59	
Instructional	5.000	464,767	92,953			78,420	15,684	16.59	
Administrative	1.000	121,958	121,958			15,684	15,684	16.59	
Active	6.000	586,725	97,788			94,104	15,684	16.59	
Certificated Total	6.000	586,725	97,788			94,104	15,684	16.59	
Instructional for Funding Purposes	5.000	464,767	92,953			78,420	15,684	16.59	
Instructional for Compliance Purposes	5.000	464,767	92,953			78,420	15,684	16.59	
K-3 Program 01 Teacher	2.000	182,153	91,077			31,368	15,684	16.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.800	83,936	104,920			12,547	15,684	16.59	

La Center School District (06101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	90.831	8,898,919	97,972	408,301	4,495	1,434,553	15,794	15.93	
02	1.600	180,626	112,891	25,463	15,914	25,094	15,684	15.84	
21	15.938	1,547,489	97,094	72,609	4,556	239,808	15,046	15.46	
24	2.060	208,665	101,294			32,309	15,684	15.66	
31	9.650	848,566	87,934	92,473	9,583	146,123	15,142	16.37	
34	0.800	83,349	104,186	1,215	1,519	12,547	15,684	15.99	
51	1.244	138,701	111,496	2,311	1,858	19,511	15,684	15.73	
55	0.180	20,320	112,889	9,072	50,400	2,823	15,684	15.74	
74	0.360	40,641	112,892	677	1,881	5,646	15,684	15.74	
97	1.850	328,707	177,679			29,015	15,684	15.71	
K-12 Program 02 Instructional	1.600	180,626	112,891	25,463	15,914	25,094	15,684	15.84	
Program 21 Instructional	13.368	1,190,913	89,087	72,609	5,432	207,656	15,534	15.81	
Program 21 Administrative	2.050	311,552	151,977			32,152	15,684	16.29	
K-12 Program 21 Instructional	12.428	1,102,282	88,693	67,895	5,463	192,913	15,522	15.80	
Program 31 Instructional	9.310	797,803	85,693	81,224	8,724	140,790	15,122	16.37	
Program 31 Administrative	0.340	50,763	149,303	11,249	33,085	5,333	15,684	16.35	
Program 34 Instructional	0.600	54,145	90,242	1,215	2,025	9,410	15,684	15.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.200	29,204	146,020			3,137	15,684	16.38	
K-3 BEA Instructional	31.156	3,016,859	96,831	124,113	3,984	492,164	15,797	15.97	
4-6 BEA Instructional	20.169	1,878,385	93,132	73,499	3,644	322,777	16,004	15.94	
7-8 BEA Instructional	15.597	1,468,104	94,127	83,355	5,344	249,156	15,975	15.76	
9-12 BEA Instructional	29.570	2,746,579	92,884	219,143	7,411	458,548	15,507	16.03	
K-12 BEA Instructional	96.492	9,109,927	94,411	500,110	5,183	1,522,645	15,780	15.95	
K-12 BEA Administrative	5.100	747,334	146,536	22,044	4,322	79,988	15,684	16.37	
BEA	104.731	10,340,167	98,731	527,452	5,036	1,647,332	15,729	15.96	
Instructional	113.704	10,709,167	94,185	581,344	5,113	1,790,590	15,748	15.92	
Administrative	10.000	1,520,817	152,082	30,777	3,078	156,840	15,684	16.12	
Other	0.289	20,975	72,578					16.44	
Active	123.993	12,250,959	98,804	612,121	4,937	1,947,430	15,706	15.95	
K-12 Program 21 Contracted	0.520	45,024	86,585						
Certificated Total	124.513	12,295,983	98,753	612,121	4,916	1,947,430	15,640	15.89	
Instructional for Funding Purposes	114.224	10,754,191	94,150	581,344	5,090	1,790,590	15,676	15.86	
Instructional for Compliance Purposes	113.704	10,709,167	94,185	581,344	5,113	1,790,590	15,748	15.92	
K-3 Program 01 Teacher	28.756	2,801,807	97,434	102,128	3,552	454,522	15,806	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	2.480	249,231	100,496	12,461	5,025	38,896	15,684	15.81	
PSES Program 01 Certificated	4.560	381,312	83,621			71,519	15,684	15.89	
PSES Program 21 Certificated	3.148	295,071	93,733			47,052	14,947	13.61	

La Conner School District (29311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	32.712	3,759,592	114,930	208,998	6,389	611,519	18,694	15.83	
02	1.667	122,226	73,321	2,088	1,253	47,052	28,226	15.72	
21	5.947	613,098	103,094	16,391	2,756	93,633	15,745	16.12	
24	1.030	68,557	66,560	2,620	2,544	31,839	30,911	16.13	
31	1.498	141,461	94,433	4,914	3,280	35,446	23,662	16.11	
34	0.400	33,946	84,865	707	1,768	6,274	15,684	16.12	
38				1,481					
51	1.600	125,002	78,126	2,753	1,721	47,052	29,408	16.14	
55									
65	0.150	18,420	122,800	307	2,047	2,353	15,684	15.88	
71				8,550					
79	0.600	56,332	93,887			18,821	31,368	16.12	
K-12 Program 02 Instructional	1.667	122,226	73,321	2,088	1,253	47,052	28,226	15.72	
Program 21 Instructional	5.447	541,348	99,385	16,391	3,009	77,949	14,311	16.11	
Program 21 Administrative	0.500	71,750	143,500			15,684	31,368	16.13	
K-12 Program 21 Instructional	5.447	541,348	99,385	16,391	3,009	77,949	14,311	16.11	
Program 31 Instructional	1.498	141,461	94,433	4,914	3,280	35,446	23,662	16.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	33,946	84,865	707	1,768	6,274	15,684	16.12	
K-3 BEA Instructional	9.365	1,025,618	109,516	78,749	8,409	180,382	19,261	16.11	
4-6 BEA Instructional	4.005	483,548	120,736	26,092	6,515	83,110	20,751	16.03	
7-8 BEA Instructional	7.409	781,813	105,522	45,974	6,205	117,630	15,877	15.04	
9-12 BEA Instructional	12.498	1,307,329	104,603	65,892	5,272	256,433	20,518	15.96	
K-12 BEA Instructional	33.277	3,598,308	108,132	216,707	6,512	637,555	19,159	15.81	
K-12 BEA Administrative	2.000	300,458	150,229			47,052	23,526	16.10	
BEA	36.277	4,057,225	111,840	216,707	5,974	700,291	19,304	15.84	
Instructional	42.104	4,407,967	104,692	248,809	5,909	815,568	19,370	15.87	
Administrative	3.500	530,667	151,619			78,420	22,406	16.10	
Active	45.604	4,938,634	108,294	248,809	5,456	893,988	19,603	15.89	
Certificated Total	45.604	4,938,634	108,294	248,809	5,456	893,988	19,603	15.89	
Instructional for Funding Purposes	42.104	4,407,967	104,692	248,809	5,909	815,568	19,370	15.87	
Instructional for Compliance Purposes	42.104	4,407,967	104,692	248,809	5,909	815,568	19,370	15.87	
K-3 Program 01 Teacher	8.565	953,023	111,269	33,653	3,929	152,150	17,764	16.11	
K-3 Program 21 Teacher	0.970	122,472	126,260	7,021	7,238	15,213	15,684	16.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.800	198,855	110,475			43,915	24,397	16.11	
PSES Program 21 Certificated	1.477	136,980	92,742			15,684	10,619	16.12	

LaCrosse School District (38126)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.059	890,633	88,541	8,469	842	161,075	16,013	14.55	
09	0.400	32,771	81,928			6,274	15,684	15.67	
21	1.230	96,372	78,351			19,291	15,684	15.67	
31	0.750	92,088	122,784	11,553	15,404	11,763	15,684	15.64	
51									
55	0.250	21,553	86,212			3,921	15,684	15.67	
74				1,000					
97	1.100	37,940	34,491	10,000	9,091	17,252	15,684	9.29	
Program 21 Instructional	1.230	96,372	78,351			19,291	15,684	15.67	
K-12 Program 21 Instructional	1.090	85,596	78,528			17,096	15,684	15.67	
Program 31 Instructional	0.750	92,088	122,784			11,763	15,684	15.64	
K-3 BEA Instructional	3.024	248,525	82,184			47,821	15,814	12.67	
4-6 BEA Instructional	0.745	48,214	64,717	1,000	1,342	16,562	22,231	15.67	
7-8 BEA Instructional	1.949	136,879	70,230			30,568	15,684	15.67	
9-12 BEA Instructional	3.841	419,873	109,313			62,203	16,194	15.00	
K-12 BEA Instructional	9.559	853,491	89,287	1,000	105	157,154	16,440	14.20	
BEA	11.909	1,020,661	85,705	30,022	2,521	190,090	15,962	14.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	11.439	1,004,187	87,786	3,000	262	186,640	16,316	14.43	
Administrative	2.100	151,628	72,204	10,000	4,762	32,936	15,684	13.05	
Other	0.250	15,542	62,168	18,022	72,088			31.87	
Active	13.789	1,171,357	84,949	31,022	2,250	219,576	15,924	14.39	
Certificated Total	13.789	1,171,357	84,949	31,022	2,250	219,576	15,924	14.39	
Instructional for Funding Purposes	11.439	1,004,187	87,786	3,000	262	186,640	16,316	14.43	
Instructional for Compliance Purposes	11.439	1,004,187	87,786	3,000	262	186,640	16,316	14.43	
K-3 Program 01 Teacher	2.582	218,238	84,523			40,496	15,684	12.57	
K-3 Program 21 Teacher	0.360	29,712	82,533			5,646	15,684	15.67	
Grade T Program 09 Teacher	0.400	32,771	81,928			6,274	15,684	15.67	
PSES Program 01 Certificated	0.450	34,755	77,233			7,058	15,684	15.66	

Lake Chelan School District (04129)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	67.442	6,310,698	93,572	405,080	6,006	1,063,082	15,763	16.31	
21	9.105	876,979	96,318	92,262	10,133	148,559	16,316	16.26	
24	0.080	8,063	100,788	1,008	12,600	1,255	15,684	16.21	
31	7.422	637,254	85,860	87,549	11,796	117,316	15,807	15.62	
34	0.730	66,602	91,236			11,763	16,114	16.32	
51	1.848	193,326	104,614			28,984	15,684	16.23	
55	3.580	380,781	106,363	5,000	1,397	56,149	15,684	16.22	
65	3.270	283,567	86,718			57,560	17,603	18.54	
74	0.240	24,190	100,792			3,764	15,684	16.25	
79	1.000	55,573	55,573			15,684	15,684	16.02	
97	1.000	171,105	171,105			15,684	15,684	16.12	
Program 21 Instructional	8.353	778,637	93,216	87,262	10,447	136,764	16,373	16.27	
Program 21 Administrative	0.752	98,342	130,774	5,000	6,649	11,794	15,684	16.16	
K-12 Program 21 Instructional	8.303	773,597	93,171	46,747	5,630	135,980	16,377	16.27	
Program 31 Instructional	7.022	582,340	82,931	87,549	12,468	111,043	15,814	15.57	
Program 31 Administrative	0.400	54,914	137,285			6,274	15,684	16.14	
Program 34 Instructional	0.580	46,009	79,326			9,410	16,225	16.40	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.150	20,593	137,287			2,353	15,684	16.14	
K-3 BEA Instructional	20.526	1,855,573	90,401	66,868	3,258	320,612	15,620	16.18	
4-6 BEA Instructional	13.838	1,170,646	84,596	35,282	2,550	216,757	15,664	16.68	
7-8 BEA Instructional	12.170	1,040,204	85,473	25,632	2,106	190,724	15,672	16.33	
9-12 BEA Instructional	24.060	2,231,380	92,742	98,044	4,075	385,649	16,029	16.07	
K-12 BEA Instructional	70.594	6,297,803	89,212	225,826	3,199	1,113,741	15,777	16.26	
K-12 BEA Administrative	4.000	562,665	140,666	10,564	2,641	62,736	15,684	16.14	
BEA	76.594	7,185,659	93,815	492,629	6,432	1,207,845	15,769	16.24	
Instructional	87.717	7,854,566	89,544	515,421	5,876	1,394,328	15,896	16.34	
Administrative	8.000	1,153,572	144,197	67,752	8,469	125,472	15,684	16.13	
Other				7,726					
Active	95.717	9,008,138	94,112	590,899	6,173	1,519,800	15,878	16.31	
Certificated Total	95.717	9,008,138	94,112	590,899	6,173	1,519,800	15,878	16.31	
Instructional for Funding Purposes	87.717	7,854,566	89,544	515,421	5,876	1,394,328	15,896	16.34	
Instructional for Compliance Purposes	87.717	7,854,566	89,544	515,421	5,876	1,394,328	15,896	16.34	
K-3 Program 01 Teacher	19.526	1,750,827	89,666	58,727	3,008	304,928	15,617	16.18	
K-3 Program 21 Teacher	1.534	137,054	89,344	4,164	2,714	24,059	15,684	16.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	2.610	243,468	93,283			40,935	15,684	16.26	
PSES Program 21 Certificated	2.633	245,744	93,332			47,052	17,870	16.32	

Lake Quinault School District (14097)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.728	1,339,344	90,939	75,643	5,136	234,131	15,897	16.18	
02	0.139	14,871	106,986			4,188	30,127	9.04	
31	0.700	52,286	74,694			6,274	8,962	14.07	
51	0.513	53,785	104,844			13,582	26,476	10.84	
55	1.132	109,060	96,343	14,218	12,560	17,754	15,684	16.30	
58				34,542					
65	0.598	51,900	86,789			12,516	20,929	13.57	
74	0.043	4,585	106,628			674	15,684	16.23	
88	0.067	11,750	175,373			1,051	15,684	15.92	
97	0.499	88,082	176,517			7,826	15,684	15.92	
K-12 Program 02 Instructional	0.139	14,871	106,986			4,188	30,127	9.04	
Program 31 Instructional	0.700	52,286	74,694			6,274	8,962	14.07	
K-3 BEA Instructional	4.179	381,798	91,361	14,103	3,375	65,543	15,684	16.40	
4-6 BEA Instructional	2.441	193,108	79,110	6,530	2,675	38,285	15,684	16.47	
7-8 BEA Instructional	1.803	154,178	85,512	9,491	5,264	28,278	15,684	16.52	
9-12 BEA Instructional	6.710	601,085	89,580	30,706	4,576	105,679	15,749	15.54	
K-12 BEA Instructional	15.133	1,330,169	87,899	60,830	4,020	237,785	15,713	16.03	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	16.066	1,494,583	93,028	75,643	4,708	252,418	15,711	16.02	
Instructional	17.419	1,549,499	88,955	124,403	7,142	282,312	16,207	15.79	
Administrative	1.000	176,164	176,164			15,684	15,684	15.92	
Active	18.419	1,725,663	93,689	124,403	6,754	297,996	16,179	15.81	
Certificated Total	18.419	1,725,663	93,689	124,403	6,754	297,996	16,179	15.81	
Instructional for Funding Purposes	17.419	1,549,499	88,955	124,403	7,142	282,312	16,207	15.79	
Instructional for Compliance Purposes	17.419	1,549,499	88,955	124,403	7,142	282,312	16,207	15.79	
K-3 Program 01 Teacher	4.179	381,798	91,361	14,103	3,375	65,543	15,684	16.40	
PSES Program 01 Certificated	0.300	32,215	107,383			9,410	31,368	9.07	

Lake Stevens School District (31004)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	445.861	54,272,339	121,725	5,410,343	12,135	7,264,723	16,294	15.89	
02	3.800	463,944	122,091	34,896	9,183	75,739	19,931	15.98	
21	111.710	12,125,396	108,544	1,806,831	16,174	1,818,737	16,281	15.94	
31	19.254	2,273,324	118,070	348,613	18,106	304,200	15,799	16.03	
34	6.146	778,507	126,669	139,559	22,707	97,102	15,799	16.03	
51	3.000	362,060	120,687	39,774	13,258	47,412	15,804	15.99	
55	4.100	501,006	122,197	56,779	13,849	67,957	16,575	16.06	
65	3.300	404,981	122,722	43,405	13,153	52,153	15,804	16.05	
74	1.800	190,938	106,077	22,009	12,227	34,769	19,316	15.99	
86	0.500	113,469	226,938			7,842	15,684	13.89	
97	4.327	1,067,189	246,635	7,000	1,618	70,578	16,311	13.94	
K-12 Program 02 Instructional	2.800	292,693	104,533			60,055	21,448	15.97	
Program 21 Instructional	109.710	11,703,856	106,680	1,806,831	16,469	1,787,369	16,292	15.97	
Program 21 Administrative	2.000	421,540	210,770			31,368	15,684	14.94	
K-12 Program 21 Instructional	96.330	10,283,279	106,751	8,088	84	1,542,407	16,012	15.99	
Program 31 Instructional	18.500	2,126,593	114,951	348,613	18,844	292,374	15,804	16.07	
Program 31 Administrative	0.754	146,731	194,603			11,826	15,684	15.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	5.900	730,635	123,836	139,559	23,654	93,244	15,804	16.07	
Program 34 Administrative	0.246	47,872	194,602			3,858	15,684	15.39	
K-3 BEA Instructional	161.934	18,514,312	114,332	14,905	92	2,713,610	16,758	15.94	
4-6 BEA Instructional	63.887	7,217,558	112,974			1,039,903	16,277	15.99	
7-8 BEA Instructional	84.896	9,864,790	116,199	11,268	133	1,363,885	16,065	15.94	
9-12 BEA Instructional	128.844	15,438,136	119,820			2,067,103	16,043	15.97	
K-12 BEA Instructional	439.561	51,034,796	116,104	26,173	60	7,184,502	16,345	15.96	
BEA	479.388	58,855,303	122,772	5,940,411	12,392	7,812,342	16,296	15.87	
Instructional	561.471	64,197,637	114,338	7,902,209	14,074	9,174,162	16,340	15.96	
Administrative	40.627	8,072,138	198,689	7,000	172	640,267	15,760	15.17	
Other	0.700	131,697	188,139			10,979	15,684	15.59	
Active	602.798	72,401,472	120,109	7,909,209	13,121	9,825,408	16,300	15.88	
On Leave	1.000	151,681	151,681			15,804	15,804	16.00	
Certificated Total	603.798	72,553,153	120,161	7,909,209	13,099	9,841,212	16,299	15.88	
Instructional for Funding Purposes	561.471	64,197,637	114,338	7,902,209	14,074	9,174,162	16,340	15.96	
Instructional for Compliance Purposes	561.471	64,197,637	114,338	7,902,209	14,074	9,174,162	16,340	15.96	
K-3 Program 01 Teacher	152.934	17,461,120	114,174	7,046	46	2,555,570	16,710	15.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	20.798	2,122,162	102,037			331,031	15,916	15.99	
PSES Program 01 Certificated	22.000	2,576,216	117,101			347,688	15,804	16.00	
PSES Program 21 Certificated	33.100	3,683,254	111,277			529,434	15,995	15.99	

Lake Washington School District (17414)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,643.869	174,231,098	105,988	32,416,956	19,720	28,614,709	17,407	16.08	
02	3.800	439,919	115,768	100,668	26,492	67,441	17,748	16.10	
21	235.700	23,403,716	99,295	4,448,969	18,876	4,575,023	19,410	16.03	
24	41.466	3,748,302	90,395	720,999	17,388	738,716	17,815	16.11	
31	85.888	8,982,243	104,581	1,460,689	17,007	1,462,173	17,024	16.06	
34	16.952	1,796,555	105,979	317,657	18,739	277,933	16,395	16.07	
45	6.600	721,729	109,353	137,551	20,841	109,788	16,635	15.92	
51	2.600	298,980	114,992	63,985	24,610	48,620	18,700	16.18	
52	0.698	78,991	113,168	26,110	37,407	15,653	22,425	16.17	
55	15.644	1,790,958	114,482	354,443	22,657	297,972	19,047	16.14	
58	0.998	118,992	119,230	425,490	426,343	15,653	15,684	16.15	
64	1.800	212,271	117,928	53,229	29,572	28,231	15,684	16.17	
65	39.788	4,037,284	101,470	671,054	16,866	700,157	17,597	16.17	
74	3.194	357,167	111,824	99,271	31,080	69,464	21,748	16.17	
79				213,016					
81				4,417					
88				3,188					
89	1.600	190,386	118,991	75,085	46,928	25,094	15,684	16.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	2.000	551,925	275,963	58,323	29,162	98,615	49,308	12.86	
CP	0.350	86,899	248,283	2,128	6,080	12,883	36,809	14.12	
K-12 Program 02 Instructional	3.600	400,196	111,166			64,304	17,862	16.17	
Program 21 Instructional	229.400	22,096,864	96,325	4,420,843	19,271	4,358,584	19,000	16.08	
Program 21 Administrative	6.300	1,306,852	207,437	28,126	4,464	216,440	34,355	15.00	
K-12 Program 21 Instructional	195.330	18,636,211	95,409			3,737,685	19,135	16.09	
Program 31 Instructional	81.438	8,104,763	99,521	1,449,831	17,803	1,382,654	16,978	16.12	
Program 31 Administrative	4.450	877,480	197,187	10,858	2,440	79,518	17,869	15.36	
Program 34 Instructional	15.502	1,510,438	97,435	313,869	20,247	249,407	16,089	16.18	
Program 34 Administrative	1.450	286,117	197,322	3,788	2,612	28,526	19,673	15.36	
K-3 BEA Instructional	569.390	56,995,885	100,100	4,600	8	9,855,987	17,310	16.14	
4-6 BEA Instructional	269.834	27,230,871	100,917			4,516,192	16,737	16.16	
7-8 BEA Instructional	310.738	30,954,587	99,616	64,333	207	5,361,622	17,254	16.12	
9-12 BEA Instructional	478.959	48,098,343	100,423	136,120	284	8,240,562	17,205	16.13	
K-12 BEA Instructional	1,628.921	163,279,686	100,238	205,053	126	27,974,364	17,174	16.13	
BEA	1,759.109	186,723,469	106,147	34,491,844	19,608	30,630,660	17,413	16.07	
Instructional	1,963.120	195,751,941	99,715	41,005,682	20,888	34,213,772	17,428	16.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	124.389	23,866,858	191,873	378,581	3,044	2,700,986	21,714	15.43	
Other	13.838	1,238,230	89,480	268,965	19,437	218,274	15,774	16.17	
Active	2,101.347	220,857,029	105,103	41,653,228	19,822	37,133,033	17,671	16.06	
On Leave	1.600	190,386	118,991			25,094	15,684	16.17	
Certificated Total	2,102.947	221,047,415	105,113	41,653,228	19,807	37,158,127	17,670	16.07	
Instructional for Funding Purposes	1,963.120	195,751,941	99,715	41,005,682	20,888	34,213,772	17,428	16.13	
Instructional for Compliance Purposes	1,963.120	195,751,941	99,715	41,005,682	20,888	34,213,772	17,428	16.13	
K-3 Program 01 Teacher	489.099	48,751,145	99,675	4,600	9	8,428,837	17,233	16.13	
K-3 Program 21 Teacher	53.946	4,704,705	87,211			1,040,633	19,290	16.18	
PSES Program 01 Certificated	111.445	11,008,362	98,778			2,063,199	18,513	16.13	
PSES Program 21 Certificated	53.650	5,346,861	99,662			1,054,153	19,649	15.93	

Lakewood School District (31306)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	134.846	15,068,023	111,742	1,453,984	10,783	2,181,143	16,175	15.98	
02	2.000	244,452	122,226	27,519	13,760	31,368	15,684	16.14	
09	0.100	21,435	214,350			1,568	15,684	14.95	
21	24.440	3,075,618	125,844	253,258	10,362	356,654	14,593	11.88	
24	3.860	419,804	108,758	54,294	14,066	63,677	16,497	16.14	
31	6.795	714,634	105,171	83,904	12,348	106,573	15,684	16.09	
34	1.637	199,662	121,968	26,703	16,312	25,675	15,684	16.10	
51	3.300	369,634	112,010	35,299	10,697	51,757	15,684	16.14	
52	0.200	25,531	127,655			3,137	15,684	16.14	
55	2.253	290,197	128,805	27,339	12,134	43,131	19,144	16.08	
65	2.200	292,756	133,071	28,655	13,025	34,505	15,684	15.98	
74	0.500	54,940	109,880	4,499	8,998	7,842	15,684	16.14	
89	0.050	10,718	214,360			784	15,684	14.95	
97	1.600	366,558	229,099	15,500	9,688	25,094	15,684	14.37	
K-12 Program 02 Instructional	2.000	244,452	122,226	10,271	5,136	31,368	15,684	16.14	
Program 21 Instructional	21.240	1,972,867	92,885	253,258	11,924	344,107	16,201	15.85	
Program 21 Administrative	0.800	171,483	214,354			12,547	15,684	14.95	
K-12 Program 21 Instructional	19.300	1,762,876	91,341	24,578	1,273	313,680	16,253	15.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.260	614,196	98,114	83,904	13,403	98,182	15,684	16.14	
Program 31 Administrative	0.535	100,438	187,735			8,391	15,684	15.74	
Program 34 Instructional	1.564	185,324	118,494	26,703	17,074	24,530	15,684	16.14	
Program 34 Administrative	0.073	14,338	196,411			1,145	15,684	15.46	
K-3 BEA Instructional	50.879	5,219,803	102,592	77,701	1,527	824,618	16,207	16.09	
4-6 BEA Instructional	26.699	2,716,296	101,738	32,309	1,210	437,740	16,395	16.13	
7-8 BEA Instructional	19.849	2,103,276	105,964	37,952	1,912	328,564	16,553	16.14	
9-12 BEA Instructional	32.694	3,509,606	107,347	116,811	3,573	516,004	15,783	16.14	
K-12 BEA Instructional	130.278	13,567,542	104,143	264,773	2,032	2,109,498	16,192	16.12	
BEA	146.878	16,593,329	112,974	1,607,610	10,945	2,369,852	16,135	15.95	
Instructional	163.381	16,903,431	103,460	1,939,064	11,868	2,650,596	16,223	16.09	
Administrative	17.000	3,202,485	188,381	23,000	1,353	266,628	15,684	15.09	
Other				38,084					
Active	180.381	20,105,916	111,464	2,000,148	11,088	2,917,224	16,173	15.94	
K-12 Program 21 Contracted	2.400	931,268	388,028						
On Leave	1.000	116,778	116,778	10,806	10,806	15,684	15,684	16.14	
Certificated Total	183.781	21,153,962	115,104	2,010,954	10,942	2,932,908	15,959	15.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	165.781	17,834,699	107,580	1,939,064	11,697	2,650,596	15,989	15.44	
Instructional for Compliance Purposes	163.381	16,903,431	103,460	1,939,064	11,868	2,650,596	16,223	16.09	
K-3 Program 01 Teacher	46.879	4,806,481	102,530	77,701	1,657	761,882	16,252	16.08	
K-3 Program 21 Teacher	5.160	874,734	169,522			72,319	14,015	13.89	
PSES Program 01 Certificated	7.500	810,615	108,082			125,472	16,730	16.14	
PSES Program 21 Certificated	4.700	498,570	106,079			62,736	13,348	5.11	

Lamont School District (38264)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.771	211,692	76,396			47,097	16,996	14.71	
21	0.540	50,036	92,659	2,350	4,352	8,469	15,684	15.71	
51	0.035	3,623	103,514			601	17,184	15.71	
55	0.180	14,934	82,967	150	833	2,913	16,184	15.71	
97	0.050	5,175	103,500			859	17,184	15.71	
99	0.250	25,875	103,500			4,296	17,184	15.71	
Program 21 Instructional	0.540	50,036	92,659			8,469	15,684	15.71	
Program 21 Administrative				2,350					
K-12 Program 21 Instructional	0.540	50,036	92,659			8,469	15,684	15.71	
4-6 BEA Instructional	0.883	56,005	63,426			15,213	17,229	13.81	
7-8 BEA Instructional	1.753	141,714	80,841			29,564	16,865	14.96	
K-12 BEA Instructional	2.636	197,719	75,007			44,777	16,987	14.64	
K-12 BEA Administrative	0.185	19,148	103,503			3,179	17,184	15.71	
BEA	2.821	216,867	76,876			47,956	17,000	14.73	
Instructional	3.366	263,724	78,349			56,331	16,735	14.91	
Administrative	0.460	47,611	103,502	2,500	5,435	7,905	17,184	15.71	
Active	3.826	311,335	81,373	2,500	653	64,236	16,789	15.03	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	3.826	311,335	81,373	2,500	653	64,236	16,789	15.03	
Instructional for Funding Purposes	3.366	263,724	78,349			56,331	16,735	14.91	
Instructional for Compliance Purposes	3.366	263,724	78,349			56,331	16,735	14.91	

Liberty School District (32362)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	35.157	3,074,539	87,452	55,941	1,591	551,402	15,684	16.10	
09	1.379	86,318	62,595			21,628	15,684	16.34	
21	2.804	254,671	90,824			59,270	21,138	16.19	
24	1.000	93,703	93,703			15,684	15,684	16.05	
31	2.100	176,061	83,839	24,591	11,710	32,936	15,684	16.44	
51	0.342	26,078	76,251			5,364	15,684	16.13	
55	1.160	100,806	86,902			18,193	15,684	16.06	
58				29,056					
65				2,583					
74	0.083	4,235	51,024	5,125	61,747	1,302	15,684	16.25	
97	0.920	166,987	181,508	38,160	41,478	14,429	15,684	15.47	
99	0.080	14,521	181,513			1,255	15,684	15.47	
Program 21 Instructional	1.954	168,668	86,319			45,938	23,510	16.29	
Program 21 Administrative	0.850	86,003	101,180			13,331	15,684	16.01	
K-12 Program 21 Instructional	1.954	168,668	86,319			45,938	23,510	16.29	
Program 31 Instructional	2.000	160,979	80,490	24,591	12,296	31,368	15,684	16.48	
Program 31 Administrative	0.100	15,082	150,820			1,568	15,684	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	10.801	881,185	81,584			169,403	15,684	16.14	
4-6 BEA Instructional	8.006	662,714	82,777			125,566	15,684	16.09	
7-8 BEA Instructional	4.424	414,256	93,638			69,386	15,684	16.08	
9-12 BEA Instructional	11.809	987,435	83,617	24,591	2,082	185,212	15,684	16.18	
K-12 BEA Instructional	35.040	2,945,590	84,064	24,591	702	549,567	15,684	16.13	
BEA	38.177	3,417,587	89,520	118,692	3,109	598,768	15,684	16.09	
Instructional	40.858	3,411,827	83,505	56,230	1,376	656,109	16,058	16.14	
Administrative	4.000	569,225	142,306	43,285	10,821	62,736	15,684	15.82	
Other	0.167	16,867	101,000	55,941	334,976	2,619	15,684	15.97	
Active	45.025	3,997,919	88,793	155,456	3,453	721,464	16,024	16.10	
Certificated Total	45.025	3,997,919	88,793	155,456	3,453	721,464	16,024	16.10	
Instructional for Funding Purposes	40.858	3,411,827	83,505	56,230	1,376	656,109	16,058	16.14	
Instructional for Compliance Purposes	40.858	3,411,827	83,505	56,230	1,376	656,109	16,058	16.14	
K-3 Program 01 Teacher	9.420	752,160	79,847			147,743	15,684	16.11	
K-3 Program 21 Teacher	0.619	54,820	88,562			9,708	15,684	16.08	
Grade T Program 09 Teacher	1.207	67,105	55,597			18,931	15,684	16.31	
PSES Program 01 Certificated	3.095	257,124	83,077			48,542	15,684	16.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 09 Certificated	0.072	5,642	78,361			1,129	15,684	17.39	
PSES Program 21 Certificated	1.025	86,456	84,347			31,368	30,603	16.50	

Lind School District (01158)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.723	1,263,876	85,844	9,369	636	230,916	15,684	16.49	
09	0.117	11,871	101,462			1,835	15,684	16.58	
21	1.196	115,905	96,911			18,758	15,684	16.43	
31	0.976	99,029	101,464	12,358	12,662	15,308	15,684	17.20	
34	0.566	30,480	53,852	9,926	17,537	8,877	15,684	16.86	
51	1.278	109,280	85,509			20,044	15,684	16.59	
52	0.214	17,063	79,734	9,750	45,561	3,356	15,684	16.60	
53	0.020	2,300	115,000			314	15,684	15.93	
55	1.192	100,146	84,015			18,695	15,684	16.59	
58				22,412					
65	0.100	11,500	115,000			1,568	15,684	15.93	
88	0.618	62,604	101,301			9,693	15,684	16.58	
Program 21 Instructional	0.976	90,605	92,833			15,308	15,684	16.56	
Program 21 Administrative	0.220	25,300	115,000			3,450	15,684	15.93	
K-12 Program 21 Instructional	0.976	90,605	92,833			15,308	15,684	16.56	
Program 31 Instructional	0.976	99,029	101,464	6,617	6,780	15,308	15,684	17.20	
Program 34 Instructional	0.566	30,480	53,852	9,926	17,537	8,877	15,684	16.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	3.280	269,244	82,087	250	76	51,444	15,684	16.59	
4-6 BEA Instructional	1.910	154,698	80,994	750	393	29,956	15,684	16.59	
7-8 BEA Instructional	6.312	458,189	72,590	10,676	1,691	98,997	15,684	16.62	
9-12 BEA Instructional	3.000	304,392	101,464	6,617	2,206	47,052	15,684	16.80	
K-12 BEA Instructional	14.605	1,194,620	81,795	18,293	1,253	229,065	15,684	16.66	
K-12 BEA Administrative	1.660	198,765	119,738			26,035	15,684	15.92	
BEA	16.265	1,393,385	85,668	31,653	1,946	255,100	15,684	16.56	
Instructional	19.000	1,586,189	83,484	50,455	2,656	297,996	15,684	16.64	
Administrative	2.000	237,865	118,933			31,368	15,684	15.92	
Other				13,360					
Active	21.000	1,824,054	86,860	63,815	3,039	329,364	15,684	16.55	
Certificated Total	21.000	1,824,054	86,860	63,815	3,039	329,364	15,684	16.55	
Instructional for Funding Purposes	19.000	1,586,189	83,484	50,455	2,656	297,996	15,684	16.64	
Instructional for Compliance Purposes	19.000	1,586,189	83,484	50,455	2,656	297,996	15,684	16.64	
K-3 Program 01 Teacher	2.962	246,554	83,239	250	84	46,456	15,684	16.59	
K-3 Program 21 Teacher	0.324	30,208	93,235			5,082	15,684	16.56	
Grade T Program 09 Teacher	0.117	11,871	101,462			1,835	15,684	16.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.341	102,421	76,377			21,032	15,684	16.60	

Longview School District (08122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	321.202	31,086,929	96,783	1,401,460	4,363	5,057,590	15,746	16.36	
02	2.500	248,983	99,593	121,466	48,586	39,210	15,684	16.42	
09	9.063	780,369	86,105	21,192	2,338	142,144	15,684	16.54	
21	73.425	6,858,932	93,414	577,359	7,863	1,174,057	15,990	15.42	
24	11.000	1,036,046	94,186	32,696	2,972	172,524	15,684	16.19	
31	17.720	1,692,997	95,542	188,853	10,658	277,920	15,684	16.70	
34	2.897	282,226	97,420	7,814	2,697	45,437	15,684	16.29	
51	17.438	1,777,889	101,955	55,543	3,185	273,498	15,684	16.65	
52	1.000	110,589	110,589	3,511	3,511	15,684	15,684	16.32	
55	11.607	1,201,111	103,482	37,834	3,260	182,044	15,684	16.57	
74	0.710	79,303	111,694	2,518	3,546	11,136	15,684	16.82	
97	2.000	395,324	197,662	16,522	8,261	31,368	15,684	15.25	
K-12 Program 02 Instructional	2.400	232,029	96,679			37,642	15,684	16.43	
Program 21 Instructional	70.425	6,344,182	90,084	575,559	8,173	1,127,005	16,003	15.37	
Program 21 Administrative	3.000	514,750	171,583	1,800	600	47,052	15,684	16.13	
K-12 Program 21 Instructional	64.925	5,909,055	91,014	160,886	2,478	1,032,901	15,909	15.28	
Program 31 Instructional	16.200	1,436,496	88,673	188,358	11,627	254,081	15,684	16.78	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.520	256,501	168,751	495	326	23,840	15,684	16.20	
Program 34 Instructional	2.667	243,316	91,232	7,724	2,896	41,829	15,684	16.29	
Program 34 Administrative	0.230	38,910	169,174	90	391	3,607	15,684	16.24	
K-3 BEA Instructional	115.657	10,493,793	90,732	2,180	19	1,817,086	15,711	16.33	
4-6 BEA Instructional	67.929	6,041,798	88,943	4,522	67	1,066,434	15,699	16.27	
7-8 BEA Instructional	47.774	4,470,224	93,570	1,920	40	760,002	15,908	16.54	
9-12 BEA Instructional	90.254	8,555,092	94,789	5,719	63	1,420,531	15,739	16.48	
K-12 BEA Instructional	321.614	29,560,907	91,914	14,341	45	5,064,052	15,746	16.39	
BEA	346.319	33,706,459	97,328	1,736,115	5,013	5,451,525	15,741	16.36	
Instructional	441.562	40,664,013	92,091	2,433,145	5,510	6,967,776	15,780	16.25	
Administrative	29.000	4,886,685	168,506	33,623	1,159	454,836	15,684	16.11	
Active	470.562	45,550,698	96,801	2,466,768	5,242	7,422,612	15,774	16.23	
Certificated Total	470.562	45,550,698	96,801	2,466,768	5,242	7,422,612	15,774	16.23	
Instructional for Funding Purposes	441.562	40,664,013	92,091	2,433,145	5,510	6,967,776	15,780	16.25	
Instructional for Compliance Purposes	441.562	40,664,013	92,091	2,433,145	5,510	6,967,776	15,780	16.25	
K-3 Program 01 Teacher	98.803	8,913,555	90,215	2,180	22	1,552,747	15,716	16.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	14.463	1,292,667	89,378			232,029	16,043	15.64	
Grade T Program 09 Teacher	8.643	711,978	82,376	1,523	176	135,557	15,684	16.56	
PSES Program 01 Certificated	26.365	2,540,391	96,355			417,194	15,824	16.10	
PSES Program 21 Certificated	23.565	2,148,582	91,177			376,416	15,974	14.06	

Loon Lake School District (33183)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.300	727,952	87,705	2,000	241	136,200	16,410	16.60	
02	3.504	286,750	81,835			62,736	17,904	16.26	
21	0.550	34,062	61,931	11,750	21,364	8,626	15,684	16.63	
24	0.450	27,868	61,929			7,058	15,684	16.63	
51	0.812	64,907	79,935			13,614	16,766	16.67	
52	0.147	11,772	80,082			2,306	15,684	16.67	
55	0.576	45,093	78,286			11,292	19,605	16.68	
74	0.065	5,904	90,831			1,270	19,545	16.68	
97	0.500	77,390	154,780			7,842	15,684	15.99	
K-12 Program 02 Instructional	3.504	286,750	81,835			62,736	17,904	16.26	
Program 21 Instructional	0.550	34,062	61,931	750	1,364	8,626	15,684	16.63	
Program 21 Administrative				11,000					
K-12 Program 21 Instructional	0.550	34,062	61,931			8,626	15,684	16.63	
K-3 BEA Instructional	6.495	509,269	78,409			109,772	16,901	16.58	
4-6 BEA Instructional	4.421	397,345	89,877			74,170	16,777	16.51	
7-8 BEA Instructional	0.388	30,698	79,119			7,152	18,433	16.36	
K-12 BEA Instructional	11.304	937,312	82,919			191,094	16,905	16.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	12.304	1,092,092	88,759	2,000	163	206,778	16,806	16.47	
Instructional	13.904	1,126,918	81,050	2,750	198	235,260	16,920	16.56	
Administrative	1.000	154,780	154,780	11,000	11,000	15,684	15,684	15.99	
Active	14.904	1,281,698	85,997	13,750	923	250,944	16,837	16.50	
Certificated Total	14.904	1,281,698	85,997	13,750	923	250,944	16,837	16.50	
Instructional for Funding Purposes	13.904	1,126,918	81,050	2,750	198	235,260	16,920	16.56	
Instructional for Compliance Purposes	13.904	1,126,918	81,050	2,750	198	235,260	16,920	16.56	
K-3 Program 01 Teacher	4.458	336,444	75,470			73,370	16,458	16.67	
K-3 Program 21 Teacher	0.316	19,472	61,620			4,956	15,684	16.63	

Lopez Island School District (28144)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.819	1,209,776	102,359	41,407	3,503	201,539	17,052	15.84	
02	0.186	15,323	82,382			31,368	168,645	10.61	
21	4.000	405,515	101,379	4,093	1,023	47,052	11,763	15.85	
31	0.884	86,282	97,604	300	339	29,015	32,823	15.72	
34	0.083	8,558	103,108			1,568	18,896	15.85	
55	0.110	11,858	107,800			3,137	28,516	15.84	
97	0.500	85,000	170,000			15,684	31,368	15.85	
K-12 Program 02 Instructional	0.186	15,323	82,382			31,368	168,645	10.61	
Program 21 Instructional	4.000	405,515	101,379	4,093	1,023	47,052	11,763	15.85	
K-12 Program 21 Instructional	4.000	405,515	101,379			47,052	11,763	15.85	
Program 31 Instructional	0.834	79,272	95,050	240	288	28,231	33,850	15.71	
Program 31 Administrative	0.050	7,010	140,200	60	1,200	784	15,684	15.79	
Program 34 Instructional	0.083	8,558	103,108			1,568	18,896	15.85	
K-3 BEA Instructional	2.756	277,230	100,591			47,726	17,317	15.85	
4-6 BEA Instructional	2.590	297,173	114,739			40,622	15,684	15.85	
7-8 BEA Instructional	1.545	152,765	98,877			30,003	19,420	15.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.081	452,563	89,070			129,456	25,478	15.17	
K-12 BEA Instructional	11.972	1,179,731	98,541			247,807	20,699	15.56	
BEA	13.472	1,404,939	104,286	41,707	3,096	279,175	20,723	15.60	
Instructional	15.972	1,585,246	99,252	44,600	2,792	294,859	18,461	15.63	
Administrative	1.610	237,066	147,246	1,200	745	34,505	21,432	15.81	
Active	17.582	1,822,312	103,646	45,800	2,605	329,364	18,733	15.66	
Certificated Total	17.582	1,822,312	103,646	45,800	2,605	329,364	18,733	15.66	
Instructional for Funding Purposes	15.972	1,585,246	99,252	44,600	2,792	294,859	18,461	15.63	
Instructional for Compliance Purposes	15.972	1,585,246	99,252	44,600	2,792	294,859	18,461	15.63	
K-3 Program 01 Teacher	1.410	137,360	97,418			22,114	15,684	15.85	
K-3 Program 21 Teacher	0.700	61,701	88,144			4,705	6,722	15.85	
PSES Program 01 Certificated	1.000	114,700	114,700			15,684	15,684	15.85	

Lumen Public School (32903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.908	602,512	87,219			108,345	15,684	15.98	
21	0.600	52,112	86,853			9,410	15,684	16.20	
24	0.060	5,211	86,850			941	15,684	16.20	
51	0.212	17,829	84,099			3,325	15,684	15.94	
55	0.220	16,821	76,459			3,450	15,684	16.08	
Program 21 Instructional	0.600	52,112	86,853			9,410	15,684	16.20	
K-12 Program 21 Instructional	0.600	52,112	86,853			9,410	15,684	16.20	
9-12 BEA Instructional	5.908	471,850	79,866			92,661	15,684	15.99	
K-12 BEA Instructional	5.908	471,850	79,866			92,661	15,684	15.99	
K-12 BEA Administrative	1.000	130,662	130,662			15,684	15,684	15.93	
BEA	6.908	602,512	87,219			108,345	15,684	15.98	
Instructional	7.000	563,823	80,546			109,788	15,684	16.01	
Administrative	1.000	130,662	130,662			15,684	15,684	15.93	
Active	8.000	694,485	86,811			125,472	15,684	16.00	
Certificated Total	8.000	694,485	86,811			125,472	15,684	16.00	
Instructional for Funding Purposes	7.000	563,823	80,546			109,788	15,684	16.01	
Instructional for Compliance Purposes	7.000	563,823	80,546			109,788	15,684	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.831	151,132	82,541			28,717	15,684	16.08	

Lyle School District (20406)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	16.339	1,398,677	85,604			255,412	15,632	16.39	
09	1.000	64,148	64,148			15,684	15,684	16.52	
51	1.000	105,654	105,654			15,684	15,684	16.52	
K-3 BEA Instructional	6.889	621,333	90,192			109,788	15,937	16.54	
4-6 BEA Instructional	1.334	104,422	78,277			20,922	15,684	16.52	
7-8 BEA Instructional	2.623	198,802	75,792			41,139	15,684	16.52	
9-12 BEA Instructional	4.043	318,244	78,715			63,410	15,684	16.52	
K-12 BEA Instructional	14.889	1,242,801	83,471			235,260	15,801	16.53	
BEA	16.339	1,398,677	85,604			255,412	15,632	16.39	
Instructional	16.889	1,412,603	83,640			266,628	15,787	16.53	
Administrative	1.000	138,001	138,001			15,684	15,684	16.52	
Other	0.450	17,875	39,722			4,468	9,929	5.59	
Active	18.339	1,568,479	85,527			286,780	15,638	16.41	
Certificated Total	18.339	1,568,479	85,527			286,780	15,638	16.41	
Instructional for Funding Purposes	16.889	1,412,603	83,640			266,628	15,787	16.53	
Instructional for Compliance Purposes	16.889	1,412,603	83,640			266,628	15,787	16.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	6.000	531,410	88,568			94,104	15,684	16.54	
Grade T Program 09 Teacher	1.000	64,148	64,148			15,684	15,684	16.52	

Lynden School District (37504)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	159.032	18,210,141	114,506	809,666	5,091	2,556,163	16,073	15.88	
02	12.497	1,427,281	114,210	54,306	4,346	255,994	20,484	15.81	
09	5.000	535,829	107,166	19,090	3,818	78,420	15,684	16.09	
21	37.535	4,110,732	109,517	197,605	5,265	650,886	17,341	15.95	
24	3.000	285,330	95,110	7,732	2,577	47,052	15,684	16.03	
31	7.900	920,521	116,522	160,703	20,342	123,904	15,684	15.91	
34	0.800	92,017	115,021	5,203	6,504	12,547	15,684	16.70	
51	2.001	240,563	120,221	9,500	4,748	31,384	15,684	15.92	
52	1.000	126,260	126,260	9,989	9,989	15,684	15,684	15.58	
55	4.398	550,398	125,147	35,195	8,003	68,978	15,684	15.89	
58				117,252					
65	1.100	137,216	124,742	10,233	9,303	17,252	15,684	15.94	
74	0.799	66,215	82,872	1,471	1,841	15,684	19,630	16.22	
79	1.000	92,479	92,479	14,183	14,183	15,684	15,684	16.18	
97	2.000	417,747	208,874	23,946	11,973	31,368	15,684	14.28	
K-12 Program 02 Instructional	11.497	1,255,829	109,231	2,016	175	240,310	20,902	15.78	
Program 21 Instructional	36.535	3,919,056	107,269	197,005	5,392	635,202	17,386	15.97	
Program 21 Administrative	1.000	191,676	191,676	600	600	15,684	15,684	15.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	31.065	3,414,250	109,907	3,397	109	503,456	16,207	15.94	
Program 31 Instructional	7.400	857,391	115,864	152,043	20,546	116,062	15,684	15.93	
Program 31 Administrative	0.500	63,130	126,260	8,660	17,320	7,842	15,684	15.62	
Program 34 Instructional	0.800	92,017	115,021	5,203	6,504	12,547	15,684	16.70	
K-3 BEA Instructional	58.658	6,501,526	110,838	19,679	335	948,898	16,177	16.05	
4-6 BEA Instructional	39.179	4,213,109	107,535	11,908	304	649,569	16,580	15.99	
7-8 BEA Instructional	25.327	2,698,874	106,561	4,129	163	437,882	17,289	15.86	
9-12 BEA Instructional	44.565	5,093,359	114,291			716,210	16,071	15.65	
K-12 BEA Instructional	167.729	18,506,868	110,338	35,716	213	2,752,558	16,411	15.89	
K-12 BEA Administrative	3.500	579,460	165,560			54,894	15,684	15.90	
BEA	182.229	21,067,707	115,611	1,053,824	5,783	2,979,976	16,353	15.85	
Instructional	222.562	24,460,214	109,903	1,421,228	6,386	3,677,898	16,525	15.91	
Administrative	14.500	2,626,255	181,121	39,806	2,745	227,418	15,684	15.52	
Other	1.000	126,260	126,260	15,040	15,040	15,684	15,684	15.24	
Active	238.062	27,212,729	114,309	1,476,074	6,200	3,921,000	16,470	15.87	
Certificated Total	238.062	27,212,729	114,309	1,476,074	6,200	3,921,000	16,470	15.87	
Instructional for Funding Purposes	222.562	24,460,214	109,903	1,421,228	6,386	3,677,898	16,525	15.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	222.562	24,460,214	109,903	1,421,228	6,386	3,677,898	16,525	15.91	
K-3 Program 01 Teacher	49.619	5,424,213	109,317	19,679	397	793,014	15,982	16.06	
K-3 Program 21 Teacher	6.300	674,999	107,143			93,147	14,785	15.96	
Grade T Program 09 Teacher	5.000	535,829	107,166			78,420	15,684	16.09	
PSES Program 01 Certificated	10.500	1,167,078	111,150			172,524	16,431	15.98	
PSES Program 21 Certificated	13.250	1,422,512	107,359			235,260	17,755	16.08	

Mabton School District (39120)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	27.666	2,834,108	102,440	38,454	1,390	434,133	15,692	15.88	
09	1.049	128,008	122,029			16,468	15,699	15.82	
21	1.000	82,731	82,731			15,684	15,684	16.12	
31	2.600	245,123	94,278			40,778	15,684	18.43	
34	0.500	54,104	108,208			7,842	15,684	15.88	
51	2.270	227,450	100,198			35,603	15,684	15.26	
53	1.050	115,289	109,799			16,468	15,684	15.88	
55	3.000	323,459	107,820			47,052	15,684	15.88	
65	1.000	120,364	120,364			15,684	15,684	15.80	
97	0.800	163,384	204,230			12,547	15,684	15.65	
99	0.050	10,212	204,240			784	15,684	15.65	
Program 21 Instructional	1.000	82,731	82,731			15,684	15,684	16.12	
K-12 Program 21 Instructional	1.000	82,731	82,731			15,684	15,684	16.12	
Program 31 Instructional	2.500	228,947	91,579			39,210	15,684	18.59	
Program 31 Administrative	0.100	16,176	161,760			1,568	15,684	16.00	
Program 34 Instructional	0.500	54,104	108,208			7,842	15,684	15.88	
K-3 BEA Instructional	10.000	1,067,447	106,745			156,840	15,684	15.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	5.000	511,810	102,362			78,420	15,684	15.61	
7-8 BEA Instructional	2.000	181,489	90,745			31,368	15,684	16.02	
9-12 BEA Instructional	11.830	1,065,595	90,076			185,542	15,684	16.56	
K-12 BEA Instructional	28.830	2,826,341	98,035			452,170	15,684	16.10	
BEA	31.566	3,296,719	104,439	38,454	1,218	495,301	15,691	16.07	
Instructional	38.000	3,785,363	99,615	36,787	968	595,992	15,684	16.01	
Administrative	2.985	518,869	173,825			47,052	15,763	15.87	
Other				1,667					
Active	40.985	4,304,232	105,020	38,454	938	643,044	15,690	15.99	
Certificated Total	40.985	4,304,232	105,020	38,454	938	643,044	15,690	15.99	
Instructional for Funding Purposes	38.000	3,785,363	99,615	36,787	968	595,992	15,684	16.01	
Instructional for Compliance Purposes	38.000	3,785,363	99,615	36,787	968	595,992	15,684	16.01	
K-3 Program 01 Teacher	9.000	949,441	105,493			141,156	15,684	15.90	
Grade T Program 09 Teacher	1.000	120,364	120,364			15,684	15,684	15.80	

Mansfield School District (09207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.088	939,753	93,156	3,750	372	162,486	16,107	15.77	
31	1.240	117,385	94,665	4,500	3,629	19,448	15,684	16.05	
34	0.240	20,541	85,588			3,764	15,684	16.57	
52				3,000					
65	0.160	10,544	65,900	2,500	15,625	2,509	15,684	15.76	
97	0.636	90,358	142,072			15,684	24,660	15.76	
Program 31 Instructional	1.240	117,385	94,665	4,500	3,629	19,448	15,684	16.05	
Program 34 Instructional	0.240	20,541	85,588			3,764	15,684	16.57	
K-3 BEA Instructional	3.520	275,667	78,314			55,208	15,684	15.75	
4-6 BEA Instructional	1.650	160,734	97,415			25,879	15,684	15.75	
7-8 BEA Instructional	1.710	158,981	92,971			26,820	15,684	15.86	
9-12 BEA Instructional	3.960	374,598	94,595			62,109	15,684	15.90	
K-12 BEA Instructional	10.840	969,980	89,482			170,015	15,684	15.82	
K-12 BEA Administrative	0.728	107,699	147,938			15,684	21,544	15.75	
BEA	12.204	1,168,037	95,709	8,250	676	201,383	16,501	15.81	
Instructional	11.000	980,524	89,139	13,750	1,250	172,524	15,684	15.82	
Administrative	1.364	198,057	145,203			31,368	22,997	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	12.364	1,178,581	95,324	13,750	1,112	203,892	16,491	15.81	
Certificated Total	12.364	1,178,581	95,324	13,750	1,112	203,892	16,491	15.81	
Instructional for Funding Purposes	11.000	980,524	89,139	13,750	1,250	172,524	15,684	15.82	
Instructional for Compliance Purposes	11.000	980,524	89,139	13,750	1,250	172,524	15,684	15.82	
K-3 Program 01 Teacher	2.350	196,228	83,501			36,857	15,684	15.76	

Manson School District (04019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	38.800	3,552,591	91,562	97,822	2,521	548,477	14,136	16.43	
09	1.100	78,831	71,665	2,096	1,905	15,550	14,136	16.54	
31	2.957	243,768	82,438	17,952	6,071	55,272	18,692	16.63	
34	0.400	29,968	74,920	2,228	5,570	5,654	14,136	16.53	
51	0.992	100,701	101,513	3,116	3,141	14,023	14,136	16.37	
52				19,058					
55	2.008	216,118	107,628	20,447	10,183	28,385	14,136	16.32	
58				1,756					
64	0.230	18,220	79,217	1,320	5,739	3,251	14,136	16.53	
65	2.460	239,876	97,511	6,874	2,794	43,680	17,756	16.44	
74	0.100	10,537	105,370			1,414	14,136	16.40	
79	0.220	22,726	103,300	2,906	13,209	3,110	14,136	16.38	
88	0.600	63,219	105,365	3,512	5,853	14,136	23,560	16.66	
97	1.150	201,817	175,493	3,600	3,130	16,256	14,136	15.57	
Program 31 Instructional	2.957	243,768	82,438	17,952	6,071	55,272	18,692	16.63	
Program 34 Instructional	0.400	29,968	74,920	2,228	5,570	5,654	14,136	16.53	
K-3 BEA Instructional	12.802	1,094,488	85,494	2,299	180	180,969	14,136	16.49	
4-6 BEA Instructional	6.868	576,867	83,993			97,086	14,136	16.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	7.980	674,382	84,509	1,488	186	112,805	14,136	16.48	
9-12 BEA Instructional	12.347	1,141,254	92,432	15,218	1,233	188,009	15,227	16.48	
K-12 BEA Instructional	39.997	3,486,991	87,181	19,005	475	578,869	14,473	16.48	
K-12 BEA Administrative	1.150	167,805	145,917			16,256	14,136	16.03	
BEA	43.307	4,028,144	93,014	121,602	2,808	625,659	14,447	16.40	
Instructional	46.267	4,033,875	87,187	172,037	3,718	676,408	14,620	16.49	
Administrative	4.750	744,497	156,736	10,650	2,242	72,800	15,326	15.93	
Active	51.017	4,778,372	93,662	182,687	3,581	749,208	14,685	16.40	
Certificated Total	51.017	4,778,372	93,662	182,687	3,581	749,208	14,685	16.40	
Instructional for Funding Purposes	46.267	4,033,875	87,187	172,037	3,718	676,408	14,620	16.49	
Instructional for Compliance Purposes	46.267	4,033,875	87,187	172,037	3,718	676,408	14,620	16.49	
K-3 Program 01 Teacher	11.282	968,026	85,803			159,482	14,136	16.49	
Grade T Program 09 Teacher	1.000	62,863	62,863			14,136	14,136	16.68	
PSES Program 01 Certificated	3.210	277,758	86,529			45,377	14,136	16.47	

Mary M Knight School District (23311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.169	1,499,482	98,852	116,703	7,694	239,652	15,799	16.25	
02	24.500	2,862,397	116,833						
21	1.000	78,474	78,474	8,691	8,691	15,684	15,684	16.31	
31	2.090	188,498	90,190	7,858	3,760	32,780	15,684	16.25	
34	0.670	58,951	87,987	2,691	4,016	10,508	15,684	16.25	
51	0.800	83,655	104,569	1,118	1,398	12,547	15,684	16.26	
55	2.160	209,978	97,212	1,800	833	33,877	15,684	16.23	
74				3,000					
97	1.000	173,549	173,549			15,684	15,684	16.13	
K-12 Program 02 Instructional	22.000	2,414,145	109,734						
Program 21 Instructional	1.000	78,474	78,474	8,691	8,691	15,684	15,684	16.31	
K-12 Program 21 Instructional	1.000	78,474	78,474	1,743	1,743	15,684	15,684	16.31	
Program 31 Instructional	2.090	188,498	90,190	7,858	3,760	32,780	15,684	16.25	
Program 34 Instructional	0.670	58,951	87,987	2,691	4,016	10,508	15,684	16.25	
K-3 BEA Instructional	5.000	503,881	100,776	20,483	4,097	78,420	15,684	16.23	
4-6 BEA Instructional	3.889	340,447	87,541	12,097	3,111	62,736	16,132	16.26	
7-8 BEA Instructional	2.660	288,984	108,641	11,040	4,150	33,877	12,736	11.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.180	489,274	94,454	25,101	4,846	81,243	15,684	16.26	
K-12 BEA Instructional	16.729	1,622,586	96,992	68,721	4,108	256,277	15,319	15.47	
BEA	43.429	4,782,877	110,131	127,252	2,930	298,623	6,876	6.79	
Instructional	20.389	1,954,687	95,870	86,359	4,236	313,680	15,385	15.60	
Administrative	5.500	870,652	158,300			47,052	8,555	7.87	
Other				55,502					
Active	25.889	2,825,339	109,133	141,861	5,480	360,732	13,934	13.35	
K-12 BEA Contracted	21.500	2,329,645	108,356						
On Leave									
Certificated Total	47.389	5,154,984	108,780	141,861	2,994	360,732	7,612	7.50	
Instructional for Funding Purposes	41.889	4,284,332	102,278	86,359	2,062	313,680	7,488	7.42	
Instructional for Compliance Purposes	20.389	1,954,687	95,870	86,359	4,236	313,680	15,385	15.60	
K-3 Program 01 Teacher	4.000	424,222	106,056	17,385	4,346	62,736	15,684	16.21	
K-3 Program 21 Teacher	0.170	13,340	78,471	296	1,741	2,666	15,684	16.31	

Mary Walker School District (33207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	21.100	1,623,365	76,937	25,086	1,189	337,206	15,981	16.36	
02	0.800	177,362	221,703			28,231	35,289	16.29	
21	2.500	182,427	72,971	119,255	47,702	54,894	21,958	17.51	
24	0.500	36,577	73,154			7,842	15,684	17.65	
31	2.000	178,160	89,080	24,248	12,124	31,368	15,684	16.68	
51	1.450	120,080	82,814			22,742	15,684	15.99	
55	2.250	212,478	94,435			35,289	15,684	16.22	
97	0.900	130,824	145,360			14,116	15,684	16.10	
99	0.100	14,536	145,360			1,568	15,684	16.10	
K-12 Program 02 Instructional	0.550	146,373	266,133			24,310	44,200	16.31	
Program 21 Instructional	2.500	182,427	72,971	115,766	46,306	54,894	21,958	17.51	
Program 21 Administrative				3,489					
K-12 Program 21 Instructional	2.500	182,427	72,971			54,894	21,958	17.51	
Program 31 Instructional	2.000	178,160	89,080	24,248	12,124	31,368	15,684	16.68	
K-3 BEA Instructional	9.100	602,328	66,190			148,998	16,373	16.52	
4-6 BEA Instructional	0.670	40,694	60,737			10,508	15,684	16.63	
7-8 BEA Instructional	4.630	406,993	87,903	25,086	5,418	72,617	15,684	16.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.500	680,960	90,795	24,248	3,233	133,314	17,775	16.46	
K-12 BEA Instructional	21.900	1,730,975	79,040	49,334	2,253	365,437	16,687	16.42	
K-12 BEA Administrative	0.750	92,967	123,956			11,763	15,684	16.17	
BEA	24.800	2,109,711	85,069	49,334	1,989	410,921	16,569	16.37	
Instructional	28.450	2,268,372	79,732	165,100	5,803	483,851	17,007	16.48	
Administrative	3.150	407,437	129,345	3,489	1,108	49,405	15,684	16.14	
Active	31.600	2,675,809	84,678	168,589	5,335	533,256	16,875	16.43	
Certificated Total	31.600	2,675,809	84,678	168,589	5,335	533,256	16,875	16.43	
Instructional for Funding Purposes	28.450	2,268,372	79,732	165,100	5,803	483,851	17,007	16.48	
Instructional for Compliance Purposes	28.450	2,268,372	79,732	165,100	5,803	483,851	17,007	16.48	
K-3 Program 01 Teacher	8.600	555,111	64,548			141,156	16,413	16.54	
K-3 Program 21 Teacher	0.700	59,717	85,310			17,252	24,646	17.11	
PSES Program 01 Certificated	0.500	47,217	94,434			7,842	15,684	16.28	

Marysville School District (31025)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	425.524	51,560,358	121,169	3,674,063	8,634	6,937,138	16,303	16.16	
02				1,000					
21	123.884	13,318,821	107,510	1,513,329	12,216	2,043,591	16,496	16.25	
24	3.444	458,091	133,011	77,784	22,585	55,256	16,044	16.09	
31	34.071	3,866,094	113,472	297,055	8,719	556,625	16,337	16.18	
34	8.958	1,099,749	122,767	81,905	9,143	149,095	16,644	16.14	
51	10.473	1,286,285	122,819	101,448	9,687	167,933	16,035	16.15	
52	0.155	31,382	202,465	540	3,484	2,431	15,684	15.26	
55	18.812	2,395,211	127,324	212,155	11,278	306,351	16,285	16.14	
58	1.795	328,133	182,804	12,191	6,792	28,333	15,784	15.37	
64	0.280	37,246	133,021	3,916	13,986	4,492	16,044	16.11	
65	10.532	1,183,547	112,376	72,818	6,914	180,774	17,164	16.22	
74	1.750	211,351	120,772	14,841	8,481	28,059	16,034	16.18	
79	5.496	687,232	125,042	65,590	11,934	88,062	16,023	16.10	
88	2.925	336,055	114,891	33,151	11,334	46,749	15,982	16.25	
97	2.000	522,826	261,413	87,413	43,707	31,368	15,684	13.72	
Program 21 Instructional	120.904	12,724,183	105,242	1,509,753	12,487	1,996,852	16,516	16.29	
Program 21 Administrative	2.980	594,638	199,543	3,576	1,200	46,738	15,684	15.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	115.329	12,162,326	105,458	4,194	36	1,907,407	16,539	16.29	
Program 31 Instructional	32.586	3,573,435	109,662	295,735	9,076	533,335	16,367	16.24	
Program 31 Administrative	1.485	292,659	197,077	1,320	889	23,291	15,684	15.38	
Program 34 Instructional	8.546	1,019,797	119,330	81,405	9,526	142,038	16,620	16.19	
Program 34 Administrative	0.412	79,952	194,058	500	1,214	7,058	17,131	15.43	
K-3 BEA Instructional	174.486	20,243,480	116,018	4,240	24	2,860,949	16,396	16.21	
4-6 BEA Instructional	86.316	9,687,218	112,230	1,859	22	1,395,475	16,167	16.27	
7-8 BEA Instructional	60.275	7,243,035	120,166			1,007,403	16,713	16.16	
9-12 BEA Instructional	119.161	14,162,795	118,854	3,669	31	1,924,478	16,150	16.18	
K-12 BEA Instructional	440.238	51,336,528	116,611	9,768	22	7,188,304	16,328	16.21	
K-12 BEA Administrative	1.695	301,774	178,038			26,584	15,684	15.99	
BEA	470.553	57,049,027	121,238	4,141,436	8,801	7,674,227	16,309	16.14	
Instructional	613.408	70,371,202	114,722	6,107,549	9,957	10,040,270	16,368	16.22	
Administrative	36.691	6,951,179	189,452	141,650	3,861	585,986	15,971	15.50	
Active	650.099	77,322,381	118,939	6,249,199	9,613	10,626,256	16,346	16.16	
Certificated Total	650.099	77,322,381	118,939	6,249,199	9,613	10,626,256	16,346	16.16	
Instructional for Funding Purposes	613.408	70,371,202	114,722	6,107,549	9,957	10,040,270	16,368	16.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	613.408	70,371,202	114,722	6,107,549	9,957	10,040,270	16,368	16.22	
K-3 Program 01 Teacher	145.858	16,822,366	115,334			2,400,486	16,458	16.21	
K-3 Program 21 Teacher	18.405	1,816,925	98,719			297,279	16,152	16.31	
PSES Program 01 Certificated	21.316	2,401,100	112,643			370,376	17,375	16.22	
PSES Program 21 Certificated	39.947	4,318,041	108,094			674,746	16,891	16.35	

McCleary School District (14065)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.000	1,894,374	99,704	37,394	1,968	297,996	15,684	16.49	
21	4.401	387,012	87,937			70,826	16,093	16.98	
51	0.500	54,538	109,076			7,842	15,684	16.40	
55	0.500	54,538	109,076			7,842	15,684	16.40	
58				46,056					
74				802					
88	1.000	102,623	102,623			15,684	15,684	16.32	
97	1.000	168,752	168,752	1,200	1,200	15,684	15,684	16.66	
Program 21 Instructional	3.000	226,126	75,375			47,052	15,684	16.59	
K-12 Program 21 Instructional	3.000	226,126	75,375			47,052	15,684	16.59	
K-3 BEA Instructional	8.888	822,462	92,536	13,651	1,536	139,399	15,684	16.46	
4-6 BEA Instructional	5.832	610,965	104,761	12,413	2,128	91,469	15,684	16.43	
7-8 BEA Instructional	3.280	326,063	99,409	7,802	2,379	51,444	15,684	16.46	
K-12 BEA Instructional	18.000	1,759,490	97,749	33,866	1,881	282,312	15,684	16.45	
BEA	20.000	2,063,126	103,156	38,594	1,930	313,680	15,684	16.50	
Instructional	23.000	2,197,315	95,535	84,252	3,663	360,732	15,684	16.45	
Administrative	2.000	303,636	151,818	1,200	600	31,368	15,684	16.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	25.000	2,500,951	100,038	85,452	3,418	392,100	15,684	16.50	
K-12 Program 21 Contracted	1.251	142,900	114,229			21,225	16,966	17.57	
Certificated Total	26.401	2,661,837	100,823	85,452	3,237	415,874	15,752	16.56	
Instructional for Funding Purposes	24.401	2,358,201	96,644	84,252	3,453	384,506	15,758	16.52	
Instructional for Compliance Purposes	23.000	2,197,315	95,535	84,252	3,663	360,732	15,684	16.45	
K-3 Program 01 Teacher	8.888	822,462	92,536	13,651	1,536	139,399	15,684	16.46	
PSES Program 21 Certificated	1.251	142,900	114,229			21,225	16,966	17.57	

Mead School District (32354)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	447.494	45,105,948	100,797	2,669,517	5,965	6,497,519	14,520	14.96	
02	26.604	2,732,269	102,701	136,471	5,130	387,782	14,576	14.75	
09	9.448	866,285	91,690	34,489	3,650	134,580	14,244	14.64	
21	138.247	12,816,366	92,706	628,581	4,547	2,002,441	14,485	14.74	
24	8.828	867,538	98,271	53,593	6,071	129,749	14,697	15.42	
31	28.250	2,724,459	96,441	130,638	4,624	402,630	14,252	14.71	
34	22.700	2,327,378	102,528	135,584	5,973	333,159	14,677	15.48	
51	7.200	797,718	110,794	37,097	5,152	102,916	14,294	14.90	
52	1.800	210,302	116,834	13,983	7,768	25,828	14,349	15.04	
55	11.292	1,124,082	99,547	52,688	4,666	155,140	13,739	14.83	
65	8.116	784,014	96,601	35,045	4,318	116,930	14,407	14.85	
74	2.000	224,239	112,120	10,024	5,012	28,155	14,078	14.51	
89	1.000	135,757	135,757			14,216	14,216	14.54	
97	2.000	381,539	190,770	35,207	17,604	32,978	16,489	16.39	
K-12 Program 02 Instructional	25.104	2,524,390	100,557			365,312	14,552	14.55	
Program 21 Instructional	137.747	12,745,345	92,527	618,638	4,491	1,994,951	14,483	14.73	
Program 21 Administrative	0.500	71,021	142,042	9,943	19,886	7,490	14,980	16.84	
K-12 Program 21 Instructional	135.622	12,592,146	92,847			1,965,024	14,489	14.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	28.250	2,724,459	96,441	130,638	4,624	402,630	14,252	14.71	
Program 34 Instructional	18.600	1,822,469	97,982	86,142	4,631	267,214	14,366	14.81	
Program 34 Administrative	4.100	504,909	123,149	49,442	12,059	65,945	16,084	17.81	
K-3 BEA Instructional	153.695	15,136,880	98,486			2,199,062	14,308	14.67	
4-6 BEA Instructional	102.685	9,921,190	96,618	4,530	44	1,484,332	14,455	14.66	
7-8 BEA Instructional	82.261	8,241,750	100,190	3,648	44	1,213,714	14,754	14.90	
9-12 BEA Instructional	150.607	14,957,656	99,316	3,348	22	2,169,600	14,406	14.69	
K-12 BEA Instructional	489.248	48,257,476	98,636	11,526	24	7,066,707	14,444	14.71	
BEA	527.048	53,271,593	101,075	3,107,417	5,896	7,654,068	14,523	14.97	
Instructional	672.979	65,514,970	97,351	3,383,752	5,028	9,714,509	14,435	14.72	
Administrative	41.000	5,447,167	132,858	589,165	14,370	635,297	15,495	17.36	
Active	713.979	70,962,137	99,390	3,972,917	5,564	10,349,806	14,496	14.93	
On Leave	1.000	135,757	135,757			14,216	14,216	14.54	
Certificated Total	714.979	71,097,894	99,441	3,972,917	5,557	10,364,022	14,496	14.93	
Instructional for Funding Purposes	672.979	65,514,970	97,351	3,383,752	5,028	9,714,509	14,435	14.72	
Instructional for Compliance Purposes	672.979	65,514,970	97,351	3,383,752	5,028	9,714,509	14,435	14.72	
K-3 Program 01 Teacher	137.440	13,451,832	97,874			1,958,768	14,252	14.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	18.731	1,621,969	86,593			262,646	14,022	14.73	
Grade T Program 09 Teacher	9.323	852,270	91,416			132,821	14,247	14.64	
PSES Program 01 Certificated	27.622	2,946,063	106,656			406,583	14,720	14.93	
PSES Program 09 Certificated	0.125	14,015	112,120			1,760	14,077	14.51	
PSES Program 21 Certificated	51.614	5,024,277	97,343			771,943	14,956	14.72	

Medical Lake School District (32326)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	94.082	8,225,507	87,429	2,000	21	1,613,325	17,148	15.97	
02	4.000	353,511	88,378			66,936	16,734	15.95	
09	2.313	167,070	72,231			38,706	16,734	15.99	
21	15.129	1,295,861	85,654			259,544	17,155	15.97	
24	4.125	330,479	80,116			69,028	16,734	15.99	
26	0.710	81,031	114,128			12,383	17,441	15.97	
31	8.550	631,390	73,847			126,342	14,777	15.98	
51	1.000	78,864	78,864			16,734	16,734	15.99	
55	2.600	243,269	93,565			43,508	16,734	15.95	
65	0.090	15,011	166,789			1,506	16,734	15.95	
74	0.008	712	89,000			3,347	418,350	15.93	
88	0.988	63,241	64,009			16,533	16,734	16.01	
89	2.474	182,063	73,591			41,400	16,734	16.00	
97	1.000	195,441	195,441			16,734	16,734	15.22	
K-12 Program 02 Instructional	4.000	353,511	88,378			66,936	16,734	15.95	
Program 21 Instructional	14.379	1,183,093	82,279			246,994	17,177	15.98	
Program 21 Administrative	0.750	112,768	150,357			12,551	16,734	15.95	
K-12 Program 21 Instructional	14.379	1,183,093	82,279			246,994	17,177	15.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 26, 56, and 59 Instructional	0.460	43,442	94,439			8,200	17,825	15.98	
Program 26, 56, and 59 Administrative	0.250	37,589	150,356			4,184	16,734	15.95	
Program 31 Instructional	8.200	574,486	70,059			120,485	14,693	15.99	
Program 31 Administrative	0.350	56,904	162,583			5,857	16,734	15.94	
K-3 BEA Instructional	40.647	3,215,538	79,109			691,683	17,017	15.98	
4-6 BEA Instructional	11.500	938,412	81,601			195,219	16,976	15.96	
7-8 BEA Instructional	19.897	1,753,741	88,141			343,047	17,241	15.97	
9-12 BEA Instructional	25.828	2,115,407	81,904			430,064	16,651	15.97	
K-12 BEA Instructional	97.872	8,023,098	81,975			1,660,013	16,961	15.97	
K-12 BEA Administrative	7.850	1,035,529	131,915	2,000	255	131,362	16,734	15.95	
BEA	107.632	9,405,849	87,389	2,000	19	1,823,337	16,940	15.95	
Instructional	126.069	10,294,427	81,657			2,141,952	16,990	15.97	
Administrative	11.000	1,569,023	142,638	2,000	182	184,074	16,734	15.86	
Other									
Active	137.069	11,863,450	86,551	2,000	15	2,326,026	16,970	15.96	
On Leave									

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	137.069	11,863,450	86,551	2,000	15	2,326,026	16,970	15.96	
Instructional for Funding Purposes	125.609	10,250,985	81,610			2,133,752	16,987	15.97	
Instructional for Compliance Purposes	125.609	10,250,985	81,610			2,133,752	16,987	15.97	
K-3 Program 01 Teacher	33.647	2,663,057	79,147			574,545	17,076	15.98	
K-3 Program 21 Teacher	2.000	158,578	79,289			33,468	16,734	15.98	
PSES Program 01 Certificated	5.500	453,319	82,422			100,404	18,255	15.99	
PSES Program 21 Certificated	6.379	588,643	92,278			113,122	17,733	15.98	

Mercer Island School District (17400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	213.137	22,980,679	107,821	3,189,061	14,962	3,519,505	16,513	16.09	
02	0.200	23,383	116,915	5,988	29,940	3,137	15,684	16.12	
21	36.063	3,544,201	98,278	517,482	14,349	614,813	17,048	16.16	
24	4.800	484,487	100,935	79,746	16,614	78,420	16,338	16.17	
31	17.875	1,799,756	100,686	223,720	12,516	304,662	17,044	16.11	
34	0.813	74,255	91,335	7,941	9,768	12,751	15,684	16.20	
51	1.000	106,622	106,622	17,007	17,007	15,684	15,684	16.15	
55	2.100	219,456	104,503	30,423	14,487	32,936	15,684	16.16	
58				227,990					
65	3.118	275,588	88,386	28,515	9,145	79,690	25,558	16.03	
74	0.330	56,927	172,506			5,176	15,684	16.02	
79	0.634	46,222	72,905	4,082	6,438	15,684	24,738	16.22	
89	0.400	41,319	103,298	4,130	10,325	7,058	17,645	16.17	
97	1.000	272,559	272,559	13,000	13,000	15,684	15,684	13.72	
K-12 Program 02 Instructional	0.200	23,383	116,915			3,137	15,684	16.12	
Program 21 Instructional	34.140	3,203,574	93,836	514,251	15,063	583,445	17,090	16.19	
Program 21 Administrative	1.923	340,627	177,133	3,231	1,680	31,368	16,312	15.79	
K-12 Program 21 Instructional	32.140	2,998,670	93,300			552,077	17,177	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.350	1,699,755	97,969	223,720	12,895	296,428	17,085	16.14	
Program 31 Administrative	0.525	100,001	190,478			8,234	15,684	15.49	
Program 34 Instructional	0.813	74,255	91,335	7,941	9,768	12,751	15,684	16.20	
K-3 BEA Instructional	65.813	6,670,182	101,351			1,043,143	15,850	16.14	
4-6 BEA Instructional	41.779	4,304,325	103,026			697,248	16,689	16.13	
7-8 BEA Instructional	33.892	3,489,759	102,967			581,265	17,150	16.16	
9-12 BEA Instructional	76.598	7,909,409	103,259			1,303,999	17,024	16.14	
K-12 BEA Instructional	218.082	22,373,675	102,593			3,625,655	16,625	16.14	
K-12 BEA Administrative	1.000	182,609	182,609			15,684	15,684	15.79	
BEA	233.025	25,150,632	107,931	3,439,710	14,761	3,855,739	16,546	16.07	
Instructional	264.274	26,750,943	101,224	4,281,165	16,200	4,438,572	16,795	16.15	
Administrative	16.196	3,065,314	189,264	67,920	4,194	250,944	15,494	15.39	
Active	280.470	29,816,257	106,308	4,349,085	15,506	4,689,516	16,720	16.08	
On Leave	1.000	109,197	109,197			15,684	15,684	16.16	
Certificated Total	281.470	29,925,454	106,318	4,349,085	15,451	4,705,200	16,717	16.08	
Instructional for Funding Purposes	264.274	26,750,943	101,224	4,281,165	16,200	4,438,572	16,795	16.15	
Instructional for Compliance Purposes	264.274	26,750,943	101,224	4,281,165	16,200	4,438,572	16,795	16.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	56.153	5,626,420	100,198			885,362	15,767	16.14	
K-3 Program 21 Teacher	2.814	222,541	79,084			55,349	19,669	16.22	
PSES Program 01 Certificated	8.850	840,408	94,961			138,803	15,684	16.17	
PSES Program 21 Certificated	12.939	1,182,600	91,398			235,260	18,182	16.21	

Meridian School District (37505)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	85.237	8,583,802	100,705	541,885	6,357	1,274,428	14,952	17.14	
02	8.398	939,935	111,924	55,810	6,646	100,477	11,964	17.36	
03	0.500	54,333	108,666	3,323	6,646	8	16	25.89	
09	2.968	286,581	96,557	21,124	7,117	46,574	15,692	17.15	
21	15.639	1,672,909	106,970	142,038	9,082	235,046	15,029	17.59	
24	1.920	217,206	113,128	19,284	10,044	20,718	10,791	17.15	
31	3.600	390,562	108,489	77,577	21,549	62,768	17,436	17.02	
51	1.592	159,792	100,372	9,072	5,698	24,982	15,692	17.10	
52				19,500					
55	3.240	334,576	103,264	32,886	10,150	40,836	12,604	17.16	
58	0.700	48,433	69,190	5,066	7,237	10,984	15,692	17.26	
65	2.100	214,443	102,116	13,113	6,244	32,953	15,692	17.09	
74	0.294	35,514	120,796	4,432	15,075	4,613	15,692	17.04	
79	0.200	24,159	120,795	3,590	17,950	3,138	15,692	17.02	
88	2.432	201,943	83,036	9,779	4,021	38,163	15,692	17.19	
97	4.200	705,221	167,910	64,153	15,275	65,906	15,692	16.02	
K-12 Program 02 Instructional	7.398	781,328	105,613	55,810	7,544	84,785	11,461	17.43	
Program 21 Instructional	14.639	1,507,236	102,960	142,038	9,703	219,354	14,984	17.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	165,673	165,673			15,692	15,692	17.07	
K-12 Program 21 Instructional	13.639	1,401,763	102,776	107,291	7,866	219,346	16,082	17.68	
Program 31 Instructional	3.300	335,324	101,613	77,577	23,508	58,060	17,594	17.10	
Program 31 Administrative	0.300	55,238	184,127			4,708	15,692	16.43	
K-3 BEA Instructional	34.873	3,285,885	94,224	231,989	6,652	512,423	14,694	17.35	
4-6 BEA Instructional	15.029	1,435,787	95,534	83,932	5,585	227,285	15,123	17.18	
7-8 BEA Instructional	15.752	1,535,023	97,449	98,132	6,230	245,071	15,558	17.06	
9-12 BEA Instructional	25.081	2,573,973	102,626	255,100	10,171	358,743	14,303	17.24	
K-12 BEA Instructional	90.735	8,830,668	97,324	669,153	7,375	1,343,521	14,807	17.24	
K-12 BEA Administrative	8.200	1,272,392	155,170	9,253	1,128	112,990	13,779	16.96	
BEA	101.935	10,673,853	104,712	742,748	7,286	1,503,588	14,750	17.12	
Instructional	120.820	11,860,551	98,167	958,479	7,933	1,785,838	14,781	17.28	
Administrative	12.200	2,008,858	164,660	64,153	5,258	175,758	14,406	16.59	
Active	133.020	13,869,409	104,266	1,022,632	7,688	1,961,596	14,747	17.18	
Certificated Total	133.020	13,869,409	104,266	1,022,632	7,688	1,961,596	14,747	17.18	
Instructional for Funding Purposes	120.820	11,860,551	98,167	958,479	7,933	1,785,838	14,781	17.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	120.820	11,860,551	98,167	958,479	7,933	1,785,838	14,781	17.28	
K-3 Program 01 Teacher	27.381	2,518,847	91,993	122,111	4,460	409,250	14,946	17.38	
K-3 Program 21 Teacher	1.931	192,539	99,709	6,551	3,393	26,208	13,572	17.15	
PSES Program 01 Certificated	7.100	746,600	105,155			117,690	16,576	17.08	
PSES Program 21 Certificated	5.201	529,065	101,724			87,875	16,896	18.72	

Methow Valley School District (24350)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.835	3,003,531	94,347	111,823	3,513	533,585	16,761	16.16	
21	0.300	29,559	98,530			4,705	15,684	16.24	
31	3.443	259,045	75,238	17,635	5,122	64,508	18,736	16.30	
34	0.825	66,439	80,532			15,527	18,821	16.24	
51	1.800	169,924	94,402	5,201	2,889	28,231	15,684	16.16	
52	0.135	13,920	103,111			2,117	15,684	16.12	
55	1.650	144,701	87,698			29,800	18,060	16.19	
58	1.227	115,704	94,298	52,112	42,471	19,260	15,697	16.14	
65	0.300	27,835	92,783			5,882	19,605	16.17	
79	9.733	881,233	90,541	49,939	5,131	159,004	16,337	16.19	
97	1.165	168,264	144,433	14,919	12,806	31,368	26,925	15.80	
Program 21 Instructional	0.300	29,559	98,530			4,705	15,684	16.24	
K-12 Program 21 Instructional	0.300	29,559	98,530			4,705	15,684	16.24	
Program 31 Instructional	3.443	259,045	75,238	17,635	5,122	64,508	18,736	16.30	
Program 34 Instructional	0.825	66,439	80,532			15,527	18,821	16.24	
K-3 BEA Instructional	12.726	1,151,219	90,462	5,303	417	204,080	16,036	16.17	
4-6 BEA Instructional	5.085	445,582	87,627	4,555	896	80,584	15,847	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	0.825	66,439	80,532	2,223	2,695	15,527	18,821	16.24	
9-12 BEA Instructional	14.822	1,268,830	85,605	55,651	3,755	271,882	18,343	16.21	
K-12 BEA Instructional	33.458	2,932,070	87,634	67,732	2,024	572,074	17,098	16.19	
K-12 BEA Administrative	0.645	91,603	142,020			10,179	15,781	16.06	
BEA	37.268	3,497,279	93,841	144,377	3,874	644,989	17,307	16.15	
Instructional	48.603	4,314,946	88,779	236,710	4,870	821,073	16,893	16.19	
Administrative	3.810	565,209	148,349	14,919	3,916	72,915	19,138	15.95	
Active	52.413	4,880,155	93,110	251,629	4,801	893,988	17,057	16.16	
Certificated Total	52.413	4,880,155	93,110	251,629	4,801	893,988	17,057	16.16	
Instructional for Funding Purposes	48.603	4,314,946	88,779	236,710	4,870	821,073	16,893	16.19	
Instructional for Compliance Purposes	48.603	4,314,946	88,779	236,710	4,870	821,073	16,893	16.19	
K-3 Program 01 Teacher	11.826	1,086,957	91,912	2,760	233	189,965	16,063	16.16	
PSES Program 01 Certificated	1.900	129,852	68,343			29,800	15,684	16.35	

Mill A School District (30031)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.100	901,016	89,210	25,900	2,564	172,524	17,082	15.86	
97	0.800	108,000	135,000			12,547	15,684	15.26	
99	0.200	27,000	135,000			3,137	15,684	15.26	
K-3 BEA Instructional	1.151	87,990	76,447			21,377	18,573	15.93	
4-6 BEA Instructional	1.000	69,844	69,844			15,684	15,684	15.93	
7-8 BEA Instructional	0.667	65,601	98,352			10,461	15,684	15.93	
9-12 BEA Instructional	7.282	677,581	93,049			125,001	17,166	15.84	
K-12 BEA Instructional	10.100	901,016	89,210			172,524	17,082	15.86	
BEA	10.900	1,009,016	92,570	25,900	2,376	185,071	16,979	15.80	
Instructional	10.100	901,016	89,210	25,900	2,564	172,524	17,082	15.86	
Administrative	1.000	135,000	135,000			15,684	15,684	15.26	
Active	11.100	1,036,016	93,335	25,900	2,333	188,208	16,956	15.79	
On Leave									
Certificated Total	11.100	1,036,016	93,335	25,900	2,333	188,208	16,956	15.79	
Instructional for Funding Purposes	10.100	901,016	89,210	25,900	2,564	172,524	17,082	15.86	
Instructional for Compliance Purposes	10.100	901,016	89,210	25,900	2,564	172,524	17,082	15.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	0.651	49,353	75,811			13,535	20,792	15.93	
PSES Program 01 Certificated	1.000	89,000	89,000			15,684	15,684	15.93	

Monroe School District (31103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	241.696	28,689,680	118,702	923,339	3,820	4,060,169	16,799	15.99	
02	44.722	5,237,393	117,110	226,328	5,061	830,978	18,581	15.86	
21	52.513	5,638,913	107,381	154,646	2,945	871,627	16,598	15.93	
24	6.300	782,473	124,202	22,898	3,635	104,101	16,524	14.76	
31	16.892	2,035,497	120,501	54,532	3,228	285,150	16,881	15.98	
34	3.860	519,846	134,675	14,579	3,777	63,783	16,524	15.96	
51	1.400	144,739	103,385	4,236	3,026	23,134	16,524	16.13	
52	0.600	60,878	101,463	1,069	1,782	9,914	16,524	16.15	
55	5.823	680,570	116,876	19,081	3,277	110,661	19,004	16.08	
58	0.100	13,881	138,810	406	4,060	1,652	16,524	16.01	
64	0.400	54,103	135,258	1,584	3,960	6,610	16,524	16.02	
65	10.434	1,248,115	119,620	35,684	3,420	190,092	18,219	15.72	
73				3,000					
74	0.600	66,927	111,545	1,484	2,473	9,914	16,524	16.10	
79	0.499	53,268	106,749	1,559	3,124	8,245	16,524	16.12	
97	2.000	523,550	261,775	18,825	9,413	33,048	16,524	13.56	
K-12 Program 02 Instructional	42.293	4,802,166	113,545	47,112	1,114	783,618	18,528	15.89	
Program 21 Instructional	50.513	5,214,901	103,239	152,520	3,019	838,579	16,601	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	2.000	424,012	212,006	2,126	1,063	33,048	16,524	14.88	
K-12 Program 21 Instructional	47.813	4,897,057	102,421	97,321	2,035	793,964	16,606	16.01	
Program 31 Instructional	14.869	1,645,590	110,673	48,143	3,238	251,413	16,909	16.11	
Program 31 Administrative	2.023	389,907	192,737	6,389	3,158	33,737	16,677	15.39	
Program 34 Instructional	3.600	469,294	130,359	13,735	3,815	59,486	16,524	16.03	
Program 34 Administrative	0.260	50,552	194,431	844	3,246	4,296	16,524	15.28	
K-3 BEA Instructional	100.203	11,036,687	110,143	239,310	2,388	1,700,742	16,973	16.03	
4-6 BEA Instructional	61.079	6,894,977	112,886	116,655	1,910	1,045,841	17,123	16.06	
7-8 BEA Instructional	41.571	4,641,483	111,652	106,670	2,566	718,943	17,294	16.10	
9-12 BEA Instructional	77.523	9,114,428	117,571	228,671	2,950	1,315,955	16,975	16.01	
K-12 BEA Instructional	283.432	32,051,259	113,083	691,306	2,439	4,831,053	17,045	16.04	
K-12 BEA Administrative	10.387	1,980,866	190,706	126,338	12,163	179,582	17,289	15.48	
BEA	309.170	37,005,966	119,695	1,237,603	4,003	5,273,127	17,056	15.94	
Instructional	360.077	40,368,795	112,112	1,196,637	3,323	6,133,031	17,033	16.00	
Administrative	26.716	5,259,261	196,858	286,613	10,728	457,888	17,139	15.24	
Active	386.793	45,628,056	117,965	1,483,250	3,835	6,590,919	17,040	15.91	
On Leave	1.046	121,777	116,422			18,160	17,361	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	387.839	45,749,833	117,961	1,483,250	3,824	6,609,079	17,041	15.91	
Instructional for Funding Purposes	360.077	40,368,795	112,112	1,196,637	3,323	6,133,031	17,033	16.00	
Instructional for Compliance Purposes	360.077	40,368,795	112,112	1,196,637	3,323	6,133,031	17,033	16.00	
K-3 Program 01 Teacher	80.785	9,002,265	111,435	217,208	2,689	1,351,343	16,728	16.08	
K-3 Program 21 Teacher	9.167	875,570	95,513	8,205	895	150,782	16,448	15.81	
PSES Program 01 Certificated	15.574	1,620,229	104,034			267,970	17,206	15.98	
PSES Program 21 Certificated	18.213	1,931,539	106,053			297,432	16,331	16.03	

Montesano School District (14066)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	64.804	7,179,764	110,792	232,615	3,590	1,065,797	16,446	16.71	
09	4.000	304,240	76,060	5,080	1,270	63,936	15,984	16.98	
21	12.230	1,309,227	107,050	98,861	8,083	201,833	16,503	16.85	
24	1.520	177,295	116,641			24,296	15,984	16.82	
31	8.180	778,986	95,231	37,856	4,628	130,539	15,958	16.60	
34	1.700	181,098	106,528	7,545	4,438	27,143	15,966	16.69	
51	0.625	83,932	134,291			9,953	15,924	16.55	
55	0.791	104,324	131,889			12,606	15,937	16.60	
58				45,598					
65	0.333	40,907	122,844			5,323	15,984	16.80	
74	0.501	61,545	122,844			8,008	15,984	16.80	
97	1.950	395,641	202,893			30,584	15,684	15.10	
Program 21 Instructional	12.080	1,282,215	106,144	98,861	8,184	199,480	16,513	16.87	
Program 21 Administrative	0.150	27,012	180,080			2,353	15,684	15.85	
K-12 Program 21 Instructional	11.080	1,205,069	108,761			183,496	16,561	16.85	
Program 31 Instructional	7.480	670,137	89,591	29,563	3,952	119,560	15,984	16.69	
Program 31 Administrative	0.700	108,849	155,499			10,979	15,684	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.600	163,090	101,931	7,545	4,716	25,574	15,984	16.77	
Program 34 Administrative	0.100	18,008	180,080			1,568	15,684	15.85	
K-3 BEA Instructional	21.813	2,428,095	111,314	5,331	244	348,659	15,984	16.84	
4-6 BEA Instructional	14.174	1,516,391	106,984	7,595	536	237,474	16,754	16.88	
7-8 BEA Instructional	8.777	983,401	112,043	10,962	1,249	147,712	16,829	16.69	
9-12 BEA Instructional	25.270	2,500,253	98,942	95,808	3,791	416,703	16,490	16.64	
K-12 BEA Instructional	70.034	7,428,140	106,065	119,696	1,709	1,150,548	16,428	16.76	
K-12 BEA Administrative	3.450	517,473	149,992			54,110	15,684	16.04	
BEA	76.634	8,535,489	111,380	278,016	3,628	1,254,062	16,364	16.63	
Instructional	89.634	9,437,578	105,290	419,262	4,677	1,470,228	16,403	16.78	
Administrative	7.000	1,179,381	168,483			109,788	15,684	15.71	
Other				8,293					
Active	96.634	10,616,959	109,868	427,555	4,424	1,580,016	16,351	16.67	
Certificated Total	96.634	10,616,959	109,868	427,555	4,424	1,580,016	16,351	16.67	
Instructional for Funding Purposes	89.634	9,437,578	105,290	419,262	4,677	1,470,228	16,403	16.78	
Instructional for Compliance Purposes	89.634	9,437,578	105,290	419,262	4,677	1,470,228	16,403	16.78	
K-3 Program 01 Teacher	20.143	2,249,432	111,673	5,331	265	321,966	15,984	16.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	2.750	278,124	101,136			43,956	15,984	16.85	
Grade T Program 09 Teacher	4.000	304,240	76,060			63,936	15,984	16.98	
PSES Program 01 Certificated	3.120	342,123	109,655			49,870	15,984	16.84	
PSES Program 21 Certificated	3.600	413,518	114,866			63,936	17,760	16.88	

Morton School District (21214)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.814	1,792,810	90,482	38,515	1,944	328,784	16,594	15.99	
09	1.000	87,351	87,351	1,734	1,734	15,684	15,684	16.08	
21	3.000	208,950	69,650	7,738	2,579	47,052	15,684	15.91	
31	4.450	419,269	94,218	15,853	3,562	76,961	17,295	16.07	
34	2.206	185,506	84,092	4,815	2,183	40,465	18,343	16.09	
51	0.350	31,143	88,980			5,489	15,684	16.08	
55	0.200	28,095	140,475			3,137	15,684	16.03	
74				3,150					
97	1.000	174,661	174,661	5,050	5,050	15,684	15,684	15.88	
Program 21 Instructional	3.000	208,950	69,650	7,738	2,579	47,052	15,684	15.91	
K-12 Program 21 Instructional	2.840	194,646	68,537	3,311	1,166	44,543	15,684	15.90	
Program 31 Instructional	4.290	396,020	92,312	13,853	3,229	74,452	17,355	16.07	
Program 31 Administrative	0.160	23,249	145,306	2,000	12,500	2,509	15,684	16.03	
Program 34 Instructional	2.116	172,428	81,488	2,815	1,330	39,053	18,456	16.09	
Program 34 Administrative	0.090	13,078	145,311	2,000	22,222	1,412	15,684	16.03	
K-3 BEA Instructional	9.445	817,195	86,521			154,487	16,357	16.02	
4-6 BEA Instructional	4.161	294,473	70,770			70,578	16,962	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	3.653	309,517	84,730	522	143	65,057	17,809	16.04	
9-12 BEA Instructional	6.198	554,354	89,441	5,728	924	108,831	17,559	16.01	
K-12 BEA Instructional	23.457	1,975,539	84,220	6,250	266	398,954	17,008	16.01	
K-12 BEA Administrative	1.750	247,113	141,207			27,447	15,684	16.03	
BEA	27.470	2,572,246	93,638	64,233	2,338	461,894	16,814	16.01	
Instructional	27.757	2,295,856	82,713	59,655	2,149	466,395	16,803	16.01	
Administrative	4.000	602,304	150,576	9,050	2,263	62,736	15,684	15.99	
Other	0.263	29,625	112,643	8,150	30,989	4,125	15,684	16.04	
Active	32.020	2,927,785	91,436	76,855	2,400	533,256	16,654	16.00	
Certificated Total	32.020	2,927,785	91,436	76,855	2,400	533,256	16,654	16.00	
Instructional for Funding Purposes	27.757	2,295,856	82,713	59,655	2,149	466,395	16,803	16.01	
Instructional for Compliance Purposes	27.757	2,295,856	82,713	59,655	2,149	466,395	16,803	16.01	
K-3 Program 01 Teacher	7.350	635,424	86,452			115,277	15,684	16.09	
K-3 Program 21 Teacher	0.610	54,534	89,400			9,567	15,684	16.08	
Grade T Program 09 Teacher	1.000	87,351	87,351			15,684	15,684	16.08	
PSES Program 01 Certificated	3.190	268,693	84,230			62,736	19,666	15.69	

Moses Lake School District (13161)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	354.624	36,424,034	102,712	250,727	707	5,561,060	15,682	16.74	
02	10.820	1,193,116	110,270	13,471	1,245	169,701	15,684	16.85	
03	1.348	148,311	110,023			21,142	15,684	16.55	
21	82.550	7,642,915	92,585	712,928	8,636	1,301,066	15,761	17.15	
24	3.000	266,880	88,960	28,607	9,536	47,052	15,684	16.91	
31	28.256	2,793,654	98,869	322,718	11,421	437,939	15,499	17.34	
34	3.372	356,685	105,778	8,085	2,398	52,886	15,684	16.67	
45	15.000	1,437,235	95,816	104,283	6,952	250,944	16,730	16.96	
51	20.475	2,029,662	99,129	285,044	13,922	321,961	15,725	16.84	
52	0.005	611	122,200	201,735	40,347,000	78	15,684	16.55	
53	0.200	33,800	169,000			3,137	15,684	16.76	
55	6.311	796,877	126,268	1,203,077	190,632	101,115	16,022	16.75	
58	0.500	50,233	100,466	7,545	15,090	7,842	15,684	16.82	
64	1.000	109,982	109,982	2,444	2,444	15,684	15,684	16.80	
65	4.000	385,023	96,256	6,112	1,528	62,736	15,684	16.72	
74	1.000	109,982	109,982			15,684	15,684	16.55	
88	1.000	162,919	162,919	500	500	15,684	15,684	16.12	
97	1.000	217,000	217,000	17,850	17,850	15,684	15,684	14.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	9.820	1,022,132	104,087			154,017	15,684	16.97	
Program 21 Instructional	78.833	7,168,339	90,931	712,928	9,044	1,238,330	15,708	17.20	
Program 21 Administrative	1.831	313,729	171,343			31,368	17,132	15.96	
K-12 Program 21 Instructional	74.911	6,818,672	91,024	20,000	267	1,176,818	15,710	17.23	
Program 31 Instructional	27.406	2,655,173	96,883	322,718	11,775	424,608	15,493	17.39	
Program 31 Administrative	0.850	138,481	162,919			13,331	15,684	16.12	
Program 34 Instructional	3.222	332,247	103,118	8,085	2,509	50,534	15,684	16.71	
Program 34 Administrative	0.150	24,438	162,920			2,353	15,684	16.12	
K-3 BEA Instructional	143.968	14,205,954	98,674			2,258,245	15,686	16.75	
4-6 BEA Instructional	71.523	6,861,131	95,929			1,121,767	15,684	16.84	
7-8 BEA Instructional	58.667	5,990,068	102,103			921,764	15,712	16.71	
9-12 BEA Instructional	108.214	10,427,387	96,359	36,029	333	1,707,684	15,781	17.13	
K-12 BEA Instructional	382.372	37,484,540	98,032	36,029	94	6,009,461	15,716	16.87	
BEA	414.420	42,570,035	102,722	717,134	1,730	6,509,357	15,707	16.78	
Instructional	494.750	47,948,737	96,915	3,102,718	6,271	7,774,036	15,713	16.92	
Administrative	34.325	5,714,917	166,494	62,408	1,818	541,098	15,764	16.09	
Other	0.479	66,787	139,430			7,842	16,372	16.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	529.554	53,730,441	101,464	3,165,126	5,977	8,322,976	15,717	16.83	
On Leave	4.907	428,478	87,320			78,420	15,981	16.86	
Certificated Total	534.461	54,158,919	101,334	3,165,126	5,922	8,401,396	15,719	16.83	
Instructional for Funding Purposes	494.750	47,948,737	96,915	3,102,718	6,271	7,774,036	15,713	16.92	
Instructional for Compliance Purposes	494.750	47,948,737	96,915	3,102,718	6,271	7,774,036	15,713	16.92	
K-3 Program 01 Teacher	121.150	12,064,436	99,583			1,900,368	15,686	16.73	
K-3 Program 21 Teacher	12.449	1,144,833	91,962			195,250	15,684	16.99	
PSES Program 01 Certificated	30.600	2,962,865	96,826			479,930	15,684	16.75	
PSES Program 21 Certificated	30.078	2,889,853	96,079			471,743	15,684	17.43	

Mossyrock School District (21206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	30.120	2,565,315	85,170	66,196	2,198	465,564	15,457	15.98	
02	0.410	44,168	107,727			6,430	15,684	15.44	
09	2.125	198,645	93,480			33,329	15,684	16.34	
21	7.360	664,120	90,234	3,845	522	140,529	19,094	16.21	
31	3.234	312,228	96,545	23,846	7,374	51,130	15,810	15.94	
34	0.940	94,049	100,052			14,743	15,684	16.19	
51	0.980	71,849	73,315			15,370	15,684	16.53	
52	0.250	26,932	107,728			3,921	15,684	15.44	
55	3.133	246,627	78,719			49,561	15,819	16.08	
58				36,000					
65	0.980	94,334	96,259			15,370	15,684	16.32	
74	0.143	9,190	64,266			3,937	27,529	16.03	
97	1.000	165,000	165,000			15,684	15,684	16.15	
K-12 Program 02 Instructional	0.410	44,168	107,727			6,430	15,684	15.44	
Program 21 Instructional	3.960	330,188	83,381	3,845	971	62,109	15,684	16.18	
K-12 Program 21 Instructional	3.960	330,188	83,381	3,845	971	62,109	15,684	16.18	
Program 31 Instructional	3.234	312,228	96,545	23,846	7,374	51,130	15,810	15.94	
Program 34 Instructional	0.940	94,049	100,052			14,743	15,684	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	9.310	741,080	79,600	20,969	2,252	146,159	15,699	16.14	
4-6 BEA Instructional	6.930	534,188	77,083			111,184	16,044	16.05	
7-8 BEA Instructional	3.198	302,383	94,554			49,859	15,591	15.63	
9-12 BEA Instructional	13.172	1,152,486	87,495	16,688	1,267	198,559	15,074	15.86	
K-12 BEA Instructional	32.610	2,730,137	83,721	37,657	1,155	505,762	15,509	15.95	
K-12 BEA Administrative	2.000	280,000	140,000			31,368	15,684	16.24	
BEA	35.704	3,180,760	89,087	90,042	2,522	553,551	15,504	15.98	
Instructional	44.181	3,707,902	83,925	129,887	2,940	689,359	15,603	16.01	
Administrative	3.000	445,000	148,333			47,052	15,684	16.20	
Other	0.094	5,623	59,819			737	7,842	15.32	
Active	47.275	4,158,525	87,965	129,887	2,747	737,148	15,593	16.03	
K-12 Program 21 Contracted	3.400	333,932	98,215			78,420	23,065	16.25	
Certificated Total	50.675	4,492,457	88,652	129,887	2,563	815,568	16,094	16.05	
Instructional for Funding Purposes	47.581	4,041,834	84,946	129,887	2,730	767,779	16,136	16.03	
Instructional for Compliance Purposes	44.181	3,707,902	83,925	129,887	2,940	689,359	15,603	16.01	
K-3 Program 01 Teacher	9.299	740,345	79,616			145,846	15,684	16.14	
K-3 Program 21 Teacher	1.002	96,314	96,122			15,715	15,684	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.125	198,645	93,480			33,329	15,684	16.34	
PSES Program 01 Certificated	1.000	107,728	107,728			15,684	15,684	15.41	
PSES Program 21 Certificated	3.400	333,932	98,215			78,420	23,065	16.25	

Mount Adams School District (39209)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	50.711	4,711,931	92,917	128,351	2,531	798,159	15,739	16.51	
21	6.517	612,695	94,015	1,005	154	102,213	15,684	15.19	
24	0.150	8,556	57,040			2,353	15,684	16.69	
31	5.563	435,449	78,276	18,410	3,309	87,250	15,684	16.52	
51	0.986	87,138	88,375	35,134	35,633	11,763	11,930	14.97	
53	0.300	40,583	135,277	385	1,283	4,705	15,684	16.38	
55	2.800	276,580	98,779	31,972	11,419	43,915	15,684	16.48	
68	1.000	62,659	62,659			15,684	15,684	16.69	
69	1.030	129,040	125,282	641	622	16,155	15,684	16.48	
74				8,100					
97	1.000	293,448	293,448	8,400	8,400	15,684	15,684	13.27	
Program 21 Instructional	5.850	504,146	86,179			91,751	15,684	14.95	
Program 21 Administrative	0.667	108,549	162,742	1,005	1,507	10,461	15,684	16.32	
K-12 Program 21 Instructional	5.000	455,659	91,132			78,420	15,684	14.76	
Program 31 Instructional	5.330	404,075	75,811	18,113	3,398	83,596	15,684	16.53	
Program 31 Administrative	0.233	31,374	134,652	297	1,275	3,654	15,684	16.38	
K-3 BEA Instructional	15.275	1,327,904	86,933	27,064	1,772	240,765	15,762	16.55	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	10.860	936,270	86,213	16,137	1,486	171,222	15,766	16.55	
7-8 BEA Instructional	7.686	677,303	88,122	21,106	2,746	121,269	15,778	16.56	
9-12 BEA Instructional	16.470	1,372,330	83,323	65,501	3,977	258,315	15,684	16.50	
K-12 BEA Instructional	50.291	4,313,807	85,777	129,808	2,581	791,571	15,740	16.54	
K-12 BEA Administrative	5.333	728,544	136,611	4,963	931	83,643	15,684	16.37	
BEA	57.274	5,440,828	94,996	155,161	2,709	901,093	15,733	16.34	
Instructional	61.057	5,218,986	85,477	201,932	3,307	956,724	15,669	16.36	
Administrative	9.000	1,439,093	159,899	22,466	2,496	141,156	15,684	15.72	
Other				8,000					
Active	70.057	6,658,079	95,038	232,398	3,317	1,097,880	15,671	16.23	
Certificated Total	70.057	6,658,079	95,038	232,398	3,317	1,097,880	15,671	16.23	
Instructional for Funding Purposes	61.057	5,218,986	85,477	201,932	3,307	956,724	15,669	16.36	
Instructional for Compliance Purposes	61.057	5,218,986	85,477	201,932	3,307	956,724	15,669	16.36	
K-3 Program 01 Teacher	14.468	1,262,407	87,255	20,759	1,435	228,108	15,766	16.56	
K-3 Program 21 Teacher	0.444	33,744	76,000			6,964	15,684	16.64	
PSES Program 01 Certificated	2.000	199,545	99,773			31,368	15,684	16.46	

Mount Baker School District (37507)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	73.067	8,217,229	112,462	719,272	9,844	1,145,904	15,683	15.73	
02	1.000	107,408	107,408	9,767	9,767	15,684	15,684	15.90	
21	25.338	2,569,224	101,398	221,915	8,758	423,954	16,732	15.84	
24	2.000	166,557	83,279	14,261	7,131	31,368	15,684	15.89	
31	5.295	558,792	105,532	119,165	22,505	83,047	15,684	15.99	
34	0.420	38,430	91,500	4,805	11,440	6,587	15,684	16.16	
51	2.059	214,119	103,992	19,338	9,392	29,768	14,458	14.87	
52	0.519	43,724	84,247	2,848	5,487	15,684	30,220	15.91	
55	3.742	391,816	104,708	31,704	8,472	62,260	16,638	15.75	
58				260,195					
65	1.000	81,079	81,079	5,947	5,947	15,684	15,684	15.91	
74	0.241	32,325	134,129	1,526	6,332	3,780	15,684	15.65	
97	1.000	250,833	250,833	12,200	12,200	15,684	15,684	13.57	
K-12 Program 02 Instructional	1.000	107,408	107,408			15,684	15,684	15.90	
Program 21 Instructional	24.488	2,392,211	97,689	221,915	9,062	410,623	16,768	15.90	
Program 21 Administrative	0.850	177,013	208,251			13,331	15,684	14.93	
K-12 Program 21 Instructional	21.538	2,065,802	95,914			363,571	16,880	15.90	
Program 31 Instructional	5.170	529,680	102,453	119,165	23,049	81,086	15,684	16.05	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.125	29,112	232,896			1,961	15,684	14.49	
Program 34 Instructional	0.420	38,430	91,500	4,805	11,440	6,587	15,684	16.16	
K-3 BEA Instructional	26.216	2,619,478	99,919			411,172	15,684	15.90	
4-6 BEA Instructional	13.964	1,368,870	98,029			218,933	15,678	15.55	
7-8 BEA Instructional	11.745	1,261,918	107,443			184,209	15,684	15.90	
9-12 BEA Instructional	21.900	2,451,116	111,923			343,480	15,684	15.93	
K-12 BEA Instructional	73.825	7,701,382	104,319			1,157,793	15,683	15.85	
K-12 BEA Administrative	2.487	545,012	219,144			39,006	15,684	14.83	
BEA	80.782	9,172,692	113,549	865,209	10,710	1,266,906	15,683	15.69	
Instructional	107.681	10,983,050	101,996	1,410,743	13,101	1,723,933	16,010	15.84	
Administrative	8.000	1,688,486	211,061	12,200	1,525	125,472	15,684	14.78	
Active	115.681	12,671,536	109,539	1,422,943	12,301	1,849,405	15,987	15.72	
Certificated Total	115.681	12,671,536	109,539	1,422,943	12,301	1,849,405	15,987	15.72	
Instructional for Funding Purposes	107.681	10,983,050	101,996	1,410,743	13,101	1,723,933	16,010	15.84	
Instructional for Compliance Purposes	107.681	10,983,050	101,996	1,410,743	13,101	1,723,933	16,010	15.84	
K-3 Program 01 Teacher	22.216	2,208,909	99,429			348,436	15,684	15.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	5.620	463,194	82,419			90,371	16,080	15.91	
PSES Program 01 Certificated	5.750	619,677	107,770			90,183	15,684	15.89	
PSES Program 21 Certificated	6.499	634,106	97,570			125,472	19,306	15.91	

Mount Pleasant School District (30029)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.000	470,571	94,114	18,301	3,660	78,420	15,684	15.93	
58				6,514					
97	0.373	61,805	165,697			15,684	42,048	15.93	
K-3 BEA Instructional	2.334	237,492	101,753	8,186	3,507	36,606	15,684	15.93	
4-6 BEA Instructional	1.749	158,962	90,887	3,826	2,188	27,431	15,684	15.93	
7-8 BEA Instructional	0.917	74,117	80,826			14,382	15,684	15.93	
K-12 BEA Instructional	5.000	470,571	94,114	12,012	2,402	78,420	15,684	15.93	
BEA	5.373	532,376	99,084	18,301	3,406	94,104	17,514	15.93	
Instructional	5.000	470,571	94,114	24,815	4,963	78,420	15,684	15.93	
Administrative	0.373	61,805	165,697			15,684	42,048	15.93	
Active	5.373	532,376	99,084	24,815	4,618	94,104	17,514	15.93	
On Leave									
Certificated Total	5.373	532,376	99,084	24,815	4,618	94,104	17,514	15.93	
Instructional for Funding Purposes	5.000	470,571	94,114	24,815	4,963	78,420	15,684	15.93	
Instructional for Compliance Purposes	5.000	470,571	94,114	24,815	4,963	78,420	15,684	15.93	
K-3 Program 01 Teacher	2.334	237,492	101,753	8,186	3,507	36,606	15,684	15.93	

Mount Vernon School District (29320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	295.582	36,700,660	124,164	1,152,371	3,899	5,075,753	17,172	16.21	
02	19.046	2,323,924	122,016	77,225	4,055	398,462	20,921	16.25	
03	1.500	231,357	154,238	3,723	2,482	25,326	16,884	15.97	
09	11.000	1,210,997	110,091	33,107	3,010	185,724	16,884	16.30	
21	57.989	6,552,105	112,989	429,835	7,412	1,007,412	17,372	16.23	
24	8.000	890,871	111,359	56,671	7,084	135,072	16,884	16.28	
31	20.550	2,512,329	122,254	75,362	3,667	361,673	17,600	16.24	
34	1.869	227,997	121,989	5,222	2,794	31,556	16,884	16.20	
45	17.500	1,959,163	111,952	50,310	2,875	329,238	18,814	16.14	
51	3.546	453,859	127,992	11,683	3,295	61,559	17,360	16.22	
52	1.000	167,394	167,394	1,944	1,944	16,884	16,884	15.83	
53	0.250	50,185	200,740			4,221	16,884	15.35	
55	17.046	2,281,716	133,856	66,880	3,924	304,689	17,874	16.21	
58	0.350	45,271	129,346	584	1,669	5,909	16,884	16.23	
64				117					
65	18.014	1,994,043	110,694	52,209	2,898	312,590	17,353	16.29	
74	3.500	475,003	135,715	15,141	4,326	67,536	19,296	16.27	
97	2.000	487,703	243,852	5,000	2,500	33,768	16,884	14.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	17.046	1,929,834	113,213	52,860	3,101	364,694	21,395	16.40	
Program 21 Instructional	55.989	6,126,176	109,417	429,835	7,677	973,644	17,390	16.31	
Program 21 Administrative	2.000	425,929	212,965			33,768	16,884	15.09	
K-12 Program 21 Instructional	55.989	6,126,176	109,417	148,132	2,646	973,644	17,390	16.31	
Program 31 Instructional	19.050	2,226,021	116,851	75,362	3,956	336,347	17,656	16.31	
Program 31 Administrative	1.500	286,308	190,872			25,326	16,884	15.70	
Program 34 Instructional	1.452	151,323	104,217	5,222	3,596	24,516	16,884	16.32	
Program 34 Administrative	0.417	76,674	183,871			7,041	16,884	15.97	
K-3 BEA Instructional	117.797	13,507,094	114,664	330,226	2,803	2,028,714	17,222	16.29	
4-6 BEA Instructional	57.898	7,021,682	121,277	154,346	2,666	994,029	17,169	16.28	
7-8 BEA Instructional	47.583	5,368,555	112,825	120,969	2,542	870,927	18,303	16.32	
9-12 BEA Instructional	102.354	12,254,694	119,729	306,142	2,991	1,813,275	17,716	16.29	
K-12 BEA Instructional	325.632	38,152,025	117,163	911,683	2,800	5,706,945	17,526	16.29	
K-12 BEA Administrative	8.904	1,740,716	195,498			151,956	17,066	15.62	
BEA	358.047	44,443,133	124,127	1,369,213	3,824	6,255,776	17,472	16.19	
Instructional	442.327	51,457,923	116,335	2,014,384	4,554	7,741,006	17,501	16.29	
Administrative	34.904	6,902,355	197,753	23,000	659	590,940	16,930	15.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	1.000	139,979	139,979			16,884	16,884	16.21	
Active	478.231	58,500,257	122,326	2,037,384	4,260	8,348,830	17,458	16.20	
On Leave	0.511	64,320	125,871			8,543	16,719	16.24	
Certificated Total	478.742	58,564,577	122,330	2,037,384	4,256	8,357,373	17,457	16.20	
Instructional for Funding Purposes	442.327	51,457,923	116,335	2,014,384	4,554	7,741,006	17,501	16.29	
Instructional for Compliance Purposes	442.327	51,457,923	116,335	2,014,384	4,554	7,741,006	17,501	16.29	
K-3 Program 01 Teacher	97.912	11,064,881	113,008	241,238	2,464	1,669,760	17,054	16.29	
K-3 Program 21 Teacher	16.236	1,581,303	97,395	44,646	2,750	274,196	16,888	16.34	
Grade T Program 09 Teacher	10.000	1,071,018	107,102	23,522	2,352	168,840	16,884	16.31	
PSES Program 01 Certificated	21.503	2,437,338	113,349			382,423	17,785	16.30	
PSES Program 21 Certificated	13.467	1,489,657	110,615			253,260	18,806	16.33	

Muckleshoot Indian Tribe (17903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	39.407	4,262,670	108,170			682,025	17,307	9.77	
21	8.785	1,131,856	128,840			180,125	20,504	9.07	
31	3.170	345,239	108,908			55,237	17,425	8.65	
55	3.000	356,552	118,851			57,048	19,016	10.09	
68	2.000	249,245	124,623			39,880	19,940	8.65	
69	8.196	1,025,591	125,133			165,066	20,140	9.56	
97	0.996	194,250	195,030			31,080	31,205	8.07	
Program 21 Instructional	3.000	376,017	125,339			60,162	20,054	10.07	
Program 21 Administrative	1.785	311,624	174,579			48,889	27,389	8.46	
K-12 Program 21 Instructional	3.000	376,017	125,339			60,162	20,054	10.07	
Program 31 Instructional	3.170	345,239	108,908			55,237	17,425	8.65	
K-3 BEA Instructional	11.709	1,216,414	103,887			194,624	16,622	10.19	
4-6 BEA Instructional	4.000	478,274	119,569			76,524	19,131	10.80	
7-8 BEA Instructional	9.510	971,343	102,139			155,415	16,342	9.23	
9-12 BEA Instructional	15.358	1,609,410	104,793			257,504	16,767	9.45	
K-12 BEA Instructional	40.577	4,275,441	105,366			684,068	16,859	9.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	2.000	332,468	166,234			53,194	26,597	8.65	
BEA	43.573	4,802,159	110,210			768,342	17,633	9.62	
Instructional	53.773	5,838,388	108,575			935,110	17,390	9.80	
Administrative	7.781	1,282,800	164,863			204,277	26,253	8.52	
Active	61.554	7,121,188	115,690			1,139,387	18,510	9.57	
K-12 Program 21 Contracted	4.000	444,215	111,054			71,074	17,769	8.65	
Certificated Total	65.554	7,565,403	115,407			1,210,461	18,465	9.52	
Instructional for Funding Purposes	57.773	6,282,603	108,746			1,006,184	17,416	9.72	
Instructional for Compliance Purposes	53.773	5,838,388	108,575			935,110	17,390	9.80	
K-3 Program 01 Teacher	8.000	763,449	95,431			122,150	15,269	10.31	
PSES Program 01 Certificated	4.000	511,632	127,908			81,861	20,465	9.69	

Mukilteo School District (31006)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	732.056	91,510,603	125,005	14,504,504	19,813	11,742,046	16,040	16.53	
02	1.000	126,206	126,206	19,015	19,015	15,684	15,684	16.62	
21	182.934	20,423,094	111,642	3,828,470	20,928	3,050,569	16,676	16.50	
24	17.842	2,287,485	128,208	428,639	24,024	291,205	16,321	16.57	
31	27.468	3,209,714	116,853	487,251	17,739	452,138	16,461	16.60	
34	9.067	1,074,755	118,535	167,203	18,441	142,207	15,684	16.71	
45	33.530	4,024,544	120,028	81,190	2,421	535,875	15,982	16.87	
46	0.200	26,938	134,690	449	2,245	3,137	15,684	16.66	
51	14.811	1,912,615	129,135	290,098	19,587	263,178	17,769	16.73	
52	2.000	269,039	134,520	55,470	27,735	31,368	15,684	16.62	
55	32.844	4,228,560	128,747	608,127	18,516	544,533	16,579	16.49	
58	1.000	134,519	134,519	949,733	949,733	15,684	15,684	16.61	
65	36.962	4,537,617	122,764	696,607	18,847	611,456	16,543	16.52	
74	1.770	232,051	131,102	35,250	19,915	27,761	15,684	16.62	
97	2.976	785,487	263,941	75,353	25,320	47,052	15,810	13.82	
K-12 Program 02 Instructional	1.000	126,206	126,206			15,684	15,684	16.62	
Program 21 Instructional	180.574	19,922,365	110,328	3,822,770	21,170	3,013,100	16,686	16.52	
Program 21 Administrative	2.360	500,729	212,173	5,700	2,415	37,469	15,877	15.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	163.663	17,968,623	109,790			2,728,122	16,669	16.54	
Program 31 Instructional	26.776	3,055,607	114,117	486,111	18,155	441,160	16,476	16.66	
Program 31 Administrative	0.692	154,107	222,698	1,140	1,647	10,979	15,865	15.08	
Program 34 Instructional	9.067	1,074,755	118,535	167,203	18,441	142,207	15,684	16.71	
K-3 BEA Instructional	278.540	33,555,668	120,470	18,410	66	4,495,097	16,138	16.64	
4-6 BEA Instructional	151.498	18,124,621	119,636			2,404,843	15,874	16.63	
7-8 BEA Instructional	110.615	13,581,827	122,785			1,761,810	15,927	16.61	
9-12 BEA Instructional	211.071	25,602,198	121,297			3,411,856	16,164	16.66	
K-12 BEA Instructional	751.724	90,864,314	120,875	18,410	24	12,073,606	16,061	16.64	
K-12 BEA Administrative	1.979	410,762	207,560	5,700	2,880	31,368	15,850	15.27	
BEA	806.097	100,731,309	124,962	15,334,516	19,023	12,935,003	16,046	16.53	
Instructional	1,037.641	123,966,587	119,470	21,622,418	20,838	16,841,918	16,231	16.61	
Administrative	48.513	10,002,025	206,172	444,698	9,167	768,516	15,841	15.39	
Other	9.306	692,192	74,381	127,786	13,732	147,775	15,880	15.14	
Active	1,095.460	134,660,804	122,926	22,194,902	20,261	17,758,209	16,211	16.53	
On Leave	1.000	122,423	122,423	32,457	32,457	15,684	15,684	16.62	
Certificated Total	1,096.460	134,783,227	122,926	22,227,359	20,272	17,773,893	16,210	16.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	1,037.641	123,966,587	119,470	21,622,418	20,838	16,841,918	16,231	16.61	
Instructional for Compliance Purposes	1,037.641	123,966,587	119,470	21,622,418	20,838	16,841,918	16,231	16.61	
K-3 Program 01 Teacher	241.350	28,910,183	119,785	18,410	76	3,874,685	16,054	16.64	
K-3 Program 21 Teacher	34.333	3,484,910	101,503			554,492	16,150	16.61	
PSES Program 01 Certificated	49.526	6,056,279	122,285			830,980	16,779	16.63	
PSES Program 21 Certificated	61.830	7,345,573	118,803			1,095,904	17,724	16.48	

Naches Valley School District (39003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	64.024	6,058,824	94,634	116,967	1,827	1,088,613	17,003	15.92	
02	1.240	127,072	102,477	6,961	5,614	20,936	16,884	15.88	
09	2.390	231,678	96,936			41,113	17,202	16.02	
21	9.000	840,796	93,422	20,166	2,241	151,956	16,884	15.94	
31	6.916	680,826	98,442	41,806	6,045	117,033	16,922	15.87	
34	3.964	378,664	95,526	9,301	2,346	67,085	16,924	15.56	
55	1.400	140,195	100,139			23,638	16,884	16.02	
58	0.519	39,992	77,056			8,763	16,884	16.02	
65	1.000	58,361	58,361			16,884	16,884	16.02	
74				16,510					
97	0.950	183,683	193,351			16,040	16,884	14.35	
98				7,500					
99	0.100	19,475	194,750	7,500	75,000	1,688	16,884	14.31	
K-12 Program 02 Instructional	1.120	106,894	95,441	6,961	6,215	18,910	16,884	16.02	
Program 21 Instructional	8.000	681,986	85,248	20,166	2,521	135,072	16,884	16.01	
Program 21 Administrative	1.000	158,810	158,810			16,884	16,884	15.63	
K-12 Program 21 Instructional	7.500	640,180	85,357	9,035	1,205	126,630	16,884	16.01	
Program 31 Instructional	6.290	617,382	98,153	41,806	6,646	106,200	16,884	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.626	63,444	101,348			10,832	17,304	15.26	
Program 34 Instructional	3.590	340,747	94,916	9,301	2,591	60,614	16,884	15.59	
Program 34 Administrative	0.374	37,917	101,382			6,472	17,304	15.26	
K-3 BEA Instructional	21.659	1,974,745	91,174	12,379	572	372,022	17,176	15.98	
4-6 BEA Instructional	14.669	1,339,345	91,304			248,971	16,973	16.00	
7-8 BEA Instructional	9.802	802,206	81,841	16,032	1,636	165,497	16,884	15.79	
9-12 BEA Instructional	23.064	2,115,973	91,744	62,994	2,731	389,413	16,884	15.97	
K-12 BEA Instructional	69.194	6,232,269	90,070	91,405	1,321	1,175,903	16,994	15.95	
K-12 BEA Administrative	6.210	904,636	145,674	300	48	105,270	16,952	15.55	
BEA	77.094	7,429,069	96,364	175,035	2,270	1,309,707	16,988	15.85	
Instructional	82.503	7,384,481	89,506	149,285	1,809	1,401,372	16,986	15.96	
Administrative	8.300	1,273,143	153,391	15,300	1,843	140,557	16,935	15.37	
Other	0.700	101,942	145,631	62,126	88,751	11,819	16,884	15.58	
Active	91.503	8,759,566	95,730	226,711	2,478	1,553,748	16,980	15.86	
Certificated Total	91.503	8,759,566	95,730	226,711	2,478	1,553,748	16,980	15.86	
Instructional for Funding Purposes	82.503	7,384,481	89,506	149,285	1,809	1,401,372	16,986	15.96	
Instructional for Compliance Purposes	82.503	7,384,481	89,506	149,285	1,809	1,401,372	16,986	15.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	20.365	1,845,915	90,642	801	39	350,174	17,195	15.98	
K-3 Program 21 Teacher	2.050	147,999	72,195			34,612	16,884	16.01	
Grade T Program 09 Teacher	2.390	231,678	96,936			41,113	17,202	16.02	
PSES Program 01 Certificated	4.671	437,434	93,649			78,865	16,884	15.90	
PSES Program 21 Certificated	2.000	188,559	94,280			33,768	16,884	16.02	

Napavine School District (21014)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	37.497	3,341,583	89,116	82,196	2,192	588,103	15,684	16.00	
21	6.795	797,742	117,401	15,210	2,238	128,609	18,927	16.08	
31	9.880	837,500	84,767	25,247	2,555	173,779	17,589	16.03	
34	2.020	201,005	99,507	11,101	5,496	31,682	15,684	15.96	
51	0.249	25,492	102,378	966	3,880	3,905	15,684	15.47	
52				26,000					
55	0.652	69,680	106,871	2,064	3,166	10,226	15,684	15.52	
58				18,618					
65	0.050	5,422	108,440	151	3,020	784	15,684	15.53	
74	0.152	10,364	68,184	3,428	22,553	2,384	15,684	16.21	
97	1.100	195,918	178,107	1,290	1,173	17,252	15,684	15.63	
Program 21 Instructional	3.200	279,342	87,294	15,210	4,753	50,189	15,684	15.82	
K-12 Program 21 Instructional	2.980	260,565	87,438	13,856	4,650	46,738	15,684	15.82	
Program 31 Instructional	8.980	714,044	79,515	22,630	2,520	159,663	17,780	15.99	
Program 31 Administrative	0.900	123,456	137,173	2,617	2,908	14,116	15,684	16.30	
Program 34 Instructional	2.020	201,005	99,507	10,499	5,198	31,682	15,684	15.96	
Program 34 Administrative				602					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	13.661	1,217,540	89,125	26,809	1,962	214,259	15,684	16.25	
4-6 BEA Instructional	10.236	804,551	78,600	16,199	1,583	160,541	15,684	16.25	
7-8 BEA Instructional	6.420	621,875	96,865	13,701	2,134	100,691	15,684	15.83	
9-12 BEA Instructional	15.780	1,289,751	81,733	43,593	2,763	266,314	16,877	15.84	
K-12 BEA Instructional	46.097	3,933,717	85,336	100,302	2,176	741,806	16,092	16.04	
K-12 BEA Administrative				3,615					
BEA	50.497	4,576,006	90,619	119,834	2,373	810,816	16,057	15.99	
Instructional	50.400	4,324,017	85,794	149,834	2,973	809,294	16,057	16.02	
Administrative	4.000	600,672	150,168	36,437	9,109	62,736	15,684	15.74	
Other	0.400	41,617	104,043			6,274	15,684	14.48	
Active	54.800	4,966,306	90,626	186,271	3,399	878,304	16,027	15.97	
K-12 Program 21 Contracted	3.595	518,400	144,200			78,420	21,814	16.23	
Certificated Total	58.395	5,484,706	93,924	186,271	3,190	956,724	16,384	15.99	
Instructional for Funding Purposes	53.995	4,842,417	89,683	149,834	2,775	887,714	16,441	16.04	
Instructional for Compliance Purposes	50.400	4,324,017	85,794	149,834	2,973	809,294	16,057	16.02	
K-3 Program 01 Teacher	13.177	1,172,728	88,998	24,321	1,846	206,668	15,684	16.29	
K-3 Program 21 Teacher	0.800	66,432	83,040	2,076	2,595	12,547	15,684	15.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.899	172,456	90,814			29,784	15,684	15.58	
PSES Program 21 Certificated	3.595	518,400	144,200			78,420	21,814	16.23	

Naselle-Grays River Valley School District (25155)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.999	1,639,489	91,088	42,439	2,358	282,296	15,684	16.21	
31	1.571	159,913	101,791	12,710	8,090	24,640	15,684	16.72	
34	0.286	27,146	94,916			4,486	15,684	17.60	
52	0.143	15,093	105,545			2,243	15,684	16.19	
53	0.081	7,624	94,123			8,940	110,369	15.52	
55	1.001	95,914	95,818	3,521	3,517	15,700	15,684	16.19	
58				26,056					
65	0.061	5,717	93,721			6,744	110,559	15.52	
97	1.000	150,000	150,000			15,684	15,684	16.19	
Program 31 Instructional	1.571	159,913	101,791			24,640	15,684	16.72	
Program 31 Administrative				12,710					
Program 34 Instructional	0.286	27,146	94,916			4,486	15,684	17.60	
K-3 BEA Instructional	5.570	514,267	92,328	10,084	1,810	87,360	15,684	16.19	
4-6 BEA Instructional	2.856	242,155	84,788	3,939	1,379	44,794	15,684	16.19	
7-8 BEA Instructional	2.072	177,810	85,816	3,002	1,449	32,497	15,684	16.41	
9-12 BEA Instructional	7.929	716,906	90,416	20,414	2,575	124,358	15,684	16.34	
K-12 BEA Instructional	18.427	1,651,138	89,604	37,439	2,032	289,009	15,684	16.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	2.429	325,410	133,969	17,710	7,291	38,096	15,684	16.19	
BEA	20.856	1,976,548	94,771	55,149	2,644	327,106	15,684	16.27	
Instructional	19.570	1,760,393	89,954	67,016	3,424	320,393	16,372	16.26	
Administrative	2.572	340,503	132,388	17,710	6,886	40,339	15,684	16.19	
Active	22.142	2,100,896	94,883	84,726	3,826	360,732	16,292	16.25	
Certificated Total	22.142	2,100,896	94,883	84,726	3,826	360,732	16,292	16.25	
Instructional for Funding Purposes	19.570	1,760,393	89,954	67,016	3,424	320,393	16,372	16.26	
Instructional for Compliance Purposes	19.570	1,760,393	89,954	67,016	3,424	320,393	16,372	16.26	
K-3 Program 01 Teacher	4.570	428,159	93,689	6,529	1,429	71,676	15,684	16.19	
PSES Program 01 Certificated	1.000	75,986	75,986			15,684	15,684	16.19	

Nespelem School District (24014)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.383	1,154,810	75,071	10,200	663	241,267	15,684	16.37	
02	0.500	59,222	118,444	750	1,500	7,842	15,684	15.83	
09	1.000	52,573	52,573			15,684	15,684	16.09	
21	1.150	84,879	73,808			18,037	15,684	15.99	
31	0.150	13,029	86,860			2,353	15,684	15.96	
34	0.105	6,123	58,314	2,000	19,048	1,647	15,684	16.05	
51	0.154	13,032	84,623	1,500	9,740	2,415	15,684	27.00	
53	0.058	5,215	89,914			910	15,684	27.00	
97	0.500	88,563	177,126	750	1,500	7,842	15,684	15.72	
Program 21 Instructional	1.000	58,311	58,311			15,684	15,684	16.09	
Program 21 Administrative	0.150	26,568	177,120			2,353	15,684	15.72	
K-12 Program 21 Instructional	1.000	58,311	58,311			15,684	15,684	16.09	
Program 31 Instructional	0.150	13,029	86,860			2,353	15,684	15.96	
Program 34 Instructional	0.105	6,123	58,314	2,000	19,048	1,647	15,684	16.05	
K-3 BEA Instructional	5.368	303,212	56,485			84,192	15,684	16.37	
4-6 BEA Instructional	3.277	257,681	78,633			51,396	15,684	16.90	
7-8 BEA Instructional	2.093	162,899	77,830	1,200	573	32,827	15,684	16.40	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	3.050	211,267	69,268			47,836	15,684	16.21	
K-12 BEA Instructional	13.788	935,059	67,817	1,200	87	216,251	15,684	16.48	
BEA	16.638	1,321,747	79,441	13,700	823	260,950	15,684	16.30	
Instructional	16.000	1,064,190	66,512	10,700	669	250,944	15,684	16.58	
Administrative	3.000	413,256	137,752	4,500	1,500	47,052	15,684	15.79	
Active	19.000	1,477,446	77,760	15,200	800	297,996	15,684	16.39	
Certificated Total	19.000	1,477,446	77,760	15,200	800	297,996	15,684	16.39	
Instructional for Funding Purposes	16.000	1,064,190	66,512	10,700	669	250,944	15,684	16.58	
Instructional for Compliance Purposes	16.000	1,064,190	66,512	10,700	669	250,944	15,684	16.58	
K-3 Program 01 Teacher	4.000	208,965	52,241			62,736	15,684	15.26	
PSES Program 01 Certificated	0.788	68,640	87,107			12,359	15,684	27.00	

Newport School District (26056)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	53.612	4,268,857	79,625	56,156	1,047	844,866	15,759	15.94	
02	6.880	619,133	89,990	13,640	1,983	115,748	16,824	15.75	
21	12.000	1,045,338	87,112	23,054	1,921	188,208	15,684	16.40	
24	1.000	78,280	78,280			15,684	15,684	16.22	
31	6.530	541,444	82,916	55,337	8,474	107,592	16,477	15.87	
34	2.430	238,097	97,982			38,112	15,684	16.10	
51	4.700	397,952	84,671	5,000	1,064	73,715	15,684	15.82	
55	2.650	223,766	84,440	5,000	1,887	41,563	15,684	15.68	
74	0.290	26,881	92,693			4,548	15,684	15.46	
97	0.900	166,356	184,840			14,116	15,684	15.14	
K-12 Program 02 Instructional	6.780	600,649	88,591	7,640	1,127	114,180	16,841	15.77	
Program 21 Instructional	12.000	1,045,338	87,112	5,554	463	188,208	15,684	16.40	
Program 21 Administrative				17,500					
K-12 Program 21 Instructional	11.000	945,366	85,942	5,554	505	172,524	15,684	16.43	
Program 31 Instructional	6.180	503,080	81,405	52,837	8,550	102,103	16,521	15.84	
Program 31 Administrative	0.350	38,364	109,611	2,500	7,143	5,489	15,684	16.21	
Program 34 Instructional	2.080	199,733	96,025			32,623	15,684	16.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.350	38,364	109,611			5,489	15,684	16.21	
K-3 BEA Instructional	20.818	1,537,095	73,835	1,500	72	326,855	15,701	15.90	
4-6 BEA Instructional	9.280	708,391	76,335			145,548	15,684	15.90	
7-8 BEA Instructional	11.164	831,740	74,502	3,500	314	178,767	16,013	16.15	
9-12 BEA Instructional	23.090	1,944,942	84,233	67,842	2,938	375,161	16,248	15.83	
K-12 BEA Instructional	64.352	5,022,168	78,042	72,842	1,132	1,026,330	15,949	15.92	
K-12 BEA Administrative	2.253	300,749	133,488	7,500	3,329	35,336	15,684	15.77	
BEA	70.352	5,833,887	82,924	125,133	1,779	1,120,434	15,926	15.90	
Instructional	84.992	6,794,385	79,941	120,687	1,420	1,350,048	15,884	15.98	
Administrative	5.100	702,056	137,658	37,500	7,353	79,988	15,684	15.73	
Other	0.900	109,663	121,848			14,116	15,684	16.12	
Active	90.992	7,606,104	83,591	158,187	1,738	1,444,152	15,871	15.95	
Certificated Total	90.992	7,606,104	83,591	158,187	1,738	1,444,152	15,871	15.95	
Instructional for Funding Purposes	84.992	6,794,385	79,941	120,687	1,420	1,350,048	15,884	15.98	
Instructional for Compliance Purposes	84.992	6,794,385	79,941	120,687	1,420	1,350,048	15,884	15.98	
K-3 Program 01 Teacher	19.318	1,437,524	74,414			303,329	15,702	15.87	
K-3 Program 21 Teacher	1.600	139,244	87,028			25,094	15,684	15.77	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.000	301,951	75,488			62,736	15,684	16.06	
PSES Program 21 Certificated	2.000	199,944	99,972			31,368	15,684	15.76	

Nine Mile Falls School District (32325)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	72.172	6,757,345	93,628	185,523	2,571	1,164,537	16,136	15.99	
02	3.103	329,587	106,216	4,076	1,314	58,031	18,702	16.06	
09	3.000	244,554	81,518	2,445	815	47,052	15,684	16.09	
21	14.615	1,226,743	83,937	22,748	1,556	227,747	15,583	16.00	
24	2.825	231,783	82,047	2,319	821	44,307	15,684	16.10	
31	6.200	621,627	100,262	19,278	3,109	101,946	16,443	15.99	
34	0.400	41,646	104,115	416	1,040	6,274	15,684	15.92	
51	2.000	208,230	104,115	2,080	1,040	31,368	15,684	15.85	
55	0.654	57,193	87,451	502	768	10,257	15,684	16.05	
58				112,040					
65	0.100	7,540	75,400	75	750	1,568	15,684	16.15	
74	0.050	6,924	138,480	3,256	65,120	784	15,684	15.94	
97	1.000	186,884	186,884	16,931	16,931	15,684	15,684	14.91	
K-12 Program 02 Instructional	2.703	274,197	101,442	2,743	1,015	51,757	19,148	16.09	
Program 21 Instructional	13.667	1,095,184	80,133	11,920	872	212,879	15,576	16.01	
Program 21 Administrative	0.948	131,559	138,775	10,828	11,422	14,868	15,684	15.94	
K-12 Program 21 Instructional	12.467	993,831	79,717	10,906	875	194,058	15,566	16.01	
Program 31 Instructional	5.600	539,544	96,347	8,651	1,545	92,536	16,524	16.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.600	82,083	136,805	10,627	17,712	9,410	15,684	15.94	
Program 34 Instructional	0.400	41,646	104,115	416	1,040	6,274	15,684	15.92	
K-3 BEA Instructional	22.421	2,016,450	89,936	36,889	1,645	370,738	16,535	16.02	
4-6 BEA Instructional	14.969	1,283,289	85,730	14,530	971	238,209	15,913	16.07	
7-8 BEA Instructional	11.653	1,052,889	90,353	32,314	2,773	193,133	16,574	15.85	
9-12 BEA Instructional	24.940	2,310,978	92,662	77,620	3,112	404,020	16,200	16.02	
K-12 BEA Instructional	73.983	6,663,606	90,069	161,353	2,181	1,206,100	16,302	16.00	
K-12 BEA Administrative	6.000	838,387	139,731	31,445	5,241	94,104	15,684	15.93	
BEA	82.875	7,937,089	95,772	226,224	2,730	1,346,471	16,247	15.97	
Instructional	96.177	8,501,166	88,391	295,990	3,078	1,552,716	16,144	16.00	
Administrative	9.000	1,302,237	144,693	62,533	6,948	141,156	15,684	15.78	
Other	0.942	116,653	123,835	13,166	13,977	15,684	16,650	15.97	
Active	106.119	9,920,056	93,480	371,689	3,503	1,709,556	16,110	15.97	
Certificated Total	106.119	9,920,056	93,480	371,689	3,503	1,709,556	16,110	15.97	
Instructional for Funding Purposes	96.177	8,501,166	88,391	295,990	3,078	1,552,716	16,144	16.00	
Instructional for Compliance Purposes	96.177	8,501,166	88,391	295,990	3,078	1,552,716	16,144	16.00	
K-3 Program 01 Teacher	18.667	1,661,179	88,990	18,964	1,016	292,773	15,684	15.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	3.064	257,487	84,036	2,575	840	48,056	15,684	16.07	
Grade T Program 09 Teacher	3.000	244,554	81,518	2,445	815	47,052	15,684	16.09	
PSES Program 01 Certificated	5.500	514,363	93,521			101,946	18,536	16.10	
PSES Program 21 Certificated	1.800	161,896	89,942			28,231	15,684	16.02	

Nooksack Valley School District (37506)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	97.566	10,233,120	104,884	301,090	3,086	1,636,819	16,777	15.78	
09	3.940	396,650	100,673	9,892	2,511	64,872	16,465	15.79	
21	23.259	2,281,999	98,113	77,646	3,338	398,720	17,143	15.88	
24	2.590	231,793	89,495	5,920	2,286	42,722	16,495	15.91	
31	7.599	797,687	104,973	66,359	8,733	127,547	16,785	15.87	
34	0.867	100,982	116,473	9,192	10,602	14,301	16,495	15.89	
51	2.540	259,439	102,141			41,897	16,495	15.91	
52				16,500					
53	0.731	69,727	95,386	574	785	12,034	16,462	15.83	
55	6.222	651,328	104,681	23,178	3,725	106,475	17,113	15.89	
58	0.167	19,953	119,479			4,602	27,558	15.90	
64	0.203	20,642	101,685	1,019	5,020	4,173	20,558	15.91	
65	1.879	218,826	116,459	17,417	9,269	30,945	16,469	15.85	
74	0.380	47,851	125,924			6,190	16,290	15.57	
88	2.497	209,262	83,805	574	230	41,133	16,473	15.80	
97	1.000	216,683	216,683	23,500	23,500	15,715	15,715	13.50	
Program 21 Instructional	22.459	2,144,702	95,494	77,646	3,457	386,148	17,193	15.94	
Program 21 Administrative	0.800	137,297	171,621			12,572	15,715	15.05	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	20.896	1,977,587	94,640	62,771	3,004	360,366	17,246	15.95	
Program 31 Instructional	7.249	742,068	102,368	66,359	9,154	122,047	16,836	15.90	
Program 31 Administrative	0.350	55,619	158,911			5,500	15,715	15.50	
Program 34 Instructional	0.867	100,982	116,473	9,192	10,602	14,301	16,495	15.89	
K-3 BEA Instructional	34.140	3,389,334	99,278	88,160	2,582	568,979	16,666	15.80	
4-6 BEA Instructional	24.828	2,440,999	98,316	53,116	2,139	416,499	16,775	15.90	
7-8 BEA Instructional	13.469	1,341,172	99,575	50,560	3,754	226,641	16,827	15.82	
9-12 BEA Instructional	24.939	2,581,912	103,529	101,106	4,054	430,520	17,263	15.84	
K-12 BEA Instructional	97.376	9,753,417	100,162	292,942	3,008	1,642,638	16,869	15.84	
K-12 BEA Administrative	6.800	1,083,666	159,363			106,862	15,715	15.48	
BEA	107.032	11,348,472	106,029	400,141	3,739	1,794,382	16,765	15.74	
Instructional	140.440	13,933,198	99,211	517,861	3,687	2,375,280	16,913	15.86	
Administrative	11.000	1,822,744	165,704	30,500	2,773	172,865	15,715	15.18	
Other				4,500					
Active	151.440	15,755,942	104,041	552,861	3,651	2,548,145	16,826	15.77	
Certificated Total	151.440	15,755,942	104,041	552,861	3,651	2,548,145	16,826	15.77	
Instructional for Funding Purposes	140.440	13,933,198	99,211	517,861	3,687	2,375,280	16,913	15.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	140.440	13,933,198	99,211	517,861	3,687	2,375,280	16,913	15.86	
K-3 Program 01 Teacher	30.443	3,084,197	101,311	87,532	2,875	518,702	17,038	15.90	
K-3 Program 21 Teacher	2.457	234,567	95,469	5,745	2,338	40,528	16,495	15.90	
Grade T Program 09 Teacher	3.316	310,300	93,577	7,020	2,117	55,209	16,649	15.90	
PSES Program 01 Certificated	4.850	442,537	91,245			80,001	16,495	15.91	
PSES Program 21 Certificated	8.204	843,060	102,762			141,923	17,299	15.90	

North Beach School District (14064)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	34.874	3,407,635	97,713	192,477	5,519	519,297	14,891	15.64	
09	1.070	87,307	81,595			1,098	1,026	1.84	
21	5.870	594,535	101,284			92,065	15,684	16.04	
24	0.350	29,225	83,500			5,489	15,684	16.18	
31	2.180	166,892	76,556	1,875	860	34,191	15,684	14.16	
34	0.540	39,309	72,794	1,875	3,472	8,469	15,684	11.88	
51	2.532	233,787	92,333	7,200	2,844	47,366	18,707	16.25	
55	2.065	178,752	86,563			32,387	15,684	16.00	
58				12,800					
65	0.100	9,862	98,620			1,568	15,684	16.04	
74	0.065	4,731	72,785			1,019	15,684	16.30	
88	0.630	52,606	83,502			9,881	15,684	16.18	
97	1.000	180,000	180,000			15,684	15,684	15.67	
Program 21 Instructional	5.870	594,535	101,284			92,065	15,684	16.04	
K-12 Program 21 Instructional	5.850	592,865	101,344			91,751	15,684	16.04	
Program 31 Instructional	2.180	166,892	76,556	1,875	860	34,191	15,684	14.16	
Program 34 Instructional	0.540	39,309	72,794	1,875	3,472	8,469	15,684	11.88	
K-3 BEA Instructional	12.020	1,064,788	88,585			157,311	13,087	14.73	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	6.074	551,248	90,755	124,460	20,491	98,809	16,268	16.13	
7-8 BEA Instructional	4.840	469,287	96,960	1,875	387	75,911	15,684	15.70	
9-12 BEA Instructional	11.730	1,082,686	92,301	1,875	160	183,973	15,684	15.80	
K-12 BEA Instructional	34.664	3,168,009	91,392	128,210	3,699	516,004	14,886	15.48	
K-12 BEA Administrative	1.930	296,191	153,467			30,270	15,684	15.87	
BEA	38.594	3,793,836	98,301	196,227	5,084	577,642	14,967	15.54	
Instructional	47.276	4,348,695	91,985	182,091	3,852	705,780	14,929	15.36	
Administrative	4.000	635,946	158,987			62,736	15,684	15.82	
Other				34,136					
Active	51.276	4,984,641	97,212	216,227	4,217	768,516	14,988	15.42	
Certificated Total	51.276	4,984,641	97,212	216,227	4,217	768,516	14,988	15.42	
Instructional for Funding Purposes	47.276	4,348,695	91,985	182,091	3,852	705,780	14,929	15.36	
Instructional for Compliance Purposes	47.276	4,348,695	91,985	182,091	3,852	705,780	14,929	15.36	
K-3 Program 01 Teacher	10.710	941,326	87,892			136,764	12,770	14.56	
K-3 Program 21 Teacher	1.300	125,164	96,280			20,389	15,684	16.08	
Grade T Program 09 Teacher	1.000	77,188	77,188						
PSES Program 01 Certificated	1.680	154,023	91,680			26,349	15,684	16.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	1.000	124,460	124,460			15,684	15,684	15.92	

North Franklin School District (11051)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	98.939	9,901,421	100,076	168,397	1,702	1,562,739	15,795	15.92	
02	1.708	175,375	102,679			26,921	15,762	15.89	
09	1.100	89,861	81,692			17,338	15,762	15.91	
21	17.004	1,548,551	91,070	15,416	907	271,264	15,953	15.92	
31	6.610	652,236	98,674	87,283	13,205	104,187	15,762	16.57	
34	2.388	268,904	112,606	7,583	3,175	37,640	15,762	16.10	
51	2.550	245,963	96,456			40,193	15,762	15.91	
52				1,000					
53	0.150	24,221	161,473			2,364	15,762	15.88	
55	3.208	349,981	109,096			50,564	15,762	15.90	
65	5.050	492,907	97,605			79,598	15,762	15.91	
74	0.025	3,874	154,960			394	15,762	15.87	
97	1.855	317,001	170,890	28,250	15,229	29,239	15,762	14.96	
K-12 Program 02 Instructional	1.306	119,153	91,235			20,585	15,762	15.90	
Program 21 Instructional	16.004	1,390,354	86,875	15,416	963	255,502	15,965	15.92	
Program 21 Administrative	1.000	158,197	158,197			15,762	15,762	15.88	
K-12 Program 21 Instructional	14.862	1,304,497	87,774			237,502	15,980	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.360	615,115	96,716	87,283	13,724	100,246	15,762	16.61	
Program 31 Administrative	0.250	37,121	148,484			3,941	15,762	15.87	
Program 34 Instructional	2.148	232,575	108,275	7,583	3,530	33,857	15,762	16.13	
Program 34 Administrative	0.240	36,329	151,371			3,783	15,762	15.87	
K-3 BEA Instructional	36.249	3,483,651	96,103	21,656	597	574,619	15,852	15.93	
4-6 BEA Instructional	22.405	2,177,571	97,191			353,148	15,762	15.92	
7-8 BEA Instructional	16.298	1,608,942	98,720	40,079	2,459	256,889	15,762	15.93	
9-12 BEA Instructional	27.366	2,669,392	97,544	174,873	6,390	431,343	15,762	16.10	
K-12 BEA Instructional	102.318	9,939,556	97,144	236,608	2,312	1,615,999	15,794	15.97	
K-12 BEA Administrative	6.165	905,740	146,916	22,193	3,600	97,173	15,762	15.87	
BEA	111.500	11,314,937	101,479	291,513	2,614	1,760,726	15,791	15.93	
Instructional	129.280	12,356,151	95,577	255,566	1,977	2,044,221	15,812	15.96	
Administrative	10.265	1,580,101	153,931	50,443	4,914	161,797	15,762	15.68	
Other	1.042	134,043	128,640	1,920	1,843	16,424	15,762	15.85	
Active	140.587	14,070,295	100,082	307,929	2,190	2,222,442	15,808	15.93	
Certificated Total	140.587	14,070,295	100,082	307,929	2,190	2,222,442	15,808	15.93	
Instructional for Funding Purposes	129.280	12,356,151	95,577	255,566	1,977	2,044,221	15,812	15.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	129.280	12,356,151	95,577	255,566	1,977	2,044,221	15,812	15.96	
K-3 Program 01 Teacher	31.235	3,014,740	96,518			493,808	15,809	15.93	
K-3 Program 21 Teacher	2.860	267,012	93,361			45,079	15,762	15.92	
Grade T Program 09 Teacher	1.000	74,641	74,641			15,762	15,762	15.92	
PSES Program 01 Certificated	6.021	603,691	100,264			94,903	15,762	15.92	
PSES Program 21 Certificated	2.583	253,990	98,331			43,960	17,019	15.92	

North Kitsap School District (18400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	254.429	26,717,701	105,010	3,002,732	11,802	4,124,672	16,211	16.01	
02	1.500	165,501	110,334	20,070	13,380	23,526	15,684	16.11	
21	66.919	6,671,798	99,700	866,696	12,951	1,082,180	16,171	15.48	
31	19.000	1,973,867	103,888	275,405	14,495	297,996	15,684	15.80	
34	5.660	611,136	107,975	81,494	14,398	88,771	15,684	15.96	
38	0.240	28,599	119,163	4,156	17,317	3,764	15,684	16.12	
51	2.790	367,088	131,573	22,964	8,231	43,758	15,684	15.48	
52	0.600	71,498	119,163	7,454	12,423	9,410	15,684	16.18	
55	7.125	783,980	110,032	88,544	12,427	111,749	15,684	16.11	
62	0.900	125,410	139,344	5,106	5,673	14,116	15,684	15.01	
64	0.210	20,589	98,043	2,146	10,219	3,294	15,684	16.29	
65	2.290	216,914	94,722	27,398	11,964	35,916	15,684	16.31	
74	0.700	94,362	134,803	7,633	10,904	10,979	15,684	15.43	
97	1.000	258,958	258,958	52,244	52,244	15,684	15,684	12.26	
K-12 Program 02 Instructional	1.400	148,623	106,159	491	351	21,958	15,684	16.23	
Program 21 Instructional	64.613	6,249,133	96,716	863,696	13,367	1,050,812	16,263	15.63	
Program 21 Administrative	2.000	391,727	195,864	3,000	1,500	31,368	15,684	13.99	
K-12 Program 21 Instructional	58.595	5,676,337	96,874	24,768	423	950,184	16,216	15.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.560	1,706,117	97,159	275,405	15,684	275,411	15,684	16.00	
Program 31 Administrative	1.440	267,750	185,938			22,585	15,684	14.33	
Program 34 Instructional	5.100	509,722	99,945	81,494	15,979	79,988	15,684	16.23	
Program 34 Administrative	0.560	101,414	181,096			8,783	15,684	14.46	
K-3 BEA Instructional	95.420	9,112,548	95,499	21,860	229	1,522,556	15,956	16.30	
4-6 BEA Instructional	50.920	4,817,348	94,606	16,487	324	869,270	17,071	16.29	
7-8 BEA Instructional	37.587	3,848,094	102,378	20,228	538	609,747	16,222	16.17	
9-12 BEA Instructional	73.155	7,542,112	103,098	136,885	1,871	1,153,637	15,770	16.10	
K-12 BEA Instructional	257.082	25,320,102	98,490	195,460	760	4,155,209	16,163	16.22	
BEA	281.589	29,727,163	105,569	3,431,945	12,188	4,550,650	16,161	15.96	
Instructional	334.935	32,971,531	98,442	4,338,298	12,953	5,413,678	16,163	16.11	
Administrative	26.000	4,903,725	188,605	125,744	4,836	407,784	15,684	14.19	
Active	360.935	37,875,256	104,937	4,464,042	12,368	5,821,462	16,129	15.88	
K-12 Program 21 Contracted	0.306	30,938	101,105						
On Leave	2.122	201,207	94,820			44,354	20,902	16.32	
Certificated Total	363.363	38,107,401	104,874	4,464,042	12,285	5,865,816	16,143	15.87	
Instructional for Funding Purposes	335.241	33,002,469	98,444	4,338,298	12,941	5,413,678	16,149	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	334.935	32,971,531	98,442	4,338,298	12,953	5,413,678	16,163	16.11	
K-3 Program 01 Teacher	82.169	7,829,856	95,290	11,762	143	1,308,453	15,924	16.30	
K-3 Program 21 Teacher	10.685	983,195	92,016			170,485	15,956	16.32	
PSES Program 01 Certificated	13.700	1,366,240	99,726			214,871	15,684	16.20	
PSES Program 21 Certificated	22.575	2,258,587	100,048			369,891	16,385	14.64	

North Mason School District (23403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	97.814	10,995,845	112,416	342,530	3,502	1,545,015	15,795	16.32	
02	6.189	680,852	110,010	33,725	5,449	100,205	16,191	16.42	
09	2.104	184,824	87,844	2,806	1,334	34,677	16,482	16.43	
21	13.361	1,361,928	101,933	127,296	9,527	218,023	16,318	16.38	
24	2.645	326,330	123,376	2,550	964	56,447	21,341	16.58	
31	10.450	1,070,781	102,467	45,050	4,311	163,898	15,684	16.42	
34	3.899	456,212	117,007	8,081	2,073	67,426	17,293	16.44	
51	3.456	368,969	106,762			54,204	15,684	16.41	
55	5.599	580,877	103,747	990	177	88,285	15,768	16.44	
58	0.643	71,633	111,404	3,585	5,575	10,085	15,684	16.38	
65	4.164	465,576	111,810	4,440	1,066	65,308	15,684	16.40	
97	1.750	354,104	202,345	33,284	19,019	27,447	15,684	18.30	
K-12 Program 02 Instructional	5.789	617,980	106,751	33,725	5,826	93,931	16,226	16.42	
Program 21 Instructional	12.361	1,189,234	96,209	127,296	10,298	202,339	16,369	16.41	
Program 21 Administrative	1.000	172,694	172,694			15,684	15,684	16.19	
K-12 Program 21 Instructional	11.361	1,086,191	95,607	65,866	5,798	186,655	16,429	16.41	
Program 31 Instructional	10.200	1,031,486	101,126	45,050	4,417	159,977	15,684	16.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.250	39,295	157,180			3,921	15,684	16.35	
Program 34 Instructional	3.199	346,238	108,233	8,081	2,526	56,447	17,645	16.48	
Program 34 Administrative	0.700	109,974	157,106			10,979	15,684	16.34	
K-3 BEA Instructional	37.250	3,864,551	103,746	75,573	2,029	587,413	15,769	16.18	
4-6 BEA Instructional	20.632	2,198,852	106,575	38,503	1,866	323,592	15,684	16.42	
7-8 BEA Instructional	13.087	1,467,970	112,170	59,513	4,547	211,530	16,163	16.41	
9-12 BEA Instructional	36.132	3,871,686	107,154	177,721	4,919	577,548	15,984	16.42	
K-12 BEA Instructional	107.102	11,403,145	106,470	352,560	3,292	1,700,099	15,874	16.34	
K-12 BEA Administrative	1.750	293,388	167,650			27,447	15,684	16.21	
BEA	120.102	13,557,794	112,886	462,670	3,852	1,903,991	15,853	16.39	
Instructional	138.074	14,590,588	105,672	564,841	4,091	2,211,444	16,016	16.36	
Administrative	14.000	2,327,343	166,239	39,496	2,821	219,576	15,684	16.62	
Active	152.074	16,917,931	111,248	604,337	3,974	2,431,020	15,986	16.40	
Certificated Total	152.074	16,917,931	111,248	604,337	3,974	2,431,020	15,986	16.40	
Instructional for Funding Purposes	138.074	14,590,588	105,672	564,841	4,091	2,211,444	16,016	16.36	
Instructional for Compliance Purposes	138.074	14,590,588	105,672	564,841	4,091	2,211,444	16,016	16.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	35.229	3,646,817	103,517	59,863	1,699	555,715	15,774	16.44	
K-3 Program 21 Teacher	3.545	329,016	92,811	1,799	507	55,600	15,684	16.46	
Grade T Program 09 Teacher	2.045	178,639	87,354	2,465	1,205	33,752	16,505	16.58	
PSES Program 01 Certificated	5.669	567,275	100,066			88,913	15,684	14.77	
PSES Program 09 Certificated	0.059	6,185	104,831			925	15,684	12.53	
PSES Program 21 Certificated	1.016	88,065	86,678			15,935	15,684	15.67	

North River School District (25200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.671	833,707	96,149	38,000	4,382	133,439	15,389	17.81	
09	0.492	32,144	65,333			7,717	15,684	24.25	
97	1.000	75,000	75,000			15,684	15,684	9.00	
K-3 BEA Instructional	3.508	284,310	81,046			55,019	15,684	21.29	
4-6 BEA Instructional	1.000	71,728	71,728			15,684	15,684	16.52	
7-8 BEA Instructional	0.663	61,573	92,870			7,842	11,828	15.21	
9-12 BEA Instructional	3.176	366,573	115,420			49,812	15,684	16.16	
K-12 BEA Instructional	8.347	784,184	93,948			128,358	15,378	17.93	
BEA	9.671	908,707	93,962	38,000	3,929	149,123	15,420	17.10	
Instructional	8.839	816,328	92,355			136,074	15,395	18.17	
Administrative	1.324	124,523	94,051			20,766	15,684	11.95	
Other				38,000					
Active	10.163	940,851	92,576	38,000	3,739	156,840	15,432	17.34	
Certificated Total	10.163	940,851	92,576	38,000	3,739	156,840	15,432	17.34	
Instructional for Funding Purposes	8.839	816,328	92,355			136,074	15,395	18.17	
Instructional for Compliance Purposes	8.839	816,328	92,355			136,074	15,395	18.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	3.508	284,310	81,046			55,019	15,684	21.29	
Grade T Program 09 Teacher	0.492	32,144	65,333			7,717	15,684	24.25	

North Thurston Public Schools (34003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	736.314	79,435,471	107,883	8,717,550	11,839	11,764,138	15,977	16.05	
02	21.200	2,356,571	111,159	267,174	12,603	332,501	15,684	16.04	
09	8.000	750,884	93,861	33,844	4,231	125,472	15,684	16.13	
21	224.861	22,528,791	100,190	2,770,412	12,321	3,628,933	16,139	16.16	
24	10.300	1,104,040	107,188	123,028	11,944	172,524	16,750	16.11	
31	47.320	4,860,925	102,725	696,293	14,715	786,553	16,622	16.44	
34	12.185	1,213,541	99,593	120,124	9,858	191,110	15,684	16.11	
51	11.500	1,278,439	111,169	132,595	11,530	180,366	15,684	16.10	
52	4.000	449,360	112,340	72,728	18,182	62,736	15,684	16.10	
55	20.822	2,261,959	108,633	176,201	8,462	332,846	15,985	16.11	
58				691,186					
65	13.240	1,434,210	108,324	72,514	5,477	218,008	16,466	15.45	
68	0.400	45,093	112,733	3,352	8,380	6,274	15,684	16.11	
74	3.000	294,528	98,176	8,381	2,794	47,052	15,684	16.17	
97	4.000	912,209	228,052	20,785	5,196	62,736	15,684	14.47	
K-12 Program 02 Instructional	19.200	2,004,545	104,403			301,133	15,684	16.11	
Program 21 Instructional	222.376	22,062,697	99,213	2,770,412	12,458	3,589,723	16,143	16.17	
Program 21 Administrative	2.485	466,094	187,563			39,210	15,779	15.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	189.310	18,917,454	99,928	17,355	92	3,070,425	16,219	16.17	
Program 31 Instructional	46.370	4,677,379	100,871	696,293	15,016	771,653	16,641	16.48	
Program 31 Administrative	0.950	183,546	193,206			14,900	15,684	15.35	
Program 34 Instructional	11.865	1,150,797	96,991	120,124	10,124	186,091	15,684	16.15	
Program 34 Administrative	0.320	62,744	196,075			5,019	15,684	15.20	
K-3 BEA Instructional	280.640	28,479,502	101,481	4,913	18	4,470,991	15,931	16.10	
4-6 BEA Instructional	149.610	15,321,804	102,412	22,212	148	2,393,198	15,996	16.12	
7-8 BEA Instructional	113.070	11,651,010	103,042			1,813,574	16,039	16.10	
9-12 BEA Instructional	215.650	22,473,269	104,212	2,500	12	3,464,909	16,067	16.18	
K-12 BEA Instructional	758.970	77,925,585	102,673	29,625	39	12,142,672	15,999	16.13	
BEA	821.019	88,778,717	108,132	9,821,926	11,963	13,137,037	16,001	16.05	
Instructional	1,052.508	107,588,393	102,221	13,338,011	12,673	16,876,103	16,034	16.13	
Administrative	62.834	11,140,874	177,306	568,156	9,042	988,092	15,725	15.48	
Active	1,115.342	118,729,267	106,451	13,906,167	12,468	17,864,195	16,017	16.07	
On Leave	1.800	196,754	109,308			47,052	26,140	16.14	
Certificated Total	1,117.142	118,926,021	106,456	13,906,167	12,448	17,911,247	16,033	16.07	
Instructional for Funding Purposes	1,052.508	107,588,393	102,221	13,338,011	12,673	16,876,103	16,034	16.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	1,052.508	107,588,393	102,221	13,338,011	12,673	16,876,103	16,034	16.13	
K-3 Program 01 Teacher	239.423	24,071,938	100,541	4,913	21	3,806,632	15,899	16.09	
K-3 Program 21 Teacher	39.968	3,641,531	91,111	2,560	64	632,065	15,814	16.16	
Grade T Program 09 Teacher	7.000	665,341	95,049			109,788	15,684	16.13	
PSES Program 01 Certificated	53.535	5,690,762	106,300			871,011	16,270	16.11	
PSES Program 21 Certificated	77.234	8,341,221	107,999			1,268,679	16,426	16.20	

Northport School District (33211)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.294	1,081,490	81,352	25,044	1,884	212,764	16,005	16.01	
02	4.000	382,506	95,627	1,500	375	63,076	15,769	16.01	
21	3.000	199,424	66,475	2,000	667	31,538	10,513	16.04	
31	1.380	87,438	63,361			31,538	22,854	15.93	
51	0.300	20,739	69,130			4,731	15,769	16.03	
52				1,500					
55	0.273	33,556	122,916			5,086	18,628	15.98	
97	0.133	24,000	180,451			2,697	20,281	15.97	
K-12 Program 02 Instructional	4.000	382,506	95,627	1,500	375	63,076	15,769	16.01	
Program 21 Instructional	2.700	178,495	66,109	2,000	741	31,538	11,681	16.04	
Program 21 Administrative	0.300	20,929	69,763					16.04	
K-12 Program 21 Instructional	2.700	178,495	66,109			31,538	11,681	16.04	
Program 31 Instructional	1.380	87,438	63,361			31,538	22,854	15.93	
K-3 BEA Instructional	5.325	494,546	92,872	11,850	2,225	83,970	15,769	16.00	
4-6 BEA Instructional	3.125	258,763	82,804			49,278	15,769	16.02	
7-8 BEA Instructional	4.325	309,611	71,586	1,500	347	68,201	15,769	16.03	
9-12 BEA Instructional	5.205	386,926	74,337	1,500	288	91,854	17,647	15.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	17.980	1,449,846	80,637	14,850	826	293,303	16,313	16.01	
K-12 BEA Administrative	0.694	101,588	146,380			14,075	20,281	15.97	
BEA	18.807	1,575,434	83,768	26,544	1,411	310,076	16,487	16.00	
Instructional	21.080	1,657,239	78,617	18,350	870	331,149	15,709	16.01	
Administrative	1.300	171,914	132,242			20,281	15,601	15.98	
Other				11,694					
Active	22.380	1,829,153	81,732	30,044	1,342	351,430	15,703	16.01	
Certificated Total	22.380	1,829,153	81,732	30,044	1,342	351,430	15,703	16.01	
Instructional for Funding Purposes	21.080	1,657,239	78,617	18,350	870	331,149	15,709	16.01	
Instructional for Compliance Purposes	21.080	1,657,239	78,617	18,350	870	331,149	15,709	16.01	
K-3 Program 01 Teacher	3.000	259,324	86,441	10,350	3,450	47,307	15,769	15.99	
K-3 Program 21 Teacher	0.444	28,348	63,847			7,001	15,769	16.05	
PSES Program 21 Certificated	0.700	48,835	69,764					16.04	

Northshore School District (17417)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,062.291	113,837,960	107,163	27,380,934	25,775	17,109,953	16,107	15.65	
02	18.305	1,966,258	107,416	400,381	21,873	326,227	17,822	15.61	
21	248.688	24,072,766	96,799	5,233,863	21,046	3,898,781	15,677	15.81	
24	27.950	2,989,615	106,963	634,268	22,693	441,771	15,806	15.78	
31	50.600	4,992,413	98,664	1,368,808	27,052	812,102	16,049	15.88	
34	9.320	971,730	104,263	234,678	25,180	148,135	15,894	15.72	
51	2.700	278,189	103,033	57,269	21,211	42,519	15,748	16.22	
52	1.174	157,531	134,183	8,136	6,930	15,684	13,359	14.41	
55	17.052	1,805,215	105,865	343,370	20,137	281,627	16,516	15.11	
56	1.000	115,589	115,589	23,779	23,779	5,228	5,228	18.85	
58	0.600	69,353	115,588	15,267	25,445	9,410	15,684	15.74	
61	0.500	102,355	204,710	300	600	7,842	15,684	15.55	
64	0.928	86,846	93,584	17,230	18,567	17,017	18,337	16.53	
65	12.200	1,203,723	98,666	271,210	22,230	195,015	15,985	15.73	
74	2.200	248,792	113,087	51,256	23,298	34,850	15,841	17.10	
79	12.300	1,197,910	97,391	374,699	30,463	198,136	16,109	16.06	
97	2.650	815,781	307,842	28,497	10,754	36,596	13,810	12.78	
K-12 Program 02 Instructional	17.305	1,749,565	101,102			310,543	17,945	15.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	243.688	22,887,769	93,922	5,230,863	21,465	3,820,361	15,677	16.01	
Program 21 Administrative	5.000	1,184,997	236,999	3,000	600	78,420	15,684	10.99	
K-12 Program 21 Instructional	219.301	20,441,226	93,211			3,420,414	15,597	16.02	
Program 26, 56, and 59 Instructional	1.000	115,589	115,589	23,779	23,779	5,228	5,228	18.85	
Program 31 Instructional	50.100	4,879,667	97,399	1,368,508	27,316	804,260	16,053	15.92	
Program 31 Administrative	0.500	112,746	225,492	300	600	7,842	15,684	13.93	
Program 34 Instructional	8.820	858,984	97,390	234,378	26,573	140,293	15,906	15.90	
Program 34 Administrative	0.500	112,746	225,492	300	600	7,842	15,684	13.93	
K-3 BEA Instructional	377.064	37,191,081	98,633			6,087,028	16,143	15.85	
4-6 BEA Instructional	219.865	22,067,794	100,370			3,470,723	15,786	15.80	
7-8 BEA Instructional	146.158	14,748,273	100,906	2,043	14	2,429,452	16,622	15.79	
9-12 BEA Instructional	322.404	31,862,765	98,829			5,251,265	16,288	15.92	
K-12 BEA Instructional	1,065.491	105,869,913	99,363	2,043	2	17,238,467	16,179	15.85	
BEA	1,143.166	122,584,142	107,232	29,413,298	25,730	18,433,013	16,125	15.64	
Instructional	1,379.839	136,049,546	98,598	36,124,623	26,180	22,186,064	16,079	15.88	
Administrative	84.019	18,228,289	216,954	100,837	1,200	1,291,316	15,369	13.74	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other	5.600	508,907	90,876	218,485	39,015	87,830	15,684	15.96	
Active	1,469.458	154,786,742	105,336	36,443,945	24,801	23,565,210	16,037	15.68	
On Leave	1.000	125,284	125,284			15,684	15,684	15.58	
Certificated Total	1,470.458	154,912,026	105,350	36,443,945	24,784	23,580,894	16,036	15.68	
Instructional for Funding Purposes	1,378.839	135,933,957	98,586	36,100,844	26,182	22,180,836	16,087	15.88	
Instructional for Compliance Purposes	1,378.839	135,933,957	98,586	36,100,844	26,182	22,180,836	16,087	15.88	
K-3 Program 01 Teacher	338.755	33,410,650	98,628			5,458,022	16,112	15.85	
K-3 Program 21 Teacher	32.215	2,862,958	88,870			511,204	15,869	15.93	
PSES Program 01 Certificated	61.530	6,046,975	98,277			1,016,213	16,516	15.92	
PSES Program 21 Certificated	81.353	7,827,570	96,217			1,288,488	15,838	15.93	

Oak Harbor School District (15201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	257.553	30,418,805	118,107	1,204,421	4,676	4,094,779	15,899	15.88	
02	12.958	1,593,299	122,959	55,041	4,248	214,400	16,546	15.86	
09	3.000	354,529	118,176	10,656	3,552	47,052	15,684	15.94	
21	89.700	9,843,614	109,739	540,212	6,022	1,448,104	16,144	15.92	
31	15.893	1,880,936	118,350	141,737	8,918	259,884	16,352	15.87	
34	2.150	250,358	116,446	6,622	3,080	33,721	15,684	15.85	
51	0.239	36,899	154,389			1,568	6,562	15.44	
52	1.000	116,301	116,301	3,495	3,495	15,684	15,684	15.94	
55	7.100	930,682	131,082	27,371	3,855	111,356	15,684	15.89	
65	5.000	643,300	128,660	19,335	3,867	78,420	15,684	15.91	
74	1.000	121,658	121,658	3,656	3,656	15,684	15,684	15.94	
79				58,276					
97	2.000	491,026	245,513	26,645	13,323	31,368	15,684	13.65	
K-12 Program 02 Instructional	12.288	1,459,102	118,742			203,892	16,593	15.94	
Program 21 Instructional	87.370	9,398,735	107,574	540,212	6,183	1,411,560	16,156	15.95	
Program 21 Administrative	2.330	444,879	190,935			36,544	15,684	15.31	
K-12 Program 21 Instructional	76.843	8,286,622	107,838	3,787	49	1,234,974	16,071	15.94	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	15.043	1,710,687	113,720	141,737	9,422	246,552	16,390	15.95	
Program 31 Administrative	0.850	170,249	200,293			13,331	15,684	15.02	
Program 34 Instructional	2.000	220,314	110,157	6,622	3,311	31,368	15,684	15.96	
Program 34 Administrative	0.150	30,044	200,293			2,353	15,684	15.02	
K-3 BEA Instructional	104.906	11,598,890	110,565	4,034	38	1,669,719	15,916	15.96	
4-6 BEA Instructional	57.821	6,392,716	110,560			918,612	15,887	15.96	
7-8 BEA Instructional	37.438	4,346,606	116,101			601,952	16,079	15.94	
9-12 BEA Instructional	72.919	8,766,654	120,225	4,034	55	1,169,870	16,043	15.93	
K-12 BEA Instructional	273.084	31,104,866	113,902	8,068	30	4,360,152	15,966	15.95	
BEA	290.554	34,634,424	119,201	1,434,466	4,937	4,634,151	15,949	15.85	
Instructional	377.593	42,666,912	112,997	2,026,598	5,367	6,038,340	15,992	15.95	
Administrative	20.000	4,014,495	200,725	26,145	1,307	313,680	15,684	14.96	
Other				44,724					
Active	397.593	46,681,407	117,410	2,097,467	5,275	6,352,020	15,976	15.87	
Certificated Total	397.593	46,681,407	117,410	2,097,467	5,275	6,352,020	15,976	15.87	
Instructional for Funding Purposes	377.593	42,666,912	112,997	2,026,598	5,367	6,038,340	15,992	15.95	
Instructional for Compliance Purposes	377.593	42,666,912	112,997	2,026,598	5,367	6,038,340	15,992	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	85.477	9,279,838	108,565			1,360,258	15,914	15.97	
K-3 Program 21 Teacher	17.849	1,908,259	106,911			282,673	15,837	15.96	
Grade T Program 09 Teacher	3.000	354,529	118,176			47,052	15,684	15.94	
PSES Program 01 Certificated	19.575	2,273,627	116,150			324,659	16,585	15.95	
PSES Program 21 Certificated	21.193	2,349,997	110,886			357,031	16,847	15.89	

Oakesdale School District (38324)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.324	732,882	78,602	63,732	6,835	156,840	16,821	15.93	
09	1.000	55,523	55,523			15,684	15,684	16.02	
21	1.250	140,730	112,584			19,605	15,684	15.36	
31	1.794	164,068	91,454	26,325	14,674	28,137	15,684	15.82	
34	0.206	18,146	88,087	6,675	32,403	3,231	15,684	15.85	
55	0.150	30,000	200,000			2,353	15,684	14.41	
74				4,421					
97	0.600	120,000	200,000	24,000	40,000	9,410	15,684	14.41	
Program 21 Instructional	1.000	90,730	90,730			15,684	15,684	15.93	
Program 21 Administrative	0.250	50,000	200,000			3,921	15,684	14.41	
K-12 Program 21 Instructional	1.000	90,730	90,730			15,684	15,684	15.93	
Program 31 Instructional	1.794	164,068	91,454	26,325	14,674	28,137	15,684	15.82	
Program 34 Instructional	0.206	18,146	88,087	6,675	32,403	3,231	15,684	15.85	
K-3 BEA Instructional	2.816	219,216	77,847	8,813	3,130	44,166	15,684	15.93	
4-6 BEA Instructional	1.719	129,299	75,218	1,361	792	30,427	17,700	15.95	
7-8 BEA Instructional	2.134	173,020	81,078	3,375	1,582	35,211	16,500	15.90	
9-12 BEA Instructional	4.655	393,561	84,546	77,604	16,671	78,404	16,843	15.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	11.324	915,096	80,810	91,153	8,050	188,208	16,620	15.90	
K-12 BEA Administrative				5,579					
BEA	11.924	1,035,096	86,808	120,732	10,125	197,618	16,573	15.74	
Instructional	13.324	1,061,349	79,657	95,574	7,173	219,576	16,480	15.91	
Administrative	1.000	200,000	200,000	29,579	29,579	15,684	15,684	14.41	
Active	14.324	1,261,349	88,058	125,153	8,737	235,260	16,424	15.68	
Certificated Total	14.324	1,261,349	88,058	125,153	8,737	235,260	16,424	15.68	
Instructional for Funding Purposes	13.324	1,061,349	79,657	95,574	7,173	219,576	16,480	15.91	
Instructional for Compliance Purposes	13.324	1,061,349	79,657	95,574	7,173	219,576	16,480	15.91	
K-3 Program 01 Teacher	2.816	219,216	77,847	7,710	2,738	44,166	15,684	15.93	
PSES Program 01 Certificated	0.822	63,042	76,693			15,684	19,080	16.02	

Oakville School District (14400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.769	1,643,680	83,144	57,667	2,917	310,935	15,728	16.80	
02	0.931	89,347	95,969			14,602	15,684	16.65	
09	0.999	61,000	61,061	1,357	1,358	15,668	15,684	17.13	
21	3.199	271,722	84,940	13,202	4,127	47,052	14,708	16.15	
31	2.009	134,209	66,804	1,254	624	31,509	15,684	17.93	
34	0.207	11,671	56,382			3,247	15,684	20.34	
51	0.579	62,833	108,520			9,081	15,684	16.46	
52	1.000	59,864	59,864	2,500	2,500	15,684	15,684	17.15	
55	0.450	36,866	81,924			7,058	15,684	16.74	
79	1.000	75,749	75,749	4,208	4,208	15,684	15,684	16.85	
97	1.000	175,567	175,567			15,684	15,684	16.35	
K-12 Program 02 Instructional	0.931	89,347	95,969			14,602	15,684	16.65	
Program 21 Instructional	3.199	271,722	84,940	13,202	4,127	47,052	14,708	16.15	
K-12 Program 21 Instructional	2.931	253,056	86,338	11,927	4,069	42,849	14,619	16.09	
Program 31 Instructional	2.009	134,209	66,804	1,254	624	31,509	15,684	17.93	
Program 34 Instructional	0.207	11,671	56,382			3,247	15,684	20.34	
K-3 BEA Instructional	8.282	623,683	75,306	15,689	1,894	130,334	15,737	16.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	3.046	259,899	85,325	4,174	1,370	47,773	15,684	16.77	
7-8 BEA Instructional	2.769	240,408	86,821			43,570	15,735	16.91	
9-12 BEA Instructional	6.605	472,908	71,598	15,642	2,368	103,891	15,729	17.22	
K-12 BEA Instructional	20.702	1,596,898	77,137	35,505	1,715	325,568	15,726	16.96	
K-12 BEA Administrative				11,416					
BEA	23.916	2,054,474	85,904	58,921	2,464	375,977	15,721	16.85	
Instructional	26.522	2,060,812	77,702	56,772	2,141	413,728	15,599	16.85	
Administrative	4.407	543,444	123,314	11,416	2,590	69,119	15,684	16.53	
Other	0.214	18,252	85,290	12,000	56,075	3,356	15,684	16.64	
Active	31.143	2,622,508	84,209	80,188	2,575	486,204	15,612	16.78	
Certificated Total	31.143	2,622,508	84,209	80,188	2,575	486,204	15,612	16.78	
Instructional for Funding Purposes	26.522	2,060,812	77,702	56,772	2,141	413,728	15,599	16.85	
Instructional for Compliance Purposes	26.522	2,060,812	77,702	56,772	2,141	413,728	15,599	16.85	
K-3 Program 01 Teacher	7.290	518,646	71,145	7,972	1,094	114,336	15,684	16.92	
K-3 Program 21 Teacher	1.196	81,856	68,441	5,100	4,264	18,758	15,684	16.93	
Grade T Program 09 Teacher	0.999	61,000	61,061	1,357	1,358	15,668	15,684	17.13	
PSES Program 01 Certificated	0.944	106,063	112,355			15,684	16,614	16.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	0.199	21,589	108,487					9.00	

Ocean Beach School District (25101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	45.277	4,318,097	95,371	114,791	2,535	717,399	15,845	16.53	
02	1.200	113,441	94,534	1,361	1,134	21,362	17,802	16.39	
09	1.000	91,966	91,966			15,684	15,684	16.37	
31	6.313	561,905	89,008	41,137	6,516	100,365	15,898	17.19	
51	0.500	53,493	106,986			7,842	15,684	16.30	
52				11,000					
55	0.710	71,305	100,430			11,136	15,684	16.33	
65	0.400	42,794	106,985			6,274	15,684	16.30	
74				23,536					
97	0.800	127,057	158,821			22,712	28,390	16.26	
K-12 Program 02 Instructional	1.000	81,677	81,677	1,361	1,361	15,684	15,684	16.44	
Program 31 Instructional	5.813	508,412	87,461	35,193	6,054	92,523	15,916	17.31	
Program 31 Administrative	0.500	53,493	106,986	5,944	11,888	7,842	15,684	16.21	
K-3 BEA Instructional	14.616	1,364,546	93,360	21,209	1,451	228,824	15,656	16.69	
4-6 BEA Instructional	7.713	714,523	92,639	12,386	1,606	122,759	15,916	16.38	
7-8 BEA Instructional	11.290	968,725	85,804	24,902	2,206	175,765	15,568	15.77	
9-12 BEA Instructional	14.671	1,337,769	91,185	76,315	5,202	235,521	16,054	16.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	48.290	4,385,563	90,817	136,345	2,823	762,870	15,798	16.44	
K-12 BEA Administrative	1.500	190,693	127,129	20,944	13,963	23,526	15,684	16.28	
BEA	53.590	5,120,500	95,550	157,289	2,935	861,838	16,082	16.60	
Instructional	50.900	4,645,121	91,260	170,881	3,357	803,805	15,792	16.43	
Administrative	5.300	734,937	138,667	20,944	3,952	98,968	18,673	17.54	
Active	56.200	5,380,058	95,731	191,825	3,413	902,773	16,064	16.59	
Certificated Total	56.200	5,380,058	95,731	191,825	3,413	902,773	16,064	16.59	
Instructional for Funding Purposes	50.900	4,645,121	91,260	170,881	3,357	803,805	15,792	16.43	
Instructional for Compliance Purposes	50.900	4,645,121	91,260	170,881	3,357	803,805	15,792	16.43	
K-3 Program 01 Teacher	14.616	1,364,546	93,360	20,209	1,383	228,824	15,656	16.69	
Grade T Program 09 Teacher	1.000	91,966	91,966			15,684	15,684	16.37	
PSES Program 01 Certificated	1.500	127,464	84,976			23,526	15,684	12.29	

Ocosta School District (14172)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	34.574	3,115,703	90,117	32,938	953	546,619	15,810	16.53	
21	4.057	319,483	78,749			63,630	15,684	16.44	
31	2.148	202,149	94,110			33,689	15,684	16.34	
34	0.800	71,338	89,173			12,547	15,684	16.34	
51	1.250	136,241	108,993			19,605	15,684	16.21	
55	1.716	164,398	95,803			26,914	15,684	16.28	
58				57,570					
65	0.934	104,974	112,392			14,649	15,684	16.19	
74	0.133	8,330	62,632			2,086	15,684	16.63	
88	0.300	21,900	73,000			4,705	15,684	16.47	
97	1.310	203,993	155,720			28,388	21,670	16.32	
Program 21 Instructional	3.867	285,093	73,725			60,650	15,684	16.47	
Program 21 Administrative	0.190	34,390	181,000			2,980	15,684	16.17	
K-12 Program 21 Instructional	3.867	285,093	73,725			60,650	15,684	16.47	
Program 31 Instructional	2.000	180,221	90,111			31,368	15,684	16.36	
Program 31 Administrative	0.148	21,928	148,162			2,321	15,684	16.18	
Program 34 Instructional	0.800	71,338	89,173			12,547	15,684	16.34	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	11.290	1,004,808	89,000	1,250	111	181,433	16,070	16.32	
4-6 BEA Instructional	6.298	473,268	75,146	1,250	198	98,778	15,684	16.47	
7-8 BEA Instructional	6.000	534,742	89,124			94,104	15,684	16.58	
9-12 BEA Instructional	10.434	910,294	87,243	6,257	600	163,647	15,684	16.90	
K-12 BEA Instructional	34.022	2,923,112	85,918	8,757	257	537,961	15,812	16.57	
K-12 BEA Administrative	1.648	194,076	117,765			33,689	20,442	16.28	
BEA	38.832	3,593,183	92,531	32,938	848	621,243	15,998	16.51	
Instructional	41.722	3,578,048	85,759	73,386	1,759	658,728	15,789	16.54	
Administrative	5.500	770,461	140,084			94,104	17,110	16.20	
Other				17,122					
Active	47.222	4,348,509	92,087	90,508	1,917	752,832	15,942	16.48	
Certificated Total	47.222	4,348,509	92,087	90,508	1,917	752,832	15,942	16.48	
Instructional for Funding Purposes	41.722	3,578,048	85,759	73,386	1,759	658,728	15,789	16.54	
Instructional for Compliance Purposes	41.722	3,578,048	85,759	73,386	1,759	658,728	15,789	16.54	
K-3 Program 01 Teacher	9.423	888,938	94,337	1,250	133	152,150	16,147	16.29	
K-3 Program 21 Teacher	1.152	78,512	68,153			18,068	15,684	16.54	
PSES Program 01 Certificated	2.000	122,598	61,299			31,368	15,684	16.57	

Odessa School District (22105)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.134	1,292,575	85,409	13,391	885	237,362	15,684	15.96	
09	1.083	64,974	59,994			16,986	15,684	15.97	
21	1.250	107,265	85,812	1,985	1,588	19,605	15,684	15.93	
31	1.843	100,086	54,306	22,451	12,182	28,906	15,684	16.26	
34	0.140	6,501	46,436			2,196	15,684	15.91	
51	0.495	49,710	100,424			7,764	15,684	15.95	
55	1.306	77,412	59,274			20,483	15,684	15.96	
58				3,666					
97	0.750	104,997	139,996			11,763	15,684	15.95	
Program 21 Instructional	1.000	72,266	72,266	1,985	1,985	15,684	15,684	15.93	
Program 21 Administrative	0.250	34,999	139,996			3,921	15,684	15.95	
K-12 Program 21 Instructional	0.972	70,243	72,266			15,245	15,684	15.93	
Program 31 Instructional	1.843	100,086	54,306	22,451	12,182	28,906	15,684	16.26	
Program 34 Instructional	0.140	6,501	46,436			2,196	15,684	15.91	
K-3 BEA Instructional	3.870	289,626	74,839			60,697	15,684	15.96	
4-6 BEA Instructional	3.556	278,086	78,202			55,772	15,684	15.95	
7-8 BEA Instructional	3.224	248,801	77,172	541	168	50,565	15,684	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	5.467	455,415	83,303	34,306	6,275	85,744	15,684	16.03	
K-12 BEA Instructional	16.117	1,271,928	78,918	34,847	2,162	252,779	15,684	15.99	
K-12 BEA Administrative	1.000	127,234	127,234			15,684	15,684	15.95	
BEA	17.867	1,504,159	84,186	35,842	2,006	280,226	15,684	15.98	
Instructional	20.001	1,536,290	76,811	41,493	2,075	313,696	15,684	15.98	
Administrative	2.000	267,230	133,615			31,368	15,684	15.95	
Active	22.001	1,803,520	81,974	41,493	1,886	345,064	15,684	15.98	
Certificated Total	22.001	1,803,520	81,974	41,493	1,886	345,064	15,684	15.98	
Instructional for Funding Purposes	20.001	1,536,290	76,811	41,493	2,075	313,696	15,684	15.98	
Instructional for Compliance Purposes	20.001	1,536,290	76,811	41,493	2,075	313,696	15,684	15.98	
K-3 Program 01 Teacher	3.586	263,690	73,533			56,243	15,684	15.96	
K-3 Program 21 Teacher	0.354	25,547	72,167			5,552	15,684	15.93	
Grade T Program 09 Teacher	1.072	64,354	60,032			16,813	15,684	15.97	
PSES Program 01 Certificated	0.992	90,757	91,489			15,559	15,684	15.95	

Okanogan School District (24105)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	48.870	4,381,796	89,662	197,063	4,032	771,088	15,778	16.10	
02	2.600	259,141	99,670	4,651	1,789	40,778	15,684	16.18	
09	1.100	67,682	61,529	1,533	1,394	17,252	15,684	16.16	
21	9.350	817,481	87,431	25,885	2,768	146,645	15,684	16.23	
31	4.474	373,191	83,413	41,126	9,192	70,170	15,684	15.99	
34	1.712	145,574	85,032	14,319	8,364	26,851	15,684	16.15	
51	0.520	45,091	86,713	6,121	11,771	8,156	15,684	16.21	
55	1.530	149,627	97,795	6,403	4,185	23,997	15,684	16.14	
56	0.400	61,155	152,888			6,274	15,684	15.99	
58				51,830					
65	0.150	22,169	147,793			2,353	15,684	16.08	
97	1.000	171,392	171,392	5,000	5,000	15,684	15,684	15.15	
K-12 Program 02 Instructional	2.000	167,408	83,704	4,651	2,326	31,368	15,684	16.27	
Program 21 Instructional	8.450	704,981	83,430	25,885	3,063	132,530	15,684	16.26	
Program 21 Administrative	0.900	112,500	125,000			14,116	15,684	16.09	
K-12 Program 21 Instructional	8.450	704,981	83,430	25,885	3,063	132,530	15,684	16.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 26, 56, and 59 Instructional	0.400	61,155	152,888			6,274	15,684	15.99	
Program 31 Instructional	4.148	321,751	77,568	41,126	9,915	65,057	15,684	16.03	
Program 31 Administrative	0.326	51,440	157,791			5,113	15,684	15.76	
Program 34 Instructional	1.712	145,574	85,032	14,319	8,364	26,851	15,684	16.15	
K-3 BEA Instructional	16.604	1,410,515	84,950	42,091	2,535	260,417	15,684	16.17	
4-6 BEA Instructional	8.702	715,336	82,204	19,057	2,190	141,093	16,214	16.24	
7-8 BEA Instructional	10.812	905,334	83,734	44,390	4,106	169,575	15,684	16.04	
9-12 BEA Instructional	17.688	1,534,231	86,739	151,621	8,572	277,419	15,684	16.08	
K-12 BEA Instructional	53.806	4,565,416	84,850	257,159	4,779	848,504	15,770	16.12	
K-12 BEA Administrative	3.600	557,338	154,816			56,462	15,684	15.88	
BEA	58.656	5,331,094	90,887	262,159	4,469	924,572	15,763	16.07	
Instructional	65.106	5,507,556	84,594	348,931	5,359	1,025,734	15,755	16.14	
Administrative	6.600	986,743	149,507	5,000	758	103,514	15,684	15.81	
Active	71.706	6,494,299	90,568	353,931	4,936	1,129,248	15,748	16.09	
Certificated Total	71.706	6,494,299	90,568	353,931	4,936	1,129,248	15,748	16.09	
Instructional for Funding Purposes	64.706	5,446,401	84,171	348,931	5,393	1,019,460	15,755	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	64.706	5,446,401	84,171	348,931	5,393	1,019,460	15,755	16.14	
K-3 Program 01 Teacher	14.604	1,234,796	84,552	27,197	1,862	229,049	15,684	16.18	
K-3 Program 21 Teacher	1.660	92,300	55,602			26,035	15,684	16.26	
PSES Program 01 Certificated	2.500	219,204	87,682			39,210	15,684	16.14	
PSES Program 21 Certificated	1.450	146,833	101,264			22,742	15,684	16.12	

Olympia School District (34111)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	424.012	45,045,776	106,237	3,624,211	8,547	6,960,324	16,415	16.31	
02	32.896	3,447,320	104,795	143,173	4,352	532,221	16,179	16.31	
09	2.200	243,214	110,552			34,505	15,684	16.37	
21	118.983	11,410,066	95,897	174,129	1,463	1,916,491	16,107	16.33	
22	4.600	512,899	111,500	12,880	2,800	72,146	15,684	16.36	
24	9.578	992,360	103,608	11,589	1,210	149,029	15,560	16.23	
25	0.230	5,121	22,265			3,607	15,684	14.62	
31	27.738	2,976,897	107,322	103,514	3,732	455,150	16,409	16.35	
34	7.232	784,146	108,427	8,019	1,109	125,127	17,302	16.19	
51	11.720	1,258,467	107,378			205,774	17,558	16.38	
52	0.600	74,879	124,798			9,410	15,684	16.35	
55	13.301	1,377,345	103,552			213,836	16,077	16.30	
56	0.752	80,603	107,185			12,406	16,497	16.36	
57	0.085	6,416	75,482	8,328	97,976	1,945	22,880	16.44	
58	0.499	57,501	115,232	534,148	1,070,437	7,826	15,684	16.36	
65	5.946	585,657	98,496	8,232	1,384	109,192	18,364	16.39	
74	0.801	118,161	147,517			12,971	16,193	16.33	
88	2.000	191,953	95,977	5,348	2,674	31,368	15,684	16.38	
97	2.000	476,090	238,045	3,600	1,800	31,368	15,684	14.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	30.096	2,961,868	98,414	4,978	165	488,306	16,225	16.32	
Program 21 Instructional	115.613	10,938,476	94,613	174,129	1,506	1,863,636	16,120	16.36	
Program 21 Administrative	3.370	471,590	139,938			52,855	15,684	15.73	
K-12 Program 21 Instructional	106.902	10,169,644	95,131	27,074	253	1,727,012	16,155	16.35	
Program 26, 56, and 59 Instructional	0.752	80,603	107,185			12,406	16,497	16.36	
Program 31 Instructional	27.068	2,871,277	106,076	103,514	3,824	444,641	16,427	16.35	
Program 31 Administrative	0.670	105,620	157,642			10,508	15,684	16.33	
Program 34 Instructional	6.719	702,991	104,627	8,019	1,193	116,987	17,411	16.18	
Program 34 Administrative	0.513	81,155	158,197			8,140	15,867	16.31	
K-3 BEA Instructional	143.545	14,221,809	99,076	49,766	347	2,425,201	16,895	16.35	
4-6 BEA Instructional	80.246	8,009,227	99,808	4,797	60	1,299,106	16,189	16.35	
7-8 BEA Instructional	84.408	8,579,000	101,637	13,949	165	1,387,705	16,440	16.34	
9-12 BEA Instructional	149.178	15,632,091	104,788	165,721	1,111	2,418,724	16,214	16.36	
K-12 BEA Instructional	457.377	46,442,127	101,540	234,233	512	7,530,735	16,465	16.35	
K-12 BEA Administrative	27.035	4,515,860	167,038	11,397	422	424,017	15,684	15.98	
BEA	493.878	52,730,229	106,768	3,882,517	7,861	8,104,189	16,409	16.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	622.871	62,527,910	100,387	4,583,338	7,358	10,219,851	16,408	16.35	
Administrative	41.302	6,996,574	169,400	53,833	1,303	649,161	15,717	15.85	
Active	664.173	69,524,484	104,678	4,637,171	6,982	10,869,012	16,365	16.30	
On Leave	1.000	120,387	120,387			15,684	15,684	16.36	
Certificated Total	665.173	69,644,871	104,702	4,637,171	6,971	10,884,696	16,364	16.30	
Instructional for Funding Purposes	622.119	62,447,307	100,378	4,583,338	7,367	10,207,445	16,408	16.35	
Instructional for Compliance Purposes	622.119	62,447,307	100,378	4,583,338	7,367	10,207,445	16,408	16.35	
K-3 Program 01 Teacher	120.661	11,927,360	98,850	5,765	48	2,017,621	16,721	16.36	
K-3 Program 21 Teacher	20.407	1,858,661	91,080			319,091	15,636	16.20	
Grade T Program 09 Teacher	2.000	208,818	104,409			31,368	15,684	16.37	
PSES Program 01 Certificated	30.430	3,026,617	99,462			510,765	16,785	16.38	
PSES Program 21 Certificated	39.744	3,957,774	99,582			665,535	16,746	16.39	

Omak School District (24019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	80.971	7,062,310	87,220	276,939	3,420	1,277,791	15,781	16.24	
02	133.644	13,625,530	101,954	245,129	1,834	2,101,712	15,726	16.20	
03	1.000	77,097	77,097			15,684	15,684	16.33	
21	44.800	4,217,162	94,133	95,663	2,135	705,780	15,754	16.23	
24	10.000	760,766	76,077			156,840	15,684	16.21	
31	8.657	778,207	89,893	54,969	6,350	135,776	15,684	16.71	
34	2.572	209,115	81,304	5,716	2,222	40,339	15,684	16.48	
51	1.540	174,727	113,459	12,265	7,964	24,153	15,684	16.18	
55	10.160	1,122,446	110,477	308,810	30,395	159,349	15,684	16.19	
65	2.500	271,079	108,432			39,210	15,684	16.20	
74	2.000	218,625	109,313			31,368	15,684	16.20	
88	0.150	19,536	130,240			2,353	15,684	16.17	
97	1.000	212,272	212,272			15,684	15,684	15.00	
K-12 Program 02 Instructional	133.444	13,593,028	101,863	199,402	1,494	2,098,575	15,726	16.20	
Program 21 Instructional	43.800	4,075,292	93,043	89,065	2,033	690,096	15,756	16.23	
Program 21 Administrative	1.000	141,870	141,870	6,598	6,598	15,684	15,684	16.15	
K-12 Program 21 Instructional	42.800	3,996,646	93,380	83,195	1,944	674,412	15,757	16.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	7.857	648,197	82,499	54,969	6,996	123,229	15,684	16.81	
Program 31 Administrative	0.800	130,010	162,513			12,547	15,684	16.13	
Program 34 Instructional	2.572	209,115	81,304	5,716	2,222	40,339	15,684	16.48	
K-3 BEA Instructional	55.124	5,073,348	92,035	93,926	1,704	870,321	15,788	16.23	
4-6 BEA Instructional	28.020	2,663,667	95,063	69,066	2,465	445,105	15,885	16.20	
7-8 BEA Instructional	48.800	4,508,340	92,384	92,616	1,898	767,465	15,727	16.24	
9-12 BEA Instructional	86.500	8,310,329	96,073	242,817	2,807	1,356,666	15,684	16.26	
K-12 BEA Instructional	218.444	20,555,684	94,100	498,425	2,282	3,439,557	15,746	16.24	
K-12 BEA Administrative	6.600	965,130	146,232			103,514	15,684	16.15	
BEA	227.844	21,964,531	96,402	582,753	2,558	3,586,987	15,743	16.23	
Instructional	286.244	26,879,999	93,906	984,577	3,440	4,506,069	15,742	16.24	
Administrative	11.750	1,749,678	148,909	6,598	562	184,287	15,684	16.02	
Other	1.000	119,195	119,195	8,316	8,316	15,684	15,684	16.23	
Active	298.994	28,748,872	96,152	999,491	3,343	4,706,040	15,740	16.22	
Certificated Total	298.994	28,748,872	96,152	999,491	3,343	4,706,040	15,740	16.22	
Instructional for Funding Purposes	286.244	26,879,999	93,906	984,577	3,440	4,506,069	15,742	16.24	
Instructional for Compliance Purposes	286.244	26,879,999	93,906	984,577	3,440	4,506,069	15,742	16.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	25.966	2,048,310	78,884	57,581	2,218	413,007	15,906	16.26	
K-3 Program 21 Teacher	2.333	255,417	109,480	9,205	3,946	36,591	15,684	16.20	
PSES Program 01 Certificated	4.500	413,519	91,893			70,578	15,684	16.22	
PSES Program 21 Certificated	4.800	467,025	97,297			78,420	16,338	16.22	

Onalaska School District (21300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	36.877	3,330,783	90,321	31,653	858	585,801	15,885	16.31	
09	1.221	91,559	74,987			19,354	15,851	16.46	
21	5.968	442,206	74,096	3,000	503	91,340	15,305	16.41	
31	6.809	564,177	82,858	28,763	4,224	107,969	15,857	16.55	
34	1.029	94,298	91,640			16,311	15,852	16.31	
51				7,500					
52				10,779					
55	0.872	94,977	108,919	3,000	3,440	19,872	22,789	16.08	
65				3,000					
79				5,971					
97	0.894	139,543	156,088	2,000	2,237	14,131	15,807	15.46	
Program 21 Instructional	5.770	413,233	71,618	3,000	520	88,219	15,289	16.45	
Program 21 Administrative	0.198	28,973	146,328			3,121	15,763	15.81	
K-12 Program 21 Instructional	5.770	413,233	71,618			88,219	15,289	16.45	
Program 31 Instructional	6.313	491,709	77,888	28,763	4,556	100,127	15,860	16.62	
Program 31 Administrative	0.496	72,468	146,105			7,842	15,810	16.12	
Program 34 Instructional	0.989	88,911	89,900			15,684	15,858	16.32	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.040	5,387	134,675			627	15,684	16.21	
K-3 BEA Instructional	13.505	1,178,284	87,248			215,922	15,988	16.33	
4-6 BEA Instructional	9.428	762,162	80,840			149,516	15,859	16.38	
7-8 BEA Instructional	6.473	554,699	85,694			102,620	15,854	16.34	
9-12 BEA Instructional	12.840	1,144,584	89,142	18,578	1,447	202,971	15,808	16.39	
K-12 BEA Instructional	42.246	3,639,729	86,156	18,578	440	671,028	15,884	16.36	
BEA	45.609	4,128,801	90,526	62,416	1,369	724,213	15,879	16.31	
Instructional	49.703	4,182,168	84,143	92,391	1,859	792,042	15,935	16.36	
Administrative	3.967	575,375	145,040	3,275	826	62,736	15,814	15.98	
Active	53.670	4,757,543	88,644	95,666	1,782	854,778	15,927	16.32	
Certificated Total	53.670	4,757,543	88,644	95,666	1,782	854,778	15,927	16.32	
Instructional for Funding Purposes	49.703	4,182,168	84,143	92,391	1,859	792,042	15,935	16.36	
Instructional for Compliance Purposes	49.703	4,182,168	84,143	92,391	1,859	792,042	15,935	16.36	
K-3 Program 01 Teacher	13.505	1,178,284	87,248			215,922	15,988	16.33	
K-3 Program 21 Teacher	2.080	134,259	64,548			32,999	15,865	16.52	
Grade T Program 09 Teacher	0.973	56,381	57,946			15,433	15,861	16.63	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.503	52,777	104,924			7,967	15,840	16.20	

Onion Creek School District (33030)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.977	253,346	63,703			62,375	15,684	15.55	
21	0.990	70,823	71,538			15,527	15,684	15.04	
51	0.273	36,632	134,183			4,282	15,684	15.81	
55	0.130	17,444	134,185			2,039	15,684	15.81	
58				11,514					
97	0.280	11,480	41,000	720	2,571	4,392	15,684	8.13	
99	0.350	14,350	41,000			5,489	15,684	8.13	
Program 21 Instructional	0.810	63,443	78,325			12,704	15,684	15.86	
Program 21 Administrative	0.180	7,380	41,000			2,823	15,684	8.13	
K-12 Program 21 Instructional	0.810	63,443	78,325			12,704	15,684	15.86	
K-3 BEA Instructional	1.713	90,953	53,096			26,867	15,684	15.77	
4-6 BEA Instructional	1.276	99,106	77,669			20,013	15,684	15.77	
7-8 BEA Instructional	0.681	39,798	58,441			10,681	15,684	15.72	
K-12 BEA Instructional	3.670	229,857	62,631			57,560	15,684	15.76	
K-12 BEA Administrative	0.190	7,790	41,000	720	3,789	2,980	15,684	8.13	
BEA	4.257	264,826	62,210	720	169	66,767	15,684	15.26	
Instructional	4.480	293,300	65,469	11,514	2,570	70,264	15,684	15.78	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.520	110,775	72,878	720	474	23,840	15,684	12.69	
Active	6.000	404,075	67,346	12,234	2,039	94,104	15,684	15.04	
Certificated Total	6.000	404,075	67,346	12,234	2,039	94,104	15,684	15.04	
Instructional for Funding Purposes	4.480	293,300	65,469	11,514	2,570	70,264	15,684	15.78	
Instructional for Compliance Purposes	4.480	293,300	65,469	11,514	2,570	70,264	15,684	15.78	
K-3 Program 01 Teacher	1.713	90,953	53,096			26,867	15,684	15.77	
K-3 Program 21 Teacher	0.360	28,204	78,344			5,646	15,684	15.86	

Orcas Island School District (28137)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	28.894	3,353,982	116,079	66,860	2,314	556,769	19,269	16.00	
02	3.625	1,327,043	366,081	18,845	5,199	209,455	57,781	16.16	
21	3.600	770,195	213,943	10,881	3,023	117,902	32,751	16.06	
24		132,180		2,167		17,864		16.19	
31	1.400	111,538	79,670			24,398	17,427	16.33	
51	1.000	122,736	122,736			17,864	17,864	16.21	
58		25,337				4,466		16.27	
65	0.150	121,035	806,900	717	4,780	29,476	196,504	16.04	
74	0.100	17,753	177,530			1,786	17,864	15.09	
97	1.000	208,426	208,426			17,864	17,864	14.27	
K-12 Program 02 Instructional	2.975	1,216,850	409,025			197,844	66,502	16.24	
Program 21 Instructional	3.000	663,680	221,227	10,881	3,627	107,184	35,728	16.24	
Program 21 Administrative	0.600	106,515	177,525			10,718	17,864	15.09	
K-12 Program 21 Instructional	3.000	646,801	215,600			104,897	34,966	16.24	
Program 31 Instructional	1.400	111,538	79,670			24,398	17,427	16.33	
K-3 BEA Instructional	9.067	1,235,030	136,212	2,331	257	226,677	25,000	16.25	
4-6 BEA Instructional	5.455	902,354	165,418	1,415	259	147,820	27,098	16.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	5.560	722,074	129,869	2,191	394	123,699	22,248	16.25	
9-12 BEA Instructional	11.297	1,536,945	136,049	5,243	464	253,998	22,484	16.03	
K-12 BEA Instructional	31.379	4,396,403	140,107	11,180	356	752,194	23,971	16.17	
K-12 BEA Administrative	2.000	343,499	171,750			35,728	17,864	15.31	
BEA	34.919	5,000,989	143,217	85,705	2,454	808,486	23,153	15.97	
Instructional	35.769	5,460,774	152,668	98,470	2,753	926,388	25,899	16.14	
Administrative	4.000	729,451	182,363	1,000	250	71,456	17,864	14.96	
Active	39.769	6,190,225	155,655	99,470	2,501	997,844	25,091	15.99	
Certificated Total	39.769	6,190,225	155,655	99,470	2,501	997,844	25,091	15.99	
Instructional for Funding Purposes	35.769	5,460,774	152,668	98,470	2,753	926,388	25,899	16.14	
Instructional for Compliance Purposes	35.769	5,460,774	152,668	98,470	2,753	926,388	25,899	16.14	
K-3 Program 01 Teacher	7.752	813,744	104,972	2,331	301	159,598	20,588	16.25	
K-3 Program 21 Teacher	0.936	131,218	140,190			23,277	24,868	16.28	
PSES Program 01 Certificated	1.000	118,242	118,242			17,864	17,864	16.22	
PSES Program 21 Certificated		115,300				15,577		16.18	

Orchard Prairie School District (32123)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.263	496,950	79,347			110,776	17,687	15.60	
21	0.956	64,964	67,954			14,994	15,684	15.66	
51	0.081	7,806	96,370			1,270	15,684	15.66	
97	0.820	63,960	78,000			12,861	15,684	15.66	
99	0.080	6,240	78,000			1,255	15,684	15.66	
Program 21 Instructional	0.856	57,164	66,780			13,426	15,684	15.66	
Program 21 Administrative	0.100	7,800	78,000			1,568	15,684	15.66	
K-12 Program 21 Instructional	0.856	57,164	66,780			13,426	15,684	15.66	
K-3 BEA Instructional	4.009	325,420	81,172			75,424	18,814	15.58	
4-6 BEA Instructional	1.789	136,906	76,527			28,059	15,684	15.66	
7-8 BEA Instructional	0.465	34,624	74,460			7,293	15,684	15.66	
K-12 BEA Instructional	6.263	496,950	79,347			110,776	17,687	15.60	
K-12 BEA Administrative	0.820	63,960	78,000			12,861	15,684	15.66	
BEA	7.083	560,910	79,191			123,637	17,455	15.61	
Instructional	7.200	561,920	78,044			125,472	17,427	15.61	
Administrative	1.000	78,000	78,000			15,684	15,684	15.66	
Active	8.200	639,920	78,039			141,156	17,214	15.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	8.200	639,920	78,039			141,156	17,214	15.62	
Instructional for Funding Purposes	7.200	561,920	78,044			125,472	17,427	15.61	
Instructional for Compliance Purposes	7.200	561,920	78,044			125,472	17,427	15.61	
K-3 Program 01 Teacher	3.665	304,927	83,200			57,482	15,684	15.66	
K-3 Program 21 Teacher	0.642	42,873	66,780			10,069	15,684	15.66	

Orient School District (10065)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1.950	201,816	103,495	33,907	17,388	30,584	15,684	11.36	
21	0.450	48,977	108,838			14,116	31,368	15.52	
51	0.850	83,183	97,862			13,331	15,684	15.01	
55	0.250	25,016	100,064			4,705	18,821	15.05	
58									
97				40,000					
99				10,000					
Program 21 Instructional	0.450	48,977	108,838			14,116	31,368	15.52	
K-12 Program 21 Instructional	0.450	48,977	108,838			14,116	31,368	15.52	
K-3 BEA Instructional	1.350	143,074	105,981			21,173	15,684	9.31	
4-6 BEA Instructional	0.600	58,742	97,903			9,410	15,684	14.45	
K-12 BEA Instructional	1.950	201,816	103,495			30,584	15,684	11.36	
BEA	1.950	201,816	103,495	73,907	37,901	30,584	15,684	11.36	
Instructional	3.500	358,992	102,569			62,736	17,925	13.18	
Administrative				83,907					
Active	3.500	358,992	102,569	83,907	23,973	62,736	17,925	13.18	
Certificated Total	3.500	358,992	102,569	83,907	23,973	62,736	17,925	13.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	3.500	358,992	102,569			62,736	17,925	13.18	
Instructional for Compliance Purposes	3.500	358,992	102,569			62,736	17,925	13.18	
K-3 Program 01 Teacher	1.350	143,074	105,981			21,173	15,684	9.31	
K-3 Program 21 Teacher	0.200	21,768	108,840			6,274	31,368	15.52	

Orondo School District (09013)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.095	581,939	95,478	16,531	2,712	105,079	17,240	16.11	
34	0.190	17,408	91,621	484	2,547	3,037	15,984	16.10	
51	0.189	19,825	104,894	65	344	3,021	15,984	16.15	
52	1.924	141,657	73,626	7,641	3,971	30,753	15,984	16.27	
53	0.098	12,325	125,765			1,566	15,984	16.14	
55	0.441	45,411	102,973	755	1,712	7,049	15,984	16.11	
65	0.530	42,128	79,487	1,153	2,175	8,472	15,984	16.16	
88	0.054	6,847	126,796			863	15,984	16.14	
Program 34 Instructional	0.190	17,408	91,621	484	2,547	3,037	15,984	16.10	
K-3 BEA Instructional	2.200	198,970	90,441	8,019	3,645	41,447	18,839	16.12	
4-6 BEA Instructional	2.392	226,973	94,888	7,186	3,004	38,234	15,984	16.09	
7-8 BEA Instructional	1.095	98,087	89,577	600	548	18,877	17,239	16.12	
K-12 BEA Instructional	5.687	524,030	92,145	15,805	2,779	98,557	17,330	16.11	
K-12 BEA Administrative				960					
BEA	6.285	599,347	95,361	17,015	2,707	108,116	17,202	16.11	
Instructional	8.521	741,555	87,027	25,669	3,012	143,856	16,883	16.14	
Administrative	1.000	125,985	125,985	960	960	15,984	15,984	16.14	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	9.521	867,540	91,119	26,629	2,797	159,840	16,788	16.14	
Certificated Total	9.521	867,540	91,119	26,629	2,797	159,840	16,788	16.14	
Instructional for Funding Purposes	8.521	741,555	87,027	25,669	3,012	143,856	16,883	16.14	
Instructional for Compliance Purposes	8.521	741,555	87,027	25,669	3,012	143,856	16,883	16.14	
K-3 Program 01 Teacher	1.773	164,232	92,629	7,614	4,294	28,340	15,984	16.10	

Oroville School District (24410)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	29.999	2,619,007	87,303	100,230	3,341	471,132	15,705	16.40	
02	1.000	84,128	84,128	2,337	2,337	15,684	15,684	16.36	
21	4.000	265,978	66,495	11,395	2,849	47,052	11,763	16.45	
24	0.500	29,628	59,256			7,842	15,684	16.53	
31	3.283	240,724	73,324	21,045	6,410	46,785	14,251	17.21	
34	0.403	34,584	85,816	448	1,112	4,188	10,391	17.01	
51	3.809	316,506	83,094	12,954	3,401	59,740	15,684	16.29	
52	1.120	93,623	83,592			17,566	15,684	16.29	
55	1.520	135,300	89,013	10,584	6,963	30,301	19,935	16.38	
58				7,058					
65	0.350	36,007	102,877	857	2,449	5,489	15,684	16.16	
97	1.000	171,896	171,896			15,684	15,684	15.97	
K-12 Program 02 Instructional	1.000	84,128	84,128			15,684	15,684	16.36	
Program 21 Instructional	4.000	265,978	66,495	6,023	1,506	47,052	11,763	16.45	
Program 21 Administrative				5,372					
K-12 Program 21 Instructional	3.875	255,095	65,831	4,075	1,052	45,092	11,637	16.45	
Program 31 Instructional	3.133	224,608	71,691	20,299	6,479	44,433	14,182	17.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.150	16,116	107,440	746	4,973	2,353	15,684	16.11	
Program 34 Instructional	0.303	23,840	78,680	448	1,479	2,619	8,644	17.38	
Program 34 Administrative	0.100	10,744	107,440			1,568	15,684	16.11	
K-3 BEA Instructional	10.196	897,450	88,020	23,167	2,272	159,914	15,684	16.26	
4-6 BEA Instructional	4.594	370,844	80,724	9,015	1,962	72,052	15,684	16.31	
7-8 BEA Instructional	5.303	402,762	75,950	9,092	1,715	84,694	15,971	17.52	
9-12 BEA Instructional	12.342	966,012	78,270	53,375	4,325	185,840	15,058	16.48	
K-12 BEA Instructional	32.435	2,637,068	81,303	94,649	2,918	502,500	15,493	16.54	
K-12 BEA Administrative	0.250	26,860	107,440			3,921	15,684	16.11	
BEA	35.685	3,150,339	88,282	124,060	3,477	553,473	15,510	16.46	
Instructional	43.584	3,497,994	80,259	143,254	3,287	668,138	15,330	16.50	
Administrative	3.400	529,387	155,702	8,654	2,545	53,326	15,684	16.00	
Other				15,000					
Active	46.984	4,027,381	85,718	166,908	3,552	721,464	15,356	16.44	
Certificated Total	46.984	4,027,381	85,718	166,908	3,552	721,464	15,356	16.44	
Instructional for Funding Purposes	43.584	3,497,994	80,259	143,254	3,287	668,138	15,330	16.50	
Instructional for Compliance Purposes	43.584	3,497,994	80,259	143,254	3,287	668,138	15,330	16.50	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	9.279	839,385	90,461	20,424	2,201	145,532	15,684	16.25	
K-3 Program 21 Teacher	0.929	68,918	74,185	1,208	1,300	14,570	15,684	16.36	
PSES Program 01 Certificated	1.850	159,896	86,430			29,015	15,684	16.22	

Orting School District (27344)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	125.517	12,767,813	101,722	722,513	5,756	1,993,436	15,882	16.31	
21	25.320	2,591,334	102,343	185,762	7,337	400,256	15,808	16.39	
24	4.080	389,074	95,361	22,230	5,449	63,991	15,684	16.31	
31	15.700	1,551,807	98,841	76,138	4,850	246,239	15,684	16.25	
34	5.800	675,992	116,550	46,092	7,947	90,967	15,684	16.17	
51	1.000	123,908	123,908	2,675	2,675	15,684	15,684	16.18	
55	0.500	52,844	105,688	5,754	11,508	7,842	15,684	16.27	
65	2.300	255,471	111,074	19,831	8,622	36,073	15,684	16.23	
97	1.666	359,228	215,623	43,677	26,217	26,130	15,684	13.80	
98	0.167	32,931	197,192			2,619	15,684	14.90	
99	0.167	32,931	197,192			2,619	15,684	14.90	
Program 21 Instructional	24.320	2,393,671	98,424	175,705	7,225	384,572	15,813	16.51	
Program 21 Administrative	1.000	197,663	197,663	10,057	10,057	15,684	15,684	14.90	
K-12 Program 21 Instructional	20.028	1,958,308	97,779	19,187	958	317,915	15,874	16.25	
Program 31 Instructional	15.000	1,423,203	94,880	76,138	5,076	235,260	15,684	16.33	
Program 31 Administrative	0.700	128,604	183,720			10,979	15,684	15.33	
Program 34 Instructional	5.400	608,333	112,654	46,092	8,536	84,694	15,684	16.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.400	67,659	169,148			6,274	15,684	15.63	
K-3 BEA Instructional	46.477	4,359,854	93,807	15,176	327	749,742	16,131	16.35	
4-6 BEA Instructional	33.690	3,274,321	97,190	3,385	100	530,590	15,749	16.46	
7-8 BEA Instructional	16.740	1,766,372	105,518	44,358	2,650	264,385	15,794	16.39	
9-12 BEA Instructional	39.510	3,834,959	97,063	8,462	214	619,675	15,684	16.32	
K-12 BEA Instructional	136.417	13,235,506	97,022	71,381	523	2,164,392	15,866	16.37	
K-12 BEA Administrative	3.000	525,070	175,023	7,206	2,402	47,052	15,684	15.63	
BEA	148.683	15,354,840	103,272	888,420	5,975	2,356,772	15,851	16.24	
Instructional	168.617	16,450,474	97,561	979,110	5,807	2,672,554	15,850	16.39	
Administrative	13.000	2,316,219	178,171	141,317	10,871	203,892	15,684	15.32	
Other	0.600	66,640	111,067	4,245	7,075	9,410	15,684	16.24	
Active	182.217	18,833,333	103,357	1,124,672	6,172	2,885,856	15,837	16.26	
Certificated Total	182.217	18,833,333	103,357	1,124,672	6,172	2,885,856	15,837	16.26	
Instructional for Funding Purposes	168.617	16,450,474	97,561	979,110	5,807	2,672,554	15,850	16.39	
Instructional for Compliance Purposes	168.617	16,450,474	97,561	979,110	5,807	2,672,554	15,850	16.39	
K-3 Program 01 Teacher	43.297	4,093,189	94,537	10,828	250	698,565	16,134	16.35	
K-3 Program 21 Teacher	5.010	412,719	82,379			78,577	15,684	16.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	6.700	587,268	87,652			108,220	16,152	16.36	
PSES Program 21 Certificated	1.828	189,477	103,653			26,192	14,328	15.70	

Othello School District (01147)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	215.181	20,731,474	96,344	2,062,230	9,584	3,341,397	15,528	16.28	
02	2.670	297,059	111,258	30,141	11,289	41,876	15,684	16.16	
09	6.000	531,546	88,591	55,176	9,196	94,104	15,684	17.28	
21	34.100	3,066,317	89,921	305,536	8,960	548,940	16,098	16.26	
31	14.440	1,178,072	81,584	106,399	7,368	226,477	15,684	16.68	
34	0.900	94,521	105,023	7,968	8,853	14,116	15,684	16.21	
51	5.321	591,106	111,089	54,456	10,234	84,055	15,797	16.17	
53	0.200	38,868	194,340			3,737	18,684	15.58	
55	8.400	1,060,762	126,281	69,760	8,305	133,846	15,934	16.18	
64	0.500	55,861	111,722	6,424	12,848	7,842	15,684	16.18	
65	11.240	1,135,365	101,011	119,276	10,612	163,886	14,581	16.19	
74	0.664	74,184	111,723	8,900	13,404	10,414	15,684	16.18	
88	0.500	76,227	152,454	1,144	2,288	7,842	15,684	16.23	
97	1.000	230,000	230,000			27,684	27,684	14.69	
K-12 Program 02 Instructional	2.420	257,293	106,319	29,544	12,208	37,955	15,684	16.16	
Program 21 Instructional	33.100	2,917,980	88,156	305,536	9,231	533,256	16,110	16.26	
Program 21 Administrative	1.000	148,337	148,337			15,684	15,684	16.24	
K-12 Program 21 Instructional	29.800	2,648,662	88,881	278,605	9,349	478,362	16,052	16.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	13.540	1,044,569	77,147	106,399	7,858	212,361	15,684	16.73	
Program 31 Administrative	0.900	133,503	148,337			14,116	15,684	16.24	
Program 34 Instructional	0.800	79,687	99,609	7,968	9,960	12,547	15,684	16.21	
Program 34 Administrative	0.100	14,834	148,340			1,568	15,684	16.24	
K-3 BEA Instructional	73.417	6,733,249	91,712	783,912	10,678	1,143,263	15,572	16.32	
4-6 BEA Instructional	46.719	4,203,234	89,968	430,024	9,204	697,819	14,937	16.36	
7-8 BEA Instructional	32.249	3,001,341	93,068	340,887	10,570	498,605	15,461	16.23	
9-12 BEA Instructional	63.356	5,602,063	88,422	641,332	10,123	1,002,393	15,822	16.32	
K-12 BEA Instructional	215.741	19,539,887	90,571	2,196,155	10,180	3,342,080	15,491	16.31	
K-12 BEA Administrative	13.750	2,195,352	159,662	6,274	456	221,655	16,120	16.13	
BEA	234.191	22,531,126	96,208	2,206,738	9,423	3,651,550	15,592	16.28	
Instructional	277.116	25,292,870	91,272	2,812,795	10,150	4,305,799	15,538	16.32	
Administrative	22.000	3,576,989	162,590	12,050	548	369,048	16,775	16.03	
Other	1.000	171,018	171,018	2,565	2,565	15,684	15,684	16.20	
Active	300.116	29,040,877	96,766	2,827,410	9,421	4,690,531	15,629	16.29	
On Leave	1.000	120,485	120,485			15,684	15,684	16.19	
Certificated Total	301.116	29,161,362	96,844	2,827,410	9,390	4,706,215	15,629	16.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	277.116	25,292,870	91,272	2,812,795	10,150	4,305,799	15,538	16.32	
Instructional for Compliance Purposes	277.116	25,292,870	91,272	2,812,795	10,150	4,305,799	15,538	16.32	
K-3 Program 01 Teacher	70.617	6,472,099	91,651	697,786	9,881	1,099,348	15,568	16.24	
K-3 Program 21 Teacher	6.213	541,027	87,080	56,325	9,066	97,445	15,684	16.25	
Grade T Program 09 Teacher	5.875	520,230	88,550	54,044	9,199	92,144	15,684	17.30	
PSES Program 01 Certificated	8.596	756,196	87,971			165,103	19,207	16.98	
PSES Program 21 Certificated	9.800	987,839	100,800			156,840	16,004	16.22	

Palisades School District (09102)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.423	160,999	66,446	3,327	1,373	38,002	15,684	15.76	
09	0.133	8,799	66,158			2,086	15,684	15.77	
51	0.021	1,444	68,762			329	15,684	15.76	
52	0.212	14,092	66,472			3,325	15,684	15.76	
55	0.211	14,252	67,545			3,309	15,684	15.76	
K-3 BEA Instructional	1.622	102,077	62,933			25,439	15,684	15.77	
4-6 BEA Instructional	0.801	58,922	73,561			12,563	15,684	15.76	
K-12 BEA Instructional	2.423	160,999	66,446			38,002	15,684	15.76	
BEA	2.423	160,999	66,446	3,327	1,373	38,002	15,684	15.76	
Instructional	3.000	199,586	66,529	3,327	1,109	47,052	15,684	15.76	
Active	3.000	199,586	66,529	3,327	1,109	47,052	15,684	15.76	
Certificated Total	3.000	199,586	66,529	3,327	1,109	47,052	15,684	15.76	
Instructional for Funding Purposes	3.000	199,586	66,529	3,327	1,109	47,052	15,684	15.76	
Instructional for Compliance Purposes	3.000	199,586	66,529	3,327	1,109	47,052	15,684	15.76	
K-3 Program 01 Teacher	1.622	102,077	62,933			25,439	15,684	15.77	
Grade T Program 09 Teacher	0.133	8,799	66,158			2,086	15,684	15.77	

Palouse School District (38301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.938	1,169,551	83,911	6,344	455	236,402	16,961	15.71	
09	1.000	68,159	68,159			15,684	15,684	15.99	
21	1.250	90,810	72,648	1,394	1,115	19,605	15,684	15.98	
31	1.000	98,623	98,623	27,577	27,577	15,684	15,684	15.90	
51	0.083	8,559	103,120			2,039	24,565	15.99	
55	0.332	34,237	103,123			8,156	24,565	15.99	
74	0.030	3,521	117,367			471	15,684	15.96	
97	0.500	79,134	158,268	720	1,440	15,684	31,368	15.97	
Program 21 Instructional	1.250	90,810	72,648	1,394	1,115	19,605	15,684	15.98	
K-12 Program 21 Instructional	1.250	90,810	72,648			19,605	15,684	15.98	
Program 31 Instructional	1.000	98,623	98,623	27,577	27,577	15,684	15,684	15.90	
K-3 BEA Instructional	5.477	407,605	74,421			95,123	17,368	15.48	
4-6 BEA Instructional	2.491	219,672	88,186			43,680	17,535	15.51	
9-12 BEA Instructional	6.000	527,055	87,843			98,069	16,345	15.94	
K-12 BEA Instructional	13.968	1,154,332	82,641			236,872	16,958	15.71	
BEA	15.438	1,347,308	87,272	34,641	2,244	267,770	17,345	15.74	
Instructional	16.633	1,356,097	81,531	34,715	2,087	282,356	16,976	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	1.500	196,497	130,998	1,320	880	31,368	20,912	15.96	
Active	18.133	1,552,594	85,623	36,035	1,987	313,724	17,301	15.77	
Certificated Total	18.133	1,552,594	85,623	36,035	1,987	313,724	17,301	15.77	
Instructional for Funding Purposes	16.633	1,356,097	81,531	34,715	2,087	282,356	16,976	15.75	
Instructional for Compliance Purposes	16.633	1,356,097	81,531	34,715	2,087	282,356	16,976	15.75	
K-3 Program 01 Teacher	4.977	358,672	72,066			87,281	17,537	15.42	
PSES Program 01 Certificated	1.000	97,866	97,866			15,684	15,684	15.95	

Paschal Sherman Indian School (24915)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.675	1,030,537	70,224			172,880	11,781	11.18	
34	1.000	109,000	109,000			18,312	18,312	11.20	
68	3.000	203,232	67,744			21,637	7,212	7.10	
88	1.000	79,898	79,898			13,422	13,422	11.20	
97	4.000	260,599	65,150			43,778	10,945	11.20	
Program 34 Instructional	1.000	109,000	109,000			18,312	18,312	11.20	
K-3 BEA Instructional	7.000	485,846	69,407			81,726	11,675	11.20	
7-8 BEA Instructional	3.000	205,945	68,648			34,248	11,416	11.09	
9-12 BEA Instructional	4.000	314,780	78,695			52,881	13,220	11.20	
K-12 BEA Instructional	14.000	1,006,571	71,898			168,855	12,061	11.18	
K-12 BEA Administrative	3.000	230,999	77,000			38,806	12,935	11.20	
BEA	19.675	1,400,136	71,163			234,970	11,943	11.18	
Instructional	19.000	1,319,301	69,437			208,886	10,994	10.55	
Administrative	3.000	230,999	77,000			38,806	12,935	11.20	
Other	1.675	132,966	79,383			22,337	13,336	11.20	
Active	23.675	1,683,266	71,099			270,029	11,406	10.69	
Certificated Total	23.675	1,683,266	71,099			270,029	11,406	10.69	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	19.000	1,319,301	69,437			208,886	10,994	10.55	
Instructional for Compliance Purposes	19.000	1,319,301	69,437			208,886	10,994	10.55	
K-3 Program 01 Teacher	1.000	71,893	71,893			12,078	12,078	11.20	

Pasco School District (11001)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	925.329	94,125,246	101,721	4,780,864	5,167	14,704,417	15,891	16.38	
02	16.138	1,731,215	107,276	110,047	6,819	261,107	16,180	16.77	
09	4.191	460,668	109,918	8,222	1,962	67,441	16,092	16.05	
14	1.000	113,281	113,281			15,684	15,684	16.09	
21	160.563	15,602,387	97,173	485,453	3,023	2,606,210	16,232	16.74	
24	12.906	1,194,335	92,541	22,908	1,775	219,576	17,013	16.25	
31	63.180	6,265,607	99,171	305,094	4,829	995,463	15,756	17.73	
34	12.000	1,202,450	100,204	94,344	7,862	188,208	15,684	16.26	
51	4.318	494,963	114,628	25,597	5,928	71,441	16,545	18.91	
52	3.000	311,433	103,811	16,747	5,582	47,052	15,684	16.69	
53	5.000	476,832	95,366	14,902	2,980	78,420	15,684	17.37	
55	63.723	6,887,605	108,087	381,514	5,987	1,031,803	16,192	16.49	
58	1.000	108,348	108,348	15,078	15,078	15,684	15,684	15.92	
64	4.000	424,987	106,247	47,481	11,870	62,736	15,684	15.82	
65	32.944	3,350,712	101,709	145,540	4,418	542,510	16,468	16.15	
74	4.000	451,731	112,933	45,087	11,272	62,736	15,684	15.80	
79	1.000	2,500	2,500	63,695	63,695	15,684	15,684	17.56	
97	3.000	622,397	207,466	28,342	9,447	47,052	15,684	13.07	
98	0.040	4,531	113,275	372	9,300	627	15,684	16.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	15.138	1,550,357	102,415			245,423	16,212	16.86	
Program 21 Instructional	156.563	14,890,824	95,111	485,453	3,101	2,543,474	16,246	16.78	
Program 21 Administrative	4.000	711,563	177,891			62,736	15,684	15.83	
K-12 Program 21 Instructional	149.920	14,315,398	95,487			2,436,196	16,250	16.82	
Program 31 Instructional	60.080	5,757,807	95,836	305,094	5,078	946,843	15,760	17.88	
Program 31 Administrative	3.100	507,800	163,806			48,620	15,684	15.91	
Program 34 Instructional	12.000	1,202,450	100,204	94,344	7,862	188,208	15,684	16.26	
K-3 BEA Instructional	337.785	31,151,310	92,222			5,406,557	16,006	16.26	
4-6 BEA Instructional	134.626	13,124,749	97,490			2,174,461	16,152	16.15	
7-8 BEA Instructional	186.777	18,766,999	100,478			2,919,718	15,632	16.94	
9-12 BEA Instructional	278.195	27,682,675	99,508			4,416,254	15,875	17.04	
K-12 BEA Instructional	937.383	90,725,733	96,786			14,916,990	15,913	16.62	
BEA	1,019.647	103,946,915	101,944	5,318,691	5,216	16,196,248	15,884	16.45	
Instructional	1,228.841	119,505,446	97,251	6,562,945	5,341	19,654,373	15,994	16.62	
Administrative	83.369	13,921,678	166,989	28,342	340	1,315,135	15,775	15.80	
Other	5.122	404,104	78,896			64,344	12,562	7.69	
Active	1,317.332	133,831,228	101,593	6,591,287	5,004	21,033,852	15,967	16.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,317.332	133,831,228	101,593	6,591,287	5,004	21,033,852	15,967	16.48	
Instructional for Funding Purposes	1,228.841	119,505,446	97,251	6,562,945	5,341	19,654,373	15,994	16.62	
Instructional for Compliance Purposes	1,228.841	119,505,446	97,251	6,562,945	5,341	19,654,373	15,994	16.62	
K-3 Program 01 Teacher	300.757	28,601,973	95,100			4,781,856	15,899	16.02	
K-3 Program 21 Teacher	25.651	2,282,795	88,994			430,792	16,794	16.62	
Grade T Program 09 Teacher	3.391	340,271	100,345			54,894	16,188	16.02	
PSES Program 01 Certificated	64.021	5,388,157	84,162			1,011,947	15,806	17.92	
PSES Program 09 Certificated	0.200	19,456	97,280			3,137	15,684	17.30	
PSES Program 21 Certificated	33.915	3,275,117	96,568			577,234	17,020	17.36	

Pateros School District (24122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	13.490	1,189,385	88,168	16,985	1,259	211,577	15,684	16.06	
02	0.040	3,113	77,825			627	15,684	16.26	
09	0.500	34,365	68,730			7,842	15,684	16.29	
21	1.700	157,770	92,806	29,880	17,576	26,663	15,684	16.16	
31	1.640	100,836	61,485	11,066	6,748	25,722	15,684	16.33	
34	0.500	31,232	62,464	1,801	3,602	7,842	15,684	16.34	
51	0.680	64,520	94,882			10,665	15,684	16.22	
52				6,000					
55	0.950	90,916	95,701	15,272	16,076	14,900	15,684	16.16	
58				23,214					
65	0.500	41,388	82,776			7,842	15,684	16.28	
74				9,693					
97	1.000	148,810	148,810			15,684	15,684	16.10	
K-12 Program 02 Instructional	0.040	3,113	77,825			627	15,684	16.26	
Program 21 Instructional	1.700	157,770	92,806	2,880	1,694	26,663	15,684	16.16	
Program 21 Administrative				27,000					
K-12 Program 21 Instructional	1.700	157,770	92,806	2,880	1,694	26,663	15,684	16.16	
Program 31 Instructional	1.640	100,836	61,485	11,066	6,748	25,722	15,684	16.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.500	31,232	62,464	1,801	3,602	7,842	15,684	16.34	
K-3 BEA Instructional	4.574	385,910	84,370			71,739	15,684	16.00	
4-6 BEA Instructional	2.747	254,856	92,776			43,084	15,684	16.21	
7-8 BEA Instructional	1.646	129,282	78,543	1,801	1,094	25,816	15,684	16.15	
9-12 BEA Instructional	6.470	534,718	82,646	28,051	4,336	101,475	15,684	16.09	
K-12 BEA Instructional	15.500	1,308,437	84,415	29,852	1,926	243,102	15,684	16.09	
K-12 BEA Administrative	1.000	148,810	148,810			15,684	15,684	16.10	
BEA	16.670	1,473,376	88,385	29,852	1,791	261,452	15,684	16.10	
Instructional	19.000	1,618,644	85,192	71,639	3,770	297,996	15,684	16.11	
Administrative	2.000	243,691	121,846	42,272	21,136	31,368	15,684	16.15	
Active	21.000	1,862,335	88,683	113,911	5,424	329,364	15,684	16.12	
Certificated Total	21.000	1,862,335	88,683	113,911	5,424	329,364	15,684	16.12	
Instructional for Funding Purposes	19.000	1,618,644	85,192	71,639	3,770	297,996	15,684	16.11	
Instructional for Compliance Purposes	19.000	1,618,644	85,192	71,639	3,770	297,996	15,684	16.11	
K-3 Program 01 Teacher	4.044	344,669	85,230			63,426	15,684	15.96	
K-3 Program 21 Teacher	0.200	16,556	82,780			3,137	15,684	16.28	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	0.500	34,365	68,730			7,842	15,684	16.29	
PSES Program 01 Certificated	0.860	66,920	77,814			13,488	15,684	16.26	
PSES Program 21 Certificated	1.000	89,364	89,364			15,684	15,684	16.18	

Paterson School District (03050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.974	772,220	86,051	12,162	1,355	146,018	16,271	15.64	
21	1.950	214,784	110,146			18,821	9,652	15.64	
34	0.770	66,232	86,016			12,077	15,684	15.64	
52		43,200							
53	0.050	7,372	147,440			784	15,684	15.64	
55	1.150	107,985	93,900			18,037	15,684	15.64	
65	0.120	14,058	117,150	6,330	52,750	1,882	15,684	15.64	
97	0.250	36,862	147,448			3,921	15,684	15.64	
99	0.150	22,117	147,447			2,353	15,684	15.64	
Program 21 Instructional	1.000	95,520	95,520			15,684	15,684	15.64	
Program 21 Administrative	0.200	29,489	147,445			3,137	15,684	15.64	
K-12 Program 21 Instructional	1.000	95,520	95,520			15,684	15,684	15.64	
Program 34 Instructional	0.620	44,115	71,153			9,724	15,684	15.64	
Program 34 Administrative	0.150	22,117	147,447			2,353	15,684	15.64	
K-3 BEA Instructional	3.094	277,112	89,564			61,638	19,922	15.63	
4-6 BEA Instructional	2.640	221,007	83,715			41,406	15,684	15.64	
7-8 BEA Instructional	3.360	293,016	87,207			52,698	15,684	15.64	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	9.094	791,135	86,995			155,742	17,126	15.64	
BEA	9.994	875,314	87,584	12,162	1,217	162,016	16,211	15.64	
Instructional	11.164	1,022,409	91,581			188,208	16,858	15.64	
Administrative	1.000	147,446	147,446	18,492	18,492	15,684	15,684	15.64	
Active	12.164	1,169,855	96,174	18,492	1,520	203,892	16,762	15.64	
K-12 Program 21 Contracted	0.750	89,775	119,700						
K-12 BEA Contracted	0.500	25,200	50,400						
Certificated Total	13.414	1,284,830	95,783	18,492	1,379	203,892	15,200	15.64	
Instructional for Funding Purposes	12.414	1,137,384	91,621			188,208	15,161	15.64	
Instructional for Compliance Purposes	11.164	1,022,409	91,581			188,208	16,858	15.64	
K-3 Program 01 Teacher	3.094	277,112	89,564			61,638	19,922	15.63	
K-3 Program 21 Teacher	0.400	38,208	95,520			6,274	15,684	15.64	
PSES Program 01 Certificated	0.500	25,200	50,400						
PSES Program 21 Certificated	0.750	89,775	119,700						

Pe Ell School District (21301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.159	1,643,346	95,772	25,702	1,498	274,392	15,991	16.40	
09	1.060	91,649	86,461			16,625	15,684	16.41	
21	1.245	123,789	99,429			19,527	15,684	16.40	
31	1.000	103,725	103,725	11,750	11,750	15,684	15,684	16.39	
51	0.400	42,107	105,268			6,274	15,684	16.40	
52	0.200	20,540	102,700	5,000	25,000	3,137	15,684	16.40	
55	0.600	63,159	105,265			9,410	15,684	16.40	
74				566					
97	1.000	180,246	180,246			15,684	15,684	16.23	
Program 21 Instructional	1.245	123,789	99,429			19,527	15,684	16.40	
K-12 Program 21 Instructional	1.245	123,789	99,429			19,527	15,684	16.40	
Program 31 Instructional	1.000	103,725	103,725	11,750	11,750	15,684	15,684	16.39	
K-3 BEA Instructional	5.002	441,645	88,294			78,451	15,684	16.40	
4-6 BEA Instructional	3.443	345,206	100,263			54,000	15,684	16.40	
7-8 BEA Instructional	2.860	262,308	91,716			44,856	15,684	16.40	
9-12 BEA Instructional	5.914	571,012	96,553			98,025	16,575	16.40	
K-12 BEA Instructional	17.219	1,620,171	94,092			275,333	15,990	16.40	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	19.159	1,927,317	100,596	37,452	1,955	305,760	15,959	16.38	
Instructional	20.664	1,953,315	94,527	41,319	2,000	329,364	15,939	16.40	
Administrative	2.000	315,246	157,623			31,368	15,684	16.30	
Other				1,699					
Active	22.664	2,268,561	100,095	43,018	1,898	360,732	15,917	16.39	
Certificated Total	22.664	2,268,561	100,095	43,018	1,898	360,732	15,917	16.39	
Instructional for Funding Purposes	20.664	1,953,315	94,527	41,319	2,000	329,364	15,939	16.40	
Instructional for Compliance Purposes	20.664	1,953,315	94,527	41,319	2,000	329,364	15,939	16.40	
K-3 Program 01 Teacher	5.002	441,645	88,294			78,451	15,684	16.40	
K-3 Program 21 Teacher	0.527	48,759	92,522			8,265	15,684	16.40	
Grade T Program 09 Teacher	1.000	83,549	83,549			15,684	15,684	16.41	
PSES Program 01 Certificated	1.000	79,085	79,085			15,684	15,684	16.40	

Peninsula School District (27401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	452.449	51,189,014	113,138	396,730	877	7,169,219	15,845	16.24	
09	5.945	616,323	103,671			94,104	15,829	16.35	
21	94.699	10,306,821	108,838	428,097	4,521	1,491,810	15,753	16.20	
24	9.498	950,890	100,115			152,731	16,080	16.36	
31	28.500	3,039,526	106,650	12,350	433	459,478	16,122	16.30	
34	6.071	677,565	111,607	8,234	1,356	96,457	15,888	16.20	
51	0.656	101,834	155,235	6,340	9,665	11,669	17,788	15.22	
55	8.200	1,028,100	125,378	12,680	1,546	135,165	16,484	16.05	
58	0.700	91,972	131,389	418,356	597,651	10,979	15,684	16.16	
64	0.100	15,846	158,460	480	4,800	1,568	15,684	15.97	
65	3.000	308,330	102,777			47,052	15,684	16.33	
74	5.200	545,267	104,859	960	185	81,557	15,684	16.33	
79	0.400	45,136	112,840			6,274	15,684	16.30	
97	2.000	486,126	243,063	56,338	28,169	31,368	15,684	13.49	
Program 21 Instructional	90.999	9,652,784	106,076	382,947	4,208	1,433,779	15,756	16.27	
Program 21 Administrative	3.700	654,037	176,767	45,150	12,203	58,031	15,684	15.21	
K-12 Program 21 Instructional	83.059	8,761,433	105,484			1,307,565	15,743	16.26	
Program 31 Instructional	27.300	2,838,286	103,967			440,658	16,141	16.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.200	201,240	167,700	12,350	10,292	18,821	15,684	15.57	
Program 34 Instructional	5.271	543,405	103,093			83,909	15,919	16.36	
Program 34 Administrative	0.800	134,160	167,700	8,234	10,293	12,547	15,684	15.57	
K-3 BEA Instructional	160.648	17,016,358	105,923	539	3	2,539,102	15,805	16.34	
4-6 BEA Instructional	90.954	9,648,901	106,086			1,434,145	15,768	16.33	
7-8 BEA Instructional	72.078	7,748,541	107,502	154	2	1,145,856	15,897	16.32	
9-12 BEA Instructional	125.172	13,877,920	110,871	3,655	29	1,999,158	15,971	16.30	
K-12 BEA Instructional	448.852	48,291,720	107,589	4,348	10	7,118,262	15,859	16.32	
K-12 BEA Administrative	2.958	485,433	164,109			47,538	16,071	15.97	
BEA	489.020	55,392,231	113,272	473,652	969	7,756,522	15,861	16.21	
Instructional	572.250	61,401,060	107,298	962,276	1,682	9,072,750	15,855	16.31	
Administrative	42.873	7,704,876	179,714	375,889	8,767	674,412	15,730	15.36	
Other	1.295	169,939	131,227	2,400	1,853	26,584	20,528	17.92	
Active	616.418	69,275,875	112,385	1,340,565	2,175	9,773,746	15,856	16.21	
On Leave	1.000	126,875	126,875			15,684	15,684	16.18	
Certificated Total	617.418	69,402,750	112,408	1,340,565	2,171	9,789,430	15,855	16.21	
Instructional for Funding Purposes	572.250	61,401,060	107,298	962,276	1,682	9,072,750	15,855	16.31	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	572.250	61,401,060	107,298	962,276	1,682	9,072,750	15,855	16.31	
K-3 Program 01 Teacher	141.339	15,013,911	106,226			2,236,047	15,820	16.34	
K-3 Program 21 Teacher	10.347	991,940	95,867			162,282	15,684	16.37	
Grade T Program 09 Teacher	5.945	616,323	103,671			94,104	15,829	16.35	
PSES Program 01 Certificated	39.072	4,052,831	103,727			612,983	15,689	16.32	
PSES Program 21 Certificated	43.158	4,690,885	108,691			668,442	15,488	16.19	

Pinnacles Prep (04901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.865	1,233,282	77,736			259,805	16,376	16.00	
21	4.000	317,572	79,393			62,736	15,684	16.00	
65	0.435	34,582	79,499			6,823	15,684	16.00	
97	1.000	124,809	124,809			15,684	15,684	16.00	
Program 21 Instructional	3.000	224,806	74,935			47,052	15,684	16.00	
Program 21 Administrative	1.000	92,766	92,766			15,684	15,684	16.00	
K-3 BEA Instructional	0.200	14,983	74,915			3,137	15,684	16.00	
4-6 BEA Instructional	1.800	105,982	58,879			31,368	17,427	16.00	
7-8 BEA Instructional	6.515	444,352	68,204			110,023	16,888	16.00	
9-12 BEA Instructional	5.350	415,465	77,657			83,909	15,684	16.00	
K-12 BEA Instructional	13.865	980,782	70,738			228,437	16,476	16.00	
BEA	16.865	1,358,091	80,527			275,489	16,335	16.00	
Instructional	17.300	1,240,170	71,686			282,312	16,319	16.00	
Administrative	4.000	470,075	117,519			62,736	15,684	16.00	
Active	21.300	1,710,245	80,293			345,048	16,199	16.00	
Certificated Total	21.300	1,710,245	80,293			345,048	16,199	16.00	
Instructional for Funding Purposes	17.300	1,240,170	71,686			282,312	16,319	16.00	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	17.300	1,240,170	71,686			282,312	16,319	16.00	
PSES Program 01 Certificated	1.000	74,914	74,914			15,684	15,684	16.00	

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	Defunct LEAP 1 Mix Factor
01	44.189	4,092,126	92,605	293,486	6,642	699,095	15,821	16.36	
21	7.400	703,403	95,054			116,254	15,710	16.35	
51	1.000	115,212	115,212	4,000	4,000	15,710	15,710	16.29	
52				500					
55	1.100	130,499	118,635	25,698	23,362	17,281	15,710	16.28	
58				29,322					
65	1.000	79,779	79,779			15,710	15,710	16.44	
74				4,890					
97	1.750	300,661	171,806			27,493	15,710	15.93	
98	0.250	38,216	152,864			3,928	15,710	16.23	
Program 21 Instructional	7.000	642,257	91,751			109,970	15,710	16.37	
Program 21 Administrative	0.400	61,146	152,865			6,284	15,710	16.23	
K-12 Program 21 Instructional	6.000	527,047	87,841			94,260	15,710	16.38	
K-3 BEA Instructional	17.685	1,517,393	85,801	18,715	1,058	282,717	15,986	16.40	
4-6 BEA Instructional	13.970	1,271,524	91,018	18,271	1,308	219,469	15,710	16.37	
7-8 BEA Instructional	9.034	855,003	94,643	7,734	856	141,924	15,710	16.35	
K-12 BEA Instructional	40.689	3,643,920	89,555	44,720	1,099	644,110	15,830	16.38	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	2.500	293,340	117,336			39,275	15,710	16.28	
BEA	45.939	4,392,787	95,622	293,486	6,389	726,588	15,816	16.34	
Instructional	50.689	4,596,380	90,678	355,896	7,021	801,210	15,806	16.37	
Administrative	6.000	863,516	143,919	2,000	333	94,260	15,710	16.15	
Active	56.689	5,459,896	96,313	357,896	6,313	895,470	15,796	16.34	
On Leave									
Certificated Total	56.689	5,459,896	96,313	357,896	6,313	895,470	15,796	16.34	
Instructional for Funding Purposes	50.689	4,596,380	90,678	355,896	7,021	801,210	15,806	16.37	
Instructional for Compliance Purposes	50.689	4,596,380	90,678	355,896	7,021	801,210	15,806	16.37	
K-3 Program 01 Teacher	17.017	1,440,569	84,655	5,372	316	272,223	15,997	16.41	
K-3 Program 21 Teacher	2.328	217,632	93,485			36,573	15,710	16.36	
PSES Program 01 Certificated	2.000	203,097	101,549			31,420	15,710	16.29	

Pomeroy School District (12110)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	20.504	1,741,144	84,917	66,987	3,267	325,992	15,899	16.07	
09	1.605	119,946	74,733			25,173	15,684	16.17	
21	2.035	185,440	91,125			31,917	15,684	16.06	
24	0.679	49,967	73,589			10,649	15,684	16.18	
31	2.247	179,807	80,021	22,564	10,042	38,238	17,017	16.08	
34	1.134	89,302	78,750	9,828	8,667	19,276	16,998	16.08	
97	0.510	77,775	152,500			12,586	24,678	15.96	
Program 21 Instructional	1.749	154,617	88,403			27,431	15,684	16.08	
Program 21 Administrative	0.286	30,823	107,773			4,486	15,684	15.98	
K-12 Program 21 Instructional	1.749	154,617	88,403			27,431	15,684	16.08	
Program 31 Instructional	2.247	179,807	80,021	18,905	8,413	38,238	17,017	16.08	
Program 31 Administrative				3,659					
Program 34 Instructional	1.134	89,302	78,750	9,828	8,667	19,276	16,998	16.08	
K-3 BEA Instructional	6.980	566,393	81,145	2,678	384	109,474	15,684	16.02	
4-6 BEA Instructional	4.315	336,780	78,049			67,676	15,684	16.15	
7-8 BEA Instructional	1.601	135,738	84,783			25,110	15,684	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	9.499	790,567	83,226	39,515	4,160	153,468	16,156	16.09	
K-12 BEA Instructional	22.395	1,829,478	81,691	42,193	1,884	355,729	15,884	16.08	
K-12 BEA Administrative	1.490	180,775	121,326	3,659	2,456	27,776	18,642	16.04	
BEA	24.395	2,088,028	85,592	99,379	4,074	396,091	16,237	16.07	
Instructional	26.428	2,154,008	81,505	43,266	1,637	418,982	15,854	16.09	
Administrative	2.286	289,373	126,585	3,659	1,601	44,848	19,618	16.01	
Other				52,454					
Active	28.714	2,443,381	85,094	99,379	3,461	463,830	16,153	16.08	
Certificated Total	28.714	2,443,381	85,094	99,379	3,461	463,830	16,153	16.08	
Instructional for Funding Purposes	26.428	2,154,008	81,505	43,266	1,637	418,982	15,854	16.09	
Instructional for Compliance Purposes	26.428	2,154,008	81,505	43,266	1,637	418,982	15,854	16.09	
K-3 Program 01 Teacher	6.130	494,455	80,662			96,143	15,684	16.00	
K-3 Program 21 Teacher	0.201	14,911	74,184			3,152	15,684	16.18	
Grade T Program 09 Teacher	1.605	119,946	74,733			25,173	15,684	16.17	
PSES Program 01 Certificated	1.236	111,224	89,987			19,385	15,684	16.07	

Port Angeles School District (05121)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	151.653	14,872,897	98,072	548,852	3,619	2,410,035	15,892	15.90	
02	8.800	940,986	106,930	24,718	2,809	138,019	15,684	15.80	
09	2.000	161,932	80,966	3,599	1,800	31,368	15,684	15.56	
21	30.897	2,801,776	90,681	157,837	5,108	501,888	16,244	15.91	
24	7.000	606,756	86,679	37,082	5,297	109,788	15,684	15.97	
31	13.263	1,157,327	87,260	59,174	4,462	218,996	16,512	16.61	
34	4.467	425,485	95,251	12,809	2,867	72,413	16,211	15.93	
51	3.435	349,058	101,618	8,681	2,527	53,875	15,684	15.77	
52	2.000	218,031	109,016	4,844	2,422	31,368	15,684	15.61	
55	7.313	706,702	96,636	16,818	2,300	117,159	16,021	15.78	
58	0.053	3,948	74,491	6,624	124,981	831	15,684	15.37	
65	1.000	112,441	112,441	2,499	2,499	15,684	15,684	15.91	
69	0.100	22,000	220,000			1,568	15,684	14.20	
74	3.000	288,318	96,106	6,407	2,136	47,052	15,684	15.92	
97	1.900	377,912	198,901	6,720	3,537	29,800	15,684	14.88	
K-12 Program 02 Instructional	8.300	871,039	104,944	2,731	329	130,177	15,684	15.80	
Program 21 Instructional	29.897	2,645,153	88,476	154,717	5,175	486,204	16,263	15.92	
Program 21 Administrative	1.000	156,623	156,623	3,120	3,120	15,684	15,684	15.69	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	29.897	2,645,153	88,476	30,072	1,006	486,204	16,263	15.92	
Program 31 Instructional	12.463	1,055,743	84,710	56,678	4,548	206,448	16,565	16.70	
Program 31 Administrative	0.800	101,584	126,980	2,496	3,120	12,547	15,684	15.66	
Program 34 Instructional	4.267	400,089	93,764	12,185	2,856	69,276	16,235	15.95	
Program 34 Administrative	0.200	25,396	126,980	624	3,120	3,137	15,684	15.66	
K-3 BEA Instructional	58.811	5,539,114	94,185	70,075	1,192	937,903	15,948	15.88	
4-6 BEA Instructional	31.800	2,899,978	91,194	29,094	915	498,751	15,684	15.92	
7-8 BEA Instructional	22.548	2,228,582	98,837	45,464	2,016	355,995	15,788	15.93	
9-12 BEA Instructional	52.154	4,937,284	94,667	140,438	2,693	842,921	16,162	16.07	
K-12 BEA Instructional	165.313	15,604,958	94,396	285,071	1,724	2,635,571	15,943	15.96	
K-12 BEA Administrative	2.000	264,721	132,361			31,368	15,684	15.83	
BEA	180.083	17,774,607	98,702	652,273	3,622	2,869,262	15,933	15.92	
Instructional	221.011	20,697,297	93,648	877,704	3,971	3,528,900	15,967	15.94	
Administrative	15.435	2,293,085	148,564	18,960	1,228	243,102	15,750	15.63	
Other	0.435	55,187	126,867			7,842	18,028	15.86	
Active	236.881	23,045,569	97,288	896,664	3,785	3,779,844	15,957	15.91	
Certificated Total	236.881	23,045,569	97,288	896,664	3,785	3,779,844	15,957	15.91	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	221.011	20,697,297	93,648	877,704	3,971	3,528,900	15,967	15.94	
Instructional for Compliance Purposes	221.011	20,697,297	93,648	877,704	3,971	3,528,900	15,967	15.94	
K-3 Program 01 Teacher	48.322	4,527,810	93,701	65,537	1,356	773,221	16,001	15.90	
K-3 Program 21 Teacher	8.152	644,177	79,021	2,499	307	127,856	15,684	16.00	
PSES Program 01 Certificated	12.699	1,156,406	91,063			199,344	15,698	15.95	
PSES Program 21 Certificated	10.000	1,014,640	101,464			156,840	15,684	15.95	

Port Townsend School District (16050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	59.475	6,050,511	101,732	275,025	4,624	969,480	16,301	16.26	
02	8.031	811,231	101,012	34,270	4,267	135,478	16,869	16.80	
03	0.200	17,004	85,020	566	2,830	3,137	15,684	16.30	
09	2.370	268,129	113,135	8,454	3,567	37,171	15,684	16.16	
21	10.690	1,006,631	94,166	40,790	3,816	180,209	16,858	16.71	
24	2.910	210,718	72,412	7,080	2,433	48,777	16,762	18.44	
31	3.300	372,250	112,803	23,068	6,990	43,131	13,070	15.27	
34	0.500	57,863	115,726	1,928	3,856	7,842	15,684	16.16	
51	2.200	244,541	111,155	7,114	3,234	34,505	15,684	16.18	
55	2.790	268,156	96,113	7,012	2,513	43,758	15,684	16.28	
58				78,168					
65	0.960	111,093	115,722	3,086	3,215	15,684	16,338	16.19	
68				2,500					
74	0.200	23,145	115,725			3,482	17,409	16.22	
79	0.600	39,251	65,418	3,108	5,180	15,684	26,140	17.03	
97	1.000	208,044	208,044	5,000	5,000	15,684	15,684	14.90	
K-12 Program 02 Instructional	7.031	654,394	93,073	29,970	4,263	119,794	17,038	16.94	
Program 21 Instructional	10.090	913,429	90,528	40,790	4,043	170,799	16,928	16.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	0.600	93,202	155,337			9,410	15,684	16.16	
K-12 Program 21 Instructional	9.450	839,364	88,822	34,380	3,638	160,761	17,012	16.82	
Program 31 Instructional	3.100	337,919	109,006	23,068	7,441	39,994	12,901	15.19	
Program 31 Administrative	0.200	34,331	171,655			3,137	15,684	16.11	
Program 34 Instructional	0.500	57,863	115,726	1,928	3,856	7,842	15,684	16.16	
K-3 BEA Instructional	19.828	1,879,682	94,799	80,286	4,049	317,758	16,026	16.33	
4-6 BEA Instructional	12.688	1,193,839	94,092	46,742	3,684	207,186	16,329	16.43	
7-8 BEA Instructional	10.239	938,075	91,618	47,770	4,665	175,033	17,095	16.44	
9-12 BEA Instructional	22.051	2,260,153	102,497	109,142	4,950	354,009	16,054	16.11	
K-12 BEA Instructional	64.806	6,271,749	96,777	283,940	4,381	1,053,986	16,264	16.28	
K-12 BEA Administrative	3.800	592,901	156,027			59,599	15,684	16.16	
BEA	72.506	7,516,903	103,673	339,857	4,687	1,174,753	16,202	16.23	
Instructional	86.226	8,246,874	95,643	492,169	5,708	1,412,867	16,386	16.39	
Administrative	9.000	1,441,693	160,188	5,000	556	141,156	15,684	15.98	
Active	95.226	9,688,567	101,743	497,169	5,221	1,554,023	16,319	16.33	
Certificated Total	95.226	9,688,567	101,743	497,169	5,221	1,554,023	16,319	16.33	
Instructional for Funding Purposes	86.226	8,246,874	95,643	492,169	5,708	1,412,867	16,386	16.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	86.226	8,246,874	95,643	492,169	5,708	1,412,867	16,386	16.39	
K-3 Program 01 Teacher	17.370	1,643,579	94,622	69,389	3,995	272,431	15,684	16.27	
K-3 Program 21 Teacher	0.682	58,155	85,271	3,538	5,188	12,390	18,168	20.00	
Grade T Program 09 Teacher	2.270	253,625	111,729	8,454	3,724	35,603	15,684	16.16	
PSES Program 01 Certificated	3.950	373,213	94,484			68,225	17,272	16.30	
PSES Program 21 Certificated	4.800	467,886	97,476			78,420	16,338	16.28	

Prescott School District (36402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.447	1,535,957	99,434	43,891	2,841	242,271	15,684	15.99	
02				1,233					
09	1.000	83,202	83,202	768	768	15,684	15,684	15.93	
21	0.501	39,436	78,715	5,339	10,657	7,858	15,684	15.93	
31	1.500	97,578	65,052	15,161	10,107	23,526	15,684	15.93	
34	0.500	36,671	73,342	611	1,222	7,842	15,684	15.93	
55	1.222	109,738	89,802	4,996	4,088	19,166	15,684	16.03	
65	0.830	91,662	110,436	1,300	1,566	13,018	15,684	15.93	
K-12 Program 02 Instructional				1,233					
Program 21 Instructional	0.501	39,436	78,715	5,339	10,657	7,858	15,684	15.93	
K-12 Program 21 Instructional	0.501	39,436	78,715			7,858	15,684	15.93	
Program 31 Instructional	1.500	97,578	65,052	15,161	10,107	23,526	15,684	15.93	
Program 34 Instructional	0.500	36,671	73,342	611	1,222	7,842	15,684	15.93	
K-3 BEA Instructional	6.517	607,774	93,260	9,922	1,522	102,213	15,684	15.95	
4-6 BEA Instructional	2.268	211,843	93,405	3,204	1,413	35,571	15,684	15.93	
7-8 BEA Instructional	2.690	239,474	89,024	4,145	1,541	42,190	15,684	15.99	
9-12 BEA Instructional	4.847	424,794	87,641	25,315	5,223	76,020	15,684	16.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	16.322	1,483,885	90,913	42,586	2,609	255,994	15,684	15.99	
K-12 BEA Administrative	1.000	172,517	172,517			15,684	15,684	15.93	
BEA	17.447	1,670,206	95,730	60,896	3,490	273,639	15,684	15.98	
Instructional	19.875	1,807,923	90,965	56,868	2,861	311,720	15,684	15.98	
Administrative	1.000	172,517	172,517			15,684	15,684	15.93	
Other	0.125	13,804	110,432	16,431	131,448	1,961	15,684	16.01	
Active	21.000	1,994,244	94,964	73,299	3,490	329,364	15,684	15.98	
Certificated Total	21.000	1,994,244	94,964	73,299	3,490	329,364	15,684	15.98	
Instructional for Funding Purposes	19.875	1,807,923	90,965	56,868	2,861	311,720	15,684	15.98	
Instructional for Compliance Purposes	19.875	1,807,923	90,965	56,868	2,861	311,720	15,684	15.98	
K-3 Program 01 Teacher	4.532	426,434	94,094	6,456	1,425	71,080	15,684	15.93	
Grade T Program 09 Teacher	1.000	83,202	83,202	768	768	15,684	15,684	15.93	
PSES Program 01 Certificated	0.497	49,592	99,783			7,795	15,684	15.93	

Prosser School District (03116)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	123.118	11,498,201	93,392	262,864	2,135	2,357,342	19,147	16.60	
09	2.000	129,898	64,949			37,128	18,564	16.66	
21	15.460	1,349,218	87,272	73,187	4,734	294,144	19,026	16.39	
24	0.800	91,559	114,449			18,564	23,205	16.28	
31	10.470	1,050,212	100,307	120,118	11,473	213,249	20,368	16.86	
34	1.499	126,496	84,387	6,657	4,441	27,827	18,564	16.44	
51	3.575	347,994	97,341			66,366	18,564	17.04	
55	10.291	1,022,203	99,330			190,376	18,499	16.49	
65	4.500	428,771	95,282			83,538	18,564	17.96	
74	0.272	28,296	104,029			5,049	18,564	16.36	
97	1.000	201,956	201,956	2,496	2,496	33,684	33,684	15.39	
Program 21 Instructional	14.460	1,192,184	82,447	69,191	4,785	278,460	19,257	16.40	
Program 21 Administrative	1.000	157,034	157,034	3,996	3,996	15,684	15,684	16.30	
K-12 Program 21 Instructional	14.460	1,192,184	82,447	27,931	1,932	278,460	19,257	16.40	
Program 31 Instructional	10.470	1,050,212	100,307	120,118	11,473	213,249	20,368	16.86	
Program 34 Instructional	1.499	126,496	84,387	6,657	4,441	27,827	18,564	16.44	
K-3 BEA Instructional	41.576	3,555,188	85,511	10,851	261	775,202	18,645	16.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	21.665	2,000,942	92,358			399,309	18,431	17.52	
7-8 BEA Instructional	21.888	2,077,550	94,917	21,602	987	406,329	18,564	16.79	
9-12 BEA Instructional	36.825	3,525,313	95,732	103,214	2,803	714,423	19,400	16.40	
K-12 BEA Instructional	121.954	11,158,993	91,502	135,667	1,112	2,295,263	18,821	16.81	
K-12 BEA Administrative	6.000	934,451	155,742	600	100	202,104	33,684	16.32	
BEA	136.087	12,876,865	94,622	392,135	2,882	2,632,103	19,341	16.61	
Instructional	157.852	14,399,898	91,224	265,152	1,680	2,974,745	18,845	16.79	
Administrative	11.000	1,767,489	160,681	40,056	3,641	352,524	32,048	16.22	
Other	4.133	107,417	25,990	160,114	38,740			1.32	
Active	172.985	16,274,804	94,082	465,322	2,690	3,327,269	19,234	16.62	
Certificated Total	172.985	16,274,804	94,082	465,322	2,690	3,327,269	19,234	16.62	
Instructional for Funding Purposes	157.852	14,399,898	91,224	265,152	1,680	2,974,745	18,845	16.79	
Instructional for Compliance Purposes	157.852	14,399,898	91,224	265,152	1,680	2,974,745	18,845	16.79	
K-3 Program 01 Teacher	26.886	2,242,647	83,413			496,742	18,476	16.94	
K-3 Program 21 Teacher	2.990	233,892	78,225			55,506	18,564	16.52	
Grade T Program 09 Teacher	1.000	71,306	71,306			18,564	18,564	16.59	
PSES Program 01 Certificated	5.760	590,933	102,593			118,848	20,633	16.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	3.660	323,319	88,339			74,256	20,289	16.64	

Pullman School District (38267)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	144.259	13,412,704	92,977	850,801	5,898	2,314,174	16,042	16.00	
02	0.400	31,468	78,670			7,058	17,645	16.13	
21	26.083	2,254,524	86,437	150,666	5,776	425,821	16,326	16.02	
24	4.000	293,047	73,262	22,794	5,699	62,736	15,684	16.08	
31	7.600	722,479	95,063	100,062	13,166	119,198	15,684	15.96	
34	2.000	198,632	99,316	18,248	9,124	31,368	15,684	15.95	
51	3.000	287,140	95,713	11,166	3,722	47,052	15,684	16.00	
52	0.500	53,436	106,872			7,842	15,684	15.95	
55	6.047	469,942	77,715	18,763	3,103	98,025	16,211	16.10	
58				110,738					
65	2.000	187,041	93,521	7,275	3,638	31,368	15,684	16.01	
74	0.500	53,436	106,872			7,842	15,684	15.95	
97	2.000	396,597	198,299	54,485	27,243	31,368	15,684	14.43	
K-12 Program 02 Instructional	0.400	31,468	78,670			7,058	17,645	16.13	
Program 21 Instructional	24.474	2,034,339	83,122	146,381	5,981	388,179	15,861	16.05	
Program 21 Administrative	1.292	183,847	142,296	4,285	3,317	21,958	16,995	15.57	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	21.224	1,786,261	84,162			337,206	15,888	16.04	
Program 31 Instructional	7.200	679,731	94,407	98,257	13,647	112,925	15,684	15.96	
Program 31 Administrative	0.400	42,748	106,870	1,805	4,513	6,274	15,684	15.93	
Program 34 Instructional	2.000	198,632	99,316	18,248	9,124	31,368	15,684	15.95	
K-3 BEA Instructional	53.373	4,599,779	86,182			853,555	15,992	16.05	
4-6 BEA Instructional	27.494	2,336,745	84,991			431,216	15,684	16.04	
7-8 BEA Instructional	23.967	2,182,902	91,079			385,309	16,077	16.01	
9-12 BEA Instructional	38.425	3,606,242	93,851			629,195	16,375	15.99	
K-12 BEA Instructional	143.259	12,725,668	88,830			2,299,274	16,050	16.02	
K-12 BEA Administrative	9.900	1,457,392	147,211			155,272	15,684	15.89	
BEA	156.259	14,761,880	94,471	1,023,596	6,551	2,503,166	16,019	15.96	
Instructional	183.780	16,104,049	87,627	1,247,501	6,788	2,942,318	16,010	16.03	
Administrative	13.792	2,145,666	155,573	94,146	6,826	218,008	15,807	15.52	
Other	0.500	74,393	148,786	3,351	6,702	7,842	15,684	15.94	
Active	198.072	18,324,108	92,512	1,344,998	6,790	3,168,168	15,995	15.97	
Certificated Total	198.389	18,360,446	92,548	1,344,998	6,780	3,183,852	16,049	15.97	
Instructional for Funding Purposes	184.097	16,140,387	87,673	1,247,501	6,776	2,958,002	16,068	16.03	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	183.780	16,104,049	87,627	1,247,501	6,788	2,942,318	16,010	16.03	
K-3 Program 01 Teacher	48.723	4,215,598	86,522			776,452	15,936	16.05	
K-3 Program 21 Teacher	3.549	258,881	72,945			55,663	15,684	16.10	
PSES Program 01 Certificated	7.484	641,589	85,728			121,551	16,241	16.04	
PSES Program 21 Certificated	8.235	755,638	91,759			133,314	16,189	16.02	

Puyallup School District (27003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,081.039	122,975,483	113,757	9,176,701	8,489	17,307,512	16,010	9.95	
02	11.000	1,328,906	120,810	16,461	1,496	178,787	16,253	9.72	
03	4.800	475,638	99,091	46,701	9,729	103,522	21,567	10.37	
09	13.997	1,352,208	96,607	2,200	157	219,546	15,685	10.05	
21	232.060	24,094,146	103,827	139,026	599	3,950,039	17,022	10.03	
24	30.017	3,514,423	117,081	25,180	839	486,147	16,196	10.25	
31	65.336	7,134,665	109,200	229,474	3,512	1,034,565	15,835	10.23	
34	23.647	2,508,317	106,073	95,048	4,019	377,673	15,971	10.66	
45				550					
51	15.333	1,811,167	118,122	7,467	487	254,056	16,569	10.24	
52	2.400	265,133	110,472	6,650	2,771	37,634	15,681	8.12	
55	35.294	4,207,874	119,223	44,821	1,270	553,575	15,685	9.46	
58	2.400	310,997	129,582	2,640	1,100	37,639	15,683	9.96	
64	1.000	129,582	129,582			15,693	15,693	9.72	
65	20.300	2,124,948	104,677	54,332	2,676	340,329	16,765	9.85	
74	1.000	129,582	129,582	1,100	1,100	15,681	15,681	9.73	
78	2.000	179,141	89,571			31,386	15,693	9.94	
79	1.000	116,643	116,643	12,000	12,000	15,681	15,681	9.87	
97	2.804	693,355	247,274	69,867	24,917	47,043	16,777	9.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
99				4,000					
K-12 Program 02 Instructional	9.000	954,836	106,093			147,425	16,381	9.78	
Program 21 Instructional	226.060	22,904,745	101,322	119,626	529	3,855,953	17,057	10.06	
Program 21 Administrative	6.000	1,189,401	198,234	19,400	3,233	94,086	15,681	9.42	
K-12 Program 21 Instructional	210.060	21,316,474	101,478			3,589,337	17,087	10.02	
Program 31 Instructional	63.568	6,784,832	106,733	223,812	3,521	1,006,336	15,831	10.27	
Program 31 Administrative	1.768	349,833	197,869	5,662	3,202	28,230	15,967	9.41	
Program 34 Instructional	22.629	2,297,838	101,544	90,736	4,010	361,207	15,962	10.77	
Program 34 Administrative	1.018	210,479	206,757	4,312	4,236	16,466	16,175	9.35	
K-3 BEA Instructional	418.126	44,794,147	107,131			6,657,883	15,923	9.86	
4-6 BEA Instructional	234.791	24,254,579	103,303			3,778,475	16,093	9.92	
7-8 BEA Instructional	161.786	18,176,269	112,348			2,607,357	16,116	10.38	
9-12 BEA Instructional	292.604	32,657,425	111,610			4,712,722	16,106	10.16	
K-12 BEA Instructional	1,107.307	119,882,420	108,265			17,756,437	16,036	10.04	
BEA	1,188.626	135,116,364	113,674	9,634,802	8,106	19,049,103	16,026	9.98	
Instructional	1,456.608	156,705,231	107,582	9,654,465	6,628	23,596,237	16,199	10.03	
Administrative	87.819	16,530,334	188,232	266,930	3,040	1,394,592	15,880	9.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				823					
Active	1,544.427	173,235,565	112,168	9,922,218	6,425	24,990,829	16,181	9.98	
On Leave	1.000	116,643	116,643	12,000	12,000	15,681	15,681	9.87	
Certificated Total	1,545.427	173,352,208	112,171	9,934,218	6,428	25,006,510	16,181	9.98	
Instructional for Funding Purposes	1,456.608	156,705,231	107,582	9,654,465	6,628	23,596,237	16,199	10.03	
Instructional for Compliance Purposes	1,456.608	156,705,231	107,582	9,654,465	6,628	23,596,237	16,199	10.03	
K-3 Program 01 Teacher	357.246	38,235,048	107,027			5,672,218	15,878	9.89	
K-3 Program 21 Teacher	46.468	4,239,150	91,227			801,606	17,251	10.23	
PSES Program 01 Certificated	67.202	6,936,504	103,219			1,065,067	15,849	9.89	
PSES Program 21 Certificated	80.427	8,741,559	108,689			1,392,661	17,316	9.81	

Queets-Clearwater School District (16020)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.520	212,656	84,387			39,524	15,684	16.46	
51	0.012	1,598	133,167			188	15,684	16.25	
55	0.258	29,780	115,426			4,046	15,684	16.34	
97	0.210	8,400	40,000			3,294	15,684	16.25	
K-3 BEA Instructional	1.240	77,058	62,144			19,448	15,684	16.60	
4-6 BEA Instructional	0.970	90,739	93,545			15,213	15,684	16.44	
7-8 BEA Instructional	0.310	44,859	144,706			4,862	15,684	16.25	
K-12 BEA Instructional	2.520	212,656	84,387			39,524	15,684	16.46	
K-12 BEA Administrative	0.210	8,400	40,000			3,294	15,684	16.25	
BEA	2.730	221,056	80,973			42,817	15,684	16.44	
Instructional	2.790	244,034	87,467			43,758	15,684	16.45	
Administrative	0.210	8,400	40,000			3,294	15,684	16.25	
Active	3.000	252,434	84,145			47,052	15,684	16.43	
Certificated Total	3.000	252,434	84,145			47,052	15,684	16.43	
Instructional for Funding Purposes	2.790	244,034	87,467			43,758	15,684	16.45	
Instructional for Compliance Purposes	2.790	244,034	87,467			43,758	15,684	16.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	1.240	77,058	62,144			19,448	15,684	16.60	

Quilcene School District (16048)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.126	1,439,118	95,142	61,903	4,092	251,195	16,607	16.34	
02	15.360	1,517,095	98,769	190,238	12,385	287,017	18,686	16.37	
21	4.995	484,924	97,082	51,176	10,245	76,350	15,285	15.85	
24	0.688	60,903	88,522	2,707	3,935	15,684	22,797	14.74	
31	0.805	58,851	73,107	1,253	1,557	16,735	20,789	16.75	
34	0.400	32,254	80,635	1,004	2,510	6,274	15,684	16.47	
52				6,500					
55	1.299	128,499	98,921	18,530	14,265	19,589	15,080	16.20	
58				29,542					
74	0.100	10,231	102,310	2,207	22,070	1,568	15,684	16.25	
79				3,800					
97	0.800	125,595	156,994			15,684	19,605	16.33	
K-12 Program 02 Instructional	13.345	1,292,212	96,831			258,127	19,343	16.41	
Program 21 Instructional	4.011	384,803	95,937	29,923	7,460	61,952	15,445	15.76	
Program 21 Administrative	0.984	100,121	101,749	21,253	21,599	14,398	14,632	16.17	
K-12 Program 21 Instructional	3.979	381,767	95,945			61,528	15,463	15.76	
Program 31 Instructional	0.805	58,851	73,107	1,253	1,557	16,735	20,789	16.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	32,254	80,635	1,004	2,510	6,274	15,684	16.47	
K-3 BEA Instructional	15.180	1,418,747	93,462			278,062	18,318	16.40	
4-6 BEA Instructional	1.340	123,911	92,471			21,017	15,684	16.36	
7-8 BEA Instructional	5.886	539,535	91,664			106,777	18,141	16.39	
9-12 BEA Instructional	6.073	567,835	93,502			107,702	17,735	16.40	
K-12 BEA Instructional	28.479	2,650,028	93,052			513,557	18,033	16.40	
K-12 BEA Administrative	0.435	55,915	128,540			5,662	13,016	16.06	
BEA	32.491	3,172,913	97,655	254,398	7,830	576,905	17,756	16.36	
Instructional	34.577	3,234,464	93,544	307,148	8,883	612,350	17,710	16.28	
Administrative	3.800	509,101	133,974	36,845	9,696	58,988	15,523	16.16	
Other	1.196	113,905	95,238	24,867	20,792	18,758	15,684	16.31	
Active	39.573	3,857,470	97,477	368,860	9,321	690,096	17,439	16.27	
Certificated Total	39.573	3,857,470	97,477	368,860	9,321	690,096	17,439	16.27	
Instructional for Funding Purposes	34.577	3,234,464	93,544	307,148	8,883	612,350	17,710	16.28	
Instructional for Compliance Purposes	34.577	3,234,464	93,544	307,148	8,883	612,350	17,710	16.28	
K-3 Program 01 Teacher	3.660	319,737	87,360			57,403	15,684	16.43	
PSES Program 01 Certificated	1.208	104,943	86,873			15,684	12,983	15.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	0.994	81,528	82,020			15,684	15,779	13.90	

Quileute Tribal School District (05903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	18.000	1,548,946	86,053			463,983	25,777	8.20	
21	1.000	147,479	147,479			44,244	44,244	8.20	
23	1.000	114,219	114,219			32,634	32,634	8.20	
97	4.000	390,791	97,698			117,238	29,310	8.20	
Program 21 Instructional	1.000	147,479	147,479			44,244	44,244	8.20	
K-12 Program 21 Instructional	1.000	147,479	147,479			44,244	44,244	8.20	
K-3 BEA Instructional	5.050	367,572	72,787			109,489	21,681	8.20	
4-6 BEA Instructional	3.730	337,753	90,550			101,412	27,188	8.20	
7-8 BEA Instructional	3.110	283,135	91,040			84,941	27,312	8.20	
9-12 BEA Instructional	6.110	560,486	91,733			168,141	27,519	8.20	
K-12 BEA Instructional	18.000	1,548,946	86,053			463,983	25,777	8.20	
BEA	22.000	1,939,737	88,170			581,221	26,419	8.20	
Instructional	20.000	1,810,644	90,532			540,861	27,043	8.20	
Administrative	4.000	390,791	97,698			117,238	29,310	8.20	
Active	24.000	2,201,435	91,726			658,099	27,421	8.20	
Certificated Total	24.000	2,201,435	91,726			658,099	27,421	8.20	
Instructional for Funding Purposes	20.000	1,810,644	90,532			540,861	27,043	8.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	20.000	1,810,644	90,532			540,861	27,043	8.20	
K-3 Program 01 Teacher	4.340	303,148	69,850			90,387	20,827	8.20	
PSES Program 01 Certificated	2.000	178,634	89,317			53,590	26,795	8.20	

Quillayute Valley School District (05402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	51.450	5,115,136	99,420	97,585	1,897	806,942	15,684	16.22	
02	70.101	4,556,140	64,994			17,268	246	0.47	
09	1.049	85,725	81,721			16,453	15,684	16.34	
21	28.809	2,167,900	75,251	23,245	807	118,399	4,110	5.95	
24	2.754	234,423	85,121			43,194	15,684	16.28	
31	2.045	166,399	81,369	5,605	2,741	19,866	9,715	16.31	
34	0.933	76,381	81,866			14,633	15,684	17.40	
51	1.031	88,715	86,048			16,170	15,684	16.31	
53	0.177	15,447	87,271			2,776	15,684	16.35	
55	12.936	1,157,186	89,455			140,152	10,834	12.25	
58	0.180	20,373	113,183	1,272	7,067	2,823	15,684	16.15	
64	0.167	14,557	87,168			2,619	15,684	16.35	
65	3.143	267,421	85,085			17,927	5,704	7.43	
74	1.000	92,335	92,335			15,684	15,684	16.23	
97	1.430	327,384	228,940	1,080	755	22,428	15,684	14.43	
K-12 Program 02 Instructional	70.051	4,547,644	64,919			16,484	235	0.44	
Program 21 Instructional	7.049	690,038	97,892	22,885	3,247	110,557	15,684	16.17	
Program 21 Administrative	0.500	101,953	203,906	360	720	7,842	15,684	15.07	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	6.500	632,677	97,335			101,946	15,684	16.17	
Program 31 Instructional	2.045	166,399	81,369	5,605	2,741	19,866	9,715	16.31	
Program 34 Instructional	0.883	67,630	76,591			13,849	15,684	17.57	
Program 34 Administrative	0.050	8,751	175,020			784	15,684	16.02	
K-3 BEA Instructional	16.625	1,538,423	92,537			260,747	15,684	16.25	
4-6 BEA Instructional	11.901	1,173,873	98,637			186,655	15,684	16.22	
7-8 BEA Instructional	8.770	829,845	94,623			137,549	15,684	16.34	
9-12 BEA Instructional	14.492	1,365,922	94,254			215,085	14,842	16.26	
K-12 BEA Instructional	51.788	4,908,063	94,772			800,036	15,448	16.26	
BEA	125.959	10,241,440	81,308	104,270	828	881,138	6,995	9.26	
Instructional	74.945	7,084,914	94,535	125,187	1,670	1,163,230	15,521	16.25	
Administrative	5.000	951,068	190,214	3,600	720	78,420	15,684	15.36	
Active	79.945	8,035,982	100,519	128,787	1,611	1,241,650	15,531	16.15	
K-12 Program 21 Contracted	21.260	1,375,909	64,718						
K-12 BEA Contracted	69.000	4,422,356	64,092						
On Leave	1.000	119,649	119,649			15,684	15,684	16.12	
Certificated Total	177.205	14,385,522	81,180	128,787	727	1,257,334	7,095	9.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	171.205	13,314,805	77,771	125,187	731	1,163,230	6,794	8.75	
Instructional for Compliance Purposes	74.945	7,084,914	94,535	125,187	1,670	1,163,230	15,521	16.25	
K-3 Program 01 Teacher	15.941	1,472,642	92,381			250,019	15,684	16.26	
K-3 Program 21 Teacher	2.569	195,258	76,005			15,198	5,916	7.82	
Grade T Program 09 Teacher	0.016	1,275	79,688			251	15,684	16.38	
PSES Program 01 Certificated	1.850	149,171	80,633			29,015	15,684	16.30	
PSES Program 21 Certificated	1.108	122,193	110,282			13,300	12,004	12.34	

Quincy School District (13144)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	162.021	15,311,136	94,501	1,270,693	7,843	2,604,140	16,073	16.39	
02	2.700	270,946	100,350	9,032	3,345	42,347	15,684	16.23	
09	3.510	329,752	93,946	16,754	4,773	55,051	15,684	16.27	
21	16.988	1,489,596	87,685	55,540	3,269	266,628	15,695	17.00	
24	3.000	246,455	82,152	35,599	11,866	47,052	15,684	16.34	
31	16.610	1,367,813	82,349	137,063	8,252	265,561	15,988	16.38	
34	2.380	230,721	96,942	14,824	6,229	37,328	15,684	16.25	
51	4.160	405,677	97,519	24,012	5,772	65,245	15,684	16.24	
52				2,346					
53	1.100	127,842	116,220	4,244	3,858	17,252	15,684	16.15	
55	10.650	1,077,457	101,170	33,659	3,160	167,191	15,699	16.22	
58				97,750					
65	11.843	1,087,889	91,859	37,700	3,183	185,542	15,667	16.30	
74	0.690	57,520	83,362	5,811	8,422	10,822	15,684	16.37	
97	2.000	410,000	205,000	22,800	11,400	31,368	15,684	14.78	
K-12 Program 02 Instructional	2.700	270,946	100,350			42,347	15,684	16.23	
Program 21 Instructional	15.988	1,323,377	82,773	51,674	3,232	250,944	15,696	17.12	
Program 21 Administrative	1.000	166,219	166,219	3,866	3,866	15,684	15,684	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	14.988	1,231,890	82,192	8,012	535	235,260	15,697	17.18	
Program 31 Instructional	15.710	1,228,256	78,183	132,468	8,432	251,446	16,005	16.42	
Program 31 Administrative	0.900	139,557	155,063	4,595	5,106	14,116	15,684	16.04	
Program 34 Instructional	2.280	215,215	94,393	14,313	6,278	35,760	15,684	16.26	
Program 34 Administrative	0.100	15,506	155,060	511	5,110	1,568	15,684	16.04	
K-3 BEA Instructional	58.886	5,053,103	85,812	18,376	312	934,029	15,862	16.43	
4-6 BEA Instructional	34.580	3,008,225	86,993	6,336	183	561,048	16,225	16.49	
7-8 BEA Instructional	23.317	2,054,376	88,106	11,908	511	382,125	16,388	16.36	
9-12 BEA Instructional	52.258	4,747,787	90,853	22,956	439	842,090	16,114	16.43	
K-12 BEA Instructional	169.041	14,863,491	87,928	59,576	352	2,719,292	16,087	16.43	
K-12 BEA Administrative	3.940	612,979	155,578	3,000	761	61,795	15,684	16.04	
BEA	185.711	17,590,616	94,720	1,454,412	7,832	2,980,744	16,050	16.35	
Instructional	218.652	19,299,793	88,267	1,656,665	7,577	3,497,532	15,996	16.46	
Administrative	19.000	3,113,011	163,843	111,162	5,851	297,996	15,684	15.86	
Active	237.652	22,412,804	94,309	1,767,827	7,439	3,795,528	15,971	16.38	
Certificated Total	237.652	22,412,804	94,309	1,767,827	7,439	3,795,528	15,971	16.38	
Instructional for Funding Purposes	218.652	19,299,793	88,267	1,656,665	7,577	3,497,532	15,996	16.46	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	218.652	19,299,793	88,267	1,656,665	7,577	3,497,532	15,996	16.46	
K-3 Program 01 Teacher	51.004	4,315,738	84,616	5,272	103	812,494	15,930	16.45	
K-3 Program 21 Teacher	3.990	343,325	86,046			62,705	15,715	17.16	
Grade T Program 09 Teacher	3.000	258,486	86,162			47,052	15,684	16.31	
PSES Program 01 Certificated	13.890	1,233,878	88,832			217,851	15,684	16.32	
PSES Program 09 Certificated	0.180	17,818	98,989			2,823	15,684	16.26	

Rainier Prep Charter School District (17908)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	21.150	1,877,770	88,783			331,717	15,684	23.00	
21	3.890	507,494	130,461			51,757	13,305	16.25	
51	1.000	114,862	114,862			15,684	15,684	21.26	
55	2.050	240,516	117,325			32,152	15,684	23.00	
65	1.400	151,232	108,023			23,526	16,804	23.00	
97	1.000	174,240	174,240			15,684	15,684	23.00	
Program 21 Instructional	3.000	214,165	71,388			47,052	15,684	23.00	
Program 21 Administrative	0.300	50,529	168,430			4,705	15,684	23.00	
K-12 Program 21 Instructional	3.000	214,165	71,388			47,052	15,684	23.00	
K-3 BEA Instructional	6.000	531,720	88,620			94,104	15,684	23.00	
7-8 BEA Instructional	13.500	1,098,370	81,361			211,734	15,684	23.00	
K-12 BEA Instructional	19.500	1,630,090	83,594			305,838	15,684	23.00	
K-12 BEA Administrative	1.650	247,680	150,109			25,879	15,684	23.00	
BEA	22.150	2,052,010	92,642			347,401	15,684	23.00	
Instructional	25.900	2,204,244	85,106			407,784	15,745	22.91	
Administrative	4.000	619,070	154,768			62,736	15,684	23.00	
Other									

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	29.900	2,823,314	94,425			470,520	15,736	22.93	
Certificated Total	30.490	3,066,114	100,561			470,520	15,432	22.07	
Instructional for Funding Purposes	26.490	2,447,044	92,376			407,784	15,394	21.82	
Instructional for Compliance Purposes	25.900	2,204,244	85,106			407,784	15,745	22.91	
PSES Program 21 Certificated	0.590	242,800	411,525						
PSES Program 97 Certificated									

Rainier School District (34307)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	50.991	5,123,573	100,480	276,664	5,426	801,139	15,711	16.40	
21	6.570	584,842	89,017	13,882	2,113	103,044	15,684	15.19	
31	3.800	404,088	106,339	53,925	14,191	59,599	15,684	16.13	
34	1.000	91,570	91,570	4,400	4,400	15,684	15,684	16.19	
51	0.150	20,412	136,080	1,000	6,667	2,353	15,684	16.14	
52				2,289					
55	0.150	20,412	136,080	11,447	76,313	2,353	15,684	16.14	
74				5,000					
97	1.000	188,325	188,325	5,700	5,700	15,684	15,684	15.64	
Program 21 Instructional	5.870	489,587	83,405	13,882	2,365	92,065	15,684	15.02	
Program 21 Administrative	0.700	95,255	136,079			10,979	15,684	16.14	
K-12 Program 21 Instructional	5.000	422,005	84,401	11,724	2,345	78,420	15,684	14.80	
Program 31 Instructional	3.600	374,286	103,968	53,925	14,979	56,462	15,684	16.13	
Program 31 Administrative	0.200	29,802	149,010			3,137	15,684	16.09	
Program 34 Instructional	1.000	91,570	91,570	4,400	4,400	15,684	15,684	16.19	
K-3 BEA Instructional	17.841	1,659,922	93,040	50,818	2,848	281,214	15,762	16.61	
4-6 BEA Instructional	9.880	963,663	97,537	22,147	2,242	154,958	15,684	16.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	9.530	930,906	97,682	33,019	3,465	149,469	15,684	16.19	
9-12 BEA Instructional	14.540	1,511,118	103,928	97,398	6,699	228,045	15,684	16.15	
K-12 BEA Instructional	51.791	5,065,609	97,809	203,382	3,927	813,686	15,711	16.41	
K-12 BEA Administrative	4.000	553,622	138,406	15,102	3,776	62,736	15,684	16.10	
BEA	56.791	5,807,556	102,262	340,689	5,999	892,106	15,709	16.35	
Instructional	57.661	5,555,196	96,342	233,880	4,056	905,751	15,708	16.29	
Administrative	6.000	878,026	146,338	20,102	3,350	94,104	15,684	16.01	
Other				120,325					
Active	63.661	6,433,222	101,054	374,307	5,880	999,855	15,706	16.25	
Certificated Total	63.661	6,433,222	101,054	374,307	5,880	999,855	15,706	16.25	
Instructional for Funding Purposes	57.661	5,555,196	96,342	233,880	4,056	905,751	15,708	16.29	
Instructional for Compliance Purposes	57.661	5,555,196	96,342	233,880	4,056	905,751	15,708	16.29	
K-3 Program 01 Teacher	16.511	1,543,361	93,475	43,319	2,624	260,354	15,769	16.63	
K-3 Program 21 Teacher	1.340	116,514	86,951	1,296	967	21,017	15,684	10.81	
PSES Program 01 Certificated	3.000	246,349	82,116			47,052	15,684	16.30	

Rainier Valley Leadership Academy (17910)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	7.898	606,620	76,807			140,372	17,773	18.04	
21	1.200	108,678	90,565			18,821	15,684	17.69	
24	0.800	72,451	90,564			12,547	15,684	17.69	
31	0.282	30,532	108,270			15,684	55,617	18.20	
51	1.500	123,115	82,077			23,526	15,684	17.91	
55	0.937	69,411	74,078			20,389	21,760	18.18	
65	0.053	5,261	99,264					10.46	
76	1.000	94,716	94,716			15,684	15,684	17.57	
79	0.250	21,966	87,864			3,921	15,684	17.76	
81	0.471	75,510	160,318			7,842	16,650	16.86	
97	1.471	197,813	134,475			23,526	15,993	17.04	
Program 21 Instructional	1.200	108,678	90,565			18,821	15,684	17.69	
K-12 Program 21 Instructional	1.200	108,678	90,565			18,821	15,684	17.69	
Program 31 Instructional	0.282	30,532	108,270			15,684	55,617	18.20	
K-3 BEA Instructional	0.463	33,377	72,089			18,664	40,311	18.20	
7-8 BEA Instructional	3.303	254,376	77,014			56,149	16,999	18.04	
9-12 BEA Instructional	4.414	349,399	79,157			81,243	18,406	18.04	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	8.180	637,152	77,891			156,056	19,078	18.05	
K-12 BEA Administrative	1.471	197,813	134,475			23,526	15,993	17.04	
BEA	9.651	834,965	86,516			179,582	18,608	17.81	
Instructional	13.391	1,113,544	83,156			243,102	18,154	17.86	
Administrative	2.471	292,529	118,385			39,210	15,868	17.21	
Active	15.862	1,406,073	88,644			282,312	17,798	17.73	
Certificated Total	15.862	1,406,073	88,644			282,312	17,798	17.73	
Instructional for Funding Purposes	13.391	1,113,544	83,156			243,102	18,154	17.86	
Instructional for Compliance Purposes	13.391	1,113,544	83,156			243,102	18,154	17.86	

Raymond School District (25116)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.420	1,856,854	95,616	58,386	3,006	290,990	14,984	16.54	
09	1.000	102,817	102,817			15,684	15,684	16.54	
21	3.000	309,074	103,025	12,350	4,117	47,052	15,684	16.49	
31	2.470	275,704	111,621	18,420	7,457	38,739	15,684	16.33	
51	1.200	126,669	105,558			18,429	15,357	16.52	
52	0.200	22,873	114,365			3,137	15,684	16.31	
55	2.060	191,221	92,826			27,996	13,590	16.55	
58				45,296					
65	0.650	74,339	114,368	1,345	2,069	10,195	15,684	16.31	
74				5,034					
97	1.000	170,849	170,849	7,873	7,873	15,684	15,684	14.74	
Program 21 Instructional	3.000	309,074	103,025	12,350	4,117	47,052	15,684	16.49	
K-12 Program 21 Instructional	3.000	309,074	103,025	12,350	4,117	47,052	15,684	16.49	
Program 31 Instructional	2.270	247,984	109,244	18,420	8,115	35,603	15,684	16.32	
Program 31 Administrative	0.200	27,720	138,600			3,137	15,684	16.43	
K-3 BEA Instructional	6.822	629,888	92,332	9,790	1,435	106,996	15,684	16.59	
4-6 BEA Instructional	3.878	396,857	102,335			60,823	15,684	16.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.760	160,079	90,954	9,228	5,243	27,604	15,684	16.37	
9-12 BEA Instructional	7.280	754,858	103,689	55,956	7,686	114,180	15,684	16.42	
K-12 BEA Instructional	19.740	1,941,682	98,363	74,974	3,798	309,602	15,684	16.49	
BEA	22.890	2,303,407	100,629	84,679	3,699	345,414	15,090	16.38	
Instructional	27.000	2,687,662	99,543	140,831	5,216	423,468	15,684	16.49	
Administrative	4.000	442,738	110,685			44,438	11,110	15.95	
Active	31.000	3,130,400	100,981	140,831	4,543	467,906	15,094	16.41	
On Leave				7,873					
Certificated Total	31.000	3,130,400	100,981	148,704	4,797	467,906	15,094	16.41	
Instructional for Funding Purposes	27.000	2,687,662	99,543	140,831	5,216	423,468	15,684	16.49	
Instructional for Compliance Purposes	27.000	2,687,662	99,543	140,831	5,216	423,468	15,684	16.49	
K-3 Program 01 Teacher	6.072	557,192	91,764			95,233	15,684	16.60	
K-3 Program 21 Teacher	1.600	177,796	111,123	9,880	6,175	25,094	15,684	16.43	
Grade T Program 09 Teacher	1.000	102,817	102,817			15,684	15,684	16.54	
PSES Program 01 Certificated	0.750	72,696	96,928			11,763	15,684	16.55	

Reardan-Edwall School District (22009)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	34.366	2,887,671	84,027	19,001	553	565,493	16,455	16.28	
02	5.182	282,803	54,574			43,183	8,333	16.29	
09	1.100	72,515	65,923			17,612	16,011	16.39	
21	4.269	310,616	72,761			80,389	18,831	16.46	
24	1.000	75,545	75,545			16,044	16,044	16.36	
31	1.726	168,783	97,789	35,736	20,705	27,293	15,813	16.15	
34	1.530	135,188	88,358	3,591	2,347	24,307	15,887	16.18	
51	0.600	64,544	107,573			9,554	15,924	16.17	
55	1.300	124,483	95,756			20,677	15,906	16.24	
58				6,500					
97	0.850	147,274	173,264			13,331	15,684	16.04	
K-12 Program 02 Instructional	5.032	256,813	51,036			40,830	8,114	16.31	
Program 21 Instructional	3.606	222,813	61,790			69,991	19,410	16.60	
Program 21 Administrative	0.663	87,803	132,433			10,398	15,684	16.11	
K-12 Program 21 Instructional	3.486	216,161	62,008			68,066	19,525	16.60	
Program 31 Instructional	1.331	114,109	85,732	28,048	21,073	21,098	15,851	16.17	
Program 31 Administrative	0.395	54,674	138,415	7,688	19,463	6,195	15,684	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.530	135,188	88,358	3,591	2,347	24,307	15,887	16.18	
K-3 BEA Instructional	13.944	1,070,206	76,750			211,018	15,133	16.31	
4-6 BEA Instructional	6.990	586,633	83,925	2,160	309	112,148	16,044	16.28	
7-8 BEA Instructional	7.495	627,173	83,679	4,621	617	120,009	16,012	16.26	
9-12 BEA Instructional	12.688	954,995	75,268	43,859	3,457	190,642	15,025	16.28	
K-12 BEA Instructional	41.117	3,239,007	78,775	50,640	1,232	633,816	15,415	16.28	
K-12 BEA Administrative	1.687	235,438	139,560	7,688	4,557	26,459	15,684	16.09	
BEA	43.654	3,621,719	82,964	58,328	1,336	673,607	15,431	16.26	
Instructional	47.923	3,692,531	77,051	57,140	1,192	755,148	15,758	16.31	
Administrative	4.000	576,891	144,223	7,688	1,922	62,736	15,684	16.09	
Active	51.923	4,269,422	82,226	64,828	1,249	817,884	15,752	16.28	
Certificated Total	51.923	4,269,422	82,226	64,828	1,249	817,884	15,752	16.28	
Instructional for Funding Purposes	47.923	3,692,531	77,051	57,140	1,192	755,148	15,758	16.31	
Instructional for Compliance Purposes	47.923	3,692,531	77,051	57,140	1,192	755,148	15,758	16.31	
K-3 Program 01 Teacher	10.678	869,287	81,409			178,570	16,723	16.31	
K-3 Program 21 Teacher	1.040	55,259	53,134			16,686	16,044	16.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.350	132,150	97,889			21,659	16,044	16.18	

Renton School District (17403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	647.395	70,464,057	108,842	8,090,276	12,497	10,376,308	16,028	16.56	
02	5.252	510,814	97,261	72,316	13,769	94,104	17,918	16.30	
09	17.621	1,894,733	107,527	124,545	7,068	289,903	16,452	16.67	
21	215.654	22,151,524	102,718	1,169,518	5,423	3,445,461	15,977	16.65	
24	3.000	377,660	125,887	46,973	15,658	47,052	15,684	16.68	
31	69.270	7,491,051	108,143	564,020	8,142	1,170,466	16,897	16.60	
34	15.152	1,461,964	96,487	120,346	7,943	229,990	15,179	16.71	
38	0.250	22,585	90,340	1,613	6,452	3,921	15,684	16.70	
51	12.869	1,384,433	107,579	111,646	8,676	205,445	15,964	16.72	
52	4.402	508,006	115,403	59,803	13,585	69,041	15,684	16.69	
55	35.437	4,022,714	113,517	361,784	10,209	557,535	15,733	16.71	
58	0.633	64,968	102,635	4,071	6,431	9,928	15,684	16.71	
64	2.453	285,414	116,353	23,070	9,405	38,943	15,876	16.70	
65	32.625	3,525,189	108,052	309,279	9,480	513,851	15,750	16.71	
74	0.799	96,167	120,359	6,869	8,597	12,532	15,684	16.69	
79	2.172	182,082	83,831	20,617	9,492	47,052	21,663	15.88	
88	0.650	78,804	121,237	4,542	6,988	18,037	27,749	16.45	
97	2.350	506,144	215,380	178,638	76,016	47,052	20,022	12.56	
CP	1.000	186,776	186,776	27,900	27,900	15,684	15,684	15.48	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	5.252	510,814	97,261			94,104	17,918	16.30	
Program 21 Instructional	211.324	21,337,278	100,969	1,166,179	5,518	3,377,549	15,983	16.68	
Program 21 Administrative	4.330	814,246	188,048	3,339	771	67,912	15,684	15.58	
K-12 Program 21 Instructional	179.789	18,221,586	101,350			2,864,714	15,934	16.68	
Program 31 Instructional	65.540	6,822,010	104,089	564,020	8,606	1,111,964	16,966	16.66	
Program 31 Administrative	3.730	669,041	179,368			58,501	15,684	15.90	
Program 34 Instructional	15.152	1,461,964	96,487	120,346	7,943	229,990	15,179	16.71	
K-3 BEA Instructional	284.212	29,415,438	103,498	12,005	42	4,574,393	16,095	16.64	
4-6 BEA Instructional	127.928	13,120,874	102,565	1,493	12	2,027,126	15,846	16.68	
7-8 BEA Instructional	93.080	9,290,159	99,808	3,033	33	1,491,141	16,020	16.71	
9-12 BEA Instructional	189.000	20,149,110	106,609	45,997	243	3,103,452	16,420	16.68	
K-12 BEA Instructional	694.220	71,975,581	103,678	62,528	90	11,196,110	16,128	16.67	
BEA	739.419	80,434,030	108,780	9,025,596	12,206	11,917,919	16,118	16.53	
Instructional	1,017.807	105,638,801	103,791	11,013,341	10,821	16,376,736	16,090	16.67	
Administrative	49.827	9,406,338	188,780	247,343	4,964	784,200	15,738	15.32	
Active	1,067.634	115,045,139	107,757	11,260,684	10,547	17,160,936	16,074	16.57	
On Leave	1.350	169,946	125,886	37,142	27,513	31,368	23,236	16.70	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	1,068.984	115,215,085	107,780	11,297,826	10,569	17,192,304	16,083	16.57	
Instructional for Funding Purposes	1,017.807	105,638,801	103,791	11,013,341	10,821	16,376,736	16,090	16.67	
Instructional for Compliance Purposes	1,017.807	105,638,801	103,791	11,013,341	10,821	16,376,736	16,090	16.67	
K-3 Program 01 Teacher	235.243	24,060,013	102,277			3,744,900	15,919	16.63	
K-3 Program 21 Teacher	33.067	3,233,576	97,789			516,160	15,610	16.70	
Grade T Program 09 Teacher	17.123	1,804,989	105,413			282,092	16,474	16.71	
PSES Program 01 Certificated	48.618	5,090,555	104,705			838,966	17,256	16.72	
PSES Program 21 Certificated	66.196	6,849,162	103,468			1,112,027	16,799	16.64	

Republic School District (10309)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.150	1,586,434	82,843	36,941	1,929	308,191	16,094	16.34	
02	2.000	186,244	93,122			31,368	15,684	16.34	
21	3.350	292,319	87,259	5,541	1,654	52,541	15,684	16.28	
31	1.000	77,712	77,712	4,383	4,383	15,684	15,684	16.36	
51	1.000	100,318	100,318			15,684	15,684	16.32	
52									
55	1.000	90,188	90,188			14,136	14,136	16.26	
58				11,206					
74				8,200					
97	1.000	174,250	174,250			15,684	15,684	16.06	
K-12 Program 02 Instructional	2.000	186,244	93,122			31,368	15,684	16.34	
Program 21 Instructional	3.000	250,043	83,348	5,541	1,847	47,052	15,684	16.31	
Program 21 Administrative	0.350	42,276	120,789			5,489	15,684	16.12	
K-12 Program 21 Instructional	3.000	250,043	83,348	5,541	1,847	47,052	15,684	16.31	
Program 31 Instructional	1.000	77,712	77,712	4,383	4,383	15,684	15,684	16.36	
K-3 BEA Instructional	8.408	658,946	78,371	6,842	814	131,871	15,684	16.38	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	1.302	105,880	81,321	1,503	1,154	20,421	15,684	16.35	
7-8 BEA Instructional	4.790	370,397	77,327	12,484	2,606	82,968	17,321	16.36	
9-12 BEA Instructional	6.000	510,681	85,114	9,279	1,547	94,104	15,684	16.34	
K-12 BEA Instructional	20.500	1,645,904	80,288	30,108	1,469	329,364	16,067	16.36	
K-12 BEA Administrative	1.650	191,325	115,955			25,879	15,684	16.17	
BEA	23.150	2,024,640	87,457	41,324	1,785	370,927	16,023	16.32	
Instructional	25.500	2,086,453	81,822	58,309	2,287	406,236	15,931	16.35	
Administrative	3.000	415,351	138,450			47,052	15,684	16.12	
Other		5,661		7,962					
Active	28.500	2,507,465	87,981	66,271	2,325	453,288	15,905	16.31	
On Leave									
Certificated Total	28.500	2,507,465	87,981	66,271	2,325	453,288	15,905	16.31	
Instructional for Funding Purposes	25.500	2,086,453	81,822	58,309	2,287	406,236	15,931	16.35	
Instructional for Compliance Purposes	25.500	2,086,453	81,822	58,309	2,287	406,236	15,931	16.35	
K-3 Program 01 Teacher	4.408	310,585	70,459	5,655	1,283	69,135	15,684	16.35	

Richland School District (03400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	613.149	66,369,031	108,243	4,395,410	7,169	9,662,343	15,759	15.82	
02	49.848	5,286,100	106,044	338,372	6,788	804,066	16,130	16.37	
21	141.251	13,769,617	97,483	1,192,265	8,441	2,268,299	16,059	16.14	
22	0.944	63,356	67,114			14,377	15,230	9.90	
24	21.300	1,943,364	91,238	146,718	6,888	334,069	15,684	16.12	
31	40.249	4,017,995	99,828	500,677	12,439	639,123	15,879	16.32	
34	7.540	779,890	103,434	63,142	8,374	118,257	15,684	17.34	
51	12.234	1,355,481	110,796	88,439	7,229	191,779	15,676	15.65	
52	0.500	70,608	141,216			7,842	15,684	15.52	
55	27.392	2,976,553	108,665	175,920	6,422	432,748	15,798	15.77	
64	0.600	70,694	117,823	4,202	7,003	9,410	15,684	15.37	
65	4.800	551,350	114,865	39,296	8,187	75,283	15,684	15.40	
74	3.000	307,419	102,473	16,164	5,388	47,052	15,684	15.76	
88	9.000	901,724	100,192	32,215	3,579	154,226	17,136	15.99	
97	5.000	949,052	189,810	114,271	22,854	78,420	15,684	13.24	
K-12 Program 02 Instructional	45.848	4,625,340	100,884			741,330	16,169	16.40	
Program 21 Instructional	137.251	13,155,289	95,848	1,192,265	8,687	2,205,563	16,070	16.17	
Program 21 Administrative	4.000	614,328	153,582			62,736	15,684	15.41	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	130.751	12,490,736	95,531			2,100,480	16,065	16.17	
Program 31 Instructional	39.299	3,849,428	97,952	500,677	12,740	624,223	15,884	16.35	
Program 31 Administrative	0.950	168,567	177,439			14,900	15,684	15.51	
Program 34 Instructional	7.240	728,077	100,563	63,142	8,721	113,552	15,684	17.46	
Program 34 Administrative	0.300	51,813	172,710			4,705	15,684	15.54	
K-3 BEA Instructional	217.023	22,224,038	102,404			3,375,206	15,552	15.42	
4-6 BEA Instructional	90.175	9,083,554	100,733			1,427,862	15,834	15.58	
7-8 BEA Instructional	146.600	15,017,034	102,435			2,323,757	15,851	16.58	
9-12 BEA Instructional	201.614	21,151,209	104,909			3,229,770	16,020	16.21	
K-12 BEA Instructional	655.412	67,475,835	102,952			10,356,595	15,802	15.95	
BEA	715.786	77,402,068	108,136	5,411,872	7,561	11,302,209	15,790	15.87	
Instructional	870.048	88,472,555	101,687	6,899,656	7,930	13,791,694	15,852	15.97	
Administrative	65.759	10,816,618	164,489	205,668	3,128	1,029,916	15,662	15.30	
Active	935.807	99,289,173	106,100	7,105,324	7,593	14,821,610	15,838	15.90	
On Leave	1.000	123,061	123,061	1,767	1,767	15,684	15,684	15.44	
Certificated Total	936.807	99,412,234	106,118	7,107,091	7,587	14,837,294	15,838	15.90	
Instructional for Funding Purposes	870.048	88,472,555	101,687	6,899,656	7,930	13,791,694	15,852	15.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	870.048	88,472,555	101,687	6,899,656	7,930	13,791,694	15,852	15.97	
K-3 Program 01 Teacher	182.519	18,933,644	103,735			2,845,800	15,592	15.37	
K-3 Program 21 Teacher	32.293	2,801,689	86,758			506,821	15,694	15.98	
PSES Program 01 Certificated	48.500	4,908,504	101,206			755,373	15,575	15.80	
PSES Program 21 Certificated	49.678	5,202,483	104,724			779,626	15,694	15.75	

Ridgefield School District (06122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	195.858	20,487,275	104,603	1,863,688	9,516	3,111,549	15,887	16.00	
02	5.467	588,915	107,722	37,045	6,776	94,104	17,213	14.23	
21	40.964	3,847,688	93,929	383,319	9,357	632,598	15,443	15.70	
24	5.595	526,314	94,069			87,752	15,684	16.11	
31	11.917	1,135,798	95,309	147,351	12,365	188,067	15,781	15.98	
34	4.790	539,317	112,592	44,605	9,312	75,126	15,684	15.77	
51	0.800	83,970	104,963	6,970	8,713	12,547	15,684	16.10	
55	1.667	175,914	105,527	14,872	8,921	28,153	16,888	15.78	
58				177,408					
65	1.770	179,835	101,602	16,484	9,313	28,310	15,994	16.04	
74				12,000					
88	0.500	70,000	140,000	150	300	7,842	15,684	8.45	
97	2.000	415,625	207,813	8,175	4,088	31,368	15,684	11.55	
K-12 Program 02 Instructional	4.467	427,473	95,696	36,145	8,092	78,420	17,555	16.24	
Program 21 Instructional	37.570	3,493,384	92,983	381,699	10,160	590,408	15,715	16.18	
Program 21 Administrative	1.500	225,000	150,000	1,620	1,080	23,526	15,684	8.45	
K-12 Program 21 Instructional	33.092	3,082,618	93,153	342,485	10,349	519,015	15,684	16.18	
Program 31 Instructional	11.117	991,798	89,215	146,556	13,183	175,520	15,788	16.97	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.800	144,000	180,000	795	994	12,547	15,684	8.15	
Program 34 Instructional	4.396	467,887	106,435	44,605	10,147	68,947	15,684	16.28	
Program 34 Administrative	0.394	71,430	181,294			6,179	15,684	11.92	
K-3 BEA Instructional	71.500	6,909,922	96,642	654,732	9,157	1,138,470	15,923	16.09	
4-6 BEA Instructional	45.884	4,648,847	101,317	454,539	9,906	728,647	15,880	16.09	
7-8 BEA Instructional	30.330	3,147,424	103,773	361,896	11,932	475,696	15,684	16.09	
9-12 BEA Instructional	52.820	5,192,912	98,313	610,419	11,557	837,400	15,854	16.26	
K-12 BEA Instructional	200.534	19,899,105	99,231	2,081,586	10,380	3,180,213	15,859	16.14	
K-12 BEA Administrative	11.000	1,934,799	175,891	4,995	454	172,524	15,684	15.18	
BEA	220.032	23,166,930	105,289	2,100,864	9,548	3,500,214	15,908	15.87	
Instructional	247.671	24,334,867	98,255	2,685,677	10,844	3,924,796	15,847	16.14	
Administrative	19.000	3,368,007	177,264	26,390	1,389	297,996	15,684	13.88	
Other	2.543	200,259	78,749			47,052	18,503	8.59	
Active	269.214	27,903,133	103,647	2,712,067	10,074	4,269,844	15,860	15.84	
K-12 Program 21 Contracted	0.339	26,230	77,375					8.60	
On Leave	1.775	121,288	68,331			27,572	15,534	16.44	
Certificated Total	271.328	28,050,651	103,383	2,712,067	9,996	4,297,416	15,838	15.84	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	248.010	24,361,097	98,226	2,685,677	10,829	3,924,796	15,825	16.14	
Instructional for Compliance Purposes	247.671	24,334,867	98,255	2,685,677	10,844	3,924,796	15,847	16.14	
K-3 Program 01 Teacher	65.005	6,312,983	97,115	574,764	8,842	1,047,503	16,114	16.15	
K-3 Program 21 Teacher	6.890	630,646	91,531	52,346	7,597	108,063	15,684	16.21	
PSES Program 01 Certificated	10.518	929,956	88,416			169,324	16,099	16.19	
PSES Program 21 Certificated	13.370	1,299,835	97,220			206,448	15,441	16.02	

Ritzville School District (01160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	19.327	1,657,310	85,751	43,555	2,254	303,125	15,684	16.63	
02	0.976	55,297	56,657			15,308	15,684	16.01	
09	0.776	64,482	83,095			12,171	15,684	16.65	
21	2.952	219,611	74,394			46,299	15,684	16.88	
31	2.138	216,930	101,464	25,597	11,972	33,532	15,684	16.68	
34	0.790	80,157	101,465	6,617	8,376	12,390	15,684	17.30	
51	0.390	39,370	100,949			6,117	15,684	16.64	
52	0.350	25,585	73,100	10,335	29,529	5,489	15,684	16.65	
55	1.101	87,878	79,817			17,268	15,684	16.65	
58				12,412					
88	0.200	16,619	83,095			3,137	15,684	16.65	
97	0.651	157,000	241,167			15,684	24,092	8.22	
K-12 Program 02 Instructional	0.976	55,297	56,657			15,308	15,684	16.01	
Program 21 Instructional	2.952	219,611	74,394			46,299	15,684	16.88	
K-12 Program 21 Instructional	2.757	207,396	75,225			43,241	15,684	16.84	
Program 31 Instructional	2.138	216,930	101,464	9,926	4,643	33,532	15,684	16.68	
Program 34 Instructional	0.790	80,157	101,465	6,617	8,376	12,390	15,684	17.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	5.254	393,588	74,912	1,027	195	82,404	15,684	16.73	
4-6 BEA Instructional	3.534	346,524	98,054	72	20	55,427	15,684	16.69	
7-8 BEA Instructional	1.833	158,735	86,598	750	409	28,749	15,684	17.00	
9-12 BEA Instructional	10.509	850,769	80,956	38,228	3,638	164,823	15,684	16.72	
K-12 BEA Instructional	21.231	1,755,784	82,699	40,113	1,889	332,987	15,684	16.74	
K-12 BEA Administrative	2.000	253,910	126,955			31,368	15,684	15.97	
BEA	23.882	2,166,694	90,725	75,769	3,173	380,039	15,913	16.07	
Instructional	27.000	2,209,329	81,827	62,860	2,328	423,468	15,684	16.74	
Administrative	2.651	410,910	155,002			47,052	17,749	13.01	
Other				35,656					
Active	29.651	2,620,239	88,369	98,516	3,323	470,520	15,869	16.18	
Certificated Total	29.651	2,620,239	88,369	98,516	3,323	470,520	15,869	16.18	
Instructional for Funding Purposes	27.000	2,209,329	81,827	62,860	2,328	423,468	15,684	16.74	
Instructional for Compliance Purposes	27.000	2,209,329	81,827	62,860	2,328	423,468	15,684	16.74	
K-3 Program 01 Teacher	5.038	381,299	75,685	144	29	79,016	15,684	16.75	
K-3 Program 21 Teacher	0.973	69,249	71,171			15,261	15,684	17.15	
Grade T Program 09 Teacher	0.776	64,482	83,095			12,171	15,684	16.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.650	47,515	73,100			10,195	15,684	16.65	
PSES Program 21 Certificated	1.000	69,385	69,385			15,684	15,684	16.66	

Riverside School District (32416)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	70.398	6,510,433	92,480	195,345	2,775	1,209,708	17,184	16.14	
02	4.640	394,746	85,075	27,931	6,020	78,342	16,884	16.14	
21	15.659	1,432,180	91,461	10,163	649	274,954	17,559	16.16	
24	0.158	11,803	74,703			2,668	16,884	16.25	
31	6.050	528,088	87,287	22,245	3,677	101,128	16,715	16.14	
34	2.204	206,682	93,776	17,796	8,074	39,509	17,926	16.13	
51	2.560	265,057	103,538			42,791	16,715	16.10	
55	5.196	535,265	103,015			89,499	17,225	16.15	
58				4,260					
65	0.035	5,562	158,914			549	15,684	16.01	
74				2,781					
88	0.200	28,289	141,445	1,341	6,705	3,137	15,684	16.05	
97	1.265	254,184	200,936	24,716	19,538	19,840	15,684	14.62	
K-12 Program 02 Instructional	4.640	394,746	85,075	27,931	6,020	78,342	16,884	16.14	
Program 21 Instructional	15.559	1,416,288	91,027	5,397	347	273,386	17,571	16.16	
Program 21 Administrative	0.100	15,892	158,920	4,766	47,660	1,568	15,684	16.01	
K-12 Program 21 Instructional	14.147	1,294,070	91,473	2,518	178	248,195	17,544	16.16	
Program 31 Instructional	5.200	438,303	84,289	22,245	4,278	87,797	16,884	16.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.850	89,785	105,629			13,331	15,684	16.21	
Program 34 Instructional	2.204	206,682	93,776	17,796	8,074	39,509	17,926	16.13	
K-3 BEA Instructional	24.014	2,111,470	87,927	26,846	1,118	425,747	17,729	16.18	
4-6 BEA Instructional	15.100	1,387,708	91,901	334	22	254,948	16,884	16.13	
7-8 BEA Instructional	13.538	1,190,705	87,953	3,447	255	235,380	17,387	16.15	
9-12 BEA Instructional	25.040	2,171,647	86,727	27,095	1,082	424,781	16,964	16.13	
K-12 BEA Instructional	77.692	6,861,530	88,317	57,722	743	1,340,856	17,259	16.15	
K-12 BEA Administrative	2.350	323,869	137,817			36,857	15,684	16.06	
BEA	84.557	7,894,133	93,359	288,033	3,406	1,448,527	17,131	16.09	
Instructional	98.565	8,749,984	88,774	236,360	2,398	1,708,421	17,333	16.15	
Administrative	9.300	1,355,001	145,699	67,028	7,207	145,861	15,684	15.79	
Other	0.500	67,304	134,608	3,190	6,380	7,842	15,684	16.07	
Active	108.365	10,172,289	93,871	306,578	2,829	1,862,124	17,184	16.10	
Certificated Total	108.365	10,172,289	93,871	306,578	2,829	1,862,124	17,184	16.10	
Instructional for Funding Purposes	98.565	8,749,984	88,774	236,360	2,398	1,708,421	17,333	16.15	
Instructional for Compliance Purposes	98.565	8,749,984	88,774	236,360	2,398	1,708,421	17,333	16.15	
K-3 Program 01 Teacher	21.627	1,901,682	87,931			372,883	17,242	16.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	2.485	231,671	93,228			41,957	16,884	16.13	
PSES Program 01 Certificated	5.337	429,139	80,408			101,064	18,936	16.25	
PSES Program 21 Certificated	5.230	496,891	95,008			90,329	17,271	16.13	

Riverview School District (17407)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	147.206	16,325,532	110,903	2,012,161	13,669	2,328,290	15,817	15.84	
02	7.000	812,530	116,076	85,258	12,180	109,788	15,684	15.80	
21	25.944	2,566,467	98,923	346,600	13,360	437,584	16,866	15.85	
24	4.122	414,997	100,679	55,479	13,459	66,030	16,019	15.96	
31	7.671	865,454	112,822	221,594	28,887	122,335	15,948	15.95	
34	1.000	102,780	102,780	12,357	12,357	15,684	15,684	15.96	
51	1.150	137,725	119,761	6,202	5,393	25,879	22,503	15.95	
55	1.000	111,059	111,059	13,123	13,123	31,368	31,368	15.95	
64				6,202					
65	2.561	264,798	103,396	26,737	10,440	50,032	19,536	15.95	
74	0.800	90,385	112,981			12,547	15,684	15.95	
88				7,365					
97	1.000	301,981	301,981	8,000	8,000	15,684	15,684	12.75	
K-12 Program 02 Instructional	6.000	618,726	103,121	9,052	1,509	94,104	15,684	15.95	
Program 21 Instructional	23.944	2,175,601	90,862	340,991	14,241	406,216	16,965	15.95	
Program 21 Administrative	2.000	390,866	195,433	5,609	2,805	31,368	15,684	15.16	
K-12 Program 21 Instructional	22.944	2,100,260	91,539	41,514	1,809	390,532	17,021	15.95	
Program 31 Instructional	7.671	865,454	112,822	203,098	26,476	122,335	15,948	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.000	102,780	102,780	12,357	12,357	15,684	15,684	15.96	
K-3 BEA Instructional	61.975	6,319,269	101,965	139,080	2,244	976,329	15,754	15.95	
4-6 BEA Instructional	21.209	2,342,021	110,426	46,855	2,209	334,853	15,788	15.95	
7-8 BEA Instructional	26.912	2,804,263	104,201	56,209	2,089	430,526	15,998	15.95	
9-12 BEA Instructional	41.973	4,591,572	109,393	75,271	1,793	661,865	15,769	15.82	
K-12 BEA Instructional	152.069	16,057,125	105,591	317,415	2,087	2,403,573	15,806	15.91	
K-12 BEA Administrative	1.000	192,303	192,303			15,684	15,684	15.21	
BEA	163.877	18,408,277	112,330	2,339,370	14,275	2,591,781	15,815	15.80	
Instructional	185.646	19,251,690	103,701	2,656,338	14,309	2,995,644	16,136	15.92	
Administrative	13.808	2,742,018	198,582	94,794	6,865	219,576	15,902	14.95	
Other				49,946					
Active	199.454	21,993,708	110,270	2,801,078	14,044	3,215,220	16,120	15.81	
Certificated Total	199.454	21,993,708	110,270	2,801,078	14,044	3,215,220	16,120	15.81	
Instructional for Funding Purposes	185.646	19,251,690	103,701	2,656,338	14,309	2,995,644	16,136	15.92	
Instructional for Compliance Purposes	185.646	19,251,690	103,701	2,656,338	14,309	2,995,644	16,136	15.92	
K-3 Program 01 Teacher	50.205	5,118,796	101,958	96,163	1,915	791,728	15,770	15.95	
K-3 Program 21 Teacher	1.883	184,302	97,877	5,336	2,834	29,533	15,684	15.96	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	7.600	795,859	104,718			119,198	15,684	15.95	
PSES Program 21 Certificated	11.500	1,114,912	96,949			188,208	16,366	15.95	

Rochester School District (34401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	101.505	10,450,979	102,960	1,143,056	11,261	1,634,556	16,103	16.41	
02	1.539	154,946	100,680			24,165	15,702	15.45	
09	2.933	264,336	90,125			46,054	15,702	16.77	
21	17.863	1,836,204	102,794	27,687	1,550	338,174	18,932	16.74	
24	3.130	298,995	95,526			49,147	15,702	16.76	
31	6.161	551,745	89,554	74,761	12,135	96,740	15,702	17.06	
51	0.550	76,575	139,227			8,636	15,702	16.70	
52	0.700	79,198	113,140			10,991	15,702	16.72	
55	3.300	421,955	127,865			55,742	16,892	16.72	
58				30,656					
64	0.200	22,342	111,710			3,140	15,702	16.73	
65	2.800	246,883	88,173			43,966	15,702	16.77	
74	0.500	62,309	124,618			7,851	15,702	16.71	
97	1.400	288,983	206,416			21,983	15,702	15.61	
K-12 Program 02 Instructional	1.184	105,472	89,081			18,591	15,702	15.64	
Program 21 Instructional	17.196	1,722,512	100,169	27,687	1,610	327,701	19,057	16.75	
Program 21 Administrative	0.667	113,692	170,453			10,473	15,702	16.69	
K-12 Program 21 Instructional	14.982	1,502,725	100,302			278,711	18,603	16.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	6.000	534,035	89,006	74,761	12,460	94,212	15,702	17.17	
Program 31 Administrative	0.161	17,710	110,000			2,528	15,702	15.04	
K-3 BEA Instructional	34.666	3,410,448	98,380	2,234	64	571,804	16,495	16.63	
4-6 BEA Instructional	21.066	2,109,601	100,142			330,778	15,702	16.43	
7-8 BEA Instructional	16.212	1,579,251	97,412			258,040	15,917	15.77	
9-12 BEA Instructional	27.662	2,598,916	93,953	5,153	186	444,115	16,055	16.55	
K-12 BEA Instructional	99.606	9,698,216	97,366	7,387	74	1,604,738	16,111	16.41	
K-12 BEA Administrative	0.161	17,710	110,000			2,528	15,702	15.04	
BEA	110.605	11,446,653	103,491	1,217,817	11,011	1,777,444	16,070	16.41	
Instructional	130.065	12,748,370	98,015	1,236,489	9,507	2,144,620	16,489	16.49	
Administrative	12.516	2,007,080	160,361	16,512	1,319	196,526	15,702	16.44	
Other				23,159					
Active	142.581	14,755,450	103,488	1,276,160	8,950	2,341,146	16,420	16.48	
On Leave									
Certificated Total	142.581	14,755,450	103,488	1,276,160	8,950	2,341,146	16,420	16.48	
Instructional for Funding Purposes	130.065	12,748,370	98,015	1,236,489	9,507	2,144,620	16,489	16.49	
Instructional for Compliance Purposes	130.065	12,748,370	98,015	1,236,489	9,507	2,144,620	16,489	16.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	30.666	2,993,587	97,619			497,220	16,214	16.76	
K-3 Program 21 Teacher	1.656	132,518	80,023			26,191	15,816	16.78	
Grade T Program 09 Teacher	2.000	195,367	97,684			31,404	15,702	16.76	
PSES Program 01 Certificated	5.000	485,774	97,155			78,510	15,702	15.54	
PSES Program 21 Certificated	2.750	272,193	98,979			43,181	15,702	16.75	

Roosevelt School District (20403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.750	160,228	58,265	2,883	1,048	43,131	15,684	15.93	
52	0.250	12,778	51,112			3,921	15,684	15.93	
58				17,000					
65				12,500					
K-3 BEA Instructional	1.750	88,764	50,722	1,692	967	27,447	15,684	15.93	
4-6 BEA Instructional	1.000	71,464	71,464	1,191	1,191	15,684	15,684	15.93	
K-12 BEA Instructional	2.750	160,228	58,265	2,883	1,048	43,131	15,684	15.93	
BEA	2.750	160,228	58,265	2,883	1,048	43,131	15,684	15.93	
Instructional	3.000	173,006	57,669	7,383	2,461	47,052	15,684	15.93	
Administrative				25,000					
Active	3.000	173,006	57,669	32,383	10,794	47,052	15,684	15.93	
Certificated Total	3.000	173,006	57,669	32,383	10,794	47,052	15,684	15.93	
Instructional for Funding Purposes	3.000	173,006	57,669	7,383	2,461	47,052	15,684	15.93	
Instructional for Compliance Purposes	3.000	173,006	57,669	7,383	2,461	47,052	15,684	15.93	
K-3 Program 01 Teacher	1.750	88,764	50,722	1,692	967	27,447	15,684	15.93	

Rooted School Vancouver (06901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.050	285,482	93,601			47,836	15,684	14.22	
21	1.930	113,858	58,994			30,270	15,684	11.60	
24	0.070	5,138	73,400			1,098	15,684	15.86	
51	0.450	38,728	86,062			7,058	15,684	15.69	
55	0.500	13,220	26,440			7,842	15,684	9.62	
79	1.500	145,517	97,011			23,526	15,684	8.15	
97	0.500	70,000	140,000			7,842	15,684	7.74	
Program 21 Instructional	1.930	113,858	58,994			30,270	15,684	11.60	
K-12 Program 21 Instructional	1.930	113,858	58,994			30,270	15,684	11.60	
9-12 BEA Instructional	3.050	285,482	93,601			47,836	15,684	14.22	
K-12 BEA Instructional	3.050	285,482	93,601			47,836	15,684	14.22	
K-12 BEA Administrative	0.500	70,000	140,000			7,842	15,684	7.74	
BEA	3.550	355,482	100,136			55,678	15,684	12.72	
Instructional	7.000	531,943	75,992			109,788	15,684	12.71	
Administrative	1.000	140,000	140,000			15,684	15,684	7.74	
Active	8.000	671,943	83,993			125,472	15,684	11.58	
Certificated Total	8.000	671,943	83,993			125,472	15,684	11.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	7.000	531,943	75,992			109,788	15,684	12.71	
Instructional for Compliance Purposes	7.000	531,943	75,992			109,788	15,684	12.71	
PSES Program 01 Certificated	0.500	32,379	64,758			7,842	15,684	3.44	
PSES Program 21 Certificated	0.500	32,379	64,758			7,842	15,684	3.44	

Rosalia School District (38320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.666	858,120	73,557	2,128	182	190,848	16,359	15.99	
09	1.000	51,780	51,780			15,684	15,684	16.03	
21	1.100	65,859	59,872			17,252	15,684	16.02	
31									
34									
51	0.570	53,382	93,653			8,940	15,684	15.99	
55	0.866	81,187	93,749			13,637	15,748	16.01	
97	0.398	60,525	152,073	900	2,261	6,242	15,684	15.93	
Program 21 Instructional	1.000	50,859	50,859			15,684	15,684	16.04	
Program 21 Administrative	0.100	15,000	150,000			1,568	15,684	15.93	
K-12 Program 21 Instructional	1.000	50,859	50,859			15,684	15,684	16.04	
Program 31 Instructional									
Program 34 Instructional									
K-3 BEA Instructional	2.511	201,663	80,312			41,595	16,565	16.02	
4-6 BEA Instructional	1.355	84,600	62,435			21,307	15,725	16.04	
7-8 BEA Instructional	2.367	136,060	57,482			39,376	16,635	16.05	
9-12 BEA Instructional	1.533	127,097	82,907			26,572	17,333	16.01	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	7.766	549,420	70,747			128,850	16,592	16.03	
BEA	12.064	918,645	76,148	3,028	251	197,090	16,337	15.99	
Instructional	12.933	933,991	72,218			210,553	16,280	16.02	
Administrative	1.667	218,532	131,093	900	540	26,367	15,817	15.95	
Other	1.000	18,330	18,330	2,128	2,128	15,684	15,684	15.03	
Active	15.600	1,170,853	75,055	3,028	194	252,604	16,193	15.99	
Certificated Total	15.600	1,170,853	75,055	3,028	194	252,604	16,193	15.99	
Instructional for Funding Purposes	12.933	933,991	72,218			210,553	16,280	16.02	
Instructional for Compliance Purposes	12.933	933,991	72,218			210,553	16,280	16.02	
K-3 Program 01 Teacher	2.311	186,189	80,566			36,246	15,684	16.02	
K-3 Program 21 Teacher	0.192	9,684	50,438			3,011	15,684	16.04	
Grade T Program 09 Teacher	1.000	51,780	51,780			15,684	15,684	16.03	
PSES Program 01 Certificated	0.600	46,427	77,378			16,016	26,693	16.02	

Royal School District (13160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	85.286	8,108,226	95,071	183,186	2,148	1,370,186	16,066	43.99	
09	3.100	292,608	94,390			50,108	16,164	43.87	
21	10.820	1,081,345	99,939			174,414	16,120	44.12	
24	0.180	12,834	71,300			2,910	16,164	44.57	
31	7.140	677,346	94,866	16,421	2,300	115,411	16,164	41.19	
34	1.120	92,109	82,240			18,104	16,164	38.91	
51	2.437	228,595	93,802			37,985	15,587	40.61	
52				27,000					
53	0.050	8,346	166,920			808	16,164	47.66	
55	3.925	382,866	97,545			63,444	16,164	44.03	
65	3.675	361,588	98,391			59,403	16,164	44.63	
74	0.500	42,710	85,420			8,082	16,164	38.65	
97	1.200	230,828	192,357			18,821	15,684	40.62	
Program 21 Instructional	9.820	937,833	95,502			158,730	16,164	43.52	
Program 21 Administrative	1.000	143,512	143,512			15,684	15,684	48.53	
K-12 Program 21 Instructional	9.000	879,369	97,708			145,476	16,164	43.45	
Program 31 Instructional	6.940	649,692	93,616	16,421	2,366	112,178	16,164	40.96	
Program 31 Administrative	0.200	27,654	138,270			3,233	16,164	47.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.070	85,195	79,621			17,295	16,164	38.37	
Program 34 Administrative	0.050	6,914	138,280			808	16,164	47.18	
K-3 BEA Instructional	28.783	2,645,509	91,912	2,697	94	458,033	15,913	44.24	
4-6 BEA Instructional	19.016	1,792,444	94,260	2,956	155	301,623	15,862	42.81	
7-8 BEA Instructional	11.740	1,035,809	88,229	2,630	224	184,055	15,678	39.32	
9-12 BEA Instructional	25.690	2,288,888	89,096	45,910	1,787	414,720	16,143	42.46	
K-12 BEA Instructional	85.229	7,762,650	91,080	54,193	636	1,358,432	15,939	42.67	
K-12 BEA Administrative	1.000	138,272	138,272	9,735	9,735	16,164	16,164	47.18	
BEA	94.746	9,108,509	96,136	199,607	2,107	1,522,522	16,070	43.62	
Instructional	108.216	9,913,188	91,606	149,963	1,386	1,728,588	15,973	42.79	
Administrative	9.200	1,415,840	153,896	66,048	7,179	147,173	15,997	48.03	
Other	0.800	109,296	136,620	10,596	13,245	12,547	15,684	51.79	
Active	118.216	11,438,324	96,758	226,607	1,917	1,888,308	15,973	43.46	
On Leave	1.217	81,077	66,620			31,368	25,775	99.22	
Certificated Total	119.433	11,519,401	96,451	226,607	1,897	1,919,676	16,073	43.64	
Instructional for Funding Purposes	108.216	9,913,188	91,606	149,963	1,386	1,728,588	15,973	42.79	
Instructional for Compliance Purposes	108.216	9,913,188	91,606	149,963	1,386	1,728,588	15,973	42.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	26.433	2,438,109	92,237	2,697	102	420,264	15,899	44.02	
K-3 Program 21 Teacher	2.000	179,492	89,746			32,328	16,164	44.58	
Grade T Program 09 Teacher	3.000	282,973	94,324			48,492	16,164	43.92	
PSES Program 01 Certificated	4.030	323,277	80,218			64,661	16,045	47.32	
PSES Program 09 Certificated	0.100	9,635	96,350			1,616	16,164	42.46	
PSES Program 21 Certificated	2.000	204,273	102,137			32,328	16,164	42.72	

San Juan Island School District (28149)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	45.519	4,992,527	109,680	332,448	7,303	721,464	15,850	15.91	
02	1.626	199,213	122,517	7,485	4,603	25,502	15,684	15.90	
09	1.200	101,337	84,448	4,397	3,664	20,170	16,808	16.03	
21	8.902	964,512	108,348	68,150	7,656	142,599	16,019	16.11	
24	1.999	203,457	101,779			29,925	14,970	16.22	
31	1.600	173,646	108,529	12,113	7,571	40,778	25,487	15.92	
51	1.000	131,507	131,507	4,384	4,384	15,684	15,684	15.88	
52				1,764					
55	0.774	98,596	127,385	3,583	4,629	12,139	15,684	15.90	
58				26,056					
65	1.500	165,510	110,340	5,175	3,450	26,882	17,922	15.94	
74				2,000					
97	1.000	209,731	209,731			24,073	24,073	14.86	
K-12 Program 02 Instructional	1.626	199,213	122,517	6,287	3,867	25,502	15,684	15.90	
Program 21 Instructional	7.902	789,998	99,974	68,150	8,624	126,915	16,061	16.14	
Program 21 Administrative	1.000	174,514	174,514			15,684	15,684	15.94	
K-12 Program 21 Instructional	7.902	789,998	99,974	24,600	3,113	126,915	16,061	16.14	
Program 31 Instructional	1.600	173,646	108,529	12,113	7,571	40,778	25,487	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	15.368	1,532,073	99,692	4,304	280	245,219	15,956	15.94	
4-6 BEA Instructional	5.130	573,939	111,879	1,330	259	82,561	16,094	15.91	
7-8 BEA Instructional	8.818	930,787	105,555	7,662	869	142,066	16,111	15.88	
9-12 BEA Instructional	16.429	1,801,779	109,671	47,513	2,892	270,847	16,486	15.91	
K-12 BEA Instructional	45.745	4,838,578	105,773	60,809	1,329	740,693	16,192	15.91	
BEA	49.745	5,575,117	112,074	352,046	7,077	811,818	16,320	15.87	
Instructional	60.120	6,328,983	105,273	430,564	7,162	972,408	16,174	15.95	
Administrative	5.000	911,053	182,211			86,809	17,362	15.66	
Other				36,991					
Active	65.120	7,240,036	111,180	467,555	7,180	1,059,217	16,266	15.92	
Certificated Total	65.120	7,240,036	111,180	467,555	7,180	1,059,217	16,266	15.92	
Instructional for Funding Purposes	60.120	6,328,983	105,273	430,564	7,162	972,408	16,174	15.95	
Instructional for Compliance Purposes	60.120	6,328,983	105,273	430,564	7,162	972,408	16,174	15.95	
K-3 Program 01 Teacher	12.868	1,304,255	101,356	3,893	303	206,009	16,009	15.95	
K-3 Program 21 Teacher	1.000	95,405	95,405			15,684	15,684	16.28	
PSES Program 01 Certificated	3.800	362,960	95,516			59,599	15,684	15.82	
PSES Program 21 Certificated	3.000	301,504	100,501			47,052	15,684	15.95	

Satsop School District (14104)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.947	350,978	88,923			76,946	19,495	15.75	
21	0.612	45,898	74,997			11,763	19,221	15.76	
97	0.344	70,687	205,485			5,395	15,684	15.74	
Program 21 Instructional	0.612	45,898	74,997			11,763	19,221	15.76	
K-12 Program 21 Instructional	0.612	45,898	74,997			11,763	19,221	15.76	
K-3 BEA Instructional	2.076	196,030	94,427			42,472	20,459	15.75	
4-6 BEA Instructional	1.755	131,386	74,864			32,654	18,606	15.76	
K-12 BEA Instructional	3.831	327,416	85,465			75,126	19,610	15.75	
BEA	4.291	421,665	98,267			82,341	19,189	15.75	
Instructional	4.443	373,314	84,023			86,889	19,556	15.76	
Administrative	0.460	94,249	204,889			7,215	15,684	15.74	
Active	4.903	467,563	95,363			94,104	19,193	15.75	
Certificated Total	4.903	467,563	95,363			94,104	19,193	15.75	
Instructional for Funding Purposes	4.443	373,314	84,023			86,889	19,556	15.76	
Instructional for Compliance Purposes	4.443	373,314	84,023			86,889	19,556	15.76	
K-3 Program 01 Teacher	2.076	196,030	94,427			42,472	20,459	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	0.408	30,598	74,995			7,842	19,221	15.76	

Seattle Public Schools (17001)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2,558.127	272,028,851	106,339	43,868,636	17,149	41,141,890	16,083	16.56	
02	47.405	5,379,400	113,477	834,624	17,606	752,973	15,884	15.97	
03	1.350	99,793	73,921	17,826	13,204	21,173	15,684	16.54	
21	814.136	79,016,288	97,055	13,896,783	17,069	13,261,083	16,289	16.74	
24	38.399	4,711,253	122,692	666,514	17,358	621,871	16,195	16.26	
31	117.142	11,657,697	99,518	1,838,395	15,694	1,950,647	16,652	16.58	
34	29.011	2,970,142	102,380	492,631	16,981	455,479	15,700	16.71	
45	11.000	1,046,721	95,156	154,490	14,045	180,366	16,397	15.83	
51	48.487	5,211,988	107,492	984,146	20,297	808,118	16,667	16.73	
52	6.952	772,928	111,181	187,627	26,989	109,035	15,684	16.24	
55	87.502	9,143,222	104,492	1,668,957	19,073	1,492,333	17,055	16.63	
56	3.500	367,810	105,089	39,894	11,398	54,894	15,684	19.86	
58	2.700	282,291	104,552	85,828	31,788	42,347	15,684	16.60	
61	1.600	152,846	95,529	34,389	21,493	31,368	19,605	21.09	
64	4.300	511,926	119,053	119,770	27,853	67,441	15,684	16.76	
65	174.983	17,791,243	101,674	3,182,062	18,185	2,877,841	16,446	16.55	
74	4.200	575,917	137,123	90,530	21,555	65,873	15,684	16.13	
79	123.076	12,097,926	98,296	2,089,005	16,973	2,037,399	16,554	17.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	3.948	801,982	203,136	13,720	3,475	61,920	15,684	8.95	
CP	0.252	49,013	194,496			3,952	15,684	16.06	
K-12 Program 02 Instructional	42.395	4,376,976	103,243			674,396	15,907	16.50	
Program 21 Instructional	796.936	77,174,434	96,839	13,795,973	17,311	12,981,908	16,290	16.77	
Program 21 Administrative	3.800	810,400	213,263			59,599	15,684	13.13	
K-12 Program 21 Instructional	762.886	74,030,993	97,041			12,432,184	16,296	16.79	
Program 26, 56, and 59 Instructional	2.500	260,257	104,103	39,894	15,958	39,210	15,684	17.79	
Program 31 Instructional	109.804	10,350,224	94,261	1,838,395	16,743	1,835,558	16,717	16.68	
Program 31 Administrative	6.548	1,247,932	190,582			102,699	15,684	15.23	
Program 34 Instructional	27.563	2,707,168	98,217	492,631	17,873	432,769	15,701	16.76	
Program 34 Administrative	1.448	262,974	181,612			22,710	15,684	16.12	
K-3 BEA Instructional	989.750	97,253,902	98,261	47,330	48	15,955,448	16,121	16.83	
4-6 BEA Instructional	429.959	43,344,331	100,810			6,898,801	16,045	16.70	
7-8 BEA Instructional	403.318	39,853,482	98,814			6,475,312	16,055	16.84	
9-12 BEA Instructional	685.664	68,521,683	99,935			11,139,325	16,246	16.88	
K-12 BEA Instructional	2,508.691	248,973,398	99,244	47,330	19	40,468,886	16,131	16.82	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	208.594	40,919,445	196,168			3,306,689	15,852	14.34	
BEA	2,767.983	293,984,586	106,209	47,220,322	17,059	44,564,449	16,100	16.53	
Instructional	3,771.774	373,247,203	98,958	69,439,089	18,410	61,183,837	16,222	16.81	
Administrative	233.998	45,578,765	194,783	47,848	204	3,717,108	15,885	14.45	
Other	71.298	5,776,256	81,016	766,920	10,757	1,121,375	15,728	17.17	
Active	4,077.070	424,602,224	104,144	70,253,857	17,231	66,022,320	16,194	16.59	
On Leave	1.000	67,013	67,013	11,970	11,970	15,684	15,684	27.12	
Certificated Total	4,078.070	424,669,237	104,135	70,265,827	17,230	66,038,004	16,193	16.60	
Instructional for Funding Purposes	3,769.274	372,986,946	98,955	69,399,195	18,412	61,144,627	16,222	16.81	
Instructional for Compliance Purposes	3,769.274	372,986,946	98,955	69,399,195	18,412	61,144,627	16,222	16.81	
K-3 Program 01 Teacher	875.231	84,975,770	97,090			13,872,205	15,850	16.60	
K-3 Program 21 Teacher	163.193	15,179,459	93,015			2,652,724	16,255	16.70	
PSES Program 01 Certificated	189.284	18,759,445	99,107			3,248,517	17,162	18.67	
PSES Program 21 Certificated	244.284	25,287,455	103,517			4,139,133	16,944	16.77	

Sedro-Woolley School District (29101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	206.429	25,453,924	123,306	873,233	4,230	3,376,731	16,358	15.74	
02	0.400	42,933	107,333	1,142	2,855	6,394	15,984	15.91	
09	4.760	416,308	87,460	5,165	1,085	81,071	17,032	16.01	
21	50.896	5,754,543	113,065	407,887	8,014	849,699	16,695	15.85	
24	6.400	655,386	102,404			102,298	15,984	15.93	
31	18.752	2,014,860	107,448	92,079	4,910	314,405	16,766	15.69	
34	1.260	128,938	102,332	5,211	4,136	20,140	15,984	15.90	
51	3.900	362,774	93,019	859	220	63,536	16,291	15.98	
55	6.906	667,067	96,592	28,848	4,177	121,718	17,625	15.72	
58				214,448					
65	4.000	469,264	117,316	15,644	3,911	63,936	15,984	15.87	
74	1.000	136,274	136,274	4,542	4,542	15,984	15,984	15.82	
89	0.500	68,137	136,274			7,992	15,984	15.78	
97	2.000	488,746	244,373	18,897	9,449	31,968	15,984	13.75	
K-12 Program 02 Instructional	0.400	42,933	107,333			6,394	15,984	15.91	
Program 21 Instructional	49.751	5,560,324	111,763	407,347	8,188	823,725	16,557	15.88	
Program 21 Administrative	0.625	137,912	220,659	540	864	9,990	15,984	14.44	
K-12 Program 21 Instructional	44.678	4,965,041	111,129			738,162	16,522	15.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	17.812	1,831,698	102,835	90,999	5,109	299,380	16,808	15.74	
Program 31 Administrative	0.940	183,162	194,853	1,080	1,149	15,025	15,984	15.11	
Program 34 Instructional	1.200	117,247	97,706	5,211	4,343	19,181	15,984	15.97	
Program 34 Administrative	0.060	11,691	194,850			959	15,984	15.11	
K-3 BEA Instructional	77.356	8,605,998	111,252			1,248,031	16,134	15.90	
4-6 BEA Instructional	44.602	5,229,766	117,254			713,686	16,001	15.85	
7-8 BEA Instructional	28.685	3,431,049	119,611	13,627	475	481,130	16,773	15.85	
9-12 BEA Instructional	55.473	6,362,078	114,688	30,572	551	943,855	17,015	15.80	
K-12 BEA Instructional	206.116	23,628,891	114,639	44,199	214	3,386,702	16,431	15.85	
BEA	228.841	28,129,401	122,921	990,562	4,329	3,749,638	16,385	15.71	
Instructional	282.683	31,869,396	112,739	1,626,378	5,753	4,656,572	16,473	15.86	
Administrative	22.000	4,448,934	202,224	41,577	1,890	351,648	15,984	14.84	
Other	1.000	148,243	148,243			15,684	15,684	15.85	
Active	305.683	36,466,573	119,295	1,667,955	5,456	5,023,904	16,435	15.74	
On Leave	1.520	192,581	126,698			31,968	21,032	15.82	
Certificated Total	307.203	36,659,154	119,332	1,667,955	5,429	5,055,872	16,458	15.74	
Instructional for Funding Purposes	282.683	31,869,396	112,739	1,626,378	5,753	4,656,572	16,473	15.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	282.683	31,869,396	112,739	1,626,378	5,753	4,656,572	16,473	15.86	
K-3 Program 01 Teacher	70.965	7,895,613	111,261			1,132,402	15,957	15.90	
K-3 Program 21 Teacher	9.420	991,606	105,266			150,569	15,984	15.91	
Grade T Program 09 Teacher	4.610	389,416	84,472			78,673	17,066	16.04	
PSES Program 01 Certificated	11.839	1,351,350	114,144			202,038	17,065	15.89	
PSES Program 21 Certificated	19.278	2,259,291	117,195			323,697	16,791	15.86	

Selah School District (39119)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	168.115	16,924,393	100,672	814,684	4,846	2,875,172	17,102	15.95	
02	0.600	83,215	138,692			10,634	17,724	15.01	
03	0.200	22,991	114,955			3,389	16,944	14.58	
09	1.129	136,342	120,764	3,000	2,657	19,355	17,143	15.99	
21	32.402	3,128,020	96,538	185,377	5,721	551,181	17,011	15.76	
26	0.645	75,241	116,653			11,480	17,799	15.85	
31	27.700	2,708,605	97,784	99,760	3,601	477,107	17,224	15.98	
34	12.880	1,397,380	108,492	16,825	1,306	221,092	17,166	15.92	
51	4.150	483,870	116,595			71,488	17,226	15.97	
53	0.125	22,009	176,072			2,411	19,284	15.97	
55	11.944	1,251,686	104,796	4,837	405	206,369	17,278	15.99	
65	2.150	217,623	101,220			36,430	16,944	16.04	
69	0.862	105,092	121,916			15,221	17,658	16.02	
74	0.510	56,148	110,094	4,324	8,478	8,856	17,364	16.01	
79	2.400	238,474	99,364	271,287	113,036	41,134	17,139	16.06	
97	3.000	635,855	211,952	38,036	12,679	57,852	19,284	14.32	
99	0.800	141,912	177,390			15,427	19,284	15.93	
K-12 Program 02 Instructional	0.400	45,982	114,955			6,778	16,944	14.58	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	31.558	2,967,333	94,028	185,377	5,874	534,905	16,950	15.78	
Program 21 Administrative	0.844	160,687	190,387			16,276	19,284	15.49	
K-12 Program 21 Instructional	30.058	2,807,168	93,392			509,489	16,950	15.76	
Program 26, 56, and 59 Instructional	0.489	45,541	93,131			8,472	17,325	16.08	
Program 26, 56, and 59 Administrative	0.156	29,700	190,385			3,008	19,284	15.49	
Program 31 Instructional	25.300	2,294,699	90,700	99,760	3,943	430,825	17,029	16.00	
Program 31 Administrative	2.400	413,906	172,461			46,282	19,284	15.86	
Program 34 Instructional	11.930	1,237,907	103,764	16,825	1,410	202,772	16,997	15.92	
Program 34 Administrative	0.950	159,473	167,866			18,320	19,284	15.95	
K-3 BEA Instructional	67.010	6,382,077	95,241			1,132,482	16,900	16.03	
4-6 BEA Instructional	29.207	2,728,909	93,433			494,039	16,915	15.93	
7-8 BEA Instructional	38.300	3,868,450	101,004			647,695	16,911	15.97	
9-12 BEA Instructional	59.364	5,587,069	94,115			1,012,816	17,061	15.85	
K-12 BEA Instructional	193.881	18,566,505	95,762			3,287,032	16,954	15.95	
BEA	212.495	21,772,439	102,461	969,305	4,562	3,645,246	17,155	15.90	
Instructional	247.378	23,776,419	96,114	1,397,094	5,648	4,196,959	16,966	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	22.034	3,829,446	173,797	41,036	1,862	424,248	19,254	15.63	
Other	0.200	22,991	114,955			3,389	16,944	14.77	
Active	269.612	27,628,856	102,476	1,438,130	5,334	4,624,596	17,153	15.89	
Certificated Total	269.612	27,628,856	102,476	1,438,130	5,334	4,624,596	17,153	15.89	
Instructional for Funding Purposes	246.889	23,730,878	96,120	1,397,094	5,659	4,188,487	16,965	15.93	
Instructional for Compliance Purposes	246.889	23,730,878	96,120	1,397,094	5,659	4,188,487	16,965	15.93	
K-3 Program 01 Teacher	60.293	5,725,119	94,955			1,018,669	16,895	16.03	
K-3 Program 21 Teacher	6.000	549,926	91,654			101,664	16,944	16.07	
Grade T Program 09 Teacher	1.000	114,955	114,955			16,944	16,944	15.99	
PSES Program 01 Certificated	13.231	1,285,178	97,134			224,186	16,944	15.96	
PSES Program 21 Certificated	9.569	893,910	93,417			163,397	17,076	15.34	

Selkirk School District (26070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.265	1,178,501	77,203	19,156	1,255	227,104	14,877	15.87	
09	1.000	59,366	59,366			15,684	15,684	16.36	
21	3.507	241,850	68,962	8,578	2,446	55,004	15,684	16.26	
24	0.488	36,252	74,287			7,654	15,684	16.22	
31	1.500	116,718	77,812	5,736	3,824	23,526	15,684	17.16	
34	0.650	52,050	80,077	1,242	1,911	10,195	15,684	17.04	
51	0.933	74,831	80,205			14,633	15,684	16.18	
52	0.092	7,357	79,967			1,443	15,684	16.18	
55	1.300	106,825	82,173			20,389	15,684	16.10	
97	0.850	134,381	158,095			13,331	15,684	16.03	
98				4,000					
99	0.200	32,950	164,750			3,137	15,684	16.02	
Program 21 Instructional	3.507	241,850	68,962	8,578	2,446	55,004	15,684	16.26	
K-12 Program 21 Instructional	3.507	241,850	68,962	8,578	2,446	55,004	15,684	16.26	
Program 31 Instructional	1.400	105,900	75,643	3,215	2,296	21,958	15,684	17.26	
Program 31 Administrative	0.100	10,818	108,180	2,521	25,210	1,568	15,684	16.11	
Program 34 Instructional	0.600	46,641	77,735			9,410	15,684	17.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.050	5,409	108,180	1,242	24,840	784	15,684	16.11	
K-3 BEA Instructional	5.079	428,034	84,275			79,659	15,684	16.16	
4-6 BEA Instructional	1.940	150,577	77,617			30,427	15,684	16.27	
7-8 BEA Instructional	3.290	228,199	69,361			48,636	14,783	16.23	
9-12 BEA Instructional	5.856	411,976	70,351	13,860	2,367	82,498	14,088	15.67	
K-12 BEA Instructional	16.165	1,218,786	75,397	13,860	857	241,220	14,922	16.02	
K-12 BEA Administrative	0.300	22,882	76,273	8,663	28,877	4,705	15,684	16.19	
BEA	18.265	1,481,650	81,120	26,134	1,431	274,156	15,010	16.03	
Instructional	23.485	1,745,267	74,314	26,049	1,109	356,027	15,160	16.08	
Administrative	2.300	295,814	128,615	12,663	5,506	36,073	15,684	16.07	
Active	25.785	2,041,081	79,158	38,712	1,501	392,100	15,207	16.08	
Certificated Total	25.785	2,041,081	79,158	38,712	1,501	392,100	15,207	16.08	
Instructional for Funding Purposes	23.485	1,745,267	74,314	26,049	1,109	356,027	15,160	16.08	
Instructional for Compliance Purposes	23.485	1,745,267	74,314	26,049	1,109	356,027	15,160	16.08	
K-3 Program 01 Teacher	4.000	348,457	87,114			62,736	15,684	16.15	
K-3 Program 21 Teacher	0.552	40,912	74,116			8,658	15,684	16.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.000	59,366	59,366			15,684	15,684	16.36	
PSES Program 01 Certificated	1.000	70,830	70,830			15,684	15,684	16.27	
PSES Program 21 Certificated	1.679	121,852	72,574			26,333	15,684	16.24	

Sequim School District (05323)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	99.717	11,018,196	110,495	108,658	1,090	1,587,080	15,916	15.76	
02	9.121	993,350	108,908	5,444	597	153,703	16,852	15.91	
21	19.985	2,049,532	102,554	24,332	1,218	330,164	16,521	15.97	
24	3.934	394,500	100,280	2,098	533	64,618	16,426	16.04	
31	12.391	1,450,561	117,066	90,841	7,331	204,206	16,480	15.75	
34	2.684	318,309	118,595	13,461	5,015	50,189	18,699	15.98	
51	1.806	191,415	105,988	732	405	28,702	15,892	15.70	
52	0.591	73,281	123,995	390	660	9,410	15,923	16.02	
55	3.381	407,952	120,660	1,546	457	54,392	16,088	15.69	
58									
65	0.708	66,754	94,285	364	514	11,292	15,950	16.05	
74	0.984	84,833	86,212	470	478	15,684	15,939	16.03	
97	1.000	253,413	253,413			15,684	15,684	12.46	
K-12 Program 02 Instructional	9.121	993,350	108,908	2,823	310	153,703	16,852	15.91	
Program 21 Instructional	18.985	1,899,532	100,054	24,332	1,282	314,480	16,565	15.96	
Program 21 Administrative	1.000	150,000	150,000			15,684	15,684	16.00	
K-12 Program 21 Instructional	18.298	1,843,936	100,773	16,614	908	300,678	16,432	15.96	
Program 31 Instructional	11.611	1,319,756	113,664	90,841	7,824	190,090	16,372	15.77	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.780	130,805	167,699			14,116	18,097	15.64	
Program 34 Instructional	2.164	232,858	107,605	13,461	6,220	40,778	18,844	16.06	
Program 34 Administrative	0.520	85,451	164,329			9,410	18,097	15.77	
K-3 BEA Instructional	41.393	4,369,454	105,560	17,999	435	664,139	16,045	15.89	
4-6 BEA Instructional	17.056	1,810,162	106,131	2,410	141	275,709	16,165	15.89	
7-8 BEA Instructional	19.080	1,976,098	103,569	17,609	923	318,338	16,684	15.97	
9-12 BEA Instructional	36.654	4,196,745	114,496	48,811	1,332	581,092	15,853	15.71	
K-12 BEA Instructional	114.183	12,352,459	108,181	86,829	760	1,839,278	16,108	15.84	
BEA	124.913	14,033,829	112,349	218,404	1,748	2,010,861	16,098	15.71	
Instructional	143.912	15,353,414	106,686	248,336	1,726	2,327,506	16,173	15.86	
Administrative	11.800	1,882,687	159,550			188,208	15,950	14.90	
Other	0.590	65,995	111,856			9,410	15,950	16.02	
Active	156.302	17,302,096	110,697	248,336	1,589	2,525,124	16,155	15.75	
Certificated Total	156.302	17,302,096	110,697	248,336	1,589	2,525,124	16,155	15.75	
Instructional for Funding Purposes	143.912	15,353,414	106,686	248,336	1,726	2,327,506	16,173	15.86	
Instructional for Compliance Purposes	143.912	15,353,414	106,686	248,336	1,726	2,327,506	16,173	15.86	
K-3 Program 01 Teacher	33.459	3,587,264	107,214	11,265	337	533,240	15,937	15.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	4.349	375,602	86,365			69,276	15,929	16.05	
PSES Program 01 Certificated	6.062	578,016	95,351			96,613	15,938	16.04	
PSES Program 21 Certificated	5.649	669,564	118,528			95,986	16,992	16.03	

Shaw Island School District (28010)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1.000	120,300	120,300			15,684	15,684	15.78	
79				3,000					
K-3 BEA Instructional	0.500	60,150	120,300			7,842	15,684	15.78	
4-6 BEA Instructional	0.500	60,150	120,300			7,842	15,684	15.78	
K-12 BEA Instructional	1.000	120,300	120,300			15,684	15,684	15.78	
BEA	1.000	120,300	120,300			15,684	15,684	15.78	
Instructional	1.000	120,300	120,300	3,000	3,000	15,684	15,684	15.78	
Active	1.000	120,300	120,300	3,000	3,000	15,684	15,684	15.78	
Certificated Total	1.000	120,300	120,300	3,000	3,000	15,684	15,684	15.78	
Instructional for Funding Purposes	1.000	120,300	120,300	3,000	3,000	15,684	15,684	15.78	
Instructional for Compliance Purposes	1.000	120,300	120,300	3,000	3,000	15,684	15,684	15.78	
K-3 Program 01 Teacher	0.500	60,150	120,300			7,842	15,684	15.78	

Shelton School District (23309)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	160.314	16,177,108	100,909	890,414	5,554	2,524,758	15,749	16.15	
02	7.000	823,853	117,693	45,323	6,475	109,788	15,684	16.03	
03	2.500	225,667	90,267	3,748	1,499	39,210	15,684	16.26	
21	42.378	4,098,738	96,719	178,701	4,217	685,391	16,173	16.15	
24	5.600	626,171	111,816	63,281	11,300	87,830	15,684	16.03	
31	40.100	3,934,567	98,119	144,262	3,598	656,375	16,368	16.23	
34	11.470	1,173,053	102,271	42,068	3,668	187,737	16,368	15.78	
51	9.340	882,306	94,465	16,751	1,793	146,489	15,684	16.24	
55	17.470	1,859,991	106,468	59,241	3,391	273,999	15,684	16.06	
56	1.000	90,875	90,875	2,726	2,726	15,684	15,684	16.24	
58				175,468					
64	0.500	42,400	84,800			7,842	15,684	16.30	
65	9.560	820,425	85,819	13,324	1,394	149,939	15,684	16.29	
74	0.850	95,268	112,080	4,006	4,713	13,331	15,684	15.62	
79	1.000	98,586	98,586	2,252	2,252	15,684	15,684	16.17	
88	0.600	52,895	88,158			9,410	15,684	16.24	
97	1.000	254,771	254,771	6,600	6,600	15,684	15,684	14.03	
K-12 Program 02 Instructional	6.000	645,138	107,523			94,104	15,684	16.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	41.478	3,929,931	94,747	178,701	4,308	671,275	16,184	16.16	
Program 21 Administrative	0.900	168,807	187,563			14,116	15,684	15.93	
K-12 Program 21 Instructional	34.668	3,249,735	93,739	30,941	892	564,467	16,282	16.20	
Program 26, 56, and 59 Instructional	1.000	90,875	90,875	2,726	2,726	15,684	15,684	16.24	
Program 31 Instructional	37.970	3,581,933	94,336	142,722	3,759	622,968	16,407	16.26	
Program 31 Administrative	2.130	352,634	165,556	1,540	723	33,407	15,684	15.85	
Program 34 Instructional	11.000	1,097,791	99,799	41,290	3,754	180,366	16,397	15.78	
Program 34 Administrative	0.470	75,262	160,132	778	1,655	7,371	15,684	15.79	
K-3 BEA Instructional	68.437	6,136,334	89,664	26,983	394	1,063,501	15,540	16.44	
4-6 BEA Instructional	30.225	2,919,878	96,605	9,477	314	474,786	15,708	16.16	
7-8 BEA Instructional	26.140	2,611,071	99,888	32,138	1,229	417,822	15,984	15.83	
9-12 BEA Instructional	77.360	7,496,613	96,906	99,866	1,291	1,261,150	16,302	16.11	
K-12 BEA Instructional	202.162	19,163,896	94,795	168,464	833	3,217,259	15,914	16.18	
K-12 BEA Administrative	7.000	1,189,007	169,858	3,902	557	109,788	15,684	15.98	
BEA	222.384	22,589,019	101,577	1,132,415	5,092	3,533,553	15,889	16.12	
Instructional	286.960	27,259,831	94,995	1,604,823	5,592	4,567,965	15,918	16.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	22.000	3,797,500	172,614	43,342	1,970	345,048	15,684	15.83	
Other	1.722	199,343	115,762			26,140	15,180	14.65	
Active	310.682	31,256,674	100,607	1,648,165	5,305	4,939,153	15,898	16.12	
Certificated Total	310.682	31,256,674	100,607	1,648,165	5,305	4,939,153	15,898	16.12	
Instructional for Funding Purposes	285.960	27,168,956	95,010	1,602,097	5,603	4,552,281	15,919	16.17	
Instructional for Compliance Purposes	285.960	27,168,956	95,010	1,602,097	5,603	4,552,281	15,919	16.17	
K-3 Program 01 Teacher	60.622	5,433,089	89,622	10,176	168	940,820	15,519	16.44	
K-3 Program 21 Teacher	8.348	762,626	91,354	4,991	598	145,391	17,416	16.29	
PSES Program 01 Certificated	11.250	1,018,673	90,549			176,445	15,684	15.95	
PSES Program 21 Certificated	3.590	379,516	105,715			62,579	17,432	14.60	

Shoreline School District (17412)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	464.040	52,815,373	113,816	11,411,149	24,591	7,478,806	16,117	16.02	
02	2.500	300,291	120,116	68,598	27,439	47,052	18,821	16.07	
21	94.546	9,428,644	99,725	2,072,806	21,924	1,583,582	16,749	16.20	
24	15.700	1,732,079	110,324	463,734	29,537	272,902	17,382	16.07	
26	0.100	12,396	123,960	2,832	28,320	1,568	15,684	15.98	
31	21.785	2,466,640	113,227	496,822	22,806	338,108	15,520	15.96	
34	1.600	197,768	123,605	36,663	22,914	25,487	15,929	15.80	
51	5.304	626,215	118,065	141,574	26,692	89,987	16,966	15.94	
55	11.344	1,257,251	110,830	274,382	24,187	194,874	17,179	16.04	
58				492,458					
64	0.500	61,978	123,956	17,601	35,202	7,842	15,684	15.93	
65	9.046	1,009,057	111,547	225,815	24,963	149,688	16,547	15.99	
74	0.900	84,886	94,318	26,277	29,197	25,094	27,883	82.08	
88	0.600	131,823	219,705			9,410	15,684	14.44	
89	0.100	21,970	219,700			1,568	15,684	14.44	
97	4.000	1,051,354	262,839	42,600	10,650	62,736	15,684	13.26	
K-12 Program 02 Instructional	2.500	300,291	120,116			47,052	18,821	16.07	
Program 21 Instructional	92.146	8,908,575	96,679	2,067,306	22,435	1,545,941	16,777	16.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	2.400	520,069	216,695	5,500	2,292	37,642	15,684	14.44	
K-12 Program 21 Instructional	81.530	7,787,931	95,522	6,786	83	1,348,322	16,538	16.31	
Program 26, 56, and 59 Instructional	0.100	12,396	123,960	2,832	28,320	1,568	15,684	15.98	
Program 31 Instructional	20.500	2,206,152	107,617	494,122	24,104	317,719	15,498	16.07	
Program 31 Administrative	1.285	260,488	202,714	2,700	2,101	20,389	15,867	14.87	
Program 34 Instructional	1.400	157,061	112,186	36,363	25,974	22,350	15,964	16.02	
Program 34 Administrative	0.200	40,707	203,535	300	1,500	3,137	15,684	14.77	
K-3 BEA Instructional	178.015	19,018,305	106,835	100,198	563	2,811,671	15,795	16.03	
4-6 BEA Instructional	63.981	7,019,640	109,714	45,136	705	1,007,148	15,741	16.00	
7-8 BEA Instructional	93.787	10,150,036	108,224	31,586	337	1,554,041	16,570	15.99	
9-12 BEA Instructional	125.678	13,679,092	108,842	14,051	112	2,075,730	16,516	16.46	
K-12 BEA Instructional	461.461	49,867,073	108,063	190,971	414	7,448,590	16,141	16.14	
BEA	493.925	56,831,426	115,061	12,055,832	24,408	7,952,188	16,100	15.97	
Instructional	595.751	63,394,732	106,411	15,719,211	26,386	9,724,723	16,323	16.26	
Administrative	36.314	7,802,993	214,876	54,100	1,490	563,981	15,531	14.49	
Active	632.065	71,197,725	112,643	15,773,311	24,955	10,288,704	16,278	16.11	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	632.065	71,197,725	112,643	15,773,311	24,955	10,288,704	16,278	16.11	
Instructional for Funding Purposes	595.651	63,382,336	106,409	15,716,379	26,385	9,723,155	16,324	16.26	
Instructional for Compliance Purposes	595.651	63,382,336	106,409	15,716,379	26,385	9,723,155	16,324	16.26	
K-3 Program 01 Teacher	153.939	16,451,915	106,873	57,867	376	2,433,043	15,805	16.03	
K-3 Program 21 Teacher	13.685	1,241,976	90,755			223,968	16,366	17.05	
PSES Program 01 Certificated	23.716	2,406,439	101,469			382,690	16,136	16.07	
PSES Program 21 Certificated	24.747	2,400,445	96,999			423,468	17,112	16.13	

Skamania School District (30002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.593	570,312	86,503	23,395	3,548	114,854	17,421	16.13	
09	0.770	46,261	60,079	1,001	1,300	12,077	15,684	16.02	
51	0.170	17,998	105,871			2,666	15,684	16.02	
52	0.177	18,739	105,870			2,776	15,684	16.02	
55	0.234	24,694	105,530			3,670	15,684	16.02	
74	0.028	2,964	105,857			439	15,684	16.02	
97	0.200	26,368	131,840			3,137	15,684	16.02	
99	0.098	13,250	135,204			1,537	15,684	16.02	
K-3 BEA Instructional	1.859	129,146	69,471			31,995	17,211	16.02	
4-6 BEA Instructional	2.230	208,080	93,309			37,344	16,746	16.08	
7-8 BEA Instructional	1.118	101,797	91,053			18,852	16,862	16.02	
K-12 BEA Instructional	5.207	439,023	84,314			88,191	16,937	16.05	
BEA	6.793	596,680	87,837	23,395	3,444	117,991	17,369	16.12	
Instructional	6.584	549,547	83,467	24,396	3,705	109,788	16,675	16.04	
Administrative	1.000	132,500	132,500			15,684	15,684	16.02	
Other	0.686	38,539	56,179			15,684	22,863	17.03	
Active	8.270	720,586	87,133	24,396	2,950	141,156	17,068	16.10	
Certificated Total	8.270	720,586	87,133	24,396	2,950	141,156	17,068	16.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	6.584	549,547	83,467	24,396	3,705	109,788	16,675	16.04	
Instructional for Compliance Purposes	6.584	549,547	83,467	24,396	3,705	109,788	16,675	16.04	
K-3 Program 01 Teacher	2.545	167,685	65,888			47,679	18,735	16.29	
Grade T Program 09 Teacher	0.770	46,261	60,079			12,077	15,684	16.02	

Skykomish School District (17404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.000	992,512	110,279	52,541	5,838	141,156	15,684	17.75	
21	1.000	125,902	125,902	8,696	8,696	15,684	15,684	17.72	
55				2,040					
97	1.000	117,777	117,777	1,020	1,020	15,684	15,684	16.81	
Program 21 Instructional	1.000	125,902	125,902	8,696	8,696	15,684	15,684	17.72	
K-12 Program 21 Instructional	1.000	125,902	125,902	8,696	8,696	15,684	15,684	17.72	
K-3 BEA Instructional	2.000	210,878	105,439	11,758	5,879	31,368	15,684	17.78	
4-6 BEA Instructional	2.000	212,581	106,291	3,416	1,708	31,368	15,684	17.78	
7-8 BEA Instructional	1.000	93,728	93,728	7,649	7,649	15,684	15,684	17.80	
9-12 BEA Instructional	4.000	475,325	118,831	29,218	7,305	62,736	15,684	17.70	
K-12 BEA Instructional	9.000	992,512	110,279	52,041	5,782	141,156	15,684	17.75	
K-12 BEA Administrative				1,020					
BEA	10.000	1,110,289	111,029	53,561	5,356	156,840	15,684	17.65	
Instructional	10.000	1,118,414	111,841	63,277	6,328	156,840	15,684	17.74	
Administrative	1.000	117,777	117,777	1,020	1,020	15,684	15,684	16.81	
Active	11.000	1,236,191	112,381	64,297	5,845	172,524	15,684	17.66	
Certificated Total	11.000	1,236,191	112,381	64,297	5,845	172,524	15,684	17.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	10.000	1,118,414	111,841	63,277	6,328	156,840	15,684	17.74	
Instructional for Compliance Purposes	10.000	1,118,414	111,841	63,277	6,328	156,840	15,684	17.74	
K-3 Program 01 Teacher	2.000	210,878	105,439	9,152	4,576	31,368	15,684	17.78	
PSES Program 01 Certificated	1.000	133,023	133,023			15,684	15,684	17.74	

Snohomish School District (31201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	497.959	57,404,248	115,279	10,436,649	20,959	8,061,905	16,190	16.30	
02	12.937	1,476,372	114,120	258,473	19,979	239,479	18,511	16.24	
09	3.650	313,648	85,931	59,907	16,413	57,247	15,684	16.42	
21	86.278	9,049,634	104,889	1,738,721	20,153	1,413,724	16,386	16.46	
24	5.007	460,544	91,980	82,147	16,406	86,262	17,228	16.63	
31	22.903	2,602,464	113,630	628,383	27,437	360,638	15,746	16.47	
34	5.378	724,454	134,707	119,761	22,269	84,349	15,684	16.30	
51	2.899	364,665	125,790	69,073	23,826	47,695	16,452	16.62	
52	0.800	100,632	125,790	26,290	32,863	12,547	15,684	16.63	
55	6.400	702,122	109,707	147,186	22,998	118,555	18,524	16.32	
58	0.600	75,474	125,790	189,204	315,340	9,410	15,684	16.63	
65	5.650	482,458	85,391	98,736	17,475	94,888	16,794	16.47	
74	1.000	105,658	105,658	29,364	29,364	15,684	15,684	16.63	
79	1.000	122,894	122,894	51,294	51,294	15,684	15,684	16.63	
89				5,200					
97	3.000	759,655	253,218	79,970	26,657	47,052	15,684	12.98	
K-12 Program 02 Instructional	11.937	1,274,494	106,768	93,141	7,803	223,795	18,748	16.56	
Program 21 Instructional	83.278	8,423,828	101,153	1,730,121	20,775	1,366,672	16,411	16.63	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	3.000	625,806	208,602	8,600	2,867	47,052	15,684	14.16	
K-12 Program 21 Instructional	80.778	8,128,064	100,622	463,776	5,741	1,319,620	16,336	16.63	
Program 31 Instructional	22.053	2,435,235	110,426	628,383	28,494	347,306	15,749	16.59	
Program 31 Administrative	0.850	167,229	196,740			13,331	15,684	14.47	
Program 34 Instructional	4.828	615,470	127,479	119,761	24,806	75,722	15,684	16.63	
Program 34 Administrative	0.550	108,984	198,153			8,626	15,684	14.43	
K-3 BEA Instructional	195.383	20,812,111	106,520	2,991,525	15,311	3,142,195	16,082	16.58	
4-6 BEA Instructional	93.630	9,994,230	106,742	1,233,319	13,172	1,527,120	16,310	16.59	
7-8 BEA Instructional	62.413	7,002,007	112,188	763,767	12,237	1,044,460	16,735	16.63	
9-12 BEA Instructional	141.480	16,097,758	113,781	1,373,429	9,708	2,300,466	16,260	16.54	
K-12 BEA Instructional	493.020	53,917,023	109,361	6,362,040	12,904	8,016,061	16,259	16.58	
K-12 BEA Administrative	1.100	215,768	196,153			17,252	15,684	14.49	
BEA	542.177	62,967,193	116,138	11,523,236	21,254	8,793,423	16,219	16.26	
Instructional	602.154	64,915,972	107,806	13,884,062	23,057	9,822,670	16,313	16.58	
Administrative	46.600	9,465,467	203,122	115,797	2,485	737,148	15,819	14.27	
Other	5.707	240,589	42,157			89,618	15,703	16.63	
Active	654.461	74,622,028	114,021	13,999,859	21,391	10,649,436	16,272	16.30	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	1.000	122,894	122,894	20,499	20,499	15,684	15,684	16.63	
Certificated Total	655.461	74,744,922	114,034	14,020,358	21,390	10,665,120	16,271	16.30	
Instructional for Funding Purposes	602.154	64,915,972	107,806	13,884,062	23,057	9,822,670	16,313	16.58	
Instructional for Compliance Purposes	602.154	64,915,972	107,806	13,884,062	23,057	9,822,670	16,313	16.58	
K-3 Program 01 Teacher	159.975	17,175,428	107,363	2,062,076	12,890	2,553,936	15,965	16.59	
K-3 Program 21 Teacher	11.074	1,020,052	92,112	29,187	2,636	177,857	16,061	16.63	
Grade T Program 09 Teacher	3.000	226,120	75,373	30,711	10,237	47,052	15,684	16.63	
PSES Program 01 Certificated	47.129	4,972,355	105,505			761,443	16,157	16.39	
PSES Program 09 Certificated	0.250	26,641	106,564			3,921	15,684	16.63	
PSES Program 21 Certificated	27.172	2,848,942	104,848			454,836	16,739	16.63	

Snoqualmie Valley School District (17410)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	386.533	41,172,411	106,517	5,122,363	13,252	6,195,980	16,030	15.83	
02	7.700	860,118	111,704	72,013	9,352	161,545	20,980	15.81	
21	78.182	7,413,640	94,825	1,142,119	14,608	1,271,157	16,259	15.88	
24	3.000	332,215	110,738	62,998	20,999	47,052	15,684	15.90	
31	26.300	2,655,637	100,975	456,459	17,356	446,994	16,996	16.02	
34	2.600	270,841	104,170	41,809	16,080	40,778	15,684	16.00	
52	1.000	107,879	107,879	16,010	16,010	15,684	15,684	15.92	
55	1.000	95,604	95,604	15,497	15,497	15,684	15,684	15.96	
58				270,884					
64	0.150	23,099	153,993			2,353	15,684	15.92	
65	2.500	247,773	99,109	26,625	10,650	47,052	18,821	15.95	
71	0.500	43,491	86,982	3,796	7,592	15,684	31,368	16.91	
73				2,880					
74	5.000	482,971	96,594	51,531	10,306	78,420	15,684	15.95	
79	0.100	15,399	153,990			1,568	15,684	15.93	
88	0.199	31,826	159,930			3,937	19,782	15.84	
97	3.000	808,148	269,383	66,170	22,057	47,052	15,684	13.18	
K-12 Program 02 Instructional	6.050	622,971	102,970			127,135	21,014	15.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	75.837	7,099,305	93,613	1,127,554	14,868	1,232,762	16,255	15.93	
Program 21 Administrative	1.345	243,930	181,361	3,880	2,885	22,710	16,885	15.19	
K-12 Program 21 Instructional	61.239	5,762,024	94,091			993,111	16,217	15.92	
Program 31 Instructional	24.066	2,371,131	98,526	445,356	18,506	396,021	16,456	16.04	
Program 31 Administrative	1.000	179,888	179,888			15,684	15,684	15.73	
Program 34 Instructional	2.600	270,841	104,170	41,809	16,080	40,778	15,684	16.00	
K-3 BEA Instructional	148.914	15,107,569	101,452			2,377,632	15,966	15.92	
4-6 BEA Instructional	61.096	6,131,222	100,354			970,369	15,883	15.94	
7-8 BEA Instructional	68.050	6,783,704	99,687			1,099,919	16,163	15.98	
9-12 BEA Instructional	105.058	10,589,909	100,801			1,717,555	16,349	15.97	
K-12 BEA Instructional	383.118	38,612,404	100,785			6,165,475	16,093	15.95	
BEA	426.133	45,767,155	107,401	5,758,814	13,514	6,892,349	16,174	15.80	
Instructional	472.304	47,076,567	99,674	7,152,654	15,144	7,624,102	16,142	15.94	
Administrative	33.288	6,465,621	194,233	98,775	2,967	526,967	15,831	14.77	
Other	11.572	946,559	81,797	99,725	8,618	230,461	19,915	15.65	
Active	517.164	54,488,747	105,361	7,351,154	14,214	8,381,530	16,207	15.81	
On Leave	0.600	72,305	120,508			9,410	15,684	15.92	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	517.764	54,561,052	105,378	7,351,154	14,198	8,390,940	16,206	15.81	
Instructional for Funding Purposes	472.304	47,076,567	99,674	7,152,654	15,144	7,624,102	16,142	15.94	
Instructional for Compliance Purposes	472.304	47,076,567	99,674	7,152,654	15,144	7,624,102	16,142	15.94	
K-3 Program 01 Teacher	120.843	12,224,473	101,160			1,906,861	15,780	15.94	
K-3 Program 21 Teacher	10.503	937,089	89,221			166,376	15,841	15.96	
PSES Program 01 Certificated	32.750	3,169,232	96,770			549,724	16,785	15.85	
PSES Program 21 Certificated	20.396	1,996,573	97,890			340,656	16,702	15.83	

Soap Lake School District (13156)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	24.402	2,025,261	82,996	63,396	2,598	383,160	15,702	16.49	
02	0.740	53,109	71,769	1,476	1,995	11,606	15,684	16.74	
09	2.000	145,384	72,692	4,039	2,020	31,368	15,684	16.76	
21	2.960	247,589	83,645	31,522	10,649	47,052	15,896	16.66	
24	0.860	47,958	55,765			13,488	15,684	16.93	
31	4.630	400,698	86,544	26,497	5,723	72,617	15,684	16.67	
34	0.140	8,648	61,771	240	1,714	2,196	15,684	16.86	
51	1.170	101,585	86,825	5,540	4,735	18,350	15,684	16.69	
55	1.825	163,629	89,660	4,313	2,363	28,623	15,684	16.67	
58				1,200					
65	1.205	134,174	111,348	3,067	2,545	18,899	15,684	16.57	
97	1.000	151,000	151,000			15,684	15,684	16.55	
K-12 Program 02 Instructional	0.740	53,109	71,769	1,476	1,995	11,606	15,684	16.74	
Program 21 Instructional	2.960	247,589	83,645	31,522	10,649	47,052	15,896	16.66	
K-12 Program 21 Instructional	2.960	247,589	83,645	29,272	9,889	47,052	15,896	16.66	
Program 31 Instructional	4.630	400,698	86,544	26,497	5,723	72,617	15,684	16.67	
Program 34 Instructional	0.140	8,648	61,771	240	1,714	2,196	15,684	16.86	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	8.744	733,517	83,888	20,415	2,335	137,141	15,684	16.69	
4-6 BEA Instructional	5.733	468,118	81,653	13,378	2,334	89,916	15,684	16.69	
7-8 BEA Instructional	4.040	306,973	75,983	10,201	2,525	63,363	15,684	16.73	
9-12 BEA Instructional	8.298	655,511	78,996	45,441	5,476	130,146	15,684	16.71	
K-12 BEA Instructional	26.940	2,173,285	80,671	89,690	3,329	422,527	15,684	16.70	
K-12 BEA Administrative	1.000	134,640	134,640			15,684	15,684	16.60	
BEA	30.912	2,638,716	85,362	91,609	2,964	485,263	15,698	16.53	
Instructional	36.960	3,013,604	81,537	140,964	3,814	580,308	15,701	16.70	
Administrative	3.000	410,640	136,880			47,052	15,684	16.59	
Other	0.972	54,791	56,369	326	335	15,684	16,136	8.80	
Active	40.932	3,479,035	84,995	141,290	3,452	643,044	15,710	16.57	
Certificated Total	40.932	3,479,035	84,995	141,290	3,452	643,044	15,710	16.57	
Instructional for Funding Purposes	36.960	3,013,604	81,537	140,964	3,814	580,308	15,701	16.70	
Instructional for Compliance Purposes	36.960	3,013,604	81,537	140,964	3,814	580,308	15,701	16.70	
K-3 Program 01 Teacher	8.694	727,717	83,703	20,415	2,348	136,357	15,684	16.69	
K-3 Program 21 Teacher	1.197	88,136	73,631	2,447	2,044	18,774	15,684	16.74	
Grade T Program 09 Teacher	2.000	145,384	72,692	4,039	2,020	31,368	15,684	16.76	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	1.000	65,424	65,424			15,684	15,684	16.75	
PSES Program 21 Certificated	0.564	55,545	98,484			9,191	16,296	16.54	

South Bend School District (25118)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	27.625	2,772,021	100,345	93,030	3,368	427,938	15,491	16.31	
02	18.600	2,060,856	110,799						
09	0.500	40,702	81,404	904	1,808	7,842	15,684	16.61	
21	2.940	267,112	90,854	8,736	2,971	46,111	15,684	16.01	
24	0.950	83,114	87,488			14,900	15,684	15.43	
31	3.170	317,351	100,111	11,935	3,765	49,718	15,684	16.33	
34	0.680	59,128	86,953			10,665	15,684	16.52	
51	1.195	129,184	108,104			18,742	15,684	16.32	
55	1.490	167,001	112,081	15,848	10,636	13,018	8,737	16.35	
58				11,514					
65	0.770	87,766	113,982	5,838	7,582	12,077	15,684	16.28	
68	0.095	10,512	110,653			1,490	15,684	16.37	
74	0.085	8,710	102,471			1,333	15,684	16.34	
88	0.500	40,702	81,404			7,842	15,684	16.61	
97	1.000	187,383	187,383	18,214	18,214			15.20	
K-12 Program 02 Instructional	18.600	2,060,856	110,799						
Program 21 Instructional	2.050	168,632	82,260	8,736	4,261	32,152	15,684	15.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	0.890	98,480	110,652			13,959	15,684	16.37	
K-12 Program 21 Instructional	1.900	159,085	83,729			29,800	15,684	15.73	
Program 31 Instructional	3.170	317,351	100,111	11,935	3,765	49,718	15,684	16.33	
Program 34 Instructional	0.680	59,128	86,953			10,665	15,684	16.52	
K-3 BEA Instructional	9.646	873,687	90,575			145,955	15,131	16.45	
4-6 BEA Instructional	6.514	660,597	101,412			102,166	15,684	16.35	
7-8 BEA Instructional	4.842	492,847	101,786			75,942	15,684	16.23	
9-12 BEA Instructional	8.573	860,060	100,322	10,196	1,189	134,459	15,684	16.23	
K-12 BEA Instructional	29.575	2,887,191	97,623	10,196	345	458,522	15,504	16.33	
BEA	51.075	5,396,739	105,663	123,179	2,412	488,321	9,561	10.23	
Instructional	36.340	3,527,548	97,071	127,785	3,516	564,624	15,537	16.28	
Administrative	4.660	643,138	138,012	38,234	8,205	47,052	10,097	15.98	
Active	41.000	4,170,686	101,724	166,019	4,049	611,676	14,919	16.23	
K-12 BEA Contracted	18.600	2,060,856	110,799						
Certificated Total	59.600	6,231,542	104,556	166,019	2,786	611,676	10,263	11.04	
Instructional for Funding Purposes	54.940	5,588,404	101,718	127,785	2,326	564,624	10,277	10.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	36.340	3,527,548	97,071	127,785	3,516	564,624	15,537	16.28	
K-3 Program 01 Teacher	8.986	806,057	89,701			135,604	15,091	16.46	
K-3 Program 21 Teacher	0.340	25,200	74,118			5,333	15,684	16.41	

South Kitsap School District (18402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	440.492	50,193,534	113,949	1,141,967	2,592	7,491,010	17,006	15.99	
02	21.581	2,646,113	122,613	61,886	2,868	354,197	16,412	15.97	
21	90.676	9,416,262	103,845	266,032	2,934	1,526,576	16,836	15.89	
24	41.846	4,035,981	96,448	156,323	3,736	492,739	11,775	13.36	
31	38.231	4,161,299	108,846	255,866	6,693	640,213	16,746	16.00	
34	16.129	1,730,829	107,312	24,817	1,539	272,610	16,902	16.00	
51	9.839	1,127,366	114,581	11,734	1,193	175,097	17,796	16.02	
52	1.492	163,839	109,812	1,647	1,104	25,351	16,991	16.02	
55	17.615	1,999,276	113,498	18,297	1,039	323,117	18,343	16.02	
58				229,088					
65	1.000	104,560	104,560	1,046	1,046	16,991	16,991	16.02	
74	1.000	107,312	107,312	1,073	1,073	16,991	16,991	16.02	
79	0.411	42,611	103,676	364	886	5,947	14,469	15.04	
89	2.000	335,738	167,869	4,732	2,366	32,675	16,338	15.17	
97	3.000	613,984	204,661	43,524	14,508	48,359	16,120	14.32	
K-12 Program 02 Instructional	19.581	2,321,906	118,580	15,089	771	322,829	16,487	16.02	
Program 21 Instructional	88.676	9,031,781	101,851	264,232	2,980	1,495,208	16,861	15.91	
Program 21 Administrative	2.000	384,481	192,241	1,800	900	31,368	15,684	15.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	83.676	8,528,729	101,926	31,817	380	1,410,253	16,854	15.90	
Program 31 Instructional	37.731	4,070,306	107,877	255,416	6,769	632,371	16,760	16.00	
Program 31 Administrative	0.500	90,993	181,986	450	900	7,842	15,684	15.75	
Program 34 Instructional	15.029	1,540,591	102,508	24,367	1,621	255,358	16,991	16.02	
Program 34 Administrative	1.100	190,238	172,944	450	409	17,252	15,684	15.86	
K-3 BEA Instructional	184.004	19,919,882	108,258	30,486	166	3,131,135	17,017	16.02	
4-6 BEA Instructional	97.011	10,507,272	108,310	23,025	237	1,681,039	17,328	16.02	
7-8 BEA Instructional	77.661	8,759,038	112,786	50,339	648	1,323,055	17,036	16.02	
9-12 BEA Instructional	128.452	14,331,111	111,568	272,300	2,120	2,163,940	16,846	16.01	
K-12 BEA Instructional	487.128	53,517,303	109,863	376,150	772	8,299,169	17,037	16.02	
BEA	519.433	59,345,759	114,251	1,528,060	2,942	8,806,390	16,954	15.97	
Instructional	648.347	70,034,269	108,020	2,108,809	3,253	10,840,258	16,720	15.85	
Administrative	35.965	6,511,192	181,042	108,255	3,010	564,624	15,699	15.54	
Active	684.312	76,545,461	111,858	2,217,064	3,240	11,404,882	16,666	15.82	
On Leave	1.000	133,243	133,243	1,332	1,332	16,991	16,991	16.02	
Certificated Total	685.312	76,678,704	111,889	2,218,396	3,237	11,421,873	16,667	15.82	
Instructional for Funding Purposes	648.347	70,034,269	108,020	2,108,809	3,253	10,840,258	16,720	15.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	648.347	70,034,269	108,020	2,108,809	3,253	10,840,258	16,720	15.85	
K-3 Program 01 Teacher	150.218	16,141,122	107,451	28,890	192	2,557,061	17,022	16.02	
K-3 Program 21 Teacher	22.512	2,066,982	91,817	16,490	732	382,501	16,991	15.69	
PSES Program 01 Certificated	33.992	3,563,073	104,821			577,694	16,995	16.00	

South Whidbey School District (15206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	59.360	6,717,908	113,172	584,698	9,850	1,019,697	17,178	16.55	
02	3.102	284,295	91,649	17,672	5,697	56,330	18,159	16.69	
09	1.000	118,411	118,411	8,567	8,567	17,206	17,206	16.59	
21	10.400	1,099,796	105,750	96,216	9,252	196,944	18,937	16.56	
24	2.500	247,685	99,074	27,038	10,815	43,015	17,206	16.64	
31	3.718	409,363	110,103	42,453	11,418	63,192	16,996	16.17	
51	1.501	192,853	128,483	19,739	13,151	25,826	17,206	16.57	
55	1.000	134,421	134,421	11,128	11,128	17,206	17,206	16.56	
65	0.200	25,537	127,685			3,441	17,206	16.57	
97	0.600	126,300	210,500	3,500	5,833	24,421	40,702	15.48	
K-12 Program 02 Instructional	2.802	241,458	86,173	11,542	4,119	51,618	18,422	16.69	
Program 21 Instructional	10.000	1,015,596	101,560	96,216	9,622	180,663	18,066	16.64	
Program 21 Administrative	0.400	84,200	210,500			16,281	40,702	15.48	
K-12 Program 21 Instructional	10.000	1,015,596	101,560	90,086	9,009	180,663	18,066	16.64	
Program 31 Instructional	3.468	356,741	102,866	42,453	12,241	59,265	17,089	16.25	
Program 31 Administrative	0.250	52,622	210,488			3,927	15,706	15.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 BEA Instructional	18.822	1,984,920	105,457	163,573	8,691	330,493	17,559	16.62	
4-6 BEA Instructional	8.130	894,092	109,974	62,230	7,654	141,353	17,387	16.61	
7-8 BEA Instructional	12.697	1,416,531	111,564	128,270	10,102	220,357	17,355	16.61	
9-12 BEA Instructional	22.531	2,448,141	108,657	280,460	12,448	384,191	17,052	16.46	
K-12 BEA Instructional	62.180	6,743,684	108,454	634,533	10,205	1,076,395	17,311	16.56	
K-12 BEA Administrative	1.000	210,487	210,487			15,706	15,706	15.54	
BEA	66.780	7,537,866	112,876	648,323	9,708	1,163,640	17,425	16.52	
Instructional	78.381	8,478,187	108,166	807,511	10,302	1,363,752	17,399	16.57	
Administrative	5.000	878,382	175,676	3,500	700	103,526	20,705	16.09	
Active	83.381	9,356,569	112,215	811,011	9,727	1,467,278	17,597	16.53	
Certificated Total	83.381	9,356,569	112,215	811,011	9,727	1,467,278	17,597	16.53	
Instructional for Funding Purposes	78.381	8,478,187	108,166	807,511	10,302	1,363,752	17,399	16.57	
Instructional for Compliance Purposes	78.381	8,478,187	108,166	807,511	10,302	1,363,752	17,399	16.57	
K-3 Program 01 Teacher	17.146	1,831,002	106,789	137,053	7,993	298,782	17,426	16.62	
K-3 Program 21 Teacher	1.830	161,947	88,496	806	440	31,487	17,206	16.68	
Grade T Program 09 Teacher	1.000	118,411	118,411	8,567	8,567	17,206	17,206	16.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	4.500	481,635	107,030			80,868	17,971	16.62	
PSES Program 21 Certificated	3.000	347,500	115,833			60,221	20,074	16.60	

Southside School District (23042)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.796	1,249,029	97,611	71,202	5,564	216,073	16,886	15.64	
21	1.300	153,020	117,708			24,876	19,135	14.57	
51	0.913	95,717	104,838			15,141	16,584	15.81	
52	0.067	7,870	117,463			2,206	32,920	8.09	
55	0.425	50,185	118,082			7,048	16,584	15.81	
74									
97	0.250	40,049	160,196					8.09	
Program 21 Instructional	1.200	138,377	115,314			23,218	19,348	14.45	
Program 21 Administrative	0.100	14,643	146,430			1,658	16,584	15.80	
K-12 Program 21 Instructional	1.200	138,377	115,314			23,218	19,348	14.45	
K-3 BEA Instructional	6.126	575,527	93,948	29,804	4,865	104,910	17,125	15.49	
4-6 BEA Instructional	4.389	410,201	93,461	13,861	3,158	72,787	16,584	15.81	
7-8 BEA Instructional	1.381	131,513	95,230	3,324	2,407	23,450	16,980	15.57	
K-12 BEA Instructional	11.896	1,117,241	93,917	46,989	3,950	201,147	16,909	15.62	
BEA	13.046	1,289,078	98,810	71,202	5,458	216,073	16,562	15.37	
Instructional	14.501	1,409,390	97,193	71,202	4,910	248,760	17,155	15.48	
Administrative	1.250	186,480	149,184			16,584	13,267	13.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Active	15.751	1,595,870	101,319	71,202	4,520	265,344	16,846	15.30	
Certificated Total	15.751	1,595,870	101,319	71,202	4,520	265,344	16,846	15.30	
Instructional for Funding Purposes	14.501	1,409,390	97,193	71,202	4,910	248,760	17,155	15.48	
Instructional for Compliance Purposes	14.501	1,409,390	97,193	71,202	4,910	248,760	17,155	15.48	
K-3 Program 01 Teacher	5.926	551,910	93,134	24,757	4,178	98,277	16,584	15.81	
K-3 Program 21 Teacher	0.500	57,380	114,760			8,292	16,584	15.81	
PSES Program 01 Certificated	0.234	27,555	117,756			7,745	33,097	8.09	

Spokane International Academy (32901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	61.307	4,625,772	75,453	151,502	2,471	961,743	15,687	17.25	
21	4.227	330,707	78,237			74,138	17,539	17.95	
55	1.000	55,956	55,956			15,684	15,684	16.14	
65	1.000	63,256	63,256			15,684	15,684	16.14	
74	0.483	33,624	69,615			7,575	15,684	16.14	
97	0.470	86,950	185,000			7,371	15,684	14.79	
Program 21 Instructional	3.727	267,997	71,907			58,454	15,684	18.36	
Program 21 Administrative	0.500	62,710	125,420			15,684	31,368	16.14	
K-12 Program 21 Instructional	3.727	267,997	71,907			58,454	15,684	18.36	
K-3 BEA Instructional	24.084	1,662,092	69,012	3,000	125	377,796	15,687	17.41	
4-6 BEA Instructional	15.590	1,081,602	69,378			244,561	15,687	18.07	
7-8 BEA Instructional	9.208	660,117	71,690			144,465	15,689	16.41	
9-12 BEA Instructional	7.895	585,834	74,203			123,872	15,690	16.27	
K-12 BEA Instructional	56.777	3,989,645	70,269	3,000	53	890,694	15,688	17.25	
BEA	61.777	4,712,722	76,286	151,502	2,452	969,114	15,687	17.20	
Instructional	62.987	4,410,478	70,022	136,000	2,159	988,092	15,687	17.28	
Administrative	5.500	785,787	142,870			94,104	17,110	16.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Other				15,502					
Active	68.487	5,196,265	75,872	151,502	2,212	1,082,196	15,801	17.22	
Certificated Total	68.487	5,196,265	75,872	151,502	2,212	1,082,196	15,801	17.22	
Instructional for Funding Purposes	62.987	4,410,478	70,022	136,000	2,159	988,092	15,687	17.28	
Instructional for Compliance Purposes	62.987	4,410,478	70,022	136,000	2,159	988,092	15,687	17.28	
K-3 Program 01 Teacher	22.584	1,560,534	69,099	3,000	133	354,270	15,687	17.49	
K-3 Program 21 Teacher	0.757	51,655	68,236			11,873	15,684	16.14	
PSES Program 01 Certificated	3.000	207,902	69,301			47,052	15,684	16.13	
PSES Program 21 Certificated	1.000	78,965	78,965			15,684	15,684	23.84	

Spokane School District (32081)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,524.367	154,747,065	101,516	9,782,228	6,417	24,266,223	15,919	16.14	
02	79.368	8,086,587	101,887	1,133,473	14,281	1,278,058	16,103	16.15	
03	2.000	223,576	111,788	11,760	5,880	31,368	15,684	16.79	
09	5.372	461,100	85,834	23,777	4,426	84,254	15,684	15.98	
21	331.727	30,734,732	92,651	2,111,776	6,366	5,314,101	16,020	16.45	
24	51.500	4,990,244	96,898	267,986	5,204	804,589	15,623	16.13	
31	59.760	5,789,386	96,877	426,945	7,144	965,832	16,162	16.27	
34	14.250	1,495,879	104,974	79,602	5,586	224,637	15,764	16.31	
45	26.940	2,501,731	92,863	123,473	4,583	424,927	15,773	15.97	
51	75.887	7,642,896	100,714	426,377	5,619	1,210,812	15,955	16.19	
52	6.125	761,580	124,340	32,633	5,328	103,415	16,884	17.81	
55	107.771	11,142,172	103,387	627,577	5,823	1,753,945	16,275	16.06	
58	1.000	111,788	111,788	12,330	12,330	15,684	15,684	15.47	
64	1.400	153,039	109,314	8,081	5,772	21,958	15,684	15.54	
65	18.527	1,799,543	97,131	165,331	8,924	297,628	16,065	16.19	
68	0.500	70,743	141,486	731	1,462	8,442	16,884	15.69	
74	14.000	1,400,542	100,039	74,136	5,295	219,576	15,684	16.06	
79	0.980	97,875	99,872	4,795	4,893	15,370	15,684	16.61	
88	46.477	4,140,833	89,094	232,164	4,995	733,270	15,777	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
89	1.600	257,683	161,052	25,473	15,921	27,014	16,884	16.55	
97	4.554	933,013	204,878	68,405	15,021	75,690	16,620	12.93	
98	0.300	52,119	173,730	3,388	11,293	5,065	16,884	19.65	
99	0.200	34,746	173,730	2,258	11,290	3,377	16,884	19.65	
CP	0.300	51,458	171,527	10,730	35,767			8.03	
K-12 Program 02 Instructional	75.368	7,485,379	99,318			1,210,522	16,061	15.94	
Program 21 Instructional	322.727	29,537,271	91,524	2,078,605	6,441	5,179,029	16,048	16.51	
Program 21 Administrative	8.000	1,133,679	141,710	33,171	4,146	135,072	16,884	15.66	
K-12 Program 21 Instructional	300.002	27,312,930	91,042			4,814,470	16,048	16.53	
Program 31 Instructional	57.960	5,524,097	95,309	410,042	7,075	935,441	16,139	16.27	
Program 31 Administrative	1.800	265,289	147,383	16,903	9,391	30,391	16,884	16.33	
Program 34 Instructional	13.300	1,345,083	101,134	69,012	5,189	208,597	15,684	16.13	
Program 34 Administrative	0.950	150,796	158,733	10,590	11,147	16,040	16,884	17.99	
K-3 BEA Instructional	581.049	56,164,668	96,661			9,203,542	15,840	16.06	
4-6 BEA Instructional	269.836	26,120,484	96,801			4,266,079	15,810	16.08	
7-8 BEA Instructional	277.629	27,037,126	97,386			4,420,847	15,924	16.30	
9-12 BEA Instructional	456.210	45,358,363	99,424			7,261,457	15,917	16.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	1,584.724	154,680,641	97,607			25,151,925	15,871	16.15	
BEA	1,711.239	173,777,237	101,551	11,625,886	6,794	27,266,735	15,934	16.12	
Instructional	2,226.990	215,684,523	96,850	13,720,279	6,161	35,431,057	15,910	16.19	
Administrative	142.565	21,409,306	150,172	1,889,607	13,254	2,399,537	16,831	16.05	
Other	2.350	341,235	145,206	24,559	10,451	38,957	16,578	16.38	
Active	2,371.905	237,435,064	100,103	15,634,445	6,592	37,869,552	15,966	16.18	
K-12 Program 21 Contracted	1.000	63,782	63,782						
K-12 BEA Contracted	1.000	69,696	69,696						
On Leave	1.000	111,788	111,788	20,984	20,984	15,684	15,684	16.14	
Certificated Total	2,374.905	237,680,330	100,080	15,655,429	6,592	37,885,236	15,952	16.17	
Instructional for Funding Purposes	2,228.990	215,818,001	96,823	13,720,279	6,155	35,431,057	15,896	16.18	
Instructional for Compliance Purposes	2,226.990	215,684,523	96,850	13,720,279	6,161	35,431,057	15,910	16.19	
K-3 Program 01 Teacher	492.089	47,311,450	96,144			7,781,977	15,814	16.01	
K-3 Program 21 Teacher	46.821	3,951,212	84,390			748,221	15,980	16.54	
PSES Program 01 Certificated	92.021	8,812,883	95,770			1,467,395	15,946	16.73	
PSES Program 21 Certificated	103.248	9,897,234	95,859			1,676,118	16,234	16.51	

Sprague School District (22008)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.144	814,622	80,306	17,640	1,739	172,524	17,007	15.65	
21	1.850	186,610	100,870	2,500	1,351	29,015	15,684	15.66	
31	1.000	64,448	64,448	8,008	8,008	15,684	15,684	15.67	
51				2,500					
52				1,510					
58				1,000					
74				800					
97	0.150	21,804	145,360			2,353	15,684	15.67	
Program 21 Instructional	1.850	186,610	100,870	2,500	1,351	29,015	15,684	15.66	
K-12 Program 21 Instructional	1.850	186,610	100,870	2,500	1,351	29,015	15,684	15.66	
Program 31 Instructional	1.000	64,448	64,448	8,008	8,008	15,684	15,684	15.67	
K-3 BEA Instructional	4.070	307,557	75,567			68,539	16,840	15.67	
4-6 BEA Instructional	1.105	77,623	70,247			18,507	16,749	15.68	
9-12 BEA Instructional	5.119	370,337	72,346	13,008	2,541	87,830	17,158	15.63	
K-12 BEA Instructional	10.294	755,517	73,394	13,008	1,264	174,877	16,988	15.65	
K-12 BEA Administrative	0.850	123,553	145,356			13,331	15,684	15.67	
BEA	11.294	900,874	79,766	25,648	2,271	190,561	16,873	15.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	12.144	942,127	77,580	21,608	1,779	203,892	16,790	15.65	
Administrative	1.000	145,357	145,357			15,684	15,684	15.67	
Other				12,350					
Active	13.144	1,087,484	82,736	33,958	2,584	219,576	16,705	15.66	
Certificated Total	13.144	1,087,484	82,736	33,958	2,584	219,576	16,705	15.66	
Instructional for Funding Purposes	12.144	942,127	77,580	21,608	1,779	203,892	16,790	15.65	
Instructional for Compliance Purposes	12.144	942,127	77,580	21,608	1,779	203,892	16,790	15.65	
K-3 Program 01 Teacher	3.570	276,103	77,340			60,697	17,002	15.67	
K-3 Program 21 Teacher	0.680	67,696	99,553			10,665	15,684	15.66	
PSES Program 01 Certificated	1.000	62,908	62,908			15,684	15,684	15.68	

St. John School District (38322)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	11.958	816,892	68,313	16,222	1,357	187,549	15,684	15.86	
09	0.549	38,459	70,053			8,611	15,684	15.93	
21	0.985	86,836	88,158	2,112	2,144	15,449	15,684	15.92	
31	1.000	52,051	52,051	11,567	11,567	15,684	15,684	16.43	
51	0.356	31,444	88,326			5,584	15,684	15.92	
52	0.120	7,481	62,342			1,882	15,684	15.92	
55	0.644	46,931	72,874			10,100	15,684	15.91	
97	0.288	43,365	150,573			4,517	15,684	15.91	
99	0.100	15,037	150,370			1,568	15,684	15.91	
Program 21 Instructional	0.822	62,341	75,841	2,112	2,569	12,892	15,684	15.92	
Program 21 Administrative	0.163	24,495	150,276			2,556	15,684	15.91	
K-12 Program 21 Instructional	0.822	62,341	75,841	2,112	2,569	12,892	15,684	15.92	
Program 31 Instructional	1.000	52,051	52,051	11,567	11,567	15,684	15,684	16.43	
K-3 BEA Instructional	2.938	182,600	62,151	1,732	590	46,080	15,684	15.92	
4-6 BEA Instructional	2.149	176,795	82,268			33,705	15,684	15.93	
9-12 BEA Instructional	7.471	445,363	59,612	18,244	2,442	117,175	15,684	15.88	
K-12 BEA Instructional	12.558	804,758	64,083	19,976	1,591	196,960	15,684	15.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	13.246	912,308	68,874	27,789	2,098	207,750	15,684	15.90	
Instructional	15.000	984,091	65,606	27,088	1,806	235,260	15,684	15.90	
Administrative	1.000	150,366	150,366			15,684	15,684	15.91	
Other		4,039		2,813					
Active	16.000	1,138,496	71,156	29,901	1,869	250,944	15,684	15.90	
Certificated Total	16.000	1,138,496	71,156	29,901	1,869	250,944	15,684	15.90	
Instructional for Funding Purposes	15.000	984,091	65,606	27,088	1,806	235,260	15,684	15.90	
Instructional for Compliance Purposes	15.000	984,091	65,606	27,088	1,806	235,260	15,684	15.90	
K-3 Program 01 Teacher	2.538	157,662	62,121			39,806	15,684	15.92	
K-3 Program 21 Teacher	0.235	17,805	75,766			3,686	15,684	15.92	
Grade T Program 09 Teacher	0.500	31,136	62,272			7,842	15,684	15.93	
PSES Program 01 Certificated	0.800	49,876	62,345			12,547	15,684	15.92	

Stanwood-Camano School District (31401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	216.559	24,269,158	112,067	3,408,731	15,740	3,512,557	16,220	15.95	
02	6.000	705,018	117,503	95,310	15,885	109,788	18,298	16.03	
09	2.749	282,905	102,912	36,320	13,212	43,115	15,684	16.10	
21	49.027	5,214,081	106,351	872,682	17,800	802,409	16,367	15.48	
24	5.500	617,185	112,215	105,997	19,272	94,104	17,110	16.07	
31	18.100	2,077,898	114,801	448,694	24,790	297,996	16,464	15.82	
34	4.110	492,951	119,939	87,011	21,171	65,716	15,989	16.07	
51	1.260	158,673	125,931	18,315	14,536	19,762	15,684	15.90	
52	0.200	25,188	125,940	3,829	19,145	3,137	15,684	16.03	
55	3.783	476,505	125,960	64,787	17,126	59,333	15,684	16.01	
64	0.200	24,116	120,580	3,675	18,375	3,137	15,684	16.04	
65	1.600	152,235	95,147	23,573	14,733	25,094	15,684	16.15	
74	1.400	129,011	92,151	20,024	14,303	21,958	15,684	16.16	
79	0.499	62,969	126,190	9,572	19,182	7,826	15,684	16.03	
97	2.750	678,207	246,621	10,000	3,636	31,368	11,407	12.78	
K-12 Program 02 Instructional	5.600	622,228	111,112	19,143	3,418	103,514	18,485	16.08	
Program 21 Instructional	45.943	4,704,617	102,401	869,682	18,930	780,452	16,987	16.06	
Program 21 Administrative	1.400	306,814	219,153	3,000	2,143	21,958	15,684	15.25	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	43.443	4,467,242	102,830	176,025	4,052	733,400	16,882	16.05	
Program 31 Instructional	15.800	1,732,830	109,673	448,694	28,398	261,923	16,577	15.82	
Program 31 Administrative	0.800	158,842	198,553			12,547	15,684	15.55	
Program 34 Instructional	3.670	410,193	111,769	87,011	23,709	58,815	16,026	16.08	
Program 34 Administrative	0.440	82,758	188,086			6,901	15,684	16.04	
K-3 BEA Instructional	82.998	8,829,345	106,380	68,359	824	1,334,285	16,076	16.01	
4-6 BEA Instructional	47.798	5,074,749	106,171	11,704	245	788,654	16,500	16.00	
7-8 BEA Instructional	35.344	3,721,411	105,291	33,093	936	572,466	16,197	16.03	
9-12 BEA Instructional	61.045	6,638,917	108,754	29,632	485	1,014,865	16,625	15.98	
K-12 BEA Instructional	227.185	24,264,422	106,805	142,788	629	3,710,270	16,331	16.00	
K-12 BEA Administrative	11.280	2,218,647	196,689			176,916	15,684	15.23	
BEA	247.519	28,223,232	114,025	4,049,746	16,361	4,017,425	16,231	15.87	
Instructional	289.270	30,719,666	106,197	5,189,520	17,940	4,751,734	16,427	16.02	
Administrative	19.000	3,890,417	204,759	19,000	1,000	297,996	15,684	15.26	
Active	308.270	34,610,083	112,272	5,208,520	16,896	5,049,730	16,381	15.94	
K-12 Program 21 Contracted	1.684	202,650	120,338						
On Leave	3.783	553,367	146,277			47,570	12,575	13.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	313.737	35,366,100	112,725	5,208,520	16,602	5,097,300	16,247	15.83	
Instructional for Funding Purposes	290.954	30,922,316	106,279	5,189,520	17,836	4,751,734	16,332	15.93	
Instructional for Compliance Purposes	289.270	30,719,666	106,197	5,189,520	17,940	4,751,734	16,427	16.02	
K-3 Program 01 Teacher	72.537	7,795,154	107,465			1,157,683	15,960	16.02	
K-3 Program 21 Teacher	7.131	653,299	91,614			145,751	20,439	16.15	
Grade T Program 09 Teacher	2.649	262,331	99,030			41,547	15,684	16.13	
PSES Program 01 Certificated	16.461	1,665,593	101,184			276,038	16,769	16.02	
PSES Program 21 Certificated	14.950	1,666,626	111,480			219,576	14,687	14.25	

Star School District No. 054 (11054)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.000	176,650	88,325			31,368	15,684	15.62	
97	0.900	32,288	35,876					7.89	
99	0.100	3,588	35,880					7.89	
K-3 BEA Instructional	2.000	176,650	88,325			31,368	15,684	15.62	
K-12 BEA Instructional	2.000	176,650	88,325			31,368	15,684	15.62	
BEA	2.900	208,938	72,048			31,368	10,817	14.44	
Instructional	2.000	176,650	88,325			31,368	15,684	15.62	
Administrative	1.000	35,876	35,876					7.89	
Active	3.000	212,526	70,842			31,368	10,456	14.33	
Certificated Total	3.000	212,526	70,842			31,368	10,456	14.33	
Instructional for Funding Purposes	2.000	176,650	88,325			31,368	15,684	15.62	
Instructional for Compliance Purposes	2.000	176,650	88,325			31,368	15,684	15.62	
K-3 Program 01 Teacher	2.000	176,650	88,325			31,368	15,684	15.62	

Starbuck School District (07035)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	2.960	252,263	85,224	6,606	2,232	45,971	15,531	15.62	
02	0.172	16,442	95,593			2,698	15,684	15.63	
09	0.500	44,325	88,650			7,842	15,684	15.62	
21	0.456	43,592	95,596			7,152	15,684	15.63	
51	0.573	35,572	62,080			8,100	14,136	15.62	
52	0.134	8,271	61,724			1,894	14,136	15.62	
97	0.168	16,003	95,256			2,635	15,684	15.63	
99	0.037	3,556	96,108			580	15,684	15.63	
Program 21 Administrative	0.456	43,592	95,596			7,152	15,684	15.63	
K-3 BEA Instructional	0.793	62,530	78,852	2,511	3,166	11,984	15,112	15.62	
4-6 BEA Instructional	0.273	24,691	90,443			4,282	15,684	15.62	
7-8 BEA Instructional	1.727	149,039	86,299	4,095	2,371	27,086	15,684	15.62	
K-12 BEA Instructional	2.793	236,260	84,590	6,606	2,365	43,352	15,522	15.62	
BEA	3.300	284,708	86,275	6,606	2,002	51,304	15,547	15.62	
Instructional	4.000	324,428	81,107	6,606	1,652	61,188	15,297	15.62	
Administrative	1.000	95,596	95,596			15,684	15,684	15.63	
Active	5.000	420,024	84,005	6,606	1,321	76,872	15,374	15.62	
Certificated Total	5.000	420,024	84,005	6,606	1,321	76,872	15,374	15.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	4.000	324,428	81,107	6,606	1,652	61,188	15,297	15.62	
Instructional for Compliance Purposes	4.000	324,428	81,107	6,606	1,652	61,188	15,297	15.62	
Grade T Program 09 Teacher	0.500	44,325	88,650			7,842	15,684	15.62	

Stehekin School District (04069)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
K-3 BEA Instructional	0.510	50,886	99,776	5,543	10,869	7,999	15,684	15.87	
4-6 BEA Instructional	0.240	23,946	99,775			3,764	15,684	15.87	
7-8 BEA Instructional	0.250	24,944	99,776			3,921	15,684	15.87	
K-12 BEA Instructional	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
BEA	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
Instructional	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
Active	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
Certificated Total	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
Instructional for Funding Purposes	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
Instructional for Compliance Purposes	1.000	99,776	99,776	5,543	5,543	15,684	15,684	15.87	
K-3 Program 01 Teacher	0.510	50,886	99,776	5,543	10,869	7,999	15,684	15.87	

Steilacoom Hist. School District (27001)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	138.934	15,425,857	111,030	1,673,408	12,045	2,184,468	15,723	16.25	
09	2.000	194,030	97,015	21,295	10,648	31,368	15,684	16.27	
21	26.900	2,822,662	104,932	397,498	14,777	439,152	16,325	16.26	
24	4.000	381,291	95,323	34,567	8,642	62,736	15,684	16.28	
31	13.887	1,329,002	95,701	180,444	12,994	224,281	16,150	16.46	
34	1.200	130,060	108,383	14,275	11,896	18,821	15,684	16.23	
51	1.000	118,084	118,084	12,960	12,960	15,684	15,684	16.20	
55	2.000	277,575	138,788	1,611	806	31,368	15,684	16.18	
65	1.300	148,261	114,047	16,272	12,517	20,389	15,684	16.21	
74	0.520	51,997	99,994	5,707	10,975	8,156	15,684	16.26	
79	0.400	61,542	153,855	11,664	29,160	6,274	15,684	15.87	
97	2.000	456,761	228,381	38,068	19,034	31,368	15,684	13.97	
Program 21 Instructional	25.900	2,658,662	102,651	395,498	15,270	423,468	16,350	16.26	
Program 21 Administrative	1.000	164,000	164,000	2,000	2,000	15,684	15,684	16.22	
K-12 Program 21 Instructional	23.480	2,393,467	101,936	336,416	14,328	384,258	16,365	16.27	
Program 31 Instructional	13.200	1,217,454	92,231	180,444	13,670	213,302	16,159	16.48	
Program 31 Administrative	0.687	111,548	162,370			10,979	15,981	16.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	1.200	130,060	108,383	14,275	11,896	18,821	15,684	16.23	
K-3 BEA Instructional	49.660	5,388,735	108,513	594,633	11,974	784,200	15,791	16.24	
4-6 BEA Instructional	29.180	2,996,949	102,706	330,998	11,343	457,659	15,684	16.25	
7-8 BEA Instructional	22.900	2,467,421	107,748	272,161	11,885	359,164	15,684	16.23	
9-12 BEA Instructional	41.500	4,153,176	100,077	471,052	11,351	657,160	15,835	16.46	
K-12 BEA Instructional	143.240	15,006,281	104,763	1,668,844	11,651	2,258,182	15,765	16.30	
BEA	156.021	17,341,680	111,150	1,906,195	12,218	2,458,938	15,760	16.21	
Instructional	180.160	18,859,798	104,684	2,345,701	13,020	2,854,488	15,844	16.29	
Administrative	13.981	2,537,324	181,484	62,068	4,439	219,576	15,705	15.62	
Active	194.141	21,397,122	110,214	2,407,769	12,402	3,074,064	15,834	16.22	
Certificated Total	194.141	21,397,122	110,214	2,407,769	12,402	3,074,064	15,834	16.22	
Instructional for Funding Purposes	180.160	18,859,798	104,684	2,345,701	13,020	2,854,488	15,844	16.29	
Instructional for Compliance Purposes	180.160	18,859,798	104,684	2,345,701	13,020	2,854,488	15,844	16.29	
K-3 Program 01 Teacher	45.564	4,923,727	108,062	522,253	11,462	719,958	15,801	16.24	
K-3 Program 21 Teacher	5.000	510,992	102,198	38,024	7,605	78,420	15,684	16.24	
Grade T Program 09 Teacher	2.000	194,030	97,015	21,295	10,648	31,368	15,684	16.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	8.496	919,717	108,253			133,251	15,684	16.47	
PSES Program 21 Certificated	10.480	1,098,988	104,865			180,366	17,210	16.29	

Steptoe School District (38304)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	3.139	327,430	104,310			49,232	15,684	15.64	
09	0.426	41,987	98,561			6,681	15,684	15.64	
21	0.214	29,137	136,154			3,356	15,684	15.65	
97	0.200	6,139	30,695			3,137	15,684	15.65	
99	0.021	4,831	230,048			329	15,684	15.65	
Program 21 Instructional	0.202	26,721	132,282			3,168	15,684	15.65	
Program 21 Administrative	0.012	2,416	201,333			188	15,684	15.65	
K-12 Program 21 Instructional	0.202	26,721	132,282			3,168	15,684	15.65	
K-3 BEA Instructional	1.318	123,068	93,375			20,672	15,684	15.64	
4-6 BEA Instructional	0.984	100,349	101,981			15,433	15,684	15.64	
7-8 BEA Instructional	0.669	70,193	104,922			10,493	15,684	15.65	
K-12 BEA Instructional	2.971	293,610	98,825			46,597	15,684	15.64	
BEA	3.339	333,569	99,901			52,369	15,684	15.65	
Instructional	3.563	355,071	99,655			55,882	15,684	15.64	
Administrative	0.437	54,453	124,606			6,854	15,684	15.65	
Active	4.000	409,524	102,381			62,736	15,684	15.65	
Certificated Total	4.000	409,524	102,381			62,736	15,684	15.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	3.563	355,071	99,655			55,882	15,684	15.64	
Instructional for Compliance Purposes	3.563	355,071	99,655			55,882	15,684	15.64	
K-3 Program 01 Teacher	1.318	123,068	93,375			20,672	15,684	15.64	
Grade T Program 09 Teacher	0.390	34,740	89,077			6,117	15,684	15.64	

Stevenson-Carson School District (30303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	31.160	3,192,251	102,447	100,994	3,241	497,732	15,973	16.89	
09	1.140	116,813	102,468	3,504	3,074	18,272	16,028	16.99	
31	2.200	235,408	107,004	13,468	6,122	34,505	15,684	17.75	
34	0.400	40,988	102,470	1,950	4,875	6,274	15,684	18.26	
51	1.050	134,590	128,181	2,687	2,559	19,468	18,541	16.33	
55	1.550	177,745	114,674	4,520	2,916	26,110	16,845	16.62	
65	0.200	25,185	125,925	721	3,605	3,137	15,684	16.33	
74	0.100	13,406	134,060	365	3,650	1,568	15,684	16.19	
97	0.600	120,000	200,000	360	600	16,610	27,684	15.44	
Program 31 Instructional	2.200	235,408	107,004	13,468	6,122	34,505	15,684	17.75	
Program 34 Instructional	0.400	40,988	102,470	1,950	4,875	6,274	15,684	18.26	
K-3 BEA Instructional	9.660	952,675	98,621	30,905	3,199	153,076	15,846	16.92	
4-6 BEA Instructional	6.600	698,795	105,878	20,965	3,177	104,691	15,862	16.92	
7-8 BEA Instructional	4.550	434,768	95,553	13,043	2,867	71,362	15,684	17.13	
9-12 BEA Instructional	11.400	1,124,972	98,682	33,554	2,943	185,071	16,234	17.12	
K-12 BEA Instructional	32.210	3,211,210	99,696	98,467	3,057	514,200	15,964	17.02	
K-12 BEA Administrative	0.700	93,842	134,060	2,132	3,046	10,979	15,684	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	34.360	3,588,647	104,443	116,772	3,398	555,121	16,156	16.92	
Instructional	35.950	3,618,949	100,666	122,453	3,406	574,450	15,979	16.99	
Administrative	2.450	387,003	157,960	6,116	2,496	49,226	20,092	15.85	
Other		50,434							
Active	38.400	4,056,386	105,635	128,569	3,348	623,676	16,242	16.88	
Certificated Total	38.400	4,056,386	105,635	128,569	3,348	623,676	16,242	16.88	
Instructional for Funding Purposes	35.950	3,618,949	100,666	122,453	3,406	574,450	15,979	16.99	
Instructional for Compliance Purposes	35.950	3,618,949	100,666	122,453	3,406	574,450	15,979	16.99	
K-3 Program 01 Teacher	8.780	879,011	100,115	26,370	3,003	139,274	15,863	16.92	
Grade T Program 09 Teacher	1.140	116,813	102,468	3,504	3,074	18,272	16,028	16.99	
PSES Program 01 Certificated	1.880	161,305	85,801			29,486	15,684	16.85	

Sultan School District (31311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	104.767	11,872,009	113,318	255,715	2,441	1,693,558	16,165	15.80	
02	1.800	189,477	105,265	1,918	1,066	31,070	17,261	15.93	
09	4.000	398,053	99,513	13,184	3,296	62,736	15,684	15.95	
21	20.344	2,252,389	110,715	134,953	6,634	326,698	16,059	15.50	
31	7.351	866,158	117,829	54,839	7,460	115,293	15,684	15.94	
34	2.500	309,178	123,671	4,555	1,822	39,210	15,684	15.96	
51	2.000	227,718	113,859	7,348	3,674	31,368	15,684	15.81	
52	0.100	21,822	218,220			1,568	15,684	14.54	
55	3.481	388,544	111,619	159,231	45,743	54,753	15,729	15.86	
58				19,542					
64	0.100	11,700	117,000	234	2,340	1,568	15,684	15.95	
65	1.000	127,082	127,082	2,106	2,106	15,684	15,684	15.72	
74	0.400	50,825	127,063	2,044	5,110	10,461	26,153	15.95	
97	1.000	281,040	281,040			15,684	15,684	13.51	
K-12 Program 02 Instructional	1.200	95,214	79,345			20,907	17,422	15.95	
Program 21 Instructional	19.344	2,007,310	103,769	134,953	6,976	311,014	16,078	15.68	
Program 21 Administrative	1.000	245,079	245,079			15,684	15,684	14.00	
K-12 Program 21 Instructional	17.330	1,791,502	103,376	6,396	369	279,238	16,113	15.65	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	7.351	866,158	117,829	54,839	7,460	115,293	15,684	15.94	
Program 34 Instructional	2.500	309,178	123,671	4,555	1,822	39,210	15,684	15.96	
K-3 BEA Instructional	39.524	4,054,985	102,596	3,544	90	628,223	15,895	15.95	
4-6 BEA Instructional	16.344	1,698,427	103,917	1,204	74	266,440	16,302	15.95	
7-8 BEA Instructional	23.466	2,526,195	107,653	4,777	204	382,407	16,296	15.94	
9-12 BEA Instructional	28.064	3,313,276	118,061	28,048	999	456,514	16,267	15.94	
K-12 BEA Instructional	107.398	11,592,883	107,943	37,573	350	1,733,584	16,142	15.95	
K-12 BEA Administrative	0.600	94,263	157,105			10,163	16,939	15.91	
BEA	117.418	13,517,862	115,126	317,027	2,700	1,894,815	16,137	15.77	
Instructional	136.423	14,638,931	107,305	648,452	4,753	2,200,779	16,132	15.91	
Administrative	11.600	2,321,021	200,088	7,217	622	182,687	15,749	14.66	
Other	0.820	36,043	43,955			16,186	19,739	15.96	
Active	148.843	16,995,995	114,187	655,669	4,405	2,399,652	16,122	15.74	
Certificated Total	148.843	16,995,995	114,187	655,669	4,405	2,399,652	16,122	15.74	
Instructional for Funding Purposes	136.423	14,638,931	107,305	648,452	4,753	2,200,779	16,132	15.91	
Instructional for Compliance Purposes	136.423	14,638,931	107,305	648,452	4,753	2,200,779	16,132	15.91	
K-3 Program 01 Teacher	36.058	3,734,789	103,577			573,862	15,915	15.95	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	6.073	595,253	98,016	6,396	1,053	97,617	16,074	15.66	
Grade T Program 09 Teacher	3.000	298,335	99,445	633	211	47,052	15,684	15.95	
PSES Program 01 Certificated	5.230	563,126	107,672			95,672	18,293	15.94	
PSES Program 21 Certificated	5.000	550,415	110,083			78,420	15,684	15.94	

Summit Public School: Atlas (17905)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	27.574	2,660,780	96,496			432,140	15,672	17.59	
21	4.309	659,335	153,013			26,783	6,216	4.75	
24	1.291	120,925	93,668			20,233	15,672	17.59	
51	2.160	236,310	109,403			33,852	15,672	17.59	
55	1.340	140,125	104,571			21,000	15,672	17.59	
65	0.760	80,180	105,500			11,911	15,672	17.59	
74	0.166	17,585	105,934			2,602	15,672	17.59	
Program 21 Instructional	1.709	177,935	104,116			26,783	15,672	17.59	
K-12 Program 21 Instructional	1.709	177,935	104,116			26,783	15,672	17.59	
7-8 BEA Instructional	15.120	1,386,835	91,722			236,961	15,672	17.59	
9-12 BEA Instructional	12.454	1,273,945	102,292			195,179	15,672	17.59	
K-12 BEA Instructional	27.574	2,660,780	96,496			432,140	15,672	17.59	
BEA	27.574	2,660,780	96,496			432,140	15,672	17.59	
Instructional	35.000	3,433,840	98,110			548,520	15,672	17.59	
Active	35.000	3,433,840	98,110			548,520	15,672	17.59	
K-12 Program 21 Contracted	2.600	481,400	185,154						
Certificated Total	37.600	3,915,240	104,129			548,520	14,588	15.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	37.600	3,915,240	104,129			548,520	14,588	15.43	
Instructional for Compliance Purposes	35.000	3,433,840	98,110			548,520	15,672	17.59	
PSES Program 01 Certificated	1.000	110,653	110,653			15,672	15,672	17.59	
PSES Program 21 Certificated	2.600	481,400	185,154						

Summit Public School: Sierra (17902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.440	767,412	90,926			132,272	15,672	17.59	
21	2.520	334,436	132,713			25,389	10,075	8.41	
24	0.380	32,430	85,342			5,955	15,672	17.59	
51	0.840	86,761	103,287			13,164	15,672	17.59	
55	0.480	49,578	103,288			7,523	15,672	17.59	
65	0.190	19,151	100,795			2,978	15,672	17.59	
74	0.050	5,165	103,300			784	15,672	17.59	
Program 21 Instructional	1.620	159,836	98,664			25,389	15,672	17.59	
K-12 Program 21 Instructional	1.620	159,836	98,664			25,389	15,672	17.59	
9-12 BEA Instructional	8.440	767,412	90,926			132,272	15,672	17.59	
K-12 BEA Instructional	8.440	767,412	90,926			132,272	15,672	17.59	
BEA	8.440	767,412	90,926			132,272	15,672	17.59	
Instructional	12.000	1,120,333	93,361			188,064	15,672	17.59	
Active	12.000	1,120,333	93,361			188,064	15,672	17.59	
K-12 Program 21 Contracted	0.900	174,600	194,000						
Certificated Total	12.900	1,294,933	100,382			188,064	14,579	15.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	12.900	1,294,933	100,382			188,064	14,579	15.22	
Instructional for Compliance Purposes	12.000	1,120,333	93,361			188,064	15,672	17.59	
PSES Program 21 Certificated	0.900	174,600	194,000						

Summit Valley School District (33202)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	5.121	363,713	71,024			81,886	15,990	15.88	
21	0.403	43,648	108,308			6,901	17,124	15.83	
51	0.123	7,713	62,707			1,929	15,684	15.89	
52	0.128	7,919	61,867			2,008	15,684	15.89	
97	0.075	12,300	164,000			1,380	18,403	15.80	
Program 21 Instructional	0.303	27,248	89,927			5,066	16,719	15.85	
Program 21 Administrative	0.100	16,400	164,000			1,835	18,350	15.80	
K-12 Program 21 Instructional	0.303	27,248	89,927			5,066	16,719	15.85	
K-3 BEA Instructional	2.171	151,944	69,988			35,022	16,132	15.87	
4-6 BEA Instructional	1.903	126,854	66,660			30,082	15,808	15.89	
7-8 BEA Instructional	0.972	72,615	74,707			15,402	15,845	15.87	
K-12 BEA Instructional	5.046	351,413	69,642			80,506	15,954	15.88	
BEA	5.196	376,013	72,366			83,266	16,025	15.87	
Instructional	5.600	394,293	70,409			89,509	15,984	15.88	
Administrative	0.250	41,000	164,000			4,595	18,382	15.80	
Active	5.850	435,293	74,409			94,104	16,086	15.87	
Certificated Total	5.850	435,293	74,409			94,104	16,086	15.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	5.600	394,293	70,409			89,509	15,984	15.88	
Instructional for Compliance Purposes	5.600	394,293	70,409			89,509	15,984	15.88	
K-3 Program 01 Teacher	2.059	133,708	64,938			32,952	16,004	15.88	
K-3 Program 21 Teacher	0.143	12,720	88,951			2,400	16,781	15.85	
PSES Program 01 Certificated	0.251	40,999	163,343			4,642	18,496	15.80	

Sumner-Bonney Lake School District (27320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	533.757	57,102,913	106,983	7,157,561	13,410	8,430,589	15,795	16.15	
02	2.940	335,801	114,218	39,551	13,453	49,875	16,964	16.13	
21	117.853	11,567,854	98,155	1,890,412	16,040	1,936,347	16,430	16.19	
24	12.590	1,375,988	109,292	200,060	15,890	197,462	15,684	16.16	
31	33.450	3,478,675	103,996	474,550	14,187	540,314	16,153	16.26	
34	6.240	707,978	113,458	115,265	18,472	100,378	16,086	16.15	
39	2.000	174,900	87,450			31,368	15,684	16.31	
51	1.497	176,171	117,683	23,581	15,752	23,479	15,684	16.15	
52	1.450	172,778	119,157	26,941	18,580	22,742	15,684	16.14	
55	7.895	924,289	117,073	124,318	15,746	123,825	15,684	16.12	
58	0.295	39,461	133,766	525,765	1,782,254	4,627	15,684	15.86	
64	0.500	57,014	114,028	10,325	20,650	7,842	15,684	16.17	
65	3.055	329,167	107,747	36,342	11,896	47,915	15,684	16.08	
74	7.200	746,387	103,665	97,887	13,595	112,925	15,684	16.19	
97	3.500	891,556	254,730	40,264	11,504	54,894	15,684	13.74	
K-12 Program 02 Instructional	2.740	300,217	109,568			46,738	17,058	16.17	
Program 21 Instructional	114.904	11,037,564	96,059	1,874,903	16,317	1,883,648	16,393	16.21	
Program 21 Administrative	2.949	530,290	179,820	15,509	5,259	52,698	17,870	15.75	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	106.154	10,174,614	95,848			1,746,413	16,452	16.21	
Program 31 Instructional	30.850	2,991,421	96,967	466,730	15,129	499,535	16,192	16.35	
Program 31 Administrative	2.600	487,254	187,405	7,820	3,008	40,778	15,684	15.59	
Program 34 Instructional	6.140	690,052	112,386	115,086	18,744	98,809	16,093	16.16	
Program 34 Administrative	0.100	17,926	179,260	179	1,790	1,568	15,684	15.93	
K-3 BEA Instructional	183.393	18,131,247	98,866			2,897,697	15,800	16.21	
4-6 BEA Instructional	106.319	10,477,768	98,550			1,671,099	15,718	16.21	
7-8 BEA Instructional	77.300	7,899,363	102,191			1,221,470	15,802	16.19	
9-12 BEA Instructional	159.025	16,425,724	103,290			2,541,200	15,980	16.22	
K-12 BEA Instructional	526.037	52,934,102	100,628			8,331,466	15,838	16.21	
BEA	579.887	62,516,923	107,809	7,827,191	13,498	9,176,050	15,824	16.12	
Instructional	676.633	67,814,889	100,224	10,455,509	15,452	10,774,908	15,924	16.21	
Administrative	54.589	9,848,346	180,409	271,905	4,981	862,620	15,802	15.55	
Other	2.000	298,539	149,270	22,168	11,084	31,368	15,684	15.98	
Active	733.222	77,961,774	106,328	10,749,582	14,661	11,668,896	15,915	16.13	
On Leave	1.000	119,158	119,158	13,240	13,240	15,684	15,684	16.15	
Certificated Total	734.222	78,080,932	106,345	10,762,822	14,659	11,684,580	15,914	16.13	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	676.633	67,814,889	100,224	10,455,509	15,452	10,774,908	15,924	16.21	
Instructional for Compliance Purposes	676.633	67,814,889	100,224	10,455,509	15,452	10,774,908	15,924	16.21	
K-3 Program 01 Teacher	165.839	16,336,441	98,508			2,606,383	15,716	16.22	
K-3 Program 21 Teacher	15.262	1,286,086	84,267			244,686	16,032	16.28	
PSES Program 01 Certificated	31.460	3,281,063	104,293			522,277	16,601	16.18	
PSES Program 21 Certificated	53.802	5,219,826	97,019			917,514	17,054	16.20	

Sunnyside School District (39201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	295.989	28,867,738	97,530	1,209,917	4,088	4,657,975	15,737	16.05	
09	2.000	158,088	79,044			31,368	15,684	16.31	
21	51.928	4,544,173	87,509	490,149	9,439	817,309	15,739	16.14	
31	17.500	1,705,384	97,451	244,660	13,981	274,470	15,684	16.04	
34	2.000	130,752	65,376	14,975	7,488	31,368	15,684	16.39	
51	5.000	533,074	106,615	892,235	178,447	78,420	15,684	15.89	
53	3.260	276,622	84,853	1,000	307	53,326	16,358	15.98	
55	18.515	1,907,814	103,042	807,740	43,626	294,467	15,904	16.10	
58				490,506					
65	10.300	1,046,006	101,554	4,163	404	161,545	15,684	16.07	
69	2.175	172,873	79,482			34,113	15,684	16.29	
74	1.000	84,053	84,053			15,684	15,684	16.27	
79	0.750	123,806	165,075			11,763	15,684	14.69	
97	2.000	411,587	205,794	19,000	9,500	31,368	15,684	13.39	
Program 21 Instructional	49.928	4,238,771	84,898	481,349	9,641	785,941	15,741	16.20	
Program 21 Administrative	2.000	305,402	152,701	8,800	4,400	31,368	15,684	15.20	
K-12 Program 21 Instructional	47.928	4,023,273	83,944			754,573	15,744	16.21	
Program 31 Instructional	17.000	1,627,781	95,752	201,202	11,835	266,628	15,684	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.500	77,603	155,206	43,458	86,916	7,842	15,684	14.99	
Program 34 Instructional	2.000	130,752	65,376	14,975	7,488	31,368	15,684	16.39	
K-3 BEA Instructional	106.459	9,794,376	92,001			1,685,387	15,831	16.20	
4-6 BEA Instructional	51.310	4,590,432	89,465			804,746	15,684	16.22	
7-8 BEA Instructional	47.920	4,336,731	90,499	385	8	751,577	15,684	16.20	
9-12 BEA Instructional	86.050	8,335,749	96,871			1,349,608	15,684	16.13	
K-12 BEA Instructional	291.739	27,057,288	92,745	385	1	4,591,318	15,738	16.18	
K-12 BEA Administrative	0.500	77,603	155,206			7,842	15,684	14.99	
BEA	317.489	31,115,461	98,005	1,488,552	4,689	4,995,181	15,733	16.02	
Instructional	382.417	35,234,317	92,136	3,955,809	10,344	6,022,656	15,749	16.18	
Administrative	28.850	4,556,146	157,925	212,136	7,353	452,483	15,684	14.90	
Other	1.150	171,507	149,137	6,400	5,565	18,037	15,684	15.15	
Active	412.417	39,961,970	96,897	4,174,345	10,122	6,493,176	15,744	16.04	
Certificated Total	412.417	39,961,970	96,897	4,174,345	10,122	6,493,176	15,744	16.04	
Instructional for Funding Purposes	382.417	35,234,317	92,136	3,955,809	10,344	6,022,656	15,749	16.18	
Instructional for Compliance Purposes	382.417	35,234,317	92,136	3,955,809	10,344	6,022,656	15,749	16.18	
K-3 Program 01 Teacher	89.959	8,243,454	91,636			1,426,601	15,858	16.21	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	11.268	954,911	84,745			176,727	15,684	16.24	
Grade T Program 09 Teacher	2.000	158,088	79,044			31,368	15,684	16.31	
PSES Program 01 Certificated	25.200	2,344,305	93,028			395,237	15,684	16.13	
PSES Program 21 Certificated	9.817	828,586	84,403			156,840	15,976	16.09	

Suquamish Tribal Education Department (18902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	16.000	1,536,279	96,017			230,435	14,402	15.00	
97		79,643				11,946		15.00	
7-8 BEA Instructional	9.000	705,614	78,402			105,838	11,760	15.00	
9-12 BEA Instructional	5.000	352,537	70,507			52,879	10,576	15.00	
K-12 BEA Instructional	14.000	1,058,151	75,582			158,717	11,337	15.00	
K-12 BEA Administrative	2.000	297,003	148,502			44,550	22,275	15.00	
BEA	16.000	1,615,922	100,995			242,381	15,149	15.00	
Instructional	14.000	1,058,151	75,582			158,717	11,337	15.00	
Administrative	2.000	557,771	278,886			83,664	41,832	15.00	
Active	16.000	1,615,922	100,995			242,381	15,149	15.00	
Certificated Total	16.000	1,615,922	100,995			242,381	15,149	15.00	
Instructional for Funding Purposes	14.000	1,058,151	75,582			158,717	11,337	15.00	
Instructional for Compliance Purposes	14.000	1,058,151	75,582			158,717	11,337	15.00	
PSES Program 01 Certificated	1.000	63,648	63,648			9,547	9,547	15.00	

Tacoma School District (27010)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	1,274.660	167,628,249	131,508	10,415,561	8,171	20,214,072	15,858	16.10	
02	46.616	6,604,560	141,680	491,814	10,550	731,125	15,684	14.43	
03	5.000	782,861	156,572	31,854	6,371	75,283	15,057	21.25	
09	39.849	5,056,478	126,891	807,794	20,271	626,137	15,713	15.84	
21	346.803	41,777,237	120,464	2,698,029	7,780	5,582,516	16,097	16.54	
24	0.500	59,503	119,006	6,630	13,260	7,842	15,684	15.79	
31	71.004	11,670,104	164,358	523,478	7,373	1,144,712	16,122	14.54	
34	15.800	8,230,668	520,928	118,760	7,516	254,081	16,081	17.51	
45	1.000	177,828	177,828			15,684	15,684	32.73	
51	25.025	3,089,755	123,467	344,804	13,778	402,295	16,076	16.50	
52	8.506	1,129,020	132,732	95,350	11,210	133,408	15,684	18.63	
55	78.717	10,930,864	138,863	1,020,950	12,970	1,255,096	15,944	15.66	
56	2.200	348,136	158,244	15,066	6,848	34,505	15,684	17.31	
57	0.550	72,306	131,465	8,734	15,880	8,626	15,684	15.46	
58	2.002	260,013	129,877	19,658	9,819	31,399	15,684	17.84	
61	3.000	390,334	130,111	25,933	8,644	47,052	15,684	16.42	
64	0.400	47,602	119,005	3,162	7,905	6,274	15,684	15.87	
65	24.000	3,227,393	134,475	358,575	14,941	382,470	15,936	16.22	
68	1.000	808,929	808,929			15,684	15,684	3.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
74	0.500	453,444	906,888			7,842	15,684	7.62	
79	4.890	341,061	69,747	24,545	5,019	78,420	16,037	20.08	
88	1.590	224,773	141,367	18,701	11,762	24,938	15,684	16.55	
97	1.900	701,711	369,322			29,800	15,684	12.50	
CP	20.786	4,347,722	209,166	367,345	17,673	337,159	16,220	17.88	
K-12 Program 02 Instructional	43.616	5,389,376	123,564			684,073	15,684	15.74	
Program 21 Instructional	339.703	40,387,483	118,891	2,692,842	7,927	5,471,160	16,106	16.54	
Program 21 Administrative	6.100	1,274,486	208,932			95,672	15,684	16.38	
K-12 Program 21 Instructional	330.193	39,434,218	119,428			5,314,163	16,094	16.55	
Program 26, 56, and 59 Instructional	2.000	226,775	113,388	15,066	7,533	31,368	15,684	16.48	
Program 26, 56, and 59 Administrative	0.200	121,361	606,805			3,137	15,684	23.90	
Program 31 Instructional	67.204	7,407,078	110,218	523,478	7,789	1,085,113	16,147	16.86	
Program 31 Administrative	3.800	4,263,026	1,121,849			59,599	15,684	5.88	
Program 34 Instructional	13.800	1,636,576	118,592	118,760	8,606	222,713	16,139	16.36	
Program 34 Administrative	2.000	6,594,092	3,297,046			31,368	15,684	26.13	
K-3 BEA Instructional	452.712	54,650,434	120,718			7,178,865	15,857	16.26	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	307.341	37,412,529	121,730			4,879,763	15,877	16.35	
7-8 BEA Instructional	182.858	22,130,545	121,026			2,896,364	15,839	16.38	
9-12 BEA Instructional	356.637	42,577,345	119,386			5,680,384	15,928	16.47	
K-12 BEA Instructional	1,299.548	156,770,853	120,635			20,635,376	15,879	16.36	
BEA	1,415.980	195,795,981	138,276	11,581,467	8,179	22,464,758	15,865	15.99	
Instructional	1,845.466	222,403,488	120,513	17,342,791	9,398	29,391,189	15,926	16.39	
Administrative	123.792	44,934,711	362,986			1,944,816	15,710	13.63	
Other	4.040	657,837	162,831	37,548	9,294	63,363	15,684	16.30	
Active	1,973.298	267,996,036	135,811	17,380,339	8,808	31,399,368	15,912	16.07	
On Leave	3.000	364,515	121,505	16,404	5,468	47,052	15,684	16.35	
Certificated Total	1,976.298	268,360,551	135,790	17,396,743	8,803	31,446,420	15,912	16.07	
Instructional for Funding Purposes	1,843.466	222,176,713	120,521	17,327,725	9,400	29,359,821	15,926	16.39	
Instructional for Compliance Purposes	1,843.466	222,176,713	120,521	17,327,725	9,400	29,359,821	15,926	16.39	
K-3 Program 01 Teacher	403.612	48,915,799	121,195			6,360,489	15,759	16.29	
K-3 Program 21 Teacher	60.787	6,880,131	113,184			965,978	15,891	16.75	
Grade T Program 09 Teacher	39.449	4,561,875	115,640			619,863	15,713	15.82	
PSES Program 01 Certificated	97.678	11,272,108	115,401			1,581,810	16,194	15.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	123.611	15,053,051	121,778			2,031,956	16,438	16.69	

Taholah School District (14077)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.012	1,134,748	80,984	54,249	3,872	233,692	16,678	8.50	
21	2.000	209,778	104,889			31,368	15,684	8.51	
31	1.800	191,970	106,650			28,231	15,684	8.38	
51	1.000	85,786	85,786			15,684	15,684	8.53	
55	0.600	44,989	74,982			9,410	15,684	8.56	
68	0.700	42,528	60,754			10,979	15,684	8.28	
97	1.000	161,438	161,438			15,684	15,684	8.34	
Program 21 Instructional	1.700	175,573	103,278			26,663	15,684	8.50	
Program 21 Administrative	0.300	34,205	114,017			4,705	15,684	8.54	
K-12 Program 21 Instructional	1.700	175,573	103,278			26,663	15,684	8.50	
Program 31 Instructional	1.800	191,970	106,650			28,231	15,684	8.38	
K-3 BEA Instructional	5.706	432,487	75,795			96,457	16,904	8.53	
4-6 BEA Instructional	0.900	65,403	72,670			14,116	15,684	8.62	
7-8 BEA Instructional	1.696	135,123	79,672	18,195	10,728	33,564	19,790	8.52	
9-12 BEA Instructional	6.310	551,242	87,360	5,285	838	98,966	15,684	8.43	
K-12 BEA Instructional	14.612	1,184,255	81,047	23,480	1,607	243,102	16,637	8.49	
BEA	16.812	1,488,156	88,517	54,249	3,227	277,607	16,512	8.47	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	18.612	1,533,131	82,373	54,249	2,915	305,838	16,432	8.49	
Administrative	2.300	325,643	141,584			36,073	15,684	8.43	
Other	0.200	12,463	62,315			3,137	15,684	8.02	
Active	21.112	1,871,237	88,634	54,249	2,570	345,048	16,344	8.48	
Certificated Total	21.112	1,871,237	88,634	54,249	2,570	345,048	16,344	8.48	
Instructional for Funding Purposes	18.612	1,533,131	82,373	54,249	2,915	305,838	16,432	8.49	
Instructional for Compliance Purposes	18.612	1,533,131	82,373	54,249	2,915	305,838	16,432	8.49	
K-3 Program 01 Teacher	3.700	271,632	73,414			58,031	15,684	8.62	
PSES Program 01 Certificated	1.000	71,871	71,871			15,684	15,684	8.66	

Tahoma School District (17409)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	444.272	48,253,913	108,613	7,515,656	16,917	7,099,143	15,979	15.75	
09	1.115	140,048	125,604	13,498	12,106	21,848	19,594	13.13	
13	1.000	119,880	119,880	15,195	15,195	15,684	15,684	15.88	
21	86.806	8,965,805	103,286	1,814,872	20,907	1,358,444	15,649	15.36	
24	3.670	364,529	99,327	67,666	18,438	57,560	15,684	15.89	
31	27.355	2,961,255	108,253	912,500	33,358	435,560	15,923	15.60	
34	2.600	238,401	91,693	41,225	15,856	40,778	15,684	15.90	
52	1.400	159,991	114,279			21,958	15,684	15.89	
58				26,148					
65	10.497	1,132,265	107,866	169,186	16,118	172,524	16,436	15.91	
74	6.000	638,095	106,349	83,378	13,896	94,104	15,684	15.89	
79	2.000	207,090	103,545	30,250	15,125	31,368	15,684	15.91	
97	3.000	777,245	259,082	49,023	16,341	47,052	15,684	13.53	
Program 21 Instructional	82.406	8,372,557	101,601	1,794,558	21,777	1,339,623	16,256	15.91	
Program 21 Administrative	1.200	238,868	199,057	20,314	16,928	18,821	15,684	14.68	
K-12 Program 21 Instructional	75.598	7,617,555	100,764	5,045	67	1,227,639	16,239	15.91	
Program 31 Instructional	25.855	2,679,011	103,617	870,969	33,687	412,034	15,936	15.69	
Program 31 Administrative	1.500	282,244	188,163	41,531	27,687	23,526	15,684	14.62	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	2.600	238,401	91,693	41,225	15,856	40,778	15,684	15.90	
K-3 BEA Instructional	157.163	16,462,261	104,746	2,118	13	2,493,003	15,863	15.87	
4-6 BEA Instructional	88.437	9,082,052	102,695			1,410,148	15,945	15.76	
7-8 BEA Instructional	74.461	7,621,987	102,362	630	8	1,177,665	15,816	15.89	
9-12 BEA Instructional	125.338	13,277,812	105,936	22,450	179	2,024,710	16,154	15.76	
K-12 BEA Instructional	445.399	46,444,112	104,275	25,198	57	7,105,526	15,953	15.82	
BEA	477.227	52,230,814	109,446	8,518,404	17,850	7,622,534	15,973	15.71	
Instructional	552.891	57,535,172	104,062	10,135,252	18,331	8,844,511	15,997	15.83	
Administrative	32.400	5,964,912	184,102	595,657	18,384	517,572	15,974	14.76	
Other	1.224	104,053	85,011	7,688	6,281	33,940	27,729	15.99	
Active	586.515	63,604,137	108,444	10,738,597	18,309	9,396,023	16,020	15.74	
K-12 Program 21 Contracted	3.200	354,380	110,744						
Certificated Total	589.715	63,958,517	108,457	10,738,597	18,210	9,396,023	15,933	15.66	
Instructional for Funding Purposes	556.091	57,889,552	104,101	10,135,252	18,226	8,844,511	15,905	15.75	
Instructional for Compliance Purposes	552.891	57,535,172	104,062	10,135,252	18,331	8,844,511	15,997	15.83	
K-3 Program 01 Teacher	131.064	13,650,452	104,151			2,082,725	15,891	15.87	
K-3 Program 21 Teacher	12.925	1,253,663	96,995			203,108	15,714	15.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	1.115	140,048	125,604			21,848	19,594	13.13	
PSES Program 01 Certificated	22.551	2,305,191	102,221			353,690	15,684	15.90	
PSES Program 21 Certificated	27.510	2,923,227	106,261			400,413	14,555	14.27	

Tekoa School District (38265)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.243	1,142,215	80,195	20,371	1,430	226,524	15,904	16.60	
02				4,966					
09	0.723	42,604	58,927			11,340	15,684	16.65	
21	1.940	153,089	78,912	7,092	3,656	30,427	15,684	16.61	
31	2.304	135,815	58,947	14,893	6,464	42,990	18,659	16.61	
34	0.667	44,150	66,192	2,770	4,153	13,394	20,081	16.58	
51	0.432	29,650	68,634			6,383	14,776	16.64	
52	0.175	9,613	54,931	6,000	34,286	5,489	31,368	16.60	
55	0.567	54,270	95,714			8,501	14,992	16.60	
58				11,031					
65				5,000					
74				2,000					
97	0.450	70,317	156,260	720	1,600			16.64	
K-12 Program 02 Instructional				4,966					
Program 21 Instructional	1.940	153,089	78,912	7,092	3,656	30,427	15,684	16.61	
K-12 Program 21 Instructional	1.822	145,546	79,883	7,092	3,892	28,576	15,684	16.61	
Program 31 Instructional	2.188	121,387	55,479	12,973	5,929	41,171	18,816	16.61	
Program 31 Administrative	0.116	14,428	124,379	1,920	16,552	1,819	15,684	16.61	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.638	40,543	63,547	2,290	3,589	12,939	20,281	16.58	
Program 34 Administrative	0.029	3,607	124,379	480	16,552	455	15,684	16.61	
K-3 BEA Instructional	4.859	403,121	82,964	4,199	864	77,385	15,926	16.63	
4-6 BEA Instructional	2.143	159,920	74,624	1,750	817	33,611	15,684	16.58	
7-8 BEA Instructional	2.472	195,189	78,960	3,790	1,533	41,704	16,870	16.56	
9-12 BEA Instructional	6.598	425,450	64,482	30,861	4,677	112,297	17,020	16.61	
K-12 BEA Instructional	16.072	1,183,680	73,649	40,600	2,526	264,997	16,488	16.61	
K-12 BEA Administrative	1.142	138,500	121,278	2,400	2,102	17,911	15,684	16.60	
BEA	17.664	1,392,497	78,832	43,720	2,475	282,908	16,016	16.61	
Instructional	19.859	1,465,092	73,775	71,723	3,612	327,137	16,473	16.61	
Administrative	1.642	216,631	131,931	3,120	1,900	17,911	10,908	16.62	
Active	21.501	1,681,723	78,216	74,843	3,481	345,048	16,048	16.61	
On Leave									
Certificated Total	21.501	1,681,723	78,216	74,843	3,481	345,048	16,048	16.61	
Instructional for Funding Purposes	19.859	1,465,092	73,775	71,723	3,612	327,137	16,473	16.61	
Instructional for Compliance Purposes	19.859	1,465,092	73,775	71,723	3,612	327,137	16,473	16.61	
K-3 Program 01 Teacher	4.284	357,089	83,354	2,750	642	67,190	15,684	16.63	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	0.586	37,715	64,360			9,191	15,684	16.65	
Grade T Program 09 Teacher	0.723	42,604	58,927			11,340	15,684	16.65	
PSES Program 01 Certificated	1.419	120,184	84,696			22,256	15,684	16.62	

Tenino School District (34402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	64.561	6,105,918	94,576	417,418	6,465	1,023,773	15,857	16.70	
09	1.136	115,487	101,661	3,446	3,033	18,052	15,891	16.10	
21	8.920	787,816	88,320	54,845	6,149	139,901	15,684	16.16	
24	0.360	32,094	89,150	322	894	5,646	15,684	16.17	
31	4.870	523,328	107,460	63,686	13,077	76,381	15,684	16.19	
34	2.080	187,363	90,078	28,942	13,914	32,623	15,684	16.15	
51	0.350	38,158	109,023	7,250	20,714	5,489	15,684	16.08	
52				5,323					
55	1.300	132,722	102,094	9,231	7,101	20,389	15,684	16.11	
58				5,505					
65	0.232	22,892	98,672			3,874	16,698	16.20	
74	0.432	35,738	82,727			7,011	16,229	16.25	
79				7,243					
97	1.000	226,611	226,611			15,684	15,684	14.48	
Program 21 Instructional	8.520	715,322	83,958	54,845	6,437	133,628	15,684	16.19	
Program 21 Administrative	0.400	72,494	181,235			6,274	15,684	15.81	
K-12 Program 21 Instructional	8.520	715,322	83,958	45,848	5,381	133,628	15,684	16.19	
Program 31 Instructional	3.920	382,967	97,696	63,686	16,246	61,481	15,684	16.22	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.950	140,361	147,748			14,900	15,684	16.07	
Program 34 Instructional	1.800	144,155	80,086	28,942	16,079	28,231	15,684	16.17	
Program 34 Administrative	0.280	43,208	154,314			4,392	15,684	16.05	
K-3 BEA Instructional	20.934	1,828,118	87,328	101,313	4,840	332,297	15,874	16.83	
4-6 BEA Instructional	10.476	931,432	88,911	37,712	3,600	170,516	16,277	16.71	
7-8 BEA Instructional	15.690	1,453,950	92,667	92,811	5,915	246,082	15,684	16.14	
9-12 BEA Instructional	17.211	1,573,014	91,396	118,759	6,900	270,957	15,743	16.53	
K-12 BEA Instructional	64.311	5,786,514	89,977	350,595	5,452	1,019,852	15,858	16.55	
K-12 BEA Administrative	4.000	615,828	153,957	6,000	1,500	62,736	15,684	17.99	
BEA	72.511	7,043,220	97,133	510,046	7,034	1,148,461	15,838	16.58	
Instructional	76.291	6,828,744	89,509	593,711	7,782	1,208,452	15,840	16.49	
Administrative	7.950	1,320,274	166,072	9,500	1,195	124,688	15,684	16.66	
Other	1.000	59,109	59,109			15,684	15,684	16.42	
Active	85.241	8,208,127	96,293	603,211	7,077	1,348,824	15,824	16.52	
Certificated Total	85.241	8,208,127	96,293	603,211	7,077	1,348,824	15,824	16.52	
Instructional for Funding Purposes	76.291	6,828,744	89,509	593,711	7,782	1,208,452	15,840	16.49	
Instructional for Compliance Purposes	76.291	6,828,744	89,509	593,711	7,782	1,208,452	15,840	16.49	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	20.634	1,783,513	86,436	72,358	3,507	327,592	15,876	16.50	
K-3 Program 21 Teacher	2.937	253,089	86,173	5,396	1,837	46,064	15,684	16.18	
Grade T Program 09 Teacher	1.136	115,487	101,661			18,052	15,891	16.10	
PSES Program 01 Certificated	3.150	274,633	87,185			49,405	15,684	18.34	
PSES Program 21 Certificated	1.000	74,381	74,381			15,684	15,684	16.27	

Thorp School District (19400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	16.586	1,385,705	83,547	212,037	12,784	272,666	16,440	16.02	
09	1.150	93,338	81,163	5,723	4,977	18,037	15,684	16.03	
21	2.670	243,097	91,048	25,663	9,612	44,699	16,741	15.87	
31	2.642	212,864	80,569	9,938	3,762	46,817	17,720	16.00	
34	1.723	123,683	71,784	4,478	2,599	27,918	16,203	16.04	
51	0.400	23,237	58,093	1,162	2,905	6,274	15,684	16.04	
55	0.450	52,632	116,960	2,001	4,447	7,058	15,684	15.97	
65				2,400					
97	1.000	186,083	186,083	15,000	15,000	15,684	15,684	14.94	
Program 21 Instructional	2.220	180,169	81,157	25,663	11,560	37,642	16,956	15.82	
Program 21 Administrative	0.450	62,928	139,840			7,058	15,684	16.00	
K-12 Program 21 Instructional	2.220	180,169	81,157	16,663	7,506	37,642	16,956	15.82	
Program 31 Instructional	2.642	212,864	80,569	9,938	3,762	46,817	17,720	16.00	
Program 34 Instructional	1.723	123,683	71,784	4,478	2,599	27,918	16,203	16.04	
K-3 BEA Instructional	6.752	560,500	83,012	38,934	5,766	112,172	16,613	16.03	
4-6 BEA Instructional	3.660	292,919	80,033	16,323	4,460	57,403	15,684	16.03	
7-8 BEA Instructional	2.812	211,123	75,079	12,624	4,489	48,119	17,112	16.03	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.477	600,963	80,375	32,885	4,398	125,786	16,823	16.01	
K-12 BEA Instructional	20.701	1,665,505	80,455	100,766	4,868	343,480	16,592	16.02	
BEA	21.951	1,908,335	86,936	241,453	11,000	363,085	16,541	15.91	
Instructional	24.921	2,014,881	80,851	247,086	9,915	412,489	16,552	16.00	
Administrative	1.700	286,768	168,687	15,000	8,824	26,663	15,684	15.30	
Other		18,990		16,316					
Active	26.621	2,320,639	87,173	278,402	10,458	439,152	16,496	15.92	
On Leave									
Certificated Total	26.621	2,320,639	87,173	278,402	10,458	439,152	16,496	15.92	
Instructional for Funding Purposes	24.921	2,014,881	80,851	247,086	9,915	412,489	16,552	16.00	
Instructional for Compliance Purposes	24.921	2,014,881	80,851	247,086	9,915	412,489	16,552	16.00	
K-3 Program 01 Teacher	5.902	487,907	82,668	29,872	5,061	98,841	16,747	16.03	
K-3 Program 21 Teacher	0.400	38,204	95,510			6,274	15,684	15.99	
Grade T Program 09 Teacher	1.050	74,459	70,913	3,460	3,295	16,468	15,684	16.04	
PSES Program 01 Certificated	1.000	67,746	67,746			15,684	15,684	16.04	
PSES Program 21 Certificated	0.820	44,613	54,406			15,684	19,127	15.35	

Toledo School District (21237)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	41.452	4,155,079	100,238	79,711	1,923	635,751	15,337	16.57	
02	1.000	109,442	109,442	2,400	2,400	15,684	15,684	16.88	
21	9.786	1,045,087	106,794	14,763	1,509	98,809	10,097	9.58	
31	4.669	448,056	95,964	24,323	5,209	73,229	15,684	16.70	
34	1.900	173,911	91,532			29,800	15,684	16.89	
51	1.060	82,073	77,427			16,625	15,684	17.09	
52				13,075					
55	1.581	174,977	110,675			25,032	15,833	16.71	
74	0.040	4,961	124,025			627	15,684	16.30	
97	0.900	127,800	142,000	432	480	14,116	15,684	15.51	
K-12 Program 02 Instructional	1.000	109,442	109,442			15,684	15,684	16.88	
Program 21 Instructional	5.861	544,572	92,915	14,715	2,511	94,104	16,056	16.98	
Program 21 Administrative	0.300	38,128	127,093	48	160	4,705	15,684	15.96	
K-12 Program 21 Instructional	5.746	536,293	93,333	11,916	2,074	92,300	16,063	16.97	
Program 31 Instructional	4.470	423,439	94,729	24,323	5,441	70,107	15,684	16.68	
Program 31 Administrative	0.199	24,617	123,704			3,121	15,684	16.96	
Program 34 Instructional	1.700	149,106	87,709			26,663	15,684	16.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.200	24,805	124,025			3,137	15,684	16.30	
K-3 BEA Instructional	16.386	1,599,334	97,604			256,998	15,684	16.92	
4-6 BEA Instructional	9.305	875,244	94,062			139,666	15,010	16.94	
7-8 BEA Instructional	6.761	619,362	91,608	3,523	521	107,012	15,828	16.90	
9-12 BEA Instructional	14.060	1,478,201	105,135	31,381	2,232	220,517	15,684	16.75	
K-12 BEA Instructional	46.512	4,572,141	98,300	34,904	750	724,193	15,570	16.87	
K-12 BEA Administrative				12,000					
BEA	49.921	5,014,288	100,444	106,866	2,141	768,579	15,396	16.58	
Instructional	54.984	5,370,042	97,666	106,224	1,932	859,483	15,632	16.88	
Administrative	3.200	413,657	129,268	28,480	8,900	50,189	15,684	16.22	
Active	58.184	5,783,699	99,404	134,704	2,315	909,672	15,634	16.83	
K-12 Program 21 Contracted	3.625	462,387	127,555						
K-12 BEA Contracted	0.579	75,300	130,052						
Certificated Total	62.388	6,321,386	101,324	134,704	2,159	909,672	14,581	15.44	
Instructional for Funding Purposes	59.188	5,907,729	99,813	106,224	1,795	859,483	14,521	15.39	
Instructional for Compliance Purposes	54.984	5,370,042	97,666	106,224	1,932	859,483	15,632	16.88	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	16.386	1,599,334	97,604			256,998	15,684	16.92	
K-3 Program 21 Teacher	1.223	104,750	85,650	2,152	1,760	19,182	15,684	17.03	
PSES Program 01 Certificated	1.479	167,898	113,521			14,116	9,544	9.71	
PSES Program 21 Certificated	3.625	462,387	127,555						

Tonasket School District (24404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	54.892	5,002,478	91,133	181,009	3,298	881,990	16,068	16.27	
02	0.956	104,243	109,041	3,634	3,801	14,994	15,684	16.16	
21	4.904	397,025	80,959	10,718	2,186	79,079	16,125	16.33	
24	2.613	193,448	74,033	6,448	2,468	44,825	17,155	16.40	
31	2.820	256,155	90,835	64,823	22,987	44,229	15,684	16.98	
34	0.280	23,811	85,039	7,142	25,507	4,392	15,684	17.57	
51	2.661	253,976	95,444	3,192	1,200	42,425	15,943	16.22	
52	1.000	98,092	98,092	3,268	3,268	15,684	15,684	16.21	
55	2.865	273,443	95,443	8,696	3,035	44,935	15,684	16.23	
58				46,056					
65	1.170	116,157	99,279	3,872	3,309	18,350	15,684	16.19	
74	0.169	20,855	123,402	1,153	6,822	2,651	15,684	16.10	
97	0.900	171,797	190,886	11,436	12,707	14,116	15,684	15.18	
K-12 Program 02 Instructional	0.956	104,243	109,041	3,634	3,801	14,994	15,684	16.16	
Program 21 Instructional	4.254	294,604	69,253	9,818	2,308	68,884	16,193	16.44	
Program 21 Administrative	0.650	102,421	157,571	900	1,385	10,195	15,684	16.01	
K-12 Program 21 Instructional	3.651	256,822	70,343	8,558	2,344	59,427	16,277	16.43	
Program 31 Instructional	2.720	237,066	87,157	64,823	23,832	42,660	15,684	17.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.100	19,089	190,890			1,568	15,684	15.18	
Program 34 Instructional	0.280	23,811	85,039	7,142	25,507	4,392	15,684	17.57	
K-3 BEA Instructional	18.332	1,588,930	86,675	63,686	3,474	287,519	15,684	16.28	
4-6 BEA Instructional	8.754	789,995	90,244	33,404	3,816	137,298	15,684	16.26	
7-8 BEA Instructional	9.827	823,565	83,806	40,428	4,114	169,183	17,216	16.36	
9-12 BEA Instructional	16.929	1,464,337	86,499	107,772	6,366	271,521	16,039	16.48	
K-12 BEA Instructional	53.842	4,666,827	86,676	245,290	4,556	865,522	16,075	16.36	
K-12 BEA Administrative	3.456	477,904	138,282	8,050	2,329	54,204	15,684	16.07	
BEA	59.848	5,558,484	92,877	268,044	4,479	959,720	16,036	16.28	
Instructional	68.230	5,864,847	85,957	331,061	4,852	1,097,880	16,091	16.35	
Administrative	6.500	982,463	151,148	20,386	3,136	101,946	15,684	15.87	
Other	0.500	64,170	128,340			7,842	15,684	16.10	
Active	75.230	6,911,480	91,871	351,447	4,672	1,207,668	16,053	16.28	
Certificated Total	75.230	6,911,480	91,871	351,447	4,672	1,207,668	16,053	16.28	
Instructional for Funding Purposes	68.230	5,864,847	85,957	331,061	4,852	1,097,880	16,091	16.35	
Instructional for Compliance Purposes	68.230	5,864,847	85,957	331,061	4,852	1,097,880	16,091	16.35	
K-3 Program 01 Teacher	16.495	1,414,877	85,776	44,156	2,677	258,708	15,684	16.29	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.000	59,372	59,372	1,976	1,976	15,684	15,684	16.54	
PSES Program 01 Certificated	3.000	235,587	78,529			47,052	15,684	16.39	

Toppenish School District (39202)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	131.821	12,288,505	93,221	2,011,522	15,259	2,273,203	17,245	15.90	
02	1.500	125,606	83,737	40,440	26,960	25,056	16,704	16.02	
21	28.083	2,448,134	87,175	461,185	16,422	487,596	17,363	15.96	
31	27.878	2,274,190	81,577	351,976	12,626	486,487	17,451	15.80	
34	16.788	1,259,733	75,038	201,952	12,030	283,093	16,863	16.04	
51	5.714	493,249	86,323	74,114	12,971	96,242	16,843	15.99	
52	1.466	136,435	93,066	15,188	10,360	24,488	16,704	16.04	
53	0.150	24,526	163,507	3,871	25,807	2,983	19,884	15.51	
55	11.679	1,058,831	90,661	159,681	13,672	197,352	16,898	15.99	
58	0.750	93,167	124,223	205,710	274,280	14,913	19,884	16.04	
64	0.999	100,477	100,578	15,039	15,054	16,687	16,704	15.97	
65	4.249	418,279	98,442	62,925	14,809	71,770	16,891	15.96	
74				13,000					
86	0.250	31,056	124,224	6,161	24,644	4,971	19,884	16.04	
97	1.000	257,600	257,600	5,520	5,520	19,884	19,884	13.77	
K-12 Program 02 Instructional	1.500	125,606	83,737	19,051	12,701	25,056	16,704	16.02	
Program 21 Instructional	27.083	2,275,802	84,031	433,258	15,997	467,712	17,270	16.01	
Program 21 Administrative	1.000	172,332	172,332	27,927	27,927	19,884	19,884	15.24	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	26.083	2,213,820	84,876	407,023	15,605	451,008	17,291	16.01	
Program 31 Instructional	26.937	2,007,101	74,511	320,930	11,914	458,761	17,031	15.78	
Program 31 Administrative	0.941	267,089	283,835	31,046	32,993	27,726	29,464	16.02	
Program 34 Instructional	16.788	1,259,733	75,038	196,730	11,718	283,093	16,863	16.04	
Program 34 Administrative				5,222					
K-3 BEA Instructional	58.659	5,027,951	85,715	757,546	12,914	982,563	16,750	16.02	
4-6 BEA Instructional	26.715	2,182,507	81,696	338,548	12,673	447,166	16,738	16.02	
7-8 BEA Instructional	28.980	2,163,886	74,668	343,847	11,865	490,222	16,916	16.03	
9-12 BEA Instructional	49.707	4,173,097	83,954	688,367	13,848	850,470	17,110	15.82	
K-12 BEA Instructional	164.061	13,547,441	82,576	2,128,308	12,973	2,770,421	16,887	15.96	
K-12 BEA Administrative	5.725	1,113,601	194,515	132,998	23,231	134,988	23,579	15.41	
BEA	178.987	16,205,634	90,541	2,611,410	14,590	3,087,722	17,251	15.87	
Instructional	214.401	17,891,533	83,449	3,074,005	14,338	3,627,770	16,920	15.97	
Administrative	16.975	2,988,360	176,045	413,537	24,362	358,683	21,130	15.39	
Other	0.951	129,895	136,588	140,742	147,994	18,271	19,212	15.97	
Active	232.327	21,009,788	90,432	3,628,284	15,617	4,004,724	17,237	15.89	
Certificated Total	232.327	21,009,788	90,432	3,628,284	15,617	4,004,724	17,237	15.89	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	214.401	17,891,533	83,449	3,074,005	14,338	3,627,770	16,920	15.97	
Instructional for Compliance Purposes	214.401	17,891,533	83,449	3,074,005	14,338	3,627,770	16,920	15.97	
K-3 Program 01 Teacher	53.222	4,541,799	85,337	676,048	12,702	889,020	16,704	16.02	
K-3 Program 21 Teacher	4.400	426,224	96,869	50,764	11,537	73,498	16,704	16.01	
PSES Program 01 Certificated	8.478	755,418	89,103			146,160	17,240	16.04	
PSES Program 21 Certificated	9.583	731,432	76,326			175,392	18,302	15.99	

Touchet School District (36300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	12.700	989,431	77,908	48,882	3,849	220,198	17,338	16.15	
02	1.000	99,274	99,274			16,584	16,584	16.87	
09	1.000	54,441	54,441			16,584	16,584	16.39	
21	1.000	109,649	109,649			16,584	16,584	15.88	
31	1.200	111,443	92,869	4,892	4,077	19,624	16,353	16.21	
34	0.750	70,532	94,043			12,438	16,584	15.96	
51	0.450	32,625	72,500			7,463	16,584	16.11	
55	1.100	95,418	86,744			17,041	15,492	17.20	
58				56,620					
65	0.200	13,080	65,400			3,317	16,584	16.23	
97	1.000	168,688	168,688			14,736	14,736	25.66	
K-12 Program 02 Instructional	1.000	99,274	99,274			16,584	16,584	16.87	
Program 21 Administrative	1.000	109,649	109,649			16,584	16,584	15.88	
Program 31 Instructional	1.200	111,443	92,869	4,892	4,077	19,624	16,353	16.21	
Program 34 Instructional	0.750	70,532	94,043			12,438	16,584	15.96	
K-3 BEA Instructional	5.690	529,687	93,091			95,192	16,730	16.05	
4-6 BEA Instructional	1.600	93,937	58,711			26,534	16,584	16.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.410	136,053	96,491			23,383	16,584	15.92	
9-12 BEA Instructional	6.950	511,003	73,526			123,733	17,803	16.41	
K-12 BEA Instructional	15.650	1,270,680	81,194			268,843	17,178	16.20	
BEA	16.650	1,439,368	86,449	53,774	3,230	283,579	17,032	17.24	
Instructional	18.400	1,466,244	79,687	110,394	6,000	313,248	17,024	16.28	
Administrative	2.000	278,337	139,169			31,320	15,660	21.81	
Active	20.400	1,744,581	85,519	110,394	5,411	344,568	16,891	17.11	
Certificated Total	20.400	1,744,581	85,519	110,394	5,411	344,568	16,891	17.11	
Instructional for Funding Purposes	18.400	1,466,244	79,687	110,394	6,000	313,248	17,024	16.28	
Instructional for Compliance Purposes	18.400	1,466,244	79,687	110,394	6,000	313,248	17,024	16.28	
K-3 Program 01 Teacher	4.350	408,776	93,971			72,140	16,584	15.96	
PSES Program 01 Certificated	0.600	38,284	63,807			16,584	27,640	16.82	

Toutle Lake School District (08130)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	35.617	3,418,565	95,981	41,840	1,175	590,172	16,570	16.46	
31	2.586	214,631	82,997			33,368	12,903	16.17	
34	1.519	109,909	72,356			16,300	10,731	15.92	
51				6,254					
55									
74									
97	1.000	160,064	160,064			15,996	15,996	16.39	
Program 31 Instructional	2.050	201,785	98,432			32,792	15,996	16.43	
Program 31 Administrative	0.536	12,846	23,966			576	1,074	11.52	
Program 34 Instructional	0.950	92,389	97,252			15,196	15,996	16.43	
Program 34 Administrative	0.569	17,520	30,791			1,104	1,940	12.75	
K-3 BEA Instructional	12.729	1,149,347	90,294			205,709	16,161	16.49	
4-6 BEA Instructional	6.060	602,456	99,415			98,215	16,207	16.47	
7-8 BEA Instructional	5.750	522,670	90,899			104,774	18,222	16.86	
9-12 BEA Instructional	11.783	1,155,257	98,044			192,752	16,358	16.27	
K-12 BEA Instructional	36.322	3,429,730	94,426			601,450	16,559	16.46	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	1.000	16,348	16,348					8.65	
BEA	40.722	3,903,169	95,849	41,840	1,027	655,836	16,105	16.43	
Instructional	36.322	3,429,730	94,426	48,094	1,324	601,450	16,559	16.46	
Administrative	4.000	428,413	107,103			47,988	11,997	16.10	
Other	0.400	45,026	112,565			6,398	15,996	16.71	
Active	40.722	3,903,169	95,849	48,094	1,181	655,836	16,105	16.43	
On Leave									
Certificated Total	40.722	3,903,169	95,849	48,094	1,181	655,836	16,105	16.43	
Instructional for Funding Purposes	36.322	3,429,730	94,426	48,094	1,324	601,450	16,559	16.46	
Instructional for Compliance Purposes	36.322	3,429,730	94,426	48,094	1,324	601,450	16,559	16.46	
K-3 Program 01 Teacher	11.729	1,086,041	92,595			189,713	16,175	16.49	
PSES Program 01 Certificated	2.000	155,458	77,729			31,992	15,996	16.58	

Trout Lake School District (20400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	15.864	1,402,245	88,392	68,003	4,287	233,127	14,695	16.86	
65	0.136	8,618	63,368			2,133	15,684	16.85	
97	0.200	38,430	192,150	15,940	79,700			9.11	
99	0.022	4,270	194,091					9.11	
K-3 BEA Instructional	5.880	526,653	89,567	21,121	3,592	84,380	14,350	16.89	
4-6 BEA Instructional	1.588	119,781	75,429	38	24	24,906	15,684	16.85	
7-8 BEA Instructional	2.132	159,530	74,826	3,835	1,799	33,438	15,684	16.85	
9-12 BEA Instructional	5.264	456,281	86,680	25,610	4,865	74,719	14,194	16.85	
K-12 BEA Instructional	14.864	1,262,245	84,920	50,604	3,404	217,443	14,629	16.87	
K-12 BEA Administrative	1.000	140,000	140,000			15,684	15,684	16.85	
BEA	16.064	1,440,675	89,683	83,943	5,226	233,127	14,512	16.67	
Instructional	15.000	1,270,863	84,724	50,604	3,374	219,576	14,638	16.87	
Administrative	1.222	182,700	149,509	15,940	13,044	15,684	12,835	15.04	
Other				17,399					
Active	16.222	1,453,563	89,604	83,943	5,175	235,260	14,503	16.65	
Certificated Total	16.222	1,453,563	89,604	83,943	5,175	235,260	14,503	16.65	
Instructional for Funding Purposes	15.000	1,270,863	84,724	50,604	3,374	219,576	14,638	16.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	15.000	1,270,863	84,724	50,604	3,374	219,576	14,638	16.87	
K-3 Program 01 Teacher	4.380	423,894	96,779	6,737	1,538	68,696	15,684	16.85	
PSES Program 01 Certificated	1.000	69,012	69,012					16.85	

Tukwila School District (17406)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	136.982	14,470,582	105,639	1,745,899	12,745	2,147,767	15,679	15.69	
21	27.740	2,792,126	100,653	413,059	14,890	435,074	15,684	16.09	
24	0.160	12,944	80,900	1,630	10,188	2,509	15,684	16.25	
31	9.400	920,326	97,907	111,489	11,861	147,430	15,684	16.41	
34	0.910	99,539	109,384	12,309	13,526	14,272	15,684	14.75	
55	6.344	656,147	103,428	84,461	13,314	100,378	15,822	15.86	
58	0.100	12,985	129,850	371,112	3,711,120	1,568	15,684	14.59	
65	9.242	966,281	104,553	123,056	13,315	147,430	15,952	15.65	
74	0.450	45,027	100,060	5,600	12,444	7,058	15,684	15.94	
89	0.500	64,935	129,870			7,842	15,684	14.82	
97	2.000	451,250	225,625	1,500	750	31,368	15,684	14.14	
Program 21 Instructional	26.840	2,645,187	98,554	413,059	15,390	420,959	15,684	16.10	
Program 21 Administrative	0.900	146,939	163,266			14,116	15,684	16.04	
K-12 Program 21 Instructional	25.840	2,515,317	97,342	23,159	896	405,275	15,684	16.10	
Program 31 Instructional	8.800	817,146	92,858	110,589	12,567	138,019	15,684	16.49	
Program 31 Administrative	0.600	103,180	171,967	900	1,500	9,410	15,684	15.65	
Program 34 Instructional	0.900	97,777	108,641	12,309	13,677	14,116	15,684	14.74	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.010	1,762	176,200			157	15,684	15.29	
K-3 BEA Instructional	51.432	5,126,915	99,683	23,814	463	792,230	15,403	15.79	
4-6 BEA Instructional	24.663	2,456,971	99,622			386,814	15,684	15.84	
7-8 BEA Instructional	22.595	2,302,163	101,888			360,967	15,976	15.56	
9-12 BEA Instructional	39.502	3,984,479	100,868			626,733	15,866	15.79	
K-12 BEA Instructional	138.192	13,870,528	100,371	23,814	172	2,166,745	15,679	15.76	
BEA	149.292	15,941,697	106,782	1,871,197	12,534	2,340,837	15,680	15.69	
Instructional	181.828	18,274,034	100,502	2,853,115	15,691	2,854,488	15,699	15.80	
Administrative	12.000	2,218,108	184,842	17,000	1,417	188,208	15,684	15.18	
Active	193.828	20,492,142	105,723	2,870,115	14,808	3,042,696	15,698	15.74	
Certificated Total	193.828	20,492,142	105,723	2,870,115	14,808	3,042,696	15,698	15.74	
Instructional for Funding Purposes	181.828	18,274,034	100,502	2,853,115	15,691	2,854,488	15,699	15.80	
Instructional for Compliance Purposes	181.828	18,274,034	100,502	2,853,115	15,691	2,854,488	15,699	15.80	
K-3 Program 01 Teacher	46.286	4,622,166	99,861	23,814	514	710,266	15,345	15.79	
K-3 Program 21 Teacher	6.514	613,010	94,107			102,166	15,684	16.16	
PSES Program 01 Certificated	9.600	1,031,142	107,411			150,566	15,684	15.53	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	9.000	938,742	104,305			141,156	15,684	16.01	

Tumwater School District (34033)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	278.096	29,794,698	107,138	1,453,376	5,226	4,513,071	16,228	16.07	
02	7.847	817,577	104,190	56,212	7,164	127,981	16,310	16.09	
09	1.000	112,732	112,732	1,859	1,859	15,684	15,684	15.97	
21	62.999	6,241,633	99,075	535,397	8,498	1,057,102	16,780	16.02	
24	5.800	550,435	94,903	36,370	6,271	94,104	16,225	16.13	
31	20.318	2,143,613	105,503	117,176	5,767	326,227	16,056	16.10	
34	10.511	1,044,699	99,391	38,216	3,636	178,798	17,011	16.10	
45	18.350	2,270,886	123,754	3,853	210	55,521	3,026	9.40	
51	4.550	495,980	109,007	25,779	5,666	74,499	16,373	16.10	
52	1.000	112,732	112,732	7,139	7,139	15,684	15,684	15.99	
55	4.900	463,112	94,513	7,139	1,457	84,694	17,284	16.16	
56	1.000	107,626	107,626	5,979	5,979	15,684	15,684	16.13	
58				221,476					
65	1.200	135,278	112,732	6,132	5,110	18,821	15,684	16.12	
74	1.000	64,312	64,312	7,920	7,920	15,684	15,684	16.23	
97	1.600	301,160	188,225	155,464	97,165	25,094	15,684	14.70	
K-12 Program 02 Instructional	7.087	702,269	99,093			114,791	16,197	16.10	
Program 21 Instructional	61.999	6,054,914	97,661	535,397	8,636	1,041,418	16,797	16.02	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Administrative	1.000	186,719	186,719			15,684	15,684	15.69	
K-12 Program 21 Instructional	56.851	5,599,238	98,490	97,772	1,720	954,528	16,790	16.02	
Program 26, 56, and 59 Instructional	1.000	107,626	107,626	5,979	5,979	15,684	15,684	16.13	
Program 31 Instructional	20.318	2,143,613	105,503	117,176	5,767	326,227	16,056	16.10	
Program 34 Instructional	10.511	1,044,699	99,391	38,216	3,636	178,798	17,011	16.10	
K-3 BEA Instructional	100.722	10,023,832	99,520			1,685,826	16,737	16.11	
4-6 BEA Instructional	58.328	5,946,336	101,947			917,153	15,724	16.09	
7-8 BEA Instructional	49.906	5,103,698	102,266	25,021	501	824,759	16,526	16.10	
9-12 BEA Instructional	85.315	9,088,089	106,524	47,724	559	1,358,532	15,924	16.05	
K-12 BEA Instructional	294.271	30,161,955	102,497	72,745	247	4,786,271	16,265	16.09	
K-12 BEA Administrative	20.088	3,210,094	159,802			324,361	16,147	15.99	
BEA	336.722	36,372,633	108,020	1,824,297	5,418	5,226,693	15,522	15.67	
Instructional	376.720	38,259,076	101,558	2,587,800	6,869	6,162,542	16,358	16.08	
Administrative	26.051	4,316,837	165,707	29,752	1,142	418,465	16,063	15.86	
Other	1.800	190,053	105,585	61,935	34,408	28,231	15,684	16.12	
Active	404.571	42,765,966	105,707	2,679,487	6,623	6,609,238	16,336	16.06	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Contracted	15.000	1,822,868	121,525					7.74	
On Leave	0.600	67,639	112,732			9,410	15,684	16.05	
Certificated Total	420.171	44,656,473	106,282	2,679,487	6,377	6,618,648	15,752	15.74	
Instructional for Funding Purposes	390.720	39,974,318	102,309	2,581,821	6,608	6,146,858	15,732	15.73	
Instructional for Compliance Purposes	375.720	38,151,450	101,542	2,581,821	6,872	6,146,858	16,360	16.08	
K-3 Program 01 Teacher	91.028	9,107,606	100,053			1,504,723	16,530	16.10	
K-3 Program 21 Teacher	7.399	648,200	87,606			140,874	19,040	16.14	
Grade T Program 09 Teacher	1.000	112,732	112,732			15,684	15,684	15.97	
PSES Program 01 Certificated	20.523	1,986,818	96,809			359,948	17,539	16.11	
PSES Program 21 Certificated	19.542	1,920,823	98,292			336,579	17,223	15.84	

Union Gap School District (39002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	26.938	2,464,843	91,501	55,738	2,069	421,040	15,630	15.82	
09	1.000	70,971	70,971	1,971	1,971	15,684	15,684	15.82	
21	3.417	303,044	88,687	87,626	25,644	54,894	16,065	15.82	
24				500					
51	3.160	301,123	95,292			49,561	15,684	15.81	
52				30,042					
55	4.319	351,772	81,448	811	188	65,120	15,078	15.82	
65	2.000	154,736	77,368	3,670	1,835	31,368	15,684	15.82	
97	1.000	174,765	174,765	4,027	4,027	47,966	47,966	15.73	
Program 21 Instructional	3.417	303,044	88,687	86,626	25,351	54,894	16,065	15.82	
Program 21 Administrative				1,000					
K-12 Program 21 Instructional	3.000	278,707	92,902	3,106	1,035	47,052	15,684	15.82	
K-3 BEA Instructional	11.744	1,021,704	86,998	14,382	1,225	184,193	15,684	15.82	
4-6 BEA Instructional	8.108	667,317	82,304	11,415	1,408	115,403	14,233	15.82	
7-8 BEA Instructional	5.086	490,782	96,497	17,040	3,350	79,769	15,684	15.81	
K-12 BEA Instructional	24.938	2,179,803	87,409	42,837	1,718	379,365	15,212	15.82	
BEA	27.938	2,639,608	94,481	59,765	2,139	469,006	16,787	15.81	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	38.834	3,361,449	86,559	179,108	4,612	595,992	15,347	15.82	
Administrative	3.000	459,805	153,268	5,027	1,676	89,641	29,880	15.79	
Other				250					
Active	41.834	3,821,254	91,343	184,385	4,408	685,633	16,389	15.81	
Certificated Total	41.834	3,821,254	91,343	184,385	4,408	685,633	16,389	15.81	
Instructional for Funding Purposes	38.834	3,361,449	86,559	179,108	4,612	595,992	15,347	15.82	
Instructional for Compliance Purposes	38.834	3,361,449	86,559	179,108	4,612	595,992	15,347	15.82	
K-3 Program 01 Teacher	10.544	914,233	86,706	13,409	1,272	165,372	15,684	15.82	
K-3 Program 21 Teacher	0.812	79,782	98,254			12,735	15,684	15.82	
PSES Program 01 Certificated	0.700	78,267	111,810			10,979	15,684	15.82	
PSES Program 21 Certificated	1.000	68,703	68,703			15,684	15,684	15.80	

University Place School District (27083)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	282.664	29,521,706	104,441	3,555,188	12,577	4,434,567	15,688	15.98	
09	2.000	165,078	82,539	19,619	9,810	31,368	15,684	16.15	
21	45.000	4,290,850	95,352	653,066	14,513	704,212	15,649	16.05	
24	5.000	515,857	103,171	75,730	15,146	78,420	15,684	16.05	
31	13.550	1,288,974	95,127	161,430	11,914	212,518	15,684	16.01	
51	5.200	535,644	103,008	62,041	11,931	81,557	15,684	16.06	
52	0.250	41,327	165,308	33,160	132,640	3,921	15,684	15.24	
55	10.290	1,084,778	105,421	134,180	13,040	161,890	15,733	16.08	
58				24,000					
65	5.600	556,606	99,394	62,719	11,200	87,830	15,684	16.07	
74	1.000	113,961	113,961	12,402	12,402	15,684	15,684	16.03	
79	0.900	98,206	109,118			14,116	15,684	15.51	
97	2.000	412,700	206,350	81,423	40,712	31,368	15,684	13.74	
Program 21 Instructional	42.200	3,860,058	91,471	625,586	14,824	660,296	15,647	16.10	
Program 21 Administrative	2.800	430,792	153,854	27,480	9,814	43,915	15,684	15.57	
K-12 Program 21 Instructional	38.848	3,573,018	91,974			607,872	15,647	16.09	
Program 31 Instructional	12.700	1,140,803	89,827	157,308	12,386	199,187	15,684	16.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.850	148,171	174,319	4,122	4,849	13,331	15,684	15.35	
K-3 BEA Instructional	98.284	9,474,804	96,402	378,734	3,853	1,542,752	15,697	16.09	
4-6 BEA Instructional	54.717	5,421,513	99,083	179,415	3,279	858,181	15,684	16.07	
7-8 BEA Instructional	40.902	4,139,635	101,209	261,836	6,402	641,507	15,684	16.06	
9-12 BEA Instructional	77.361	7,554,003	97,646	467,308	6,041	1,213,330	15,684	16.07	
K-12 BEA Instructional	271.264	26,589,955	98,022	1,287,293	4,746	4,255,769	15,689	16.07	
K-12 BEA Administrative	18.250	3,074,728	168,478			286,233	15,684	15.44	
BEA	298.214	31,223,380	104,701	3,798,041	12,736	4,678,453	15,688	15.95	
Instructional	343.454	33,520,143	97,597	4,571,077	13,309	5,386,931	15,685	16.07	
Administrative	30.000	5,105,544	170,185	303,881	10,129	470,520	15,684	15.20	
Active	373.454	38,625,687	103,428	4,874,958	13,054	5,857,451	15,685	15.97	
Certificated Total	373.454	38,625,687	103,428	4,874,958	13,054	5,857,451	15,685	15.97	
Instructional for Funding Purposes	343.454	33,520,143	97,597	4,571,077	13,309	5,386,931	15,685	16.07	
Instructional for Compliance Purposes	343.454	33,520,143	97,597	4,571,077	13,309	5,386,931	15,685	16.07	
K-3 Program 01 Teacher	89.694	8,615,433	96,054	331,836	3,700	1,408,026	15,698	16.09	
K-3 Program 21 Teacher	9.030	766,840	84,921			141,627	15,684	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.000	165,078	82,539			31,368	15,684	16.15	
PSES Program 01 Certificated	14.000	1,395,207	99,658			219,576	15,684	16.05	
PSES Program 21 Certificated	13.248	1,280,429	96,651			206,362	15,577	16.08	

Valley School District (33070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	23.813	1,968,181	82,652	9,495	399	381,905	16,038	16.36	
02	32.779	2,861,463	87,296			489,341	14,928	16.60	
09	1.000	64,929	64,929			15,684	15,684	16.57	
21	7.050	638,207	90,526			110,572	15,684	16.32	
24	0.950	85,054	89,531			14,900	15,684	16.34	
51	0.650	66,025	101,577			10,195	15,684	16.26	
55	1.000	91,317	91,317			15,684	15,684	16.33	
58				17,412					
65	0.800	61,697	77,121			12,547	15,684	16.45	
74				10,370					
88	0.048	4,197	87,438						
97	1.000	172,727	172,727	6,000	6,000	15,684	15,684	15.98	
K-12 Program 02 Instructional	30.779	2,598,187	84,414			457,973	14,879	16.64	
Program 21 Instructional	6.050	518,945	85,776			94,888	15,684	16.35	
Program 21 Administrative	1.000	119,262	119,262			15,684	15,684	16.17	
K-12 Program 21 Instructional	5.873	505,294	86,037			92,112	15,684	16.35	
K-3 BEA Instructional	15.879	1,172,999	73,871			271,647	17,107	16.31	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	13.220	1,101,763	83,341			200,347	15,155	17.16	
7-8 BEA Instructional	15.630	1,349,190	86,321			236,138	15,108	17.19	
9-12 BEA Instructional	6.400	590,226	92,223			100,378	15,684	16.31	
K-12 BEA Instructional	51.129	4,214,178	82,422			808,510	15,813	16.81	
BEA	57.592	5,002,371	86,859	15,495	269	886,930	15,400	16.48	
Instructional	61.579	5,102,145	82,855	30,947	503	972,408	15,791	16.74	
Administrative	6.000	838,411	139,735	6,000	1,000	94,104	15,684	16.12	
Other				6,330					
Active	67.579	5,940,556	87,905	43,277	640	1,066,512	15,782	16.65	
K-12 BEA Contracted	1.463	69,044	47,193						
Certificated Total	69.090	6,013,797	87,043	43,277	626	1,066,512	15,437	16.45	
Instructional for Funding Purposes	63.090	5,175,386	82,032	30,947	491	972,408	15,413	16.50	
Instructional for Compliance Purposes	61.579	5,102,145	82,855	30,947	503	972,408	15,791	16.74	
K-3 Program 01 Teacher	6.510	426,790	65,559			133,471	20,502	17.07	
K-3 Program 21 Teacher	1.861	134,052	72,032			29,188	15,684	16.48	
Grade T Program 09 Teacher	1.000	64,929	64,929			15,684	15,684	16.57	
PSES Program 01 Certificated	2.463	139,275	56,547			15,684	6,368	8.35	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	0.923	93,757	101,579			14,476	15,684	16.23	

Vancouver School District (06037)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	975.728	99,728,893	102,210	12,697,471	13,013	15,747,834	16,140	16.16	
02	27.100	2,868,087	105,833	351,215	12,960	434,447	16,031	16.15	
03	3.500	337,688	96,482	38,497	10,999	54,894	15,684	16.29	
09	16.963	1,546,802	91,187	183,749	10,832	270,376	15,939	16.29	
21	275.621	24,756,857	89,822	2,946,734	10,691	4,524,567	16,416	16.23	
24	34.847	3,228,094	92,636	364,175	10,451	580,308	16,653	16.28	
31	87.813	8,156,601	92,886	1,290,088	14,691	1,464,211	16,674	16.19	
34	16.532	1,616,176	97,760	261,279	15,804	263,538	15,941	16.10	
51	28.791	2,670,869	92,767	301,697	10,479	471,681	16,383	16.29	
52	4.500	450,313	100,070	87,714	19,492	70,578	15,684	16.29	
53	0.250	19,235	76,940	2,193	8,772	3,921	15,684	16.29	
55	58.925	6,008,727	101,972	694,995	11,795	990,209	16,805	16.28	
58	0.750	78,211	104,281	8,916	11,888	12,375	16,500	16.29	
64	1.900	198,585	104,518	54,804	28,844	29,800	15,684	16.12	
65	32.716	3,340,503	102,106	397,541	12,151	531,688	16,252	16.25	
74	3.300	350,719	106,278	52,109	15,791	51,757	15,684	16.28	
79	1.000	70,964	70,964	8,090	8,090	15,684	15,684	16.29	
K-12 Program 02 Instructional	24.500	2,390,706	97,580			393,668	16,068	16.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 21 Instructional	267.591	23,448,872	87,630	2,946,734	11,012	4,397,292	16,433	16.25	
Program 21 Administrative	8.030	1,307,985	162,887			127,276	15,850	15.92	
K-12 Program 21 Instructional	257.626	22,529,807	87,452			4,232,155	16,428	16.25	
Program 31 Instructional	85.060	7,658,844	90,040	1,290,088	15,167	1,420,296	16,698	16.22	
Program 31 Administrative	2.753	497,757	180,805			43,915	15,952	15.60	
Program 34 Instructional	16.040	1,534,524	95,669	261,279	16,289	255,696	15,941	16.10	
Program 34 Administrative	0.492	81,652	165,959			7,842	15,939	16.11	
K-3 BEA Instructional	392.994	37,129,827	94,479			6,286,320	15,996	16.27	
4-6 BEA Instructional	205.787	19,607,004	95,278			3,338,935	16,225	16.28	
7-8 BEA Instructional	144.149	13,919,581	96,564			2,326,298	16,138	16.21	
9-12 BEA Instructional	284.644	27,296,331	95,896			4,648,581	16,331	16.26	
K-12 BEA Instructional	1,027.574	97,952,743	95,324			16,600,134	16,155	16.26	
BEA	1,110.673	112,707,445	101,477	14,638,550	13,180	17,964,924	16,175	16.16	
Instructional	1,478.102	139,192,844	94,170	18,406,920	12,453	24,007,499	16,242	16.26	
Administrative	89.314	15,901,155	178,037	1,325,305	14,839	1,458,612	16,331	15.65	
Other	0.300	20,213	67,377	9,042	30,140	4,705	15,684	16.29	
Active	1,567.716	155,114,212	98,943	19,741,267	12,592	25,470,816	16,247	16.20	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
On Leave	2.520	313,112	124,251			47,052	18,671	11.09	
Certificated Total	1,570.236	155,427,324	98,983	19,741,267	12,572	25,517,868	16,251	16.18	
Instructional for Funding Purposes	1,478.102	139,192,844	94,170	18,406,920	12,453	24,007,499	16,242	16.26	
Instructional for Compliance Purposes	1,478.102	139,192,844	94,170	18,406,920	12,453	24,007,499	16,242	16.26	
K-3 Program 01 Teacher	323.005	30,523,390	94,498			5,131,193	15,886	16.29	
K-3 Program 21 Teacher	52.232	4,122,543	78,928			835,173	15,990	16.26	
Grade T Program 09 Teacher	16.463	1,493,206	90,701			261,186	15,865	16.29	
PSES Program 01 Certificated	84.360	7,764,600	92,041			1,399,483	16,589	16.13	
PSES Program 21 Certificated	102.530	9,209,629	89,824			1,754,177	17,109	16.21	

Vashon Island School District (17402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	66.535	7,701,363	115,749	499,190	7,503	1,079,632	16,227	15.80	
02	3.600	450,344	125,096	23,085	6,413	59,599	16,555	15.89	
21	11.774	1,282,241	108,904	103,141	8,760	194,121	16,487	15.85	
24	0.175	27,218	155,531	821	4,691	2,745	15,684	14.96	
31	3.561	352,500	98,989	47,972	13,471	73,189	20,553	15.59	
34	2.662	293,118	110,112	14,682	5,515	42,300	15,890	16.22	
52				22,200					
55	1.712	164,631	96,163	19,149	11,185	43,884	25,633	16.23	
58	0.200	20,841	104,205			3,137	15,684	16.13	
65	0.700	59,927	85,610	5,829	8,327	11,763	16,804	16.30	
74	0.200	26,177	130,885	1,309	6,545	3,137	15,684	15.72	
79	1.000	115,077	115,077	4,378	4,378	15,684	15,684	15.75	
97	1.000	204,750	204,750			15,684	15,684	13.65	
K-12 Program 02 Instructional	3.600	450,344	125,096			59,599	16,555	15.89	
Program 21 Instructional	11.024	1,148,043	104,140	103,141	9,356	182,358	16,542	16.00	
Program 21 Administrative	0.750	134,198	178,931			11,763	15,684	14.43	
K-12 Program 21 Instructional	10.099	1,033,032	102,291			167,850	16,620	16.01	
Program 31 Instructional	3.261	301,646	92,501	47,972	14,711	68,484	21,001	15.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.300	50,854	169,513			4,705	15,684	14.72	
Program 34 Instructional	2.562	275,508	107,536	14,682	5,731	40,731	15,898	16.33	
Program 34 Administrative	0.100	17,610	176,100			1,568	15,684	14.41	
K-3 BEA Instructional	18.458	1,998,183	108,256			306,842	16,624	16.06	
4-6 BEA Instructional	13.720	1,544,047	112,540			247,556	18,043	15.95	
7-8 BEA Instructional	11.501	1,296,085	112,693			178,719	15,539	15.97	
9-12 BEA Instructional	26.529	2,880,012	108,561			425,146	16,026	15.95	
K-12 BEA Instructional	70.208	7,718,327	109,935			1,158,263	16,498	15.98	
K-12 BEA Administrative	1.000	169,513	169,513			15,684	15,684	14.72	
BEA	77.358	9,002,075	116,369	584,929	7,561	1,270,404	16,422	15.76	
Instructional	85.119	9,262,348	108,816	731,756	8,597	1,419,402	16,676	15.99	
Administrative	8.000	1,435,839	179,480	10,000	1,250	125,472	15,684	14.36	
Active	93.119	10,698,187	114,887	741,756	7,966	1,544,874	16,590	15.78	
Certificated Total	93.119	10,698,187	114,887	741,756	7,966	1,544,874	16,590	15.78	
Instructional for Funding Purposes	85.119	9,262,348	108,816	731,756	8,597	1,419,402	16,676	15.99	
Instructional for Compliance Purposes	85.119	9,262,348	108,816	731,756	8,597	1,419,402	16,676	15.99	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	15.080	1,604,036	106,368			244,670	16,225	16.07	
K-3 Program 21 Teacher	1.479	128,026	86,563			26,380	17,837	16.28	
PSES Program 01 Certificated	4.968	574,561	115,652			84,192	16,947	15.84	
PSES Program 21 Certificated	3.000	386,107	128,702			47,052	15,684	15.76	

WA HE LUT Indian School Agency (34901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
K-3 BEA Instructional	3.670	290,942	79,276			39,265	10,699	11.78	
4-6 BEA Instructional	2.666	197,108	73,934			28,524	10,699	15.08	
7-8 BEA Instructional	1.664	142,830	85,835			17,803	10,699	18.11	
K-12 BEA Instructional	8.000	630,880	78,860			85,592	10,699	14.24	
BEA	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
Instructional	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
Active	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
Certificated Total	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
Instructional for Funding Purposes	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
Instructional for Compliance Purposes	8.000	630,880	78,860	33,511	4,189	85,592	10,699	14.24	
K-3 Program 01 Teacher	3.000	240,645	80,215			32,097	10,699	10.47	
PSES Program 01 Certificated	1.000	75,070	75,070			10,699	10,699	17.14	

Wahkiakum School District (35200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.926	1,990,710	86,832	71,904	3,136	361,438	15,765	16.67	
02	0.151	12,209	80,854			2,368	15,684	16.19	
31	1.452	135,938	93,621	35,875	24,707	22,773	15,684	16.94	
34	0.093	5,077	54,591	112	1,204	1,459	15,684	16.19	
51	0.856	72,246	84,400			13,426	15,684	16.15	
52	0.500	49,279	98,558			7,842	15,684	16.39	
55	0.903	89,075	98,643	1,869	2,070	14,163	15,684	16.15	
58				2,200					
71	0.180	5,000	27,778	5,000	27,778			17.31	
97	1.000	145,000	145,000	2,400	2,400	15,684	15,684	18.25	
K-12 Program 02 Instructional	0.151	12,209	80,854			2,368	15,684	16.19	
Program 31 Instructional	1.452	135,938	93,621	35,875	24,707	22,773	15,684	16.94	
Program 34 Instructional	0.093	5,077	54,591	112	1,204	1,459	15,684	16.19	
K-3 BEA Instructional	7.137	609,243	85,364			111,937	15,684	16.37	
4-6 BEA Instructional	4.955	369,703	74,612			79,581	16,061	16.43	
7-8 BEA Instructional	3.757	312,264	83,115	855	228	58,925	15,684	16.49	
9-12 BEA Instructional	6.487	564,429	87,009	32,855	5,065	101,742	15,684	16.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	22.336	1,855,639	83,078	33,710	1,509	352,184	15,768	16.46	
K-12 BEA Administrative									
BEA	25.622	2,288,934	89,335	110,291	4,305	403,722	15,757	16.78	
Instructional	24.775	2,071,239	83,602	103,956	4,196	387,614	15,645	16.44	
Administrative	3.000	408,442	136,147	7,540	2,513	47,052	15,684	18.29	
Other	0.286	24,853	86,899	7,864	27,497	4,486	15,684	17.42	
Active	28.061	2,504,534	89,253	119,360	4,254	439,152	15,650	16.73	
On Leave									
Certificated Total	28.061	2,504,534	89,253	119,360	4,254	439,152	15,650	16.73	
Instructional for Funding Purposes	24.775	2,071,239	83,602	103,956	4,196	387,614	15,645	16.44	
Instructional for Compliance Purposes	24.775	2,071,239	83,602	103,956	4,196	387,614	15,645	16.44	
K-3 Program 01 Teacher	7.126	608,335	85,368			111,764	15,684	16.37	

Wahluke School District (13073)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	109.220	10,325,788	94,541	1,047,775	9,593	1,713,006	15,684	11.40	
02	0.792	59,257	74,819	13,589	17,158	12,422	15,684	16.51	
09	2.400	201,055	83,773	21,969	9,154	37,642	15,684	15.71	
21	16.726	1,470,769	87,933	138,412	8,275	264,683	15,825	12.66	
24	0.104	11,720	112,692	879	8,452	1,631	15,684	8.57	
31	10.850	1,005,189	92,644	157,725	14,537	170,171	15,684	10.88	
34	3.400	318,904	93,795	66,912	19,680	53,326	15,684	11.32	
51	2.570	246,894	96,068	21,180	8,241	40,308	15,684	14.55	
53	0.380	57,598	151,574			5,960	15,684	8.44	
55	11.048	1,080,198	97,773	94,502	8,554	173,277	15,684	11.49	
65	4.600	479,781	104,300	43,679	9,495	72,146	15,684	10.08	
74	0.400	26,992	67,480	1,484	3,710	6,274	15,684	16.60	
88	0.300	24,079	80,263	858	2,860	4,705	15,684	16.49	
97	1.000	191,875	191,875	12,000	12,000	23,359	23,359	7.65	
99	0.060	9,301	155,017			941	15,684	8.42	
K-12 Program 02 Instructional	0.792	59,257	74,819			12,422	15,684	16.51	
Program 21 Instructional	15.746	1,322,227	83,972	135,412	8,600	249,313	15,833	13.10	
Program 21 Administrative	0.980	148,542	151,573	3,000	3,061	15,370	15,684	8.43	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	15.746	1,322,227	83,972			249,313	15,833	13.10	
Program 31 Instructional	9.550	822,267	86,101	145,725	15,259	149,782	15,684	11.38	
Program 31 Administrative	1.300	182,922	140,709	12,000	9,231	20,389	15,684	8.44	
Program 34 Instructional	3.000	264,348	88,116	61,912	20,637	47,052	15,684	11.80	
Program 34 Administrative	0.400	54,556	136,390	5,000	12,500	6,274	15,684	8.49	
K-3 BEA Instructional	39.988	3,683,779	92,122	413	10	627,172	15,684	11.87	
4-6 BEA Instructional	22.406	2,071,278	92,443	3,961	177	351,416	15,684	10.94	
7-8 BEA Instructional	15.166	1,366,908	90,130			237,864	15,684	10.95	
9-12 BEA Instructional	37.992	3,380,293	88,974			595,867	15,684	12.21	
K-12 BEA Instructional	115.552	10,502,258	90,888	4,374	38	1,812,318	15,684	11.68	
BEA	125.262	11,901,013	95,009	1,298,001	10,362	1,972,284	15,745	11.32	
Instructional	148.850	13,399,332	90,019	1,564,560	10,511	2,336,916	15,700	11.98	
Administrative	15.000	2,110,068	140,671	56,404	3,760	242,935	16,196	8.40	
Active	163.850	15,509,400	94,656	1,620,964	9,893	2,579,851	15,745	11.53	
Certificated Total	163.850	15,509,400	94,656	1,620,964	9,893	2,579,851	15,745	11.53	
Instructional for Funding Purposes	148.850	13,399,332	90,019	1,564,560	10,511	2,336,916	15,700	11.98	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	148.850	13,399,332	90,019	1,564,560	10,511	2,336,916	15,700	11.98	
K-3 Program 01 Teacher	34.628	3,211,269	92,736			543,106	15,684	11.65	
K-3 Program 21 Teacher	4.666	351,127	75,252			73,182	15,684	12.75	
Grade T Program 09 Teacher	2.400	201,055	83,773			37,642	15,684	15.71	
PSES Program 01 Certificated	9.700	899,586	92,741			152,135	15,684	13.08	
PSES Program 21 Certificated	2.000	192,957	96,479			31,368	15,684	11.86	

Waitsburg School District (36401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	17.400	1,359,026	78,105	65,816	3,783	269,218	15,472	16.39	
31	1.749	137,841	78,811	18,092	10,344	27,431	15,684	19.49	
34	0.351	27,578	78,570	989	2,818	5,505	15,684	19.48	
51	0.150	14,770	98,467			2,353	15,684	15.89	
55	0.850	83,696	98,466	273	321	13,331	15,684	15.89	
97	0.500	82,594	165,188			7,842	15,684	15.90	
Program 31 Instructional	1.666	128,597	77,189	18,092	10,860	26,130	15,684	19.68	
Program 31 Administrative	0.083	9,244	111,373			1,302	15,684	15.90	
Program 34 Instructional	0.334	25,725	77,021	989	2,961	5,238	15,684	19.68	
Program 34 Administrative	0.017	1,853	109,000			267	15,684	15.90	
K-3 BEA Instructional	4.665	353,581	75,794			69,482	14,894	15.90	
4-6 BEA Instructional	3.749	268,599	71,646			58,799	15,684	18.30	
7-8 BEA Instructional	3.874	257,070	66,358			60,760	15,684	16.39	
9-12 BEA Instructional	5.712	451,631	79,067			89,587	15,684	16.92	
K-12 BEA Instructional	18.000	1,330,881	73,938			278,628	15,479	16.84	
K-12 BEA Administrative	1.000	110,970	110,970			15,684	15,684	15.90	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	20.000	1,607,039	80,352	84,897	4,245	309,996	15,500	16.71	
Instructional	19.000	1,429,347	75,229	85,170	4,483	294,312	15,490	16.79	
Administrative	2.000	276,158	138,079			31,368	15,684	15.90	
Active	21.000	1,705,505	81,215	85,170	4,056	325,680	15,509	16.67	
Certificated Total	21.000	1,705,505	81,215	85,170	4,056	325,680	15,509	16.67	
Instructional for Funding Purposes	19.000	1,429,347	75,229	85,170	4,483	294,312	15,490	16.79	
Instructional for Compliance Purposes	19.000	1,429,347	75,229	85,170	4,483	294,312	15,490	16.79	
K-3 Program 01 Teacher	4.665	353,581	75,794			69,482	14,894	15.90	

Walla Walla Public Schools (36140)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	232.771	22,870,562	98,253	1,013,625	4,355	3,981,184	17,103	16.19	
02	19.356	1,939,473	100,200	66,785	3,450	337,379	17,430	16.19	
03	3.038	291,637	95,996	7,185	2,365	52,195	17,181	16.22	
09	5.573	441,853	79,285	14,658	2,630	109,149	19,585	16.10	
21	71.534	6,355,999	88,853	461,680	6,454	1,171,356	16,375	15.69	
31	14.760	1,322,374	89,592	118,645	8,038	251,150	17,016	16.20	
34	3.157	299,895	94,994	16,448	5,210	53,770	17,032	16.33	
38	0.100	10,854	108,540	328	3,280	1,717	17,171	16.16	
45	5.810	531,464	91,474	33,172	5,709	98,534	16,959	16.21	
51	5.451	506,835	92,980	25,458	4,670	92,653	16,997	16.20	
52	0.500	54,271	108,542	1,282	2,564	8,581	17,162	16.16	
55	18.351	1,784,896	97,264	115,811	6,311	314,290	17,127	16.18	
56	1.230	89,819	73,024	14,852	12,075	20,852	16,953	16.22	
58	0.850	92,260	108,541	392,746	462,054	14,595	17,171	16.16	
61	0.650	106,290	163,523			11,588	17,827	16.16	
64	0.500	75,005	150,010			8,826	17,651	16.19	
65	4.820	503,478	104,456	76,906	15,956	82,566	17,130	16.17	
71	0.600	65,125	108,542	1,968	3,280	10,384	17,307	16.13	
74	3.015	310,111	102,856	17,340	5,751	55,172	18,299	16.19	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
79	1.000	97,642	97,642	12,669	12,669	17,080	17,080	16.18	
97	2.000	416,218	208,109	1,500	750	36,842	18,421	15.00	
K-12 Program 02 Instructional	17.896	1,694,209	94,670			311,267	17,393	16.20	
Program 21 Instructional	66.631	5,803,226	87,095	461,680	6,929	1,135,670	17,044	16.23	
Program 21 Administrative	2.000	329,545	164,773			35,686	17,843	16.16	
K-12 Program 21 Instructional	65.211	5,672,291	86,984	193	3	1,111,556	17,046	16.23	
Program 26, 56, and 59 Instructional	1.150	76,003	66,090	14,852	12,915	19,416	16,883	16.23	
Program 26, 56, and 59 Administrative	0.080	13,816	172,700			1,436	17,946	16.14	
Program 31 Instructional	14.130	1,213,569	85,886	118,645	8,397	239,844	16,974	16.20	
Program 31 Administrative	0.630	108,805	172,706			11,306	17,946	16.14	
Program 34 Instructional	3.017	275,717	91,388	16,448	5,452	51,257	16,989	16.34	
Program 34 Administrative	0.140	24,178	172,700			2,512	17,946	16.14	
K-3 BEA Instructional	84.658	7,647,423	90,333	607	7	1,436,433	16,967	16.21	
4-6 BEA Instructional	50.378	4,628,439	91,874			858,085	17,033	16.21	
7-8 BEA Instructional	34.688	3,156,905	91,009	245	7	591,219	17,044	16.23	
9-12 BEA Instructional	86.848	8,268,556	95,207	486	6	1,491,563	17,174	16.18	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	256.572	23,701,323	92,377	1,338	5	4,377,301	17,061	16.20	
K-12 BEA Administrative	0.500	81,762	163,524			8,914	17,827	16.16	
BEA	280.892	27,671,623	98,513	1,257,360	4,476	4,811,053	17,128	16.18	
Instructional	364.163	33,373,784	91,645	2,388,558	6,559	6,230,543	17,109	16.20	
Administrative	26.000	4,304,798	165,569	4,500	173	464,243	17,856	16.02	
Other	1.000	155,710	155,710			17,725	17,725	16.18	
Active	391.163	37,834,292	96,723	2,393,058	6,118	6,712,511	17,160	16.18	
K-12 Program 21 Contracted	2.903	223,228	76,896						
On Leave	1.000	108,541	108,541			17,350	17,350	16.12	
Certificated Total	395.066	38,166,061	96,607	2,393,058	6,057	6,729,861	17,035	16.09	
Instructional for Funding Purposes	365.916	33,521,009	91,608	2,373,706	6,487	6,211,127	16,974	16.10	
Instructional for Compliance Purposes	363.013	33,297,781	91,726	2,373,706	6,539	6,211,127	17,110	16.20	
K-3 Program 01 Teacher	73.532	6,662,083	90,601			1,246,614	16,953	16.21	
K-3 Program 21 Teacher	13.812	1,118,066	80,949			232,280	16,817	16.27	
Grade T Program 09 Teacher	5.000	368,820	73,764			99,186	19,837	16.08	
PSES Program 01 Certificated	15.027	1,279,210	85,127			254,350	16,926	16.23	
PSES Program 09 Certificated	0.223	15,800	70,852			3,723	16,696	16.31	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 21 Certificated	22.633	2,044,806	90,346			343,696	15,186	14.55	

Wapato School District (39207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	159.005	16,634,799	104,618	41,907	264	2,528,104	15,900	16.11	
09	5.550	447,873	80,698	90	16	87,046	15,684	16.23	
21	19.566	1,999,310	102,183	537	27	316,817	16,192	16.10	
31	11.840	1,199,751	101,330	68,532	5,788	185,699	15,684	16.08	
34	3.050	304,935	99,979			47,836	15,684	16.12	
51	7.130	829,874	116,392	618	87	111,827	15,684	16.06	
52	0.200	36,411	182,055	240	1,200	3,137	15,684	15.76	
53	1.480	173,619	117,310	168	114	23,212	15,684	16.08	
55	9.885	1,090,180	110,286	528	53	167,035	16,898	16.11	
64	0.750	87,730	116,973			11,763	15,684	16.04	
65	3.200	329,851	103,078	120	38	50,189	15,684	16.11	
68	1.260	126,169	100,134			19,762	15,684	16.11	
74	1.000	69,321	69,321			15,684	15,684	16.32	
97	4.500	924,704	205,490	11,400	2,533	70,578	15,684	14.93	
Program 21 Instructional	18.616	1,842,371	98,967			301,917	16,218	16.10	
Program 21 Administrative	0.950	156,939	165,199	537	565	14,900	15,684	16.08	
K-12 Program 21 Instructional	17.718	1,766,294	99,689			287,645	16,235	16.10	
Program 31 Instructional	11.640	1,164,900	100,077	68,532	5,888	182,562	15,684	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.200	34,851	174,255			3,137	15,684	16.08	
Program 34 Instructional	3.000	296,222	98,741			47,052	15,684	16.12	
Program 34 Administrative	0.050	8,713	174,260			784	15,684	16.08	
K-3 BEA Instructional	53.032	5,312,858	100,182			837,526	15,793	16.11	
4-6 BEA Instructional	32.970	3,181,607	96,500			519,768	15,765	16.13	
7-8 BEA Instructional	24.618	2,327,379	94,540			404,098	16,415	16.16	
9-12 BEA Instructional	49.165	4,978,553	101,262	109,175	2,221	778,946	15,844	16.10	
K-12 BEA Instructional	159.785	15,800,397	98,885	109,175	683	2,540,337	15,898	16.12	
K-12 BEA Administrative	2.000	318,671	159,336			31,368	15,684	16.12	
BEA	178.395	19,064,189	106,865	121,839	683	2,832,217	15,876	16.05	
Instructional	206.416	20,411,340	98,884	109,175	529	3,293,640	15,956	16.12	
Administrative	22.000	3,843,187	174,690	14,965	680	345,048	15,684	15.77	
Active	228.416	24,254,527	106,186	124,140	543	3,638,688	15,930	16.06	
Certificated Total	228.416	24,254,527	106,186	124,140	543	3,638,688	15,930	16.06	
Instructional for Funding Purposes	206.416	20,411,340	98,884	109,175	529	3,293,640	15,956	16.12	
Instructional for Compliance Purposes	206.416	20,411,340	98,884	109,175	529	3,293,640	15,956	16.12	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	48.682	4,897,067	100,593			769,300	15,803	16.11	
K-3 Program 21 Teacher	5.275	529,109	100,305			82,733	15,684	16.11	
PSES Program 01 Certificated	10.300	984,180	95,551			161,545	15,684	16.13	
PSES Program 21 Certificated	3.218	298,063	92,624			60,227	18,716	16.06	

Warden School District (13146)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	46.879	4,202,210	89,639	20,746	443	741,986	15,828	16.44	
21	10.090	981,428	97,267	6,261	621	132,712	13,153	11.17	
24	0.510	54,740	107,333			8,075	15,834	16.22	
31	4.280	368,783	86,164	35,566	8,310	67,725	15,823	16.36	
34	0.540	54,813	101,506	2,159	3,998	8,520	15,778	16.23	
51	1.866	195,165	104,590	34,381	18,425	29,471	15,794	16.19	
53	0.050	7,175	143,500			784	15,684	16.09	
55	2.569	186,945	72,770	100,987	39,310	40,640	15,819	16.21	
64	0.290	26,074	89,910			4,592	15,834	16.28	
65	2.010	174,388	86,760			31,819	15,830	16.30	
74	0.080	11,480	143,500			1,255	15,684	16.09	
97	1.195	197,982	165,675	6,880	5,757	18,742	15,684	14.74	
98	0.125	17,937	143,496			1,961	15,684	16.09	
99				480					
Program 21 Instructional	9.190	960,415	104,507	6,261	681	118,597	12,905	10.52	
Program 21 Administrative	0.900	21,013	23,348			14,116	15,684	16.11	
K-12 Program 21 Instructional	8.650	899,552	103,994	6,261	724	110,046	12,722	10.14	
Program 31 Instructional	3.980	325,734	81,843	35,566	8,936	63,019	15,834	16.40	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	0.300	43,049	143,497			4,705	15,684	16.09	
Program 34 Instructional	0.340	26,114	76,806	2,159	6,350	5,384	15,834	16.38	
Program 34 Administrative	0.200	28,699	143,495			3,137	15,684	16.09	
K-3 BEA Instructional	14.670	1,287,410	87,758	372	25	234,248	15,968	16.29	
4-6 BEA Instructional	7.843	636,895	81,206	186	24	125,643	16,020	16.30	
7-8 BEA Instructional	8.689	785,141	90,360	5,817	669	137,507	15,825	16.30	
9-12 BEA Instructional	15.647	1,348,167	86,161	9,330	596	246,073	15,727	16.47	
K-12 BEA Instructional	46.849	4,057,613	86,610	15,705	335	743,470	15,870	16.36	
K-12 BEA Administrative	3.000	368,495	122,832			45,745	15,248	17.15	
BEA	52.894	4,823,788	91,197	65,351	1,236	836,973	15,824	16.35	
Instructional	62.484	5,537,354	88,620	200,100	3,202	964,117	15,430	15.37	
Administrative	7.000	871,766	124,538	7,360	1,051	108,481	15,497	16.19	
Other	1.000	70,000	70,000			15,684	15,684	17.04	
Active	70.484	6,479,120	91,923	207,460	2,943	1,088,282	15,440	15.51	
Certificated Total	70.484	6,479,120	91,923	207,460	2,943	1,088,282	15,440	15.51	
Instructional for Funding Purposes	62.484	5,537,354	88,620	200,100	3,202	964,117	15,430	15.37	
Instructional for Compliance Purposes	62.484	5,537,354	88,620	200,100	3,202	964,117	15,430	15.37	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 01 Teacher	14.020	1,214,150	86,601	372	27	223,956	15,974	16.29	
PSES Program 01 Certificated	2.210	183,783	83,160			34,993	15,834	16.29	
PSES Program 21 Certificated	3.100	468,108	151,003			15,834	5,108	4.81	

Washougal School District (06112)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	118.461	12,228,808	103,231	1,492,449	12,599	1,861,879	15,717	16.78	
02	2.100	230,692	109,853	21,116	10,055	32,936	15,684	16.76	
09	5.792	539,821	93,201	43,854	7,571	91,485	15,795	16.75	
21	30.657	2,972,264	96,952	272,197	8,879	493,372	16,093	16.93	
24	3.741	400,503	107,058	52,425	14,014	58,674	15,684	16.85	
31	11.741	1,082,974	92,239	107,492	9,155	181,056	15,421	17.07	
34	2.733	313,952	114,874	34,256	12,534	42,237	15,454	16.60	
51	2.214	198,269	89,552	610	276	36,010	16,265	16.76	
55	1.604	177,095	110,408	15,283	9,528	25,157	15,684	16.85	
58	0.020	3,242	162,100			314	15,684	15.62	
65	0.625	41,644	66,630	4,101	6,562	15,684	25,094	16.85	
97	1.000	200,000	200,000	8,400	8,400	15,684	15,684	14.13	
K-12 Program 02 Instructional	2.000	214,482	107,241	12,810	6,405	31,368	15,684	16.85	
Program 21 Instructional	29.857	2,849,858	95,450	266,647	8,931	480,824	16,104	16.99	
Program 21 Administrative	0.800	122,406	153,008	5,550	6,938	12,547	15,684	15.67	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	28.899	2,741,656	94,870	93,619	3,240	465,799	16,118	17.00	
Program 31 Instructional	10.487	881,555	84,062	106,442	10,150	168,603	16,077	17.37	
Program 31 Administrative	1.254	201,419	160,621	1,050	837	12,453	9,931	15.81	
Program 34 Instructional	2.400	256,663	106,943	34,106	14,211	37,642	15,684	16.84	
Program 34 Administrative	0.333	57,289	172,039	150	450	4,595	13,800	15.52	
K-3 BEA Instructional	44.079	4,265,377	96,767	482,856	10,954	693,907	15,742	16.92	
4-6 BEA Instructional	26.442	2,566,500	97,061	140,792	5,325	416,081	15,736	16.94	
7-8 BEA Instructional	19.028	1,919,867	100,897	183,249	9,630	298,435	15,684	16.92	
9-12 BEA Instructional	35.537	3,484,012	98,039	251,817	7,086	561,487	15,800	17.04	
K-12 BEA Instructional	125.086	12,235,756	97,819	1,058,714	8,464	1,969,910	15,748	16.96	
K-12 BEA Administrative	9.949	1,617,899	162,619	20,700	2,081	148,198	14,896	15.63	
BEA	136.035	14,056,426	103,329	1,663,713	12,230	2,133,793	15,686	16.76	
Instructional	168.188	16,326,269	97,072	2,013,743	11,973	2,666,280	15,853	16.96	
Administrative	12.500	2,060,224	164,818	34,650	2,772	188,208	15,057	15.48	
Other		2,771		3,790					
Active	180.688	18,389,264	101,774	2,052,183	11,358	2,854,488	15,798	16.79	
On Leave									

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Certificated Total	180.688	18,389,264	101,774	2,052,183	11,358	2,854,488	15,798	16.79	
Instructional for Funding Purposes	168.188	16,326,269	97,072	2,013,743	11,973	2,666,280	15,853	16.96	
Instructional for Compliance Purposes	168.188	16,326,269	97,072	2,013,743	11,973	2,666,280	15,853	16.96	
K-3 Program 01 Teacher	40.074	3,844,198	95,927	309,393	7,721	631,093	15,748	16.93	
K-3 Program 21 Teacher	5.637	497,617	88,277	11,297	2,004	88,411	15,684	17.27	
Grade T Program 09 Teacher	5.161	438,445	84,953	34,939	6,770	81,588	15,809	17.02	
PSES Program 01 Certificated	7.200	712,342	98,936			112,925	15,684	16.85	
PSES Program 21 Certificated	9.459	919,056	97,162			160,902	17,010	16.68	

Washtucna School District (01109)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	10.032	889,027	88,619	40,989	4,086	157,342	15,684	15.87	
21	0.375	31,395	83,720	3,259	8,691	5,882	15,684	15.96	
31	0.667	62,091	93,090	8,380	12,564	10,461	15,684	15.66	
34	0.166	15,516	93,470	345	2,078	2,604	15,684	15.66	
55	0.260	21,888	84,185	932	3,585	4,078	15,684	15.96	
58				13,808					
97	0.500	65,196	130,392	420	840	7,842	15,684	18.10	
Program 21 Instructional	0.375	31,395	83,720	3,259	8,691	5,882	15,684	15.96	
K-12 Program 21 Instructional	0.338	28,260	83,609	3,166	9,367	5,301	15,684	15.96	
Program 31 Instructional	0.667	62,091	93,090	1,380	2,069	10,461	15,684	15.66	
Program 34 Instructional	0.166	15,516	93,470	345	2,078	2,604	15,684	15.66	
K-3 BEA Instructional	2.336	196,114	83,953	4,356	1,865	36,638	15,684	15.69	
4-6 BEA Instructional	2.331	199,064	85,399	4,824	2,069	36,559	15,684	15.69	
7-8 BEA Instructional	1.166	98,267	84,277	2,182	1,871	18,288	15,684	15.68	
9-12 BEA Instructional	4.267	390,485	91,513	24,131	5,655	66,924	15,684	15.75	
K-12 BEA Instructional	10.100	883,930	87,518	35,493	3,514	158,408	15,684	15.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Administrative	1.265	147,900	116,917	7,641	6,040	19,840	15,684	17.62	
BEA	11.365	1,031,830	90,790	50,134	4,411	178,249	15,684	15.99	
Instructional	10.735	937,213	87,304	53,492	4,983	168,368	15,684	15.73	
Administrative	1.265	147,900	116,917	7,641	6,040	19,840	15,684	17.62	
Other				7,000					
Active	12.000	1,085,113	90,426	68,133	5,678	188,208	15,684	15.99	
Certificated Total	12.000	1,085,113	90,426	68,133	5,678	188,208	15,684	15.99	
Instructional for Funding Purposes	10.735	937,213	87,304	53,492	4,983	168,368	15,684	15.73	
Instructional for Compliance Purposes	10.735	937,213	87,304	53,492	4,983	168,368	15,684	15.73	
K-3 Program 01 Teacher	2.336	196,114	83,953	4,356	1,865	36,638	15,684	15.69	
K-3 Program 21 Teacher	0.148	12,540	84,730	372	2,514	2,321	15,684	15.96	

Waterville School District (09209)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.131	1,219,852	86,325	1,200	85	226,477	16,027	15.65	
09	1.260	109,441	86,858			20,076	15,933	16.14	
31	1.620	139,438	86,073			25,408	15,684	16.14	
34	0.980	82,262	83,941			15,370	15,684	16.15	
51	0.560	56,394	100,704			8,783	15,684	16.12	
52	0.070	7,049	100,700			1,098	15,684	16.12	
55	0.720	66,667	92,593			11,292	15,684	16.13	
65	0.330	19,604	59,406			5,176	15,684	16.16	
74				2,500					
97	0.404	98,700	244,307			15,684	38,822	8.38	
Program 31 Instructional	1.620	139,438	86,073			25,408	15,684	16.14	
Program 34 Instructional	0.980	82,262	83,941			15,370	15,684	16.15	
K-3 BEA Instructional	5.270	372,243	70,634			82,968	15,744	16.14	
4-6 BEA Instructional	2.688	231,495	86,122			43,758	16,279	16.11	
7-8 BEA Instructional	3.100	292,501	94,355			48,620	15,684	16.13	
9-12 BEA Instructional	4.761	402,730	84,589			76,224	16,010	14.77	
K-12 BEA Instructional	15.819	1,298,969	82,114			251,571	15,903	15.69	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
BEA	17.135	1,540,252	89,889	1,200	70	282,939	16,512	15.27	
Instructional	18.759	1,558,124	83,060	2,500	133	297,996	15,885	15.77	
Administrative	1.316	241,283	183,346	1,200	912	31,368	23,836	12.97	
Active	20.075	1,799,407	89,634	3,700	184	329,364	16,407	15.39	
Certificated Total	20.075	1,799,407	89,634	3,700	184	329,364	16,407	15.39	
Instructional for Funding Purposes	18.759	1,558,124	83,060	2,500	133	297,996	15,885	15.77	
Instructional for Compliance Purposes	18.759	1,558,124	83,060	2,500	133	297,996	15,885	15.77	
K-3 Program 01 Teacher	5.270	372,243	70,634			82,968	15,744	16.14	
Grade T Program 09 Teacher	1.260	109,441	86,858			20,076	15,933	16.14	
PSES Program 01 Certificated	0.460	40,473	87,985			7,215	15,684	16.14	

Wellpinit School District (33049)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	29.782	2,720,450	91,345			454,888	15,274	63.43	
03	3.750	386,197	102,986	81,686	21,783	52,541	14,011	61.26	
21	4.230	411,909	97,378			66,343	15,684	55.14	
24	0.520	48,464	93,200			8,156	15,684	59.48	
29	0.750	81,074	108,099			11,763	15,684	61.04	
31	1.580	102,578	64,923			24,781	15,684	61.94	
51	0.824	85,592	103,874	26,917	32,666	14,633	17,759	56.38	
55	0.440	42,297	96,130			9,567	21,744	59.64	
58				60,000					
68	0.107	11,588	108,299			1,678	15,684	54.22	
78	2.501	176,965	70,758			47,052	18,813	71.99	
97	1.000	230,299	230,299			15,684	15,684	51.31	
Program 21 Instructional	4.230	411,909	97,378			66,343	15,684	55.14	
K-12 Program 21 Instructional	4.230	411,909	97,378			66,343	15,684	55.14	
Program 31 Instructional	1.580	102,578	64,923			24,781	15,684	61.94	
K-3 BEA Instructional	7.390	658,996	89,174			107,135	14,497	64.59	
4-6 BEA Instructional	6.441	523,089	81,212			95,414	14,813	64.16	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	6.662	483,733	72,611			104,487	15,684	61.27	
9-12 BEA Instructional	9.930	891,461	89,775	81,686	8,226	153,170	15,425	60.64	
K-12 BEA Instructional	30.423	2,557,279	84,057	81,686	2,685	460,205	15,127	62.43	
K-12 BEA Administrative	1.827	306,281	167,641			24,953	13,658	59.86	
BEA	36.112	3,439,524	95,246	81,686	2,262	547,894	15,172	62.29	
Instructional	39.795	3,415,168	85,819	168,603	4,237	619,398	15,565	61.69	
Administrative	5.689	882,245	155,079			87,689	15,414	61.85	
Active	45.484	4,297,413	94,482	168,603	3,707	707,087	15,546	61.72	
Certificated Total	45.484	4,297,413	94,482	168,603	3,707	707,087	15,546	61.72	
Instructional for Funding Purposes	39.795	3,415,168	85,819	168,603	4,237	619,398	15,565	61.69	
Instructional for Compliance Purposes	39.795	3,415,168	85,819	168,603	4,237	619,398	15,565	61.69	
K-3 Program 01 Teacher	6.170	537,367	87,094			88,000	14,263	64.42	
K-3 Program 21 Teacher	0.280	30,268	108,100			4,392	15,684	47.17	
PSES Program 01 Certificated	2.000	216,200	108,100			31,368	15,684	67.78	

Wenatchee School District (04246)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	283.912	28,711,585	101,128	1,379,004	4,857	4,495,913	15,836	16.24	
02	14.374	1,379,147	95,947	38,213	2,658	240,749	16,749	16.86	
09	4.250	459,786	108,185	17,782	4,184	66,657	15,684	16.27	
21	81.803	7,109,654	86,912	402,561	4,921	1,375,748	16,818	17.03	
24	6.550	611,719	93,392	23,345	3,564	102,730	15,684	16.20	
31	39.352	3,656,535	92,919	545,026	13,850	630,183	16,014	16.01	
34	14.529	1,414,240	97,339	135,073	9,297	227,873	15,684	15.52	
45	11.051	1,026,972	92,930	89,917	8,137	172,524	15,612	16.83	
51	14.047	1,409,315	100,329	48,456	3,450	222,195	15,818	17.24	
52	2.200	248,896	113,135	12,401	5,637	34,505	15,684	16.35	
53	2.472	237,654	96,138	6,859	2,775	51,757	20,937	16.76	
55	18.137	1,874,780	103,368	57,036	3,145	292,893	16,149	16.68	
56	1.000	108,686	108,686	4,519	4,519	15,684	15,684	16.27	
58				539,677					
64	0.500	51,928	103,856	1,442	2,884	7,842	15,684	16.51	
65	11.600	1,125,107	96,992	36,202	3,121	181,934	15,684	16.75	
74	3.500	367,001	104,857	13,554	3,873	62,736	17,925	16.50	
79	2.160	239,370	110,819	12,598	5,832	33,877	15,684	16.35	
97	1.000	225,739	225,739	12,000	12,000	15,684	15,684	14.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 02 Instructional	13.224	1,199,940	90,740			222,713	16,842	16.92	
Program 21 Instructional	76.003	6,509,438	85,647	393,779	5,181	1,284,781	16,904	16.85	
Program 21 Administrative	3.800	461,712	121,503	8,782	2,311	59,599	15,684	18.22	
K-12 Program 21 Instructional	65.986	5,597,153	84,823	35,899	544	1,115,394	16,903	17.00	
Program 26, 56, and 59 Instructional	1.000	108,686	108,686	4,519	4,519	15,684	15,684	16.27	
Program 31 Instructional	38.472	3,508,802	91,204	544,146	14,144	616,381	16,022	16.00	
Program 31 Administrative	0.880	147,733	167,878	880	1,000	13,802	15,684	16.34	
Program 34 Instructional	14.409	1,394,095	96,752	134,953	9,366	225,991	15,684	15.51	
Program 34 Administrative	0.120	20,145	167,875	120	1,000	1,882	15,684	16.34	
K-3 BEA Instructional	100.522	9,603,727	95,539	7,379	73	1,615,389	16,070	16.17	
4-6 BEA Instructional	68.628	6,535,078	95,225	5,019	73	1,090,242	15,886	16.56	
7-8 BEA Instructional	55.849	5,309,832	95,075			888,906	15,916	16.20	
9-12 BEA Instructional	110.311	10,300,101	93,373	89,487	811	1,738,258	15,758	16.13	
K-12 BEA Instructional	335.310	31,748,738	94,685	101,885	304	5,332,795	15,904	16.24	
BEA	364.218	36,414,218	99,979	2,199,233	6,038	5,782,926	15,878	16.22	
Instructional	472.229	44,209,492	93,619	3,287,832	6,962	7,604,126	16,103	16.39	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Administrative	35.380	5,580,375	157,727	86,500	2,445	548,940	15,516	16.31	
Other	2.828	290,191	102,614	1,333	471	47,052	16,638	18.71	
Active	510.437	50,080,058	98,112	3,375,665	6,613	8,200,118	16,065	16.40	
On Leave	2.000	178,056	89,028			31,368	15,684	16.39	
Certificated Total	512.437	50,258,114	98,077	3,375,665	6,587	8,231,486	16,063	16.40	
Instructional for Funding Purposes	471.229	44,100,806	93,587	3,283,313	6,968	7,588,442	16,104	16.39	
Instructional for Compliance Purposes	471.229	44,100,806	93,587	3,283,313	6,968	7,588,442	16,104	16.39	
K-3 Program 01 Teacher	87.194	8,339,725	95,646	7,379	85	1,383,470	15,867	16.17	
K-3 Program 21 Teacher	12.942	948,506	73,289			228,610	17,664	17.77	
Grade T Program 09 Teacher	4.000	432,614	108,154			62,736	15,684	16.36	
PSES Program 01 Certificated	21.633	2,021,855	93,462			349,753	16,168	16.68	
PSES Program 21 Certificated	26.089	2,426,904	93,024			429,742	16,472	16.27	

West Valley School District (Spokane) (32363)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	158.615	15,774,092	99,449	616,893	3,889	2,533,091	15,970	15.84	
02	22.900	2,327,257	101,627	102,979	4,497	368,574	16,095	15.90	
21	33.489	3,172,932	94,745	118,370	3,535	526,794	15,730	15.78	
24	5.000	467,293	93,459	10,250	2,050	78,420	15,684	15.87	
31	11.514	1,014,048	88,071	32,282	2,804	184,287	16,005	15.86	
34	5.049	484,342	95,928	10,510	2,082	79,189	15,684	15.86	
51	3.616	376,142	104,022	9,525	2,634	57,623	15,936	15.87	
52				49,238					
55	7.088	765,205	107,958	16,919	2,387	113,395	15,998	15.87	
58				110,422					
65	3.450	317,654	92,074	7,125	2,065	58,815	17,048	15.87	
74	0.100	16,670	166,700	240	2,400	1,568	15,684	15.86	
88	0.731	85,897	117,506	3,184	4,356	13,347	18,259	15.86	
97	1.000	203,533	203,533	30,092	30,092	15,684	15,684	13.70	
K-12 Program 02 Instructional	20.100	1,868,293	92,950	7,960	396	321,522	15,996	15.86	
Program 21 Instructional	32.739	3,045,391	93,020	116,570	3,561	515,031	15,731	15.77	
Program 21 Administrative	0.750	127,541	170,055	1,800	2,400	11,763	15,684	15.86	
K-12 Program 21 Instructional	28.494	2,667,622	93,620	2,768	97	452,060	15,865	15.87	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	11.264	972,372	86,326	31,682	2,813	180,366	16,013	15.86	
Program 31 Administrative	0.250	41,676	166,704	600	2,400	3,921	15,684	15.86	
Program 34 Instructional	4.599	412,984	89,799	9,430	2,050	72,131	15,684	15.86	
Program 34 Administrative	0.450	71,358	158,573	1,080	2,400	7,058	15,684	15.86	
K-3 BEA Instructional	57.500	5,481,914	95,338	6,216	108	920,055	16,001	15.87	
4-6 BEA Instructional	32.497	3,016,733	92,831			518,137	15,944	15.86	
7-8 BEA Instructional	24.647	2,274,879	92,298	23,210	942	391,426	15,881	15.86	
9-12 BEA Instructional	66.517	6,138,730	92,288	29,526	444	1,066,543	16,034	15.84	
K-12 BEA Instructional	181.161	16,912,256	93,355	58,952	325	2,896,160	15,987	15.86	
K-12 BEA Administrative	11.500	1,945,589	169,182			180,366	15,684	15.82	
BEA	199.078	19,803,272	99,475	792,756	3,982	3,180,825	15,978	15.83	
Instructional	232.785	21,802,296	93,659	992,088	4,262	3,717,108	15,968	15.85	
Administrative	17.500	3,000,361	171,449	95,972	5,484	282,312	16,132	15.56	
Other	2.267	202,408	89,285	29,969	13,220	31,368	13,837	16.86	
Active	252.552	25,005,065	99,010	1,118,029	4,427	4,030,788	15,960	15.82	
Certificated Total	252.552	25,005,065	99,010	1,118,029	4,427	4,030,788	15,960	15.82	
Instructional for Funding Purposes	232.785	21,802,296	93,659	992,088	4,262	3,717,108	15,968	15.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	232.785	21,802,296	93,659	992,088	4,262	3,717,108	15,968	15.85	
K-3 Program 01 Teacher	49.738	4,763,318	95,768			790,066	15,885	15.87	
K-3 Program 21 Teacher	6.344	577,419	91,018			100,315	15,813	15.87	
PSES Program 01 Certificated	12.545	1,153,945	91,984			201,649	16,074	15.86	
PSES Program 21 Certificated	10.772	1,016,374	94,353			172,885	16,049	15.87	

West Valley School District (Yakima) (39208)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	228.152	23,342,325	102,310	1,120,988	4,913	3,359,523	14,725	14.68	
09	2.250	170,132	75,614	5,924	2,633	32,348	14,377	14.93	
21	40.900	3,682,446	90,035	294,166	7,192	615,558	15,050	14.65	
24	6.600	653,883	99,073	41,389	6,271	100,639	15,248	14.60	
31	18.650	1,798,964	96,459	79,291	4,252	268,019	14,371	14.73	
34	17.000	1,553,211	91,365	69,615	4,095	244,912	14,407	14.73	
51	6.250	650,542	104,087	28,961	4,634	89,560	14,330	14.59	
55	5.800	619,581	106,824	28,472	4,909	89,114	15,365	14.59	
58	0.190	20,713	109,016	174,689	919,416	2,659	13,995	14.48	
64	0.600	63,028	105,047	1,348	2,247	9,348	15,580	15.82	
65	2.700	282,331	104,567	12,537	4,643	40,501	15,001	15.21	
74	0.800	82,189	102,736	3,169	3,961	11,484	14,355	15.04	
79	0.430	57,637	134,040			6,182	14,377	13.89	
97	2.000	475,114	237,557			31,213	15,607	13.88	
Program 21 Instructional	39.900	3,387,755	84,906	294,166	7,373	584,319	14,645	14.63	
Program 21 Administrative	1.000	294,691	294,691			31,239	31,239	14.94	
K-12 Program 21 Instructional	39.150	3,314,204	84,654			573,536	14,650	14.63	
Program 31 Instructional	17.550	1,613,722	91,950	77,341	4,407	250,937	14,298	14.71	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Administrative	1.100	185,242	168,402	1,950	1,773	17,082	15,529	14.97	
Program 34 Instructional	16.100	1,402,013	87,082	67,965	4,221	230,936	14,344	14.70	
Program 34 Administrative	0.900	151,198	167,998	1,650	1,833	13,976	15,529	14.97	
K-3 BEA Instructional	91.483	8,782,867	96,005			1,349,321	14,749	14.74	
4-6 BEA Instructional	33.000	3,034,717	91,961			474,441	14,377	14.46	
7-8 BEA Instructional	58.129	5,679,845	97,711			858,857	14,775	14.67	
9-12 BEA Instructional	63.190	6,149,180	97,313	2,423	38	911,817	14,430	14.49	
K-12 BEA Instructional	245.802	23,646,609	96,202	2,423	10	3,594,437	14,623	14.62	
BEA	265.802	27,169,614	102,217	1,269,894	4,778	3,903,667	14,686	14.67	
Instructional	311.322	29,595,967	95,065	1,784,973	5,734	4,560,238	14,648	14.63	
Administrative	21.000	3,856,129	183,625	24,600	1,171	340,822	16,230	15.00	
Other				50,976					
Active	332.322	33,452,096	100,662	1,860,549	5,599	4,901,060	14,748	14.67	
Certificated Total	332.322	33,452,096	100,662	1,860,549	5,599	4,901,060	14,748	14.67	
Instructional for Funding Purposes	311.322	29,595,967	95,065	1,784,973	5,734	4,560,238	14,648	14.63	
Instructional for Compliance Purposes	311.322	29,595,967	95,065	1,784,973	5,734	4,560,238	14,648	14.63	
K-3 Program 01 Teacher	86.033	8,231,772	95,682			1,263,060	14,681	14.74	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	18.000	1,448,209	80,456			261,173	14,510	14.66	
Grade T Program 09 Teacher	2.000	133,270	66,635			28,754	14,377	15.18	
PSES Program 01 Certificated	11.250	1,147,772	102,024			169,648	15,080	14.65	
PSES Program 21 Certificated	13.400	1,241,057	92,616			201,278	15,021	14.43	

Whatcom Intergenerational High School (37902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	6.850	551,727	80,544			102,134	14,910	16.37	
21		76,349							
24		14,420							
55	0.150	13,751	91,673			2,237	14,910	17.05	
97	1.000	115,000	115,000			14,910	14,910	18.35	
Program 21 Instructional		76,349							
K-12 Program 21 Instructional		76,349							
9-12 BEA Instructional	6.850	551,727	80,544			102,134	14,910	16.37	
K-12 BEA Instructional	6.850	551,727	80,544			102,134	14,910	16.37	
K-12 BEA Administrative	1.000	115,000	115,000			14,910	14,910	18.35	
BEA	7.850	666,727	84,933			117,044	14,910	16.71	
Instructional	7.000	656,247	93,750			104,370	14,910	16.38	
Administrative	1.000	115,000	115,000			14,910	14,910	18.35	
Active	8.000	771,247	96,406			119,280	14,910	16.72	
Certificated Total	8.000	771,247	96,406			119,280	14,910	16.72	
Instructional for Funding Purposes	7.000	656,247	93,750			104,370	14,910	16.38	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	7.000	656,247	93,750			104,370	14,910	16.38	
PSES Program 01 Certificated		17,514						8.48	

White Pass School District (21303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.007	1,863,602	84,682	58,561	2,661	356,147	16,183	16.54	
21	2.000	156,949	78,475	11,375	5,688	32,568	16,284	16.30	
31	2.000	148,045	74,023	7,433	3,717	35,271	17,636	16.36	
34	0.668	45,264	67,760			13,581	20,331	16.41	
51	1.799	132,979	73,918			29,979	16,664	16.41	
52	0.285	16,952	59,481			4,641	16,284	16.53	
55	0.712	43,098	60,531			16,333	22,939	16.76	
58				11,324					
74				3,000					
97	1.000	168,155	168,155			15,684	15,684	16.01	
Program 21 Instructional	2.000	156,949	78,475	11,375	5,688	32,568	16,284	16.30	
K-12 Program 21 Instructional	1.870	149,313	79,847	11,375	6,083	30,451	16,284	16.29	
Program 31 Instructional	2.000	148,045	74,023	7,433	3,717	35,271	17,636	16.36	
Program 34 Instructional	0.668	45,264	67,760			13,581	20,331	16.41	
K-3 BEA Instructional	6.238	439,167	70,402	1,501	241	98,419	15,777	17.46	
4-6 BEA Instructional	4.871	372,309	76,434			79,319	16,284	16.38	
7-8 BEA Instructional	4.014	329,249	82,025	975	243	67,544	16,827	16.27	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.648	647,573	84,672	56,885	7,438	128,349	16,782	16.29	
K-12 BEA Instructional	22.771	1,788,298	78,534	59,361	2,607	373,631	16,408	16.57	
K-12 BEA Administrative	1.904	268,613	141,078			31,368	16,475	16.17	
BEA	25.675	2,225,066	86,663	65,994	2,570	420,683	16,385	16.48	
Instructional	27.567	2,138,276	77,567	85,060	3,086	457,152	16,583	16.54	
Administrative	2.904	436,768	150,402			47,052	16,202	16.11	
Other				6,633					
Active	30.471	2,575,044	84,508	91,693	3,009	504,204	16,547	16.47	
Certificated Total	30.471	2,575,044	84,508	91,693	3,009	504,204	16,547	16.47	
Instructional for Funding Purposes	27.567	2,138,276	77,567	85,060	3,086	457,152	16,583	16.54	
Instructional for Compliance Purposes	27.567	2,138,276	77,567	85,060	3,086	457,152	16,583	16.54	
K-3 Program 01 Teacher	5.000	364,225	72,845	1,501	300	81,420	16,284	17.64	
K-3 Program 21 Teacher	0.510	29,958	58,741			8,305	16,284	16.53	
PSES Program 01 Certificated	2.400	191,014	79,589			33,768	14,070	16.32	

White River School District (27416)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	215.752	21,576,556	100,006	3,132,926	14,521	3,391,194	15,718	16.22	
02	2.000	252,519	126,260	17,374	8,687	31,368	15,684	16.01	
09	2.700	242,933	89,975	28,007	10,373	42,347	15,684	16.35	
21	40.030	3,728,095	93,133	720,766	18,006	652,925	16,311	16.05	
24	6.400	530,534	82,896	78,902	12,328	109,788	17,154	16.18	
31	17.148	1,609,740	93,873	291,980	17,027	274,156	15,988	16.35	
34	1.600	174,931	109,332	27,100	16,938	25,094	15,684	16.29	
51	1.000	91,275	91,275	11,866	11,866	15,684	15,684	16.37	
55	0.870	77,014	88,522	11,943	13,728	13,645	15,684	16.36	
58				80,649					
64				7,500					
65	2.500	191,624	76,650	24,912	9,965	39,210	15,684	16.47	
74				40,500					
88	1.000	71,022	71,022	9,233	9,233	15,684	15,684	16.53	
97	2.000	431,380	215,690	53,498	26,749	31,368	15,684	14.12	
K-12 Program 02 Instructional	1.000	78,260	78,260			15,684	15,684	16.47	
Program 21 Instructional	38.530	3,465,966	89,955	701,203	18,199	637,241	16,539	16.37	
Program 21 Administrative	1.000	195,629	195,629	19,563	19,563	15,684	15,684	14.85	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 Program 21 Instructional	35.746	3,223,672	90,183	45,399	1,270	592,228	16,568	16.37	
Program 31 Instructional	16.398	1,501,309	91,554	284,170	17,330	262,393	16,002	16.35	
Program 31 Administrative	0.750	108,431	144,575	7,810	10,413	11,763	15,684	16.34	
Program 34 Instructional	1.350	138,787	102,805	24,497	18,146	21,173	15,684	16.28	
Program 34 Administrative	0.250	36,144	144,576	2,603	10,412	3,921	15,684	16.34	
K-3 BEA Instructional	79.756	7,438,701	93,268	4,185	52	1,285,931	16,123	16.35	
4-6 BEA Instructional	45.466	4,137,099	90,993	3,794	83	704,996	15,506	16.32	
7-8 BEA Instructional	33.628	3,016,489	89,702			513,808	15,279	16.20	
9-12 BEA Instructional	56.150	5,392,852	96,044			890,067	15,852	16.33	
K-12 BEA Instructional	215.000	19,985,141	92,954	7,979	37	3,394,802	15,790	16.32	
BEA	238.500	24,045,126	100,818	3,522,878	14,771	3,753,181	15,737	16.19	
Instructional	267.850	24,629,727	91,953	4,283,429	15,992	4,266,048	15,927	16.33	
Administrative	24.000	4,240,853	176,702	253,727	10,572	376,416	15,684	15.51	
Other	0.650	40,543	62,374					8.95	
Active	292.500	28,911,123	98,841	4,537,156	15,512	4,642,464	15,872	16.21	
K-12 Program 21 Contracted	0.500	66,500	133,000						
Certificated Total	293.000	28,977,623	98,900	4,537,156	15,485	4,642,464	15,845	16.17	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Funding Purposes	268.350	24,696,227	92,030	4,283,429	15,962	4,266,048	15,897	16.29	
Instructional for Compliance Purposes	267.850	24,629,727	91,953	4,283,429	15,992	4,266,048	15,927	16.33	
K-3 Program 01 Teacher	71.956	6,627,238	92,101	4,185	58	1,147,128	15,942	16.32	
K-3 Program 21 Teacher	3.820	339,136	88,779			59,913	15,684	16.39	
Grade T Program 09 Teacher	2.400	204,231	85,096			37,642	15,684	16.39	
PSES Program 01 Certificated	11.100	1,038,326	93,543			174,092	15,684	16.35	
PSES Program 09 Certificated	0.150	12,920	86,133			2,353	15,684	16.40	
PSES Program 21 Certificated	14.716	1,402,240	95,287			254,551	17,298	15.71	

White Salmon Valley School District (20405)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	57.018	5,521,861	96,844	223,259	3,916	919,082	16,119	17.15	
02	1.000	83,529	83,529	8,518	8,518	15,684	15,684	17.06	
31	3.400	301,693	88,733	50,263	14,783	53,326	15,684	16.95	
51	1.000	107,140	107,140	7,977	7,977	15,684	15,684	16.94	
52	0.750	63,963	85,284			15,684	20,912	17.46	
55	1.250	131,700	105,360	8,655	6,924	31,368	25,094	17.20	
58				75,889					
65				5,000					
74				5,000					
97	1.000	192,894	192,894			15,684	15,684	16.23	
K-12 Program 02 Instructional	1.000	83,529	83,529	2,320	2,320	15,684	15,684	17.06	
Program 31 Instructional	3.400	301,693	88,733	30,939	9,100	53,326	15,684	16.95	
Program 31 Administrative				19,324					
K-3 BEA Instructional	15.350	1,449,167	94,408	50,561	3,294	248,591	16,195	17.03	
4-6 BEA Instructional	13.211	1,283,332	97,141	43,331	3,280	211,687	16,024	17.18	
7-8 BEA Instructional	8.743	785,366	89,828	30,275	3,463	145,751	16,671	17.51	
9-12 BEA Instructional	20.158	1,786,103	88,605	104,928	5,205	319,326	15,841	17.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	57.462	5,303,968	92,304	229,095	3,987	925,356	16,104	17.16	
K-12 BEA Administrative	3.956	603,115	152,456	28,445	7,190	62,736	15,858	16.92	
BEA	62.418	6,099,977	97,728	282,040	4,519	1,003,776	16,082	17.11	
Instructional	59.712	5,542,808	92,826	316,616	5,302	972,408	16,285	17.16	
Administrative	5.706	859,972	150,714	67,945	11,908	94,104	16,492	16.81	
Active	65.418	6,402,780	97,875	384,561	5,879	1,066,512	16,303	17.11	
Certificated Total	65.418	6,402,780	97,875	384,561	5,879	1,066,512	16,303	17.11	
Instructional for Funding Purposes	59.712	5,542,808	92,826	316,616	5,302	972,408	16,285	17.16	
Instructional for Compliance Purposes	59.712	5,542,808	92,826	316,616	5,302	972,408	16,285	17.16	
K-3 Program 01 Teacher	15.350	1,449,167	94,408	41,641	2,713	248,591	16,195	17.03	
PSES Program 01 Certificated	1.028	110,117	107,118			15,684	15,257	16.87	

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.000	727,735	90,967			125,472	15,684	16.00	
21	1.000	74,829	74,829			15,684	15,684	16.00	
Program 21 Instructional	1.000	74,829	74,829			15,684	15,684	16.00	
9-12 BEA Instructional	7.000	557,735	79,676			109,788	15,684	16.00	
K-12 BEA Instructional	7.000	557,735	79,676			109,788	15,684	16.00	
K-12 BEA Administrative	1.000	170,000	170,000			15,684	15,684	16.00	
BEA	8.000	727,735	90,967			125,472	15,684	16.00	
Instructional	8.000	632,564	79,071			125,472	15,684	16.00	
Administrative	1.000	170,000	170,000			15,684	15,684	16.00	
Active	9.000	802,564	89,174			141,156	15,684	16.00	
Certificated Total	9.000	802,564	89,174			141,156	15,684	16.00	
Instructional for Funding Purposes	8.000	632,564	79,071			125,472	15,684	16.00	
Instructional for Compliance Purposes	8.000	632,564	79,071			125,472	15,684	16.00	
PSES Program 01 Certificated	1.000	137,874	137,874			15,684	15,684	16.00	

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	Defunct LEAP 1 Mix Factor
01	13.827	1,165,390	84,284	52,547	3,800	219,366	15,865	16.53	
02	0.320	28,367	88,647			5,019	15,684	16.62	
09	1.165	82,100	70,472	250	215	18,383	15,779	16.63	
21	2.740	237,450	86,661	5,478	1,999	42,974	15,684	16.62	
31	2.130	165,798	77,839	15,122	7,100	33,407	15,684	16.59	
34	0.200	10,605	53,025	1,302	6,510	3,137	15,684	16.59	
51	0.160	11,298	70,613			2,509	15,684	16.62	
55	0.458	45,427	99,186			7,183	15,684	16.62	
58				18,972					
K-12 Program 02 Instructional	0.320	28,367	88,647			5,019	15,684	16.62	
Program 21 Instructional	2.740	237,450	86,661	5,478	1,999	42,974	15,684	16.62	
K-12 Program 21 Instructional	2.740	237,450	86,661	5,478	1,999	42,974	15,684	16.62	
Program 31 Instructional	2.130	165,798	77,839	15,122	7,100	33,407	15,684	16.59	
Program 34 Instructional	0.200	10,605	53,025	1,302	6,510	3,137	15,684	16.59	
K-3 BEA Instructional	3.760	311,985	82,975	250	66	60,723	16,150	16.54	
4-6 BEA Instructional	3.885	308,972	79,529			61,266	15,770	16.60	
7-8 BEA Instructional	0.200	10,605	53,025	1,302	6,510	3,137	15,684	16.59	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
9-12 BEA Instructional	7.640	634,436	83,041	48,555	6,355	120,244	15,739	16.50	
K-12 BEA Instructional	15.485	1,265,998	81,756	50,107	3,236	245,370	15,846	16.53	
K-12 BEA Administrative	0.992	104,162	105,002			15,559	15,684	16.60	
BEA	16.477	1,370,160	83,156	68,971	4,186	260,928	15,836	16.54	
Instructional	20.008	1,642,273	82,081	93,671	4,682	316,419	15,815	16.55	
Administrative	0.992	104,162	105,002			15,559	15,684	16.60	
Active	21.000	1,746,435	83,164	93,671	4,461	331,978	15,808	16.56	
Certificated Total	21.000	1,746,435	83,164	93,671	4,461	331,978	15,808	16.56	
Instructional for Funding Purposes	20.008	1,642,273	82,081	93,671	4,682	316,419	15,815	16.55	
Instructional for Compliance Purposes	20.008	1,642,273	82,081	93,671	4,682	316,419	15,815	16.55	
K-3 Program 01 Teacher	3.660	303,856	83,021	250	68	59,155	16,163	16.54	
Grade T Program 09 Teacher	1.165	82,100	70,472	250	215	18,383	15,779	16.63	
PSES Program 21 Certificated	0.900	73,163	81,292			14,116	15,684	16.63	

Willapa Valley School District (25160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	22.367	2,039,623	91,189	61,880	2,767	359,022	16,051	12.03	
21	3.019	251,871	83,429	5,162	1,710	48,150	15,949	9.67	
31	1.716	151,973	88,562	28,805	16,786	27,604	16,086	9.32	
34	0.214	16,809	78,547	406	1,897	3,450	16,124	9.74	
51	0.010	1,202	120,200			157	15,684	16.12	
52	0.010	1,202	120,200			157	15,684	16.12	
55	0.624	51,855	83,101			10,022	16,061	8.71	
58				6,514					
65	0.040	4,178	104,450	1,500	37,500	627	15,684	10.71	
74	0.069	7,913	114,681	1,500	21,739	1,098	15,911	16.21	
97	1.290	160,524	124,437	600	465	20,232	15,684	16.34	
Program 21 Instructional	2.799	224,555	80,227	5,162	1,844	44,699	15,970	8.88	
Program 21 Administrative	0.220	27,316	124,164			3,450	15,684	16.25	
K-12 Program 21 Instructional	2.656	216,239	81,415	5,162	1,944	42,457	15,985	8.87	
Program 31 Instructional	1.556	131,219	84,331	28,805	18,512	25,094	16,128	8.39	
Program 31 Administrative	0.160	20,754	129,713			2,509	15,684	16.37	
Program 34 Instructional	0.194	14,215	73,273	406	2,093	3,137	16,169	8.80	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	0.020	2,594	129,700			314	15,684	16.37	
K-3 BEA Instructional	6.306	571,644	90,651	16,739	2,654	101,272	16,060	9.58	
4-6 BEA Instructional	3.730	345,766	92,699	5,609	1,504	60,164	16,130	11.92	
7-8 BEA Instructional	4.699	423,032	90,026	9,080	1,932	75,722	16,115	12.99	
9-12 BEA Instructional	7.764	654,257	84,268	42,754	5,507	124,719	16,064	11.52	
K-12 BEA Instructional	22.499	1,994,699	88,657	74,182	3,297	361,877	16,084	11.36	
K-12 BEA Administrative	0.690	88,082	127,655			10,822	15,684	16.34	
BEA	25.587	2,368,929	92,583	91,691	3,583	410,309	16,036	12.10	
Instructional	26.051	2,285,604	87,736	94,714	3,636	418,637	16,070	11.08	
Administrative	3.030	373,709	123,336	1,200	396	47,523	15,684	16.28	
Other	0.278	27,837	100,133	10,453	37,601	4,360	15,684	15.76	
Active	29.359	2,687,150	91,527	106,367	3,623	470,520	16,026	11.82	
Certificated Total	29.359	2,687,150	91,527	106,367	3,623	470,520	16,026	11.82	
Instructional for Funding Purposes	26.051	2,285,604	87,736	94,714	3,636	418,637	16,070	11.08	
Instructional for Compliance Purposes	26.051	2,285,604	87,736	94,714	3,636	418,637	16,070	11.08	
K-3 Program 01 Teacher	5.700	510,750	89,605	16,739	2,937	91,548	16,061	9.48	
K-3 Program 21 Teacher	0.621	37,196	59,897			9,755	15,709	9.09	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 01 Certificated	0.972	92,948	95,626			15,684	16,136	8.70	

Wilson Creek School District (13167)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	9.000	636,573	70,730	56,120	6,236	141,156	15,684	16.43	
21	1.000	67,064	67,064	7,382	7,382	15,684	15,684	16.34	
31	1.500	123,176	82,117	7,462	4,975	23,526	15,684	16.16	
34	0.500	42,919	85,838			7,842	15,684	16.15	
51	0.500	48,498	96,996	5,403	10,806	7,842	15,684	16.94	
55	0.500	48,498	96,996			7,842	15,684	16.94	
97	1.000	130,000	130,000			15,684	15,684	16.18	
Program 21 Instructional	1.000	67,064	67,064	2,236	2,236	15,684	15,684	16.34	
Program 21 Administrative				5,146					
K-12 Program 21 Instructional	1.000	67,064	67,064	2,236	2,236	15,684	15,684	16.34	
Program 31 Instructional	1.500	123,176	82,117	7,462	4,975	23,526	15,684	16.16	
Program 34 Instructional	0.500	42,919	85,838			7,842	15,684	16.15	
K-3 BEA Instructional	2.700	203,618	75,414	8,062	2,986	42,347	15,684	16.32	
4-6 BEA Instructional	1.500	111,574	74,383	2,102	1,401	23,526	15,684	16.32	
7-8 BEA Instructional	0.650	52,793	81,220			10,195	15,684	16.19	
9-12 BEA Instructional	6.150	434,683	70,680	53,418	8,686	96,457	15,684	16.42	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-12 BEA Instructional	11.000	802,668	72,970	63,582	5,780	172,524	15,684	16.36	
BEA	12.000	932,668	77,722	63,582	5,299	188,208	15,684	16.34	
Instructional	13.000	966,728	74,364	65,818	5,063	203,892	15,684	16.42	
Administrative	1.000	130,000	130,000	10,549	10,549	15,684	15,684	16.18	
Active	14.000	1,096,728	78,338	76,367	5,455	219,576	15,684	16.39	
Certificated Total	14.000	1,096,728	78,338	76,367	5,455	219,576	15,684	16.39	
Instructional for Funding Purposes	13.000	966,728	74,364	65,818	5,063	203,892	15,684	16.42	
Instructional for Compliance Purposes	13.000	966,728	74,364	65,818	5,063	203,892	15,684	16.42	
K-3 Program 01 Teacher	2.700	203,618	75,414	8,062	2,986	42,347	15,684	16.32	
K-3 Program 21 Teacher	0.500	33,532	67,064	1,118	2,236	7,842	15,684	16.34	

Winlock School District (21232)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	35.450	3,139,332	88,557	241,050	6,800	555,998	15,684	17.01	
09	2.770	246,968	89,158	1,124	406	43,445	15,684	17.30	
21	4.820	300,470	62,338	14,894	3,090	75,597	15,684	18.68	
31	3.100	266,878	86,090	13,072	4,217	48,620	15,684	18.32	
34	1.000	83,596	83,596	4,101	4,101	15,684	15,684	18.00	
51	1.330	121,866	91,629	2,881	2,166	20,860	15,684	17.17	
55	4.409	369,603	83,829	3,721	844	82,498	18,711	17.01	
58				13,400					
65	0.170	13,399	78,818			2,666	15,684	17.41	
74	0.100	8,051	80,510	1,500	15,000	1,568	15,684	16.80	
97	1.000	167,500	167,500			15,684	15,684	16.23	
Program 21 Instructional	4.820	300,470	62,338	14,894	3,090	75,597	15,684	18.68	
K-12 Program 21 Instructional	4.820	300,470	62,338	10,393	2,156	75,597	15,684	18.68	
Program 31 Instructional	3.000	252,578	84,193	13,072	4,357	47,052	15,684	18.43	
Program 31 Administrative	0.100	14,300	143,000			1,568	15,684	16.24	
Program 34 Instructional	1.000	83,596	83,596	4,101	4,101	15,684	15,684	18.00	
K-3 BEA Instructional	16.560	1,376,437	83,118	38,409	2,319	259,727	15,684	17.10	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
4-6 BEA Instructional	3.220	234,410	72,798			50,502	15,684	17.12	
7-8 BEA Instructional	6.500	544,872	83,826	21,285	3,275	101,946	15,684	17.21	
9-12 BEA Instructional	10.660	986,537	92,546	49,068	4,603	167,191	15,684	17.41	
K-12 BEA Instructional	36.940	3,142,256	85,064	111,296	3,013	579,367	15,684	17.22	
K-12 BEA Administrative	2.610	347,550	133,161			40,935	15,684	16.34	
BEA	40.550	3,657,306	90,193	258,223	6,368	635,986	15,684	17.10	
Instructional	50.149	4,152,163	82,797	294,943	5,881	799,884	15,950	17.32	
Administrative	4.000	565,500	141,375	800	200	62,736	15,684	16.32	
Active	54.149	4,717,663	87,124	295,743	5,462	862,620	15,930	17.21	
Certificated Total	54.149	4,717,663	87,124	295,743	5,462	862,620	15,930	17.21	
Instructional for Funding Purposes	50.149	4,152,163	82,797	294,943	5,881	799,884	15,950	17.32	
Instructional for Compliance Purposes	50.149	4,152,163	82,797	294,943	5,881	799,884	15,950	17.32	
K-3 Program 01 Teacher	14.650	1,229,638	83,934	3,319	227	229,771	15,684	17.06	
K-3 Program 21 Teacher	1.610	100,773	62,592			25,251	15,684	21.09	
Grade T Program 09 Teacher	1.450	103,822	71,601	694	479	22,742	15,684	17.60	
PSES Program 01 Certificated	2.410	219,585	91,114			37,798	15,684	16.93	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
PSES Program 09 Certificated	0.090	6,955	77,278			1,412	15,684	17.50	

Wishkah Valley School District (14117)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	14.669	1,401,688	95,554	75,920	5,176	229,081	15,617	16.67	
09	1.000	73,719	73,719			15,684	15,684	16.87	
21	1.742	114,950	65,987	1,138	653	24,059	13,811	16.70	
31	1.552	134,440	86,624	2,024	1,304	24,342	15,684	16.36	
34	0.453	36,717	81,053	525	1,159	7,105	15,684	16.66	
52	0.126	4,500	35,714			988	7,842	16.43	
97	1.396	107,120	76,734			12,422	8,898	16.31	
Program 21 Instructional	1.000	68,270	68,270	1,138	1,138	15,684	15,684	16.93	
Program 21 Administrative	0.742	46,680	62,911			8,375	11,287	16.43	
K-12 Program 21 Instructional	1.000	68,270	68,270	1,138	1,138	15,684	15,684	16.93	
Program 31 Instructional	1.427	121,440	85,102	2,024	1,418	22,381	15,684	16.34	
Program 31 Administrative	0.125	13,000	104,000			1,961	15,684	16.51	
Program 34 Instructional	0.403	31,517	78,206	525	1,303	6,321	15,684	16.68	
Program 34 Administrative	0.050	5,200	104,000			784	15,684	16.51	
K-3 BEA Instructional	4.960	449,016	90,527	1,583	319	77,793	15,684	16.90	
4-6 BEA Instructional	3.000	298,853	99,618			46,064	15,355	16.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
7-8 BEA Instructional	1.133	130,189	114,906	7,500	6,620	17,770	15,684	16.36	
9-12 BEA Instructional	6.406	551,587	86,105	54,136	8,451	100,472	15,684	16.58	
K-12 BEA Instructional	15.499	1,429,645	92,241	63,219	4,079	242,098	15,620	16.68	
K-12 BEA Administrative	0.175	18,200	104,000			2,745	15,684	16.51	
BEA	18.070	1,679,965	92,970	78,469	4,343	272,949	15,105	16.62	
Instructional	17.499	1,571,634	89,813	66,607	3,806	273,466	15,628	16.70	
Administrative	3.439	301,500	87,671			40,214	11,693	16.30	
Other				13,000					
Active	20.938	1,873,134	89,461	79,607	3,802	313,680	14,981	16.63	
Certificated Total	20.938	1,873,134	89,461	79,607	3,802	313,680	14,981	16.63	
Instructional for Funding Purposes	17.499	1,571,634	89,813	66,607	3,806	273,466	15,628	16.70	
Instructional for Compliance Purposes	17.499	1,571,634	89,813	66,607	3,806	273,466	15,628	16.70	
K-3 Program 01 Teacher	4.000	373,393	93,348			62,736	15,684	16.89	
PSES Program 01 Certificated	1.000	114,379	114,379			15,684	15,684	16.43	

Wishram School District (20094)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	8.472	714,135	84,294	43,598	5,146	129,627	15,301	13.25	
31	0.830	77,842	93,786			11,733	14,136	8.44	
51	0.750	42,072	56,096			10,602	14,136	16.58	
55	0.250	14,024	56,096			3,534	14,136	16.58	
Program 31 Instructional	0.830	77,842	93,786			11,733	14,136	8.44	
K-3 BEA Instructional	1.334	117,169	87,833	10,043	7,528	24,738	18,544	15.36	
4-6 BEA Instructional	1.500	114,729	76,486	3,863	2,575	21,204	14,136	16.20	
7-8 BEA Instructional	2.607	214,376	82,231	1,000	384	39,510	15,155	11.76	
9-12 BEA Instructional	2.861	227,827	79,632	20,287	7,091	41,772	14,600	12.74	
K-12 BEA Instructional	8.302	674,101	81,197	35,193	4,239	127,224	15,325	13.48	
K-12 BEA Administrative	0.500	58,938	117,876			7,068	14,136	8.49	
BEA	9.302	791,977	85,141	43,598	4,687	141,360	15,197	12.78	
Instructional	9.302	730,197	78,499	43,598	4,687	141,360	15,197	13.72	
Administrative	1.000	117,876	117,876			14,136	14,136	8.49	
Active	10.302	848,073	82,321	43,598	4,232	155,496	15,094	13.03	
Certificated Total	10.302	848,073	82,321	43,598	4,232	155,496	15,094	13.03	
Instructional for Funding Purposes	9.302	730,197	78,499	43,598	4,687	141,360	15,197	13.72	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	9.302	730,197	78,499	43,598	4,687	141,360	15,197	13.72	
K-3 Program 01 Teacher	1.178	104,003	88,288	8,485	7,203	21,204	18,000	16.25	
PSES Program 01 Certificated	0.624	52,664	84,397			14,136	22,654	8.22	

Woodland School District (08404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	129.539	12,682,825	97,907	77,004	594	2,086,369	16,106	16.26	
02	3.573	438,183	122,637			71,388	19,980	16.16	
21	22.063	2,177,046	98,674	37,335	1,692	360,566	16,343	16.18	
24	2.000	236,676	118,338			31,368	15,684	16.19	
31	4.703	410,462	87,277	18,889	4,016	80,533	17,124	16.46	
34	0.400	42,595	106,488			6,492	16,229	16.19	
51	1.000	118,338	118,338			16,128	16,128	16.19	
52	0.400	47,335	118,338			6,274	15,684	16.19	
55	3.100	334,546	107,918			49,438	15,948	16.20	
58				71,555					
65	1.209	142,084	117,522			21,130	17,477	16.19	
74	0.418	41,590	99,498			7,072	16,919	16.60	
97	1.000	219,350	219,350			15,684	15,684	14.92	
K-12 Program 02 Instructional	3.223	375,232	116,423			65,765	20,405	16.19	
Program 21 Instructional	21.413	2,059,629	96,186	37,335	1,744	350,372	16,363	16.19	
Program 21 Administrative	0.650	117,417	180,642			10,195	15,684	15.94	
K-12 Program 21 Instructional	18.429	1,800,923	97,722	29,335	1,592	303,034	16,443	16.19	
Program 31 Instructional	4.703	410,462	87,277	18,889	4,016	80,533	17,124	16.46	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Instructional	0.400	42,595	106,488			6,492	16,229	16.19	
K-3 BEA Instructional	50.362	4,644,805	92,228	4,000	79	817,807	16,239	16.23	
4-6 BEA Instructional	25.316	2,500,578	98,775			414,725	16,382	16.25	
7-8 BEA Instructional	20.955	1,889,949	90,191	19,250	919	333,076	15,895	16.38	
9-12 BEA Instructional	34.032	3,377,927	99,257	65,843	1,935	556,777	16,360	16.30	
K-12 BEA Instructional	130.665	12,413,259	95,001	89,093	682	2,122,385	16,243	16.28	
K-12 BEA Administrative	6.200	994,254	160,364	1,800	290	100,678	16,238	16.11	
BEA	139.215	13,793,415	99,080	95,893	689	2,260,465	16,237	16.24	
Instructional	160.205	15,393,457	96,086	197,983	1,236	2,604,166	16,255	16.26	
Administrative	8.200	1,394,245	170,030	1,800	220	132,046	16,103	15.90	
Other	1.000	103,328	103,328	5,000	5,000	16,229	16,229	16.19	
Active	169.405	16,891,030	99,708	204,783	1,209	2,752,441	16,248	16.23	
On Leave									
Certificated Total	169.405	16,891,030	99,708	204,783	1,209	2,752,441	16,248	16.23	
Instructional for Funding Purposes	160.205	15,393,457	96,086	197,983	1,236	2,604,166	16,255	16.26	
Instructional for Compliance Purposes	160.205	15,393,457	96,086	197,983	1,236	2,604,166	16,255	16.26	
K-3 Program 01 Teacher	44.090	4,047,556	91,802			708,702	16,074	16.23	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	1.375	116,212	84,518			25,644	18,650	16.19	
PSES Program 01 Certificated	7.829	667,759	85,293			131,988	16,859	16.19	
PSES Program 21 Certificated	7.907	801,882	101,414			130,226	16,470	16.19	

Yakima School District (39007)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	645.826	64,426,353	99,758	3,939,480	6,100	10,114,697	15,662	16.37	
02	5.000	571,465	114,293	38,195	7,639	78,420	15,684	16.34	
03	1.000	114,293	114,293	7,239	7,239	15,684	15,684	16.35	
21	156.100	14,968,499	95,890	1,265,560	8,107	2,454,545	15,724	16.40	
24	11.600	1,039,724	89,631	87,713	7,561	181,934	15,684	16.46	
31	60.500	6,186,569	102,257	479,281	7,922	939,472	15,528	16.37	
34	30.950	3,114,515	100,631	216,180	6,985	485,420	15,684	16.38	
45	22.000	2,213,085	100,595	145,637	6,620	345,048	15,684	16.30	
51	33.450	3,481,680	104,086	1,502,088	44,905	524,630	15,684	16.38	
52	11.000	1,161,127	105,557	73,595	6,690	172,524	15,684	16.38	
53	2.125	185,011	87,064	22,992	10,820	33,329	15,684	16.36	
55	41.949	4,433,883	105,697	279,356	6,659	650,410	15,505	16.36	
56	4.000	423,244	105,811	26,808	6,702	62,736	15,684	16.38	
58	1.000	114,294	114,294	8,240	8,240	15,684	15,684	16.34	
65	30.000	3,152,132	105,071	201,857	6,729	470,520	15,684	16.34	
68	1.200	102,671	85,559	5,487	4,573	18,821	15,684	16.42	
74	2.500	263,009	105,204	15,018	6,007	39,210	15,684	16.38	
79	3.400	325,707	95,796	16,798	4,941	53,326	15,684	16.36	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
97	5.500	1,274,997	231,818	94,796	17,236	94,104	17,110	14.10	
K-12 Program 02 Instructional	5.000	571,465	114,293			78,420	15,684	16.34	
Program 21 Instructional	151.000	14,100,563	93,381	1,259,440	8,341	2,374,557	15,726	16.43	
Program 21 Administrative	5.100	867,936	170,184	6,120	1,200	79,988	15,684	15.85	
K-12 Program 21 Instructional	132.919	12,337,447	92,819			2,090,974	15,731	16.44	
Program 26, 56, and 59 Instructional	4.000	423,244	105,811	26,808	6,702	62,736	15,684	16.38	
Program 31 Instructional	57.500	5,697,608	99,089	458,081	7,967	892,420	15,520	16.41	
Program 31 Administrative	3.000	488,961	162,987	21,200	7,067	47,052	15,684	15.93	
Program 34 Instructional	28.300	2,685,478	94,893	214,980	7,596	443,857	15,684	16.43	
Program 34 Administrative	2.650	429,037	161,901	1,200	453	41,563	15,684	16.03	
K-3 BEA Instructional	239.856	22,010,047	91,764	4,445	19	3,761,902	15,684	16.45	
4-6 BEA Instructional	144.937	13,599,204	93,828			2,263,412	15,617	16.43	
7-8 BEA Instructional	100.708	9,547,199	94,801	6,790	67	1,574,846	15,638	16.43	
9-12 BEA Instructional	223.600	22,174,271	99,169	4,780	21	3,497,532	15,642	16.41	
K-12 BEA Instructional	709.101	67,330,721	94,952	16,015	23	11,097,692	15,650	16.43	
BEA	770.776	77,901,277	101,069	4,920,808	6,384	12,072,844	15,663	16.33	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional	1,000.600	95,792,912	95,735	8,236,524	8,232	15,668,316	15,659	16.42	
Administrative	66.500	11,485,276	172,711	188,596	2,836	1,050,828	15,802	15.67	
Other	1.000	169,006	169,006	1,200	1,200	15,684	15,684	15.90	
Active	1,068.100	107,447,194	100,597	8,426,320	7,889	16,734,828	15,668	16.35	
On Leave	1.000	105,064	105,064			15,684	15,684	16.38	
Certificated Total	1,069.100	107,552,258	100,601	8,426,320	7,882	16,750,512	15,668	16.35	
Instructional for Funding Purposes	996.600	95,369,668	95,695	8,209,716	8,238	15,605,580	15,659	16.42	
Instructional for Compliance Purposes	996.600	95,369,668	95,695	8,209,716	8,238	15,605,580	15,659	16.42	
K-3 Program 01 Teacher	218.757	19,947,190	91,184	3,429	16	3,430,985	15,684	16.45	
K-3 Program 21 Teacher	30.204	2,519,498	83,416			473,720	15,684	16.50	
PSES Program 01 Certificated	33.000	3,236,621	98,079			517,572	15,684	16.40	
PSES Program 21 Certificated	32.000	3,187,767	99,618			508,161	15,880	16.40	

Yelm School District (34002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	253.806	25,544,033	100,644	1,030,922	4,062	4,005,694	15,783	16.58	
02	4.250	490,061	115,308	10,341	2,433	68,225	16,053	16.53	
03	1.100	74,256	67,505	2,168	1,971	17,252	15,684	16.73	
09	2.000	192,719	96,360	3,212	1,606	31,368	15,684	16.58	
21	51.150	4,838,241	94,589	430,392	8,414	811,647	15,868	16.55	
24	9.000	793,198	88,133	48,683	5,409	141,156	15,684	15.43	
31	15.450	1,645,640	106,514	333,993	21,618	251,728	16,293	16.52	
51	6.816	649,533	95,295	24,159	3,544	109,129	16,011	16.53	
55	9.680	963,206	99,505	24,089	2,489	157,499	16,271	16.63	
58				82,212					
65	0.600	55,474	92,457	925	1,542	9,410	15,684	16.59	
69	2.000	237,370	118,685	23,656	11,828	31,368	15,684	16.50	
74	0.750	98,435	131,247	9,764	13,019	11,763	15,684	16.46	
97	1.000	231,110	231,110	20,824	20,824	15,684	15,684	14.40	
K-12 Program 02 Instructional	4.150	479,308	115,496			66,657	16,062	16.53	
Program 21 Instructional	48.400	4,438,081	91,696	390,280	8,064	768,516	15,878	16.57	
Program 21 Administrative	2.750	400,160	145,513	40,112	14,586	43,131	15,684	16.39	
K-12 Program 21 Instructional	37.889	3,461,424	91,357	7,677	203	594,251	15,684	16.54	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	15.400	1,640,263	106,511	321,438	20,873	250,944	16,295	16.52	
Program 31 Administrative	0.050	5,377	107,540	12,555	251,100	784	15,684	16.51	
K-3 BEA Instructional	94.898	8,902,175	93,808			1,499,641	15,803	16.66	
4-6 BEA Instructional	36.992	3,647,281	98,596			585,358	15,824	16.47	
7-8 BEA Instructional	53.239	5,360,430	100,686	5,730	108	839,941	15,777	16.59	
9-12 BEA Instructional	71.227	7,143,134	100,287	24,836	349	1,131,726	15,889	16.60	
K-12 BEA Instructional	256.356	25,053,020	97,727	30,566	119	4,056,667	15,824	16.60	
BEA	275.606	27,985,100	101,540	1,398,248	5,073	4,358,584	15,815	16.56	
Instructional	331.602	31,994,296	96,484	1,651,103	4,979	5,254,140	15,845	16.57	
Administrative	25.000	3,698,615	147,945	373,200	14,928	392,100	15,684	16.25	
Other	1.000	120,365	120,365	21,037	21,037	15,684	15,684	16.49	
Active	357.602	35,813,276	100,148	2,045,340	5,720	5,661,924	15,833	16.53	
Certificated Total	357.602	35,813,276	100,148	2,045,340	5,720	5,661,924	15,833	16.53	
Instructional for Funding Purposes	331.602	31,994,296	96,484	1,651,103	4,979	5,254,140	15,845	16.57	
Instructional for Compliance Purposes	331.602	31,994,296	96,484	1,651,103	4,979	5,254,140	15,845	16.57	
K-3 Program 01 Teacher	89.014	8,322,665	93,498			1,406,510	15,801	16.67	
K-3 Program 21 Teacher	12.011	1,044,848	86,991	1,659	138	188,381	15,684	16.45	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Grade T Program 09 Teacher	2.000	192,719	96,360			31,368	15,684	16.58	
PSES Program 01 Certificated	13.900	1,443,707	103,864			219,576	15,797	16.54	
PSES Program 21 Certificated	11.889	1,068,399	89,864			186,467	15,684	16.67	

Zillah School District (39205)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	69.290	6,817,375	98,389	124,640	1,799	1,086,493	15,680	16.07	
09	3.968	256,724	64,699			62,234	15,684	16.09	
21	5.596	526,737	94,127			91,948	16,431	16.00	
24	0.208	12,082	58,087			5,302	25,489	16.10	
31	3.302	297,728	90,166	28,126	8,518	51,789	15,684	16.03	
51	0.984	104,807	106,511			15,433	15,684	16.07	
52									
55	2.736	285,477	104,341			35,320	12,909	15.92	
64									
65	2.000	164,167	82,084			23,526	11,763	16.08	
69	0.200	16,508	82,540			3,137	15,684	16.08	
74	0.100	18,601	186,010	6,232	62,320	1,568	15,684	15.25	
79									
97	1.000	197,970	197,970	4,500	4,500	15,684	15,684	14.92	
99	0.250	50,489	201,956	1,500	6,000	3,921	15,684	14.82	
Program 21 Instructional	5.346	480,234	89,831			88,027	16,466	16.08	
Program 21 Administrative	0.250	46,503	186,012			3,921	15,684	15.25	
K-12 Program 21 Instructional	5.346	480,234	89,831			88,027	16,466	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 31 Instructional	2.952	240,760	81,558	28,126	9,528	46,299	15,684	16.08	
Program 31 Administrative	0.350	56,968	162,766			5,489	15,684	15.78	
K-3 BEA Instructional	20.854	1,873,244	89,827	1,900	91	327,074	15,684	16.08	
4-6 BEA Instructional	12.442	1,202,630	96,659	2,675	215	195,140	15,684	16.07	
7-8 BEA Instructional	12.163	1,141,393	93,841	31,535	2,593	190,764	15,684	16.07	
9-12 BEA Instructional	21.033	1,987,664	94,502	91,179	4,335	329,631	15,672	16.07	
K-12 BEA Instructional	66.492	6,204,931	93,318	127,289	1,914	1,042,610	15,680	16.07	
K-12 BEA Administrative	5.000	753,937	150,787			78,420	15,684	16.05	
BEA	73.592	7,313,073	99,373	157,266	2,137	1,153,966	15,681	16.04	
Instructional	81.634	7,469,126	91,495	135,966	1,666	1,270,884	15,568	16.07	
Administrative	7.000	1,141,905	163,129	12,232	1,747	109,788	15,684	15.70	
Other	1.000	137,634	137,634	16,800	16,800	15,684	15,684	16.05	
Active	89.634	8,748,665	97,604	164,998	1,841	1,396,356	15,578	16.03	
Certificated Total	89.634	8,748,665	97,604	164,998	1,841	1,396,356	15,578	16.03	
Instructional for Funding Purposes	81.634	7,469,126	91,495	135,966	1,666	1,270,884	15,568	16.07	
Instructional for Compliance Purposes	81.634	7,469,126	91,495	135,966	1,666	1,270,884	15,568	16.07	
K-3 Program 01 Teacher	18.822	1,694,509	90,028			295,204	15,684	16.08	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
K-3 Program 21 Teacher	2.294	185,466	80,848			40,160	17,507	16.08	
Grade T Program 09 Teacher	3.968	256,724	64,699			62,234	15,684	16.09	
PSES Program 01 Certificated	5.800	518,891	89,464			90,967	15,684	16.08	

Washington State

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
01	51,713.030	5,529,453,086	106,926	493,407,255	9,541	825,562,988	15,964	16.09	
02	1,608.367	169,606,900	105,453	10,384,342	6,456	23,575,533	14,658	14.77	
03	79.431	8,505,654	107,082	601,800	7,576	1,271,094	16,002	17.26	
09	470.159	44,726,656	95,131	2,461,435	5,235	7,322,909	15,575	15.54	
13	1.020	123,565	121,142	15,195	14,897	15,998	15,684	15.86	
14	1.000	113,281	113,281			15,684	15,684	16.09	
21	11,600.703	1,157,590,970	99,786	112,347,901	9,685	186,501,937	16,077	16.14	
22	5.544	576,255	103,942	12,880	2,323	86,523	15,607	15.73	
23	3.000	285,953	95,318			64,002	21,334	12.89	
24	994.011	100,360,981	100,966	10,065,645	10,126	15,872,209	15,968	15.76	
25	0.230	5,121	22,265			3,607	15,684	14.62	
26	14.015	1,438,985	102,675	179,024	12,774	223,991	15,982	18.17	
29	5.925	637,604	107,612	1,826	308	95,672	16,147	17.86	
31	3,486.529	359,153,323	103,012	36,764,014	10,545	56,348,799	16,162	16.03	
34	839.741	92,897,283	110,626	6,695,078	7,973	13,299,339	15,837	15.80	
38	4.066	437,874	107,692	41,834	10,289	70,833	17,421	16.27	
39	2.000	174,900	87,450	12,643	6,322	31,368	15,684	16.31	
45	305.600	31,572,518	103,313	1,686,847	5,520	4,656,994	15,239	16.39	
46	0.200	26,938	134,690	449	2,245	3,137	15,684	16.66	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
51	1,080.510	115,451,122	106,849	10,330,375	9,561	17,350,088	16,057	16.16	
52	148.625	17,066,710	114,831	2,443,199	16,439	2,392,912	16,100	16.24	
53	35.984	3,628,836	100,846	86,781	2,412	588,838	16,364	19.35	
55	2,044.537	222,105,447	108,634	18,588,251	9,092	33,090,869	16,185	16.12	
56	53.707	5,953,647	110,854	377,100	7,021	895,542	16,675	17.09	
57	3.615	359,837	99,540	25,160	6,960	61,701	17,068	16.66	
58	41.447	4,797,721	115,756	14,081,293	339,742	665,207	16,050	15.70	
59	0.102	17,186	168,490			1,600	15,684	15.64	
61	6.910	903,204	130,710	63,098	9,131	116,043	16,793	17.36	
62	0.900	125,410	139,344	5,106	5,673	14,116	15,684	15.01	
64	53.693	6,082,703	113,287	684,300	12,745	871,694	16,235	16.41	
65	1,348.681	141,279,045	104,753	13,625,102	10,103	21,942,634	16,270	16.32	
68	36.914	4,673,516	126,606	33,810	916	529,367	14,341	13.20	
69	18.073	2,102,305	116,323	90,223	4,992	322,244	17,830	12.98	
71	1.772	159,669	90,107	19,314	10,900	26,068	14,711	19.21	
73				44,130					
74	219.023	24,574,208	112,199	2,105,706	9,614	3,540,165	16,163	16.70	
76	1.000	94,716	94,716	587	587	15,684	15,684	17.57	
78	5.101	425,184	83,353	13,108	2,570	87,848	17,222	20.34	
79	258.331	26,629,292	103,082	4,692,672	18,165	4,286,548	16,593	16.79	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
81	0.471	75,510	160,318	4,417	9,378	7,842	16,650	16.86	
86	0.750	144,525	192,700	6,161	8,215	12,813	17,084	14.40	
88	124.827	12,272,480	98,316	538,222	4,312	2,003,624	16,051	16.56	
89	12.424	1,606,716	129,324	131,840	10,612	201,349	16,206	15.75	
97	398.434	80,607,932	202,312	4,150,981	10,418	6,530,820	16,391	13.98	
98	1.632	299,749	183,670	29,800	18,260	26,563	16,276	15.96	
99	5.290	789,494	149,243	33,278	6,291	82,369	15,571	15.01	
CP	27.847	5,599,169	201,069	540,804	19,421	449,047	16,126	17.15	
K-12 Program 02 Instructional	1,502.384	151,231,919	100,661	1,136,861	757	21,887,913	14,569	14.78	
Program 21 Instructional	11,101.528	1,083,999,996	97,644	111,061,696	10,004	179,944,576	16,209	16.30	
Program 21 Administrative	306.984	53,325,699	173,708	1,143,062	3,724	5,007,520	16,312	15.15	
K-12 Program 21 Instructional	10,315.424	1,007,318,968	97,652	7,529,387	730	167,089,815	16,198	16.29	
Program 26, 56, and 59 Instructional	62.337	6,392,142	102,542	530,665	8,513	1,027,761	16,487	17.35	
Program 26, 56, and 59 Administrative	4.487	910,123	202,836	25,459	5,674	77,688	17,314	15.87	
Program 31 Instructional	3,320.511	327,142,141	98,522	35,973,813	10,834	53,711,298	16,176	16.15	
Program 31 Administrative	162.111	31,637,797	195,161	689,267	4,252	2,563,158	15,811	14.55	
Program 34 Instructional	791.027	78,717,522	99,513	6,525,431	8,249	12,523,633	15,832	15.83	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Program 34 Administrative	48.587	14,170,745	291,657	163,352	3,362	775,706	15,965	15.49	
K-3 BEA Instructional	19,310.876	1,940,619,295	100,494	15,832,230	820	308,506,829	15,976	16.18	
4-6 BEA Instructional	10,061.288	1,017,868,114	101,167	6,728,846	669	160,119,904	15,914	16.18	
7-8 BEA Instructional	8,601.075	873,711,436	101,582	8,572,449	997	137,706,617	16,010	16.17	
9-12 BEA Instructional	15,498.916	1,594,871,618	102,902	20,060,809	1,294	248,769,160	16,051	16.17	
K-12 BEA Instructional	53,477.753	5,427,652,061	101,494	51,202,982	957	855,192,092	15,992	16.17	
K-12 BEA Administrative	909.883	152,856,928	167,996	1,018,813	1,120	14,699,783	16,156	15.45	
BEA	58,431.132	6,271,796,696	107,337	553,690,317	9,476	931,245,566	15,937	16.02	
Instructional	71,335.296	7,209,028,914	101,058	719,166,692	10,081	1,144,103,572	16,038	16.20	
Administrative	5,002.183	897,869,999	179,496	23,537,481	4,705	80,258,924	16,045	15.20	
Other	254.518	23,876,752	93,812	4,034,663	15,852	3,985,536	15,659	15.87	
Active	76,591.997	8,130,775,665	106,157	746,738,836	9,750	1,228,348,032	16,038	16.09	
K-12 Program 21 Contracted	155.585	17,055,587	109,622			952,143	6,120	7.13	
K-12 BEA Contracted	223.842	17,208,788	76,879			407,784	1,822	2.86	
On Leave	77.379	8,897,018	114,980	683,697	8,836	1,306,869	16,889	16.08	
Certificated Total	77,065.171	8,175,513,180	106,086	747,422,533	9,699	1,231,136,215	15,975	16.05	
Instructional for Funding Purposes	71,668.754	7,238,477,269	100,999	718,636,027	10,027	1,144,557,124	15,970	16.15	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate	Defunct LEAP 1 Mix Factor
Instructional for Compliance Purposes	71,272.959	7,202,636,772	101,057	718,636,027	10,083	1,143,075,810	16,038	16.20	
K-3 Program 01 Teacher	16,687.419	1,670,412,924	100,100	11,447,274	686	265,177,949	15,891	16.17	
K-3 Program 21 Teacher	1,995.015	183,389,675	91,924	689,025	345	31,950,206	16,015	16.34	
Grade T Program 09 Teacher	389.455	36,559,836	93,874	282,158	724	6,214,537	15,957	16.05	
PSES Program 01 Certificated	3,397.822	341,539,029	100,517			55,366,329	16,295	16.35	
PSES Program 09 Certificated	3.381	302,796	89,558			48,535	14,355	13.67	
PSES Program 21 Certificated	3,498.760	361,204,765	103,238			56,765,939	16,225	15.95	
PSES Program 97 Certificated		9,720							