

Washington State

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
00	1.640	314,595	191,826			27,438	16,730	15.17
01	9,205.782	664,772,644	72,213	57,227,314	6,216	209,755,023	22,785	16.10
02	288.941	19,872,009	68,775	581,165	2,011	6,384,853	22,097	15.67
03	40.355	2,974,287	73,703	45,872	1,137	798,510	19,787	16.27
09	233.661	12,944,585	55,399	108,767	465	6,000,612	25,681	16.08
11	2.000	185,692	92,846	4,200	2,100	31,368	15,684	15.31
12	0.549	144,720	263,607	1,403	2,556	10,513	19,150	13.25
13	0.096	6,927	72,156			1,886	19,648	15.58
14	0.735	50,417	68,595			10,694	14,550	14.11
19								
21	10,591.654	658,659,215	62,187	6,373,874	602	279,834,479	26,420	16.16
22	3.622	257,669	71,140			66,614	18,391	15.60
23								
24	735.810	44,125,298	59,968	284,259	386	19,500,082	26,502	16.99
25	0.884	85,646	96,885			34,509	39,037	15.60
26	5.732	400,415	69,856			114,375	19,954	17.34
29	9.837	600,333	61,028	15,125	1,538	269,710	27,418	15.69
31	447.783	32,930,959	73,542	603,106	1,347	9,624,896	21,495	15.90
34	57.403	4,335,449	75,527	37,189	648	1,066,008	18,571	15.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
38	5.259	400,997	76,250	2,402	457	108,318	20,597	15.90
39	3.763	425,222	113,001	2,500	664	129,956	34,535	16.24
45	93.217	6,602,579	70,830	67,345	722	1,852,787	19,876	16.50
46	0.496	52,348	105,540			7,842	15,810	15.99
51	770.041	49,163,738	63,846	517,529	672	18,873,820	24,510	16.13
52	66.132	5,444,486	82,328	68,723	1,039	1,461,514	22,100	15.38
53	143.261	8,810,498	61,500	153,038	1,068	3,140,093	21,919	16.37
55	1,498.961	87,689,329	58,500	661,384	441	39,229,577	26,171	16.27
56	14.589	1,063,280	72,882	8,369	574	278,365	19,080	15.97
57	12.620	931,470	73,809			283,101	22,433	15.82
58	45.016	3,740,500	83,093	56,135	1,247	967,567	21,494	14.99
59	0.101	5,811	57,535			1,951	19,315	16.88
61	137.469	10,522,044	76,541	59,918	436	3,135,266	22,807	16.81
64	22.743	1,601,981	70,438	39,753	1,748	548,162	24,102	16.43
65	867.223	55,863,477	64,417	442,270	510	22,586,233	26,044	16.28
67	0.365	19,122	52,389	1,035	2,836	7,831	21,456	15.60
68	52.774	5,791,725	109,746	36,244	687	1,015,329	19,239	15.85
69	68.224	6,368,585	93,348	105,648	1,549	1,404,268	20,583	15.84
71	0.498	43,553	87,456			15,684	31,494	13.63
73				1,375				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
74	27.927	2,298,391	82,300	87,187	3,122	520,066	18,622	19.66
76	4.301	387,876	90,183	2,851	663	91,413	21,254	15.34
79	346.093	29,460,202	85,122	1,950,220	5,635	7,471,589	21,588	15.99
81	12.414	1,314,005	105,849	8,197	660	206,779	16,657	15.71
86	5.062	334,078	65,997	12,150	2,400	108,510	21,436	14.44
88	884.703	58,405,556	66,017	758,899	858	21,354,443	24,137	16.50
89	189.622	15,449,741	81,477	393,881	2,077	3,404,761	17,956	19.79
97	12,036.663	1,003,456,857	83,367	6,975,891	580	196,603,710	16,334	16.91
98	3,005.230	174,300,769	57,999	2,106,623	701	76,556,251	25,474	18.73
99	4,216.133	309,442,949	73,395	2,693,122	639	108,196,192	25,662	17.93
CP	402.542	53,089,206	131,885	434,720	1,080	6,572,232	16,327	15.34
SB	0.056	5,843	104,339	18,422	328,964	1,206	21,544	16.02
BEA	22,170.144	1,734,944,784	78,256	65,537,882	2,956	426,085,787	19,219	16.55
Active	46,553.795	3,334,640,946	71,630	82,821,747	1,779	1,049,508,622	22,544	16.68
On Leave	6.187	506,132	81,806	126,358	20,423	157,765	25,499	18.62
Classified Total	46,559.982	3,335,147,078	71,631	82,948,105	1,782	1,049,666,387	22,544	16.68
PSES Program 01 Classified	2,355.662	182,023,300	77,271			59,064,681	25,073	16.26
PSES Program 09 Classified	5.314	281,419	52,958			147,577	27,771	17.82
PSES Program 21 Classified	558.707	40,411,521	72,330			14,197,246	25,411	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
PSES Program 97 Classified	84.670	7,594,136	89,691			1,696,258	20,034	16.88

Aberdeen School District (14005)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.906	2,067,638	71,530	519,049	17,956	749,332	25,923	16.59
02	1.201	82,266	68,498	689	574	29,795	24,808	18.92
03	1.523	103,626	68,041	137	90	36,385	23,891	15.08
21	31.976	2,038,814	63,761	37,442	1,171	970,037	30,336	16.87
31	1.893	128,567	67,917			30,186	15,946	18.25
34	0.940	64,156	68,251			14,743	15,684	18.08
51	9.094	629,103	69,178	10,712	1,178	275,802	30,328	16.80
53	0.863	57,290	66,385	126	146	18,031	20,893	16.66
55	10.788	755,438	70,026	12,001	1,112	303,170	28,102	16.64
56	0.256	17,387	67,918	235	918	7,056	27,564	16.64
65	3.277	205,683	62,766	4,042	1,233	94,104	28,717	16.74
79	1.037	69,332	66,858	467	450	23,526	22,687	16.66
88	7.855	518,366	65,992	2,052	261	174,262	22,185	16.43
97	40.289	3,258,434	80,877			680,071	16,880	17.84
98	15.461	1,000,073	64,684	4,548	294	424,526	27,458	19.05
99	8.474	579,403	68,374			313,680	37,017	19.15
BEA	74.752	5,704,687	76,315	519,875	6,955	1,540,512	20,608	17.36
Active	163.833	11,575,576	70,655	591,500	3,610	4,144,707	25,298	17.36
Classified Total	163.833	11,575,576	70,655	591,500	3,610	4,144,707	25,298	17.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	4.252	351,282	82,616			172,524	40,575	16.49
PSES Program 21 Classified	5.126	429,548	83,798			141,134	27,533	16.48

Adna School District (21226)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.458	316,887	58,059	77,371	14,176	131,643	24,119	9.69
21	5.787	291,192	50,318			153,206	26,474	9.68
51	0.952	46,441	48,783			25,094	26,360	9.72
52	0.046	5,026	109,261			1,409	30,633	9.08
55	1.314	65,264	49,668			36,429	27,723	9.71
97	7.762	497,764	64,128	11,040	1,422	146,373	18,858	10.32
98	2.503	130,393	52,095			62,736	25,064	11.66
99	2.694	186,743	69,318			109,788	40,753	10.91
BEA	13.220	814,651	61,623	88,411	6,688	278,015	21,030	10.08
Active	26.516	1,539,710	58,067	88,411	3,334	666,677	25,142	10.21
Classified Total	26.516	1,539,710	58,067	88,411	3,334	666,677	25,142	10.21
PSES Program 01 Classified	1.233	85,280	69,165			33,101	26,846	9.37
PSES Program 21 Classified	1.535	104,579	68,130			28,754	18,732	9.31
PSES Program 97 Classified	0.573	38,001	66,319			13,070	22,810	9.19

Almira School District (22017)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.280	58,975	46,074	36,890	28,820	40,400	31,562	14.65
21	0.112	4,795	42,813			7,904	70,570	11.67
55	0.209	8,905	42,608			8,812	42,164	14.75
97	3.070	177,511	57,821			60,216	19,614	15.47
98	1.411	62,493	44,290			37,127	26,312	15.02
99	1.974	103,529	52,446			49,551	25,102	15.04
BEA	4.350	236,486	54,365	36,890	8,480	100,616	23,130	15.26
Active	8.056	416,208	51,664	36,890	4,579	204,009	25,324	15.12
Classified Total	8.056	416,208	51,664	36,890	4,579	204,009	25,324	15.12
PSES Program 01 Classified	0.078	3,323	42,603			5,524	70,815	12.48

Anacortes School District (29103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.473	1,714,064	76,272	71,826	3,196	502,802	22,374	15.40
02	0.429	31,604	73,669			7,842	18,280	15.27
21	16.282	1,006,837	61,837	7,334	450	440,779	27,072	15.65
24	4.263	266,066	62,413	32,857	7,707	125,472	29,433	15.66
31	0.461	34,137	74,050	1,155	2,505	10,026	21,749	15.37
34	0.119	8,972	75,395	649	5,454	2,361	19,841	15.25
51	0.864	57,786	66,882			22,929	26,538	15.64
55	3.143	180,290	57,362			82,798	26,344	15.75
58	0.161	9,736	60,472			4,702	29,207	15.71
89	0.500	52,437	104,874	750	1,500	7,842	15,684	15.30
97	27.164	2,533,792	93,278	21,778	802	439,152	16,167	15.76
98	7.690	542,993	70,610	5,550	722	235,260	30,593	16.25
99	13.113	1,055,625	80,502	1,500	114	329,364	25,117	16.42
BEA	50.646	4,322,569	85,349	95,408	1,884	962,184	18,998	15.61
Active	96.662	7,494,339	77,531	143,399	1,484	2,211,330	22,877	15.78
Classified Total	96.662	7,494,339	77,531	143,399	1,484	2,211,330	22,877	15.78
PSSES Program 01 Classified	8.654	577,124	66,689			238,698	27,582	15.83

Arlington School District (31016)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	48.114	3,973,910	82,594	110,778	2,302	1,061,252	22,057	15.82
02	2.366	178,854	75,593			48,830	20,638	15.34
21	56.217	3,798,737	67,573			1,586,533	28,222	16.05
31	2.176	178,563	82,060			39,499	18,152	16.57
34	0.351	27,792	79,179			6,303	17,958	15.91
51	3.942	262,556	66,605			104,835	26,594	16.14
55	4.315	289,907	67,186			107,681	24,955	16.16
58	0.135	10,370	76,815			3,057	22,648	15.99
65	2.843	243,881	85,783			83,134	29,242	15.83
69	1.340	152,946	114,139			47,652	35,561	15.85
88	5.284	466,382	88,263			147,126	27,844	15.83
89	1.382	124,823	90,321			21,949	15,882	15.19
97	49.335	4,467,634	90,557	360	7	843,619	17,100	17.49
98	14.976	984,013	65,706	60	4	376,441	25,136	18.13
99	29.515	2,394,987	81,145	4,976	169	773,653	26,212	17.87
BEA	102.342	8,826,753	86,248	111,138	1,086	1,999,504	19,537	16.67
Active	222.291	17,555,355	78,975	116,174	523	5,251,565	23,625	16.71
Classified Total	222.291	17,555,355	78,975	116,174	523	5,251,565	23,625	16.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	10.454	897,325	85,836			249,793	23,894	15.74
PSES Program 21 Classified	1.426	130,716	91,666			32,559	22,833	15.74

Asotin-Anatone School District (02420)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.822	358,700	61,611	198,050	34,018	120,843	20,756	16.43
09	0.925	46,813	50,609			22,287	24,094	16.77
21	8.071	393,954	48,811			214,651	26,595	16.86
24	1.084	51,043	47,088			26,981	24,890	16.85
31	0.434	34,692	79,935			7,838	18,060	16.36
34	0.041	2,280	55,610			792	19,315	16.66
51	0.152	7,163	47,125			3,954	26,010	16.86
55	0.465	24,110	51,849			11,077	23,822	16.74
58	0.014	583	41,643	6,039	431,357	382	27,292	16.87
97	8.074	543,183	67,276			128,305	15,891	19.52
98	2.362	118,750	50,275			56,588	23,957	23.07
99	2.868	199,232	69,467	2,056	717	65,191	22,731	19.21
BEA	14.371	938,855	65,330	198,050	13,781	257,778	17,937	18.21
Active	30.312	1,780,503	58,739	206,145	6,801	658,888	21,737	18.24
Classified Total	30.312	1,780,503	58,739	206,145	6,801	658,888	21,737	18.24
PSSES Program 01 Classified	1.712	80,230	46,863			45,114	26,352	16.83

Auburn School District (17408)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	148.149	10,645,258	71,855	1,390,296	9,384	3,204,308	21,629	15.25
09	5.088	302,570	59,467			125,472	24,660	15.37
21	156.542	10,379,191	66,303	165,178	1,055	4,530,303	28,940	15.31
31	11.170	731,485	65,487	540	48	339,410	30,386	15.40
34	1.000	94,796	94,796	450	450	15,684	15,684	15.37
51	10.279	770,444	74,953	18,255	1,776	262,935	25,580	15.26
52	1.828	164,578	90,032	13,452	7,359	39,221	21,456	15.34
55	53.245	3,406,148	63,971	44,884	843	1,455,352	27,333	15.34
58	2.190	255,298	116,574	13,930	6,361	68,539	31,296	15.05
64	0.200	17,653	88,265	90	450	3,137	15,684	15.37
65	20.511	1,234,870	60,205	960	47	610,081	29,744	15.29
68	0.273	16,919	61,974			15,684	57,451	16.04
69	0.996	86,671	87,019	3,005	3,017	18,817	18,892	15.36
74	0.287	33,417	116,436	259	902	4,501	15,684	15.37
79	3.861	363,428	94,128	8,234	2,133	87,175	22,578	15.36
88	30.110	1,974,152	65,565	14,466	480	768,013	25,507	15.27
89	3.625	383,254	105,725	24,848	6,855	66,657	18,388	15.76
97	180.219	16,055,884	89,091	456,094	2,531	2,943,315	16,332	15.88
98	58.643	3,787,897	64,592	72,635	1,239	1,701,724	29,018	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
99	58.733	5,018,495	85,446	237,011	4,035	1,976,966	33,660	16.18
CP	12.743	1,456,137	114,270	60,081	4,715	203,892	16,000	15.11
BEA	340.538	27,527,423	80,835	1,847,380	5,425	6,502,717	19,095	15.62
Active	759.692	57,178,545	75,265	2,524,668	3,323	18,441,184	24,275	15.58
Classified Total	759.692	57,178,545	75,265	2,524,668	3,323	18,441,184	24,275	15.58
PSES Program 01 Classified	34.388	2,248,354	65,382			830,112	24,140	15.11
PSES Program 21 Classified	18.853	1,601,090	84,925			637,680	33,824	15.55
PSES Program 97 Classified	9.678	855,444	88,391			188,208	19,447	16.42

Bainbridge Island School District (18303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.107	2,152,663	76,588	516,214	18,366	667,640	23,754	15.85
02	0.838	64,110	76,504			18,692	22,306	15.94
21	32.155	2,169,813	67,480			945,905	29,417	15.79
31	3.356	253,104	75,418			61,228	18,244	16.80
34	0.435	35,356	81,278			9,398	21,606	15.86
55	0.341	21,978	64,452			10,528	30,874	16.00
68	0.053	4,198	79,208			2,265	42,736	15.88
88	0.832	57,664	69,308			31,444	37,793	16.02
97	49.106	4,678,655	95,277	4,000	81	795,913	16,208	16.60
98	13.582	862,621	63,512			348,897	25,688	17.45
99	14.244	1,168,713	82,049			339,464	23,832	17.14
BEA	81.842	7,183,888	87,778	520,214	6,356	1,552,871	18,974	16.37
Active	143.049	11,468,875	80,174	520,214	3,637	3,231,374	22,589	16.42
Classified Total	143.049	11,468,875	80,174	520,214	3,637	3,231,374	22,589	16.42
PSSES Program 01 Classified	5.581	433,421	77,660			152,719	27,364	15.38
PSSES Program 21 Classified	0.660	46,145	69,917			18,460	27,969	15.96

Battle Ground School District (06119)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	106.853	7,313,572	68,445	441,531	4,132	2,730,450	25,553	15.44
02	26.066	1,672,304	64,157	81,386	3,122	690,701	26,498	15.57
03	0.063	4,257	67,571	246	3,905	1,093	17,350	15.72
09	6.290	373,138	59,322			183,081	29,107	15.72
21	98.228	5,573,769	56,743	5,361	55	3,201,110	32,589	15.56
24	25.889	1,488,357	57,490			804,978	31,093	15.59
31	18.172	1,246,280	68,582	648	36	418,777	23,045	15.84
34	1.650	122,072	73,983	72	44	35,812	21,704	16.25
51	10.686	649,811	60,810	3,439	322	351,583	32,901	15.72
52	0.322	17,917	55,643			14,166	43,995	16.21
55	13.580	947,271	69,755			468,194	34,477	15.76
58								
65	8.798	482,942	54,892	4,213	479	296,124	33,658	15.70
74	0.207	13,369	64,585	771	3,725	7,861	37,976	15.72
79	0.500	36,390	72,780			7,842	15,684	15.72
88	1.179	78,370	66,472			25,099	21,288	14.71
89	1.300	90,224	69,403			20,389	15,684	15.72
97	116.554	10,335,444	88,675	46,005	395	1,938,211	16,629	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
98	0.250	19,110	76,440			3,921	15,684	15.72
99	4.016	297,992	74,201			80,121	19,950	15.79
BEA	269.358	20,693,929	76,827	569,888	2,116	5,815,044	21,589	15.93
Active	440.603	30,762,589	69,819	583,672	1,325	11,279,515	25,600	15.83
Classified Total	440.603	30,762,589	69,819	583,672	1,325	11,279,515	25,600	15.83
PSES Program 01 Classified	28.866	1,753,617	60,750			1,040,115	36,033	14.79
PSES Program 21 Classified	1.436	129,830	90,411			32,806	22,845	15.72
PSES Program 97 Classified	1.000	123,947	123,947			15,684	15,684	10.04

Bellevue School District (17405)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	194.633	14,135,161	72,625	91,144	468	4,471,221	22,973	19.29
21	224.716	16,064,879	71,490	50,598	225	5,154,660	22,939	20.16
31	8.710	739,027	84,848	2,468	283	172,965	19,858	15.83
51	6.960	507,741	72,951	614	88	137,059	19,692	16.95
52	0.130	13,858	106,600			1,838	14,136	16.07
55	4.778	412,480	86,329	3,024	633	84,955	17,780	18.17
58	0.100	18,654	186,540			1,414	14,136	16.34
64	0.040	4,264	106,600			565	14,136	16.07
65	2.000	134,006	67,003	3,570	1,785	28,159	14,080	21.74
74	2.442	175,396	71,825			42,408	17,366	16.00
79	3.461	279,167	80,661			73,763	21,313	14.07
88	61.914	4,719,363	76,224	41,288	667	1,362,541	22,007	17.22
89	1.000	106,600	106,600	1,200	1,200	14,136	14,136	8.86
97	208.016	18,316,802	88,055	242,192	1,164	2,949,790	14,181	18.17
98	42.477	2,689,409	63,314	9,850	232	927,586	21,837	21.20
99	15.800	1,653,001	104,620	41,350	2,617	223,292	14,132	16.63
CP	25.902	3,403,212	131,388	17,280	667	367,060	14,171	15.90
BEA	411.359	33,190,990	80,686	335,804	816	7,593,976	18,461	18.65
Active	803.079	63,373,020	78,913	504,578	628	16,013,413	19,940	18.75

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	803.079	63,373,020	78,913	504,578	628	16,013,413	19,940	18.75
PSES Program 01 Classified	40.228	2,501,631	62,186			956,104	23,767	17.88
PSES Program 21 Classified	22.004	1,762,995	80,122			473,903	21,537	20.11
PSES Program 97 Classified	0.500	97,716	195,432			7,068	14,136	15.58

Bellingham School District (37501)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	116.459	8,074,487	69,333	331,077	2,843	2,605,149	22,370	15.79
02	1.228	72,782	59,269	3,658	2,979	24,911	20,286	16.37
09	8.424	481,926	57,209	27,135	3,221	201,942	23,972	16.32
21	141.928	8,794,686	61,966	504,921	3,558	3,971,871	27,985	16.18
31	10.227	709,794	69,404	38,685	3,783	235,063	22,985	16.16
34	0.316	25,805	81,661	2,209	6,991	5,803	18,365	15.96
51	6.382	598,646	93,802	7,324	1,148	160,774	25,192	15.88
52	0.690	99,555	144,283			22,529	32,651	15.58
55	2.331	167,292	71,768	6,128	2,629	78,600	33,719	16.12
58	0.166	15,208	91,614			3,724	22,431	15.28
65	5.240	234,930	44,834	13,112	2,502	111,701	21,317	16.40
71	0.498	43,553	87,456			15,684	31,494	13.63
79	3.926	460,392	117,267	5,222	1,330	96,372	24,547	15.05
88	2.756	165,284	59,972	8,653	3,140	62,194	22,567	16.36
89	0.996	58,638	58,873			15,684	15,747	16.46
97	145.536	11,898,837	81,759	5,874	40	2,432,987	16,717	17.64
98	35.370	2,132,623	60,295	105,512	2,983	1,029,167	29,097	19.46
99	43.222	3,509,251	81,191	4,050	94	1,140,060	26,377	18.37
BEA	273.766	20,781,705	75,910	381,503	1,394	5,303,914	19,374	16.84

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	525.695	37,543,689	71,417	1,063,560	2,023	12,214,217	23,234	16.91
Classified Total	525.695	37,543,689	71,417	1,063,560	2,023	12,214,217	23,234	16.91
PSES Program 01 Classified	27.357	1,648,032	60,242			701,162	25,630	16.10
PSES Program 21 Classified	1.705	138,926	81,482			46,712	27,397	15.98
PSES Program 97 Classified	0.927	125,653	135,548			15,684	16,919	15.52

Benge School District (01122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01								
97	0.335	18,826	56,197			5,991	17,884	15.71
98				500				
99	0.542	30,467	56,212			9,693	17,884	15.71
BEA	0.335	18,826	56,197			5,991	17,884	15.71
Active	0.877	49,293	56,206	500	570	15,684	17,884	15.71
Classified Total	0.877	49,293	56,206	500	570	15,684	17,884	15.71

Bethel School District (27403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	162.251	10,143,238	62,516	5,500	34	3,486,652	21,489	16.82
02	4.139	269,318	65,068			89,653	21,660	17.08
09	5.176	306,809	59,275			125,450	24,237	17.21
21	202.749	11,313,159	55,799			5,344,812	26,362	17.20
24	24.507	1,414,686	57,726			597,429	24,378	17.21
31	4.798	282,977	58,978			100,888	21,027	17.22
34	0.250	19,152	76,608			3,921	15,684	16.88
39	2.136	271,070	126,905	2,500	1,170	94,104	44,056	16.37
45	6.088	461,550	75,813			109,788	18,034	16.23
51	20.223	1,214,378	60,049			509,493	25,194	17.07
55	40.880	2,344,907	57,361			1,051,750	25,728	16.97
58	0.200	13,241	66,205			3,137	15,684	17.06
65	7.054	400,619	56,793			188,208	26,681	17.27
79	0.338	24,327	71,973			7,312	21,633	16.96
88	6.913	420,630	60,846			175,448	25,379	17.17
89	5.608	487,227	86,881	1,000	178	94,104	16,780	16.29
97	232.143	18,914,398	81,477	21,554	93	3,900,622	16,803	19.41
98	70.492	4,006,013	56,829	2,000	28	1,877,761	26,638	22.41
99	116.870	8,317,607	71,170	1,000	9	2,551,911	21,835	21.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	409.669	30,090,633	73,451	27,054	66	7,691,522	18,775	18.44
Active	912.815	60,625,306	66,416	33,554	37	20,312,441	22,253	18.76
Classified Total	912.815	60,625,306	66,416	33,554	37	20,312,441	22,253	18.76
PSES Program 01 Classified	50.315	2,870,466	57,050			976,959	19,417	15.97
PSES Program 09 Classified	0.724	47,276	65,298			15,662	21,633	17.08
PSES Program 21 Classified	28.932	1,659,838	57,370			711,970	24,608	17.22

Bickleton School District (20203)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.204	15,831	77,603			3,916	19,197	15.67
97	2.409	140,863	58,474			39,220	16,280	15.66
99	0.204	15,831	77,603			3,916	19,197	15.67
BEA	2.613	156,694	59,967			43,136	16,508	15.66
Active	2.817	172,525	61,244			47,052	16,703	15.66
Classified Total	2.817	172,525	61,244			47,052	16,703	15.66

Blaine School District (37503)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.077	980,598	74,986	260,101	19,890	234,631	17,942	14.55
02	0.548	34,528	63,007	1,621	2,958	13,429	24,506	15.30
09	1.599	99,363	62,141	8,330	5,210	45,513	28,463	15.20
21	20.984	1,307,121	62,291	89,177	4,250	514,887	24,537	15.20
24	0.139	8,540	61,439	753	5,417	3,615	26,010	15.29
51	2.371	157,717	66,519	12,026	5,072	54,340	22,919	15.29
55	2.963	245,594	82,887	9,126	3,080	57,151	19,288	14.73
64	0.093	6,140	66,022	636	6,839	2,096	22,534	15.27
65	0.765	50,507	66,022	7,394	9,665	17,654	23,077	15.28
79	0.097	9,910	102,165	834	8,598	2,237	23,065	15.29
97	23.783	1,863,668	78,361	9,896	416	372,850	15,677	15.79
98	6.825	451,876	66,209	27,087	3,969	176,228	25,821	15.76
99	11.860	853,282	71,946	46,780	3,944	367,825	31,014	15.21
BEA	37.408	2,878,794	76,957	271,618	7,261	620,911	16,598	15.35
Active	85.104	6,068,844	71,311	473,761	5,567	1,862,457	21,884	15.30
Classified Total	85.104	6,068,844	71,311	473,761	5,567	1,862,457	21,884	15.30
PSSES Program 01 Classified	3.402	206,658	60,746			47,725	14,029	12.34
PSSES Program 21 Classified	0.603	46,376	76,909			15,684	26,010	12.47

Boistfort School District (21234)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.201	73,647	61,321			27,178	22,630	14.18
21	0.660	33,225	50,341			18,097	27,420	15.24
51	0.278	14,055	50,558			7,623	27,420	15.24
52	0.218	10,911	50,050			5,977	27,420	15.24
55	0.483	22,891	47,393			16,857	34,901	15.24
88	0.782	43,015	55,006			31,368	40,113	15.91
97	2.560	151,882	59,329			41,470	16,199	14.44
98	0.820	41,923	51,126			18,453	22,504	15.24
99	1.677	107,955	64,374			52,615	31,375	16.24
BEA	3.761	225,529	59,965			68,648	18,253	14.34
Active	8.679	499,504	57,553			219,639	25,307	15.18
On Leave								
Classified Total	8.679	499,504	57,553			219,639	25,307	15.18
PSSES Program 01 Classified	0.367	24,208	65,962			8,770	23,898	12.58

Bremerton School District (18100)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.909	3,652,729	65,333	183,144	3,276	1,308,900	23,411	16.51
02	1.275	82,592	64,778	4,461	3,499	24,058	18,869	16.20
21	49.631	2,863,084	57,687	156,825	3,160	1,379,846	27,802	16.41
31	0.595	39,059	65,645	2,357	3,961	10,979	18,452	16.17
34	0.255	16,739	65,643	1,010	3,961	4,705	18,452	16.17
38	0.478	29,955	62,667	2,402	5,025	15,684	32,812	16.20
45	7.670	569,461	74,245	13,860	1,807	152,919	19,937	16.74
51	1.641	118,148	71,998	967	589	33,111	20,178	16.13
55	5.739	378,367	65,929	14,034	2,445	146,994	25,613	15.98
58				1,000				
65	1.742	104,910	60,224	4,373	2,510	50,153	28,791	16.29
79	2.376	172,930	72,782	2,454	1,033	47,052	19,803	16.11
89	1.334	140,685	105,461	5,027	3,768	25,553	19,155	15.78
97	61.644	5,415,180	87,846	39,690	644	981,389	15,920	17.11
98	18.173	1,055,963	58,106	5,877	323	463,867	25,525	18.88
99	16.260	1,209,686	74,396	5,646	347	407,784	25,079	18.05
BEA	127.348	9,775,760	76,764	244,522	1,920	2,482,950	19,497	16.84
Active	224.722	15,849,488	70,529	443,127	1,972	5,052,994	22,486	16.94
Classified Total	224.722	15,849,488	70,529	443,127	1,972	5,052,994	22,486	16.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	9.817	779,175	79,370			206,526	21,038	17.90
PSES Program 21 Classified	4.593	286,638	62,408			109,788	23,903	18.34
PSES Program 97 Classified	0.351	35,235	100,385			5,505	15,684	15.85

Brewster School District (24111)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.844	258,572	53,380	106,839	22,056	95,634	19,743	15.47
09	1.433	58,556	40,863			47,052	32,835	15.47
21	7.574	313,509	41,393			192,955	25,476	15.22
24	2.639	112,348	42,572			64,773	24,545	15.47
31	0.202	10,534	52,149			3,921	19,411	15.47
51	3.514	161,768	46,035			84,248	23,975	15.51
53	1.801	88,351	49,057			40,797	22,652	15.47
55	3.208	143,671	44,785			74,175	23,122	15.47
65	2.634	116,668	44,293			65,179	24,745	15.47
79	1.329	111,538	83,926			31,368	23,603	15.47
97	15.739	1,108,322	70,419	14,312	909	249,101	15,827	15.81
98	5.105	235,021	46,037			114,178	22,366	16.14
99	2.629	170,798	64,967			80,964	30,796	16.27
BEA	20.785	1,377,428	66,270	121,151	5,829	348,656	16,774	15.74
Active	52.651	2,889,656	54,883	121,151	2,301	1,144,343	21,735	15.67
Classified Total	52.651	2,889,656	54,883	121,151	2,301	1,144,343	21,735	15.67
PSSES Program 01 Classified	0.703	55,677	79,199			12,558	17,863	15.47
PSSES Program 21 Classified	0.279	12,021	43,086			15,684	56,215	8.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 97 Classified	0.248	11,307	45,593			5,840	23,550	15.47

Bridgeport School District (09075)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.826	420,605	61,618	38,627	5,659	149,008	21,830	15.50
09	1.073	48,418	45,124			25,080	23,374	15.67
21	6.723	347,616	51,705			150,528	22,390	15.48
24	2.147	100,910	47,000			50,184	23,374	15.47
51	2.903	151,834	52,302			72,280	24,898	14.03
53	0.720	45,731	63,515			15,855	22,020	15.48
55	1.804	108,247	60,004			39,209	21,734	15.50
58	1.000	66,373	66,373			15,684	15,684	15.47
64	0.150	8,184	54,560			2,353	15,684	15.47
65	2.443	137,282	56,194			53,789	22,018	15.48
97	9.254	645,115	69,712	2,000	216	156,840	16,948	15.94
98	3.575	169,899	47,524	3,000	839	78,420	21,936	16.55
99	1.274	84,183	66,078			37,632	29,539	14.95
BEA	16.080	1,065,720	66,276	40,627	2,527	305,848	19,020	15.77
Active	39.892	2,334,397	58,518	43,627	1,094	846,861	21,229	15.58
Classified Total	39.892	2,334,397	58,518	43,627	1,094	846,861	21,229	15.58
PSSES Program 01 Classified	0.716	73,046	102,020			15,706	21,936	15.50

Brinnon School District (16046)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.123	69,519	61,905			26,406	23,514	15.05
09	0.270	15,108	55,956			6,288	23,289	15.17
21	0.285	13,291	46,635			2,936	10,300	10.87
51								
55	0.434	22,113	50,952			12,370	28,503	15.18
58								
97	1.442	107,135	74,296			35,932	24,918	13.96
98	0.899	45,785	50,929			23,096	25,690	15.61
99	0.647	42,327	65,420			18,406	28,448	15.61
BEA	2.565	176,654	68,871			62,338	24,303	14.39
Active	5.100	315,278	61,819			125,434	24,595	14.67
Classified Total	5.100	315,278	61,819			125,434	24,595	14.67
PSSES Program 01 Classified	0.275	13,712	49,862			7,608	27,664	15.18
PSSES Program 21 Classified	0.094	4,447	47,309			2,311	24,583	15.18

Burlington-Edison School District (29100)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	31.147	2,276,255	73,081	369,079	11,850	751,048	24,113	14.98
09	1.156	73,721	63,772			43,003	37,200	15.21
21	33.638	2,049,027	60,914	1,425	42	947,078	28,155	15.21
31	0.994	72,284	72,720	35	35	42,339	42,595	13.47
34	0.096	8,776	91,417	35	365	7,842	81,688	15.18
51	0.710	58,178	81,941			20,994	29,570	15.21
53	1.795	170,274	94,860	360	201	45,680	25,449	14.65
55	2.227	151,578	68,064	238	107	54,355	24,407	15.20
58		36,365						
64	0.100	6,572	65,720			5,228	52,280	8.14
65	4.977	317,674	63,828			136,270	27,380	15.21
79	1.541	137,734	89,380			38,921	25,257	15.17
97	41.569	3,912,514	94,121	29,600	712	701,843	16,884	15.27
98	12.195	847,183	69,470	4,480	367	309,220	25,356	15.61
99	21.439	1,655,006	77,196	2,340	109	566,328	26,416	15.37
BEA	73.806	6,269,829	84,950	398,749	5,403	1,503,072	20,365	15.14
Active	153.584	11,773,141	76,656	407,592	2,654	3,670,150	23,897	15.21
Classified Total	153.584	11,773,141	76,656	407,592	2,654	3,670,150	23,897	15.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	6.445	491,157	76,207			172,701	26,796	15.20
PSES Program 21 Classified	0.574	48,777	84,977			15,684	27,324	15.21
PSES Program 97 Classified	1.286	153,755	119,561			31,368	24,392	15.15

Camas School District (06117)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	54.934	3,828,622	69,695	267,500	4,869	1,423,235	25,908	15.41
09	0.566	31,512	55,675			15,684	27,710	15.52
21	64.830	3,697,417	57,033	1,268	20	1,811,672	27,945	15.39
24	0.475	25,154	52,956			15,684	33,019	15.52
31	3.318	267,559	80,639			98,523	29,693	15.82
51	1.547	91,151	58,921			42,328	27,361	15.52
55	5.120	301,933	58,971			156,840	30,633	15.52
58								
65	3.694	265,753	71,942			109,788	29,721	15.52
73								
89	13.889	982,518	70,741			318,382	22,923	15.56
97	68.754	6,040,689	87,859			1,152,789	16,767	16.14
98	21.296	1,139,746	53,519			639,198	30,015	16.66
99	29.569	2,284,755	77,269	8,464	286	1,132,647	38,305	16.71
BEA	127.006	10,136,870	79,814	267,500	2,106	2,674,547	21,058	15.85
Active	267.992	18,956,809	70,736	277,232	1,034	6,916,770	25,810	15.89
Classified Total	267.992	18,956,809	70,736	277,232	1,034	6,916,770	25,810	15.89
PSSES Program 01 Classified	18.664	1,302,662	69,795			642,878	34,445	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
PSES Program 21 Classified	0.509	47,547	93,413			15,684	30,813	15.52

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
01	8.496	507,336	59,715	88,831	10,456	198,893	23,410	15.51
21	3.295	177,827	53,969	4,542	1,378	101,946	30,940	13.70
51	1.644	86,322	52,507	4,087	2,486	47,052	28,620	13.04
55	1.907	107,049	56,135	3,626	1,901	47,033	24,663	15.51
97	13.857	974,228	70,306	12,942	934	235,048	16,962	15.05
98	4.440	232,612	52,390	8,067	1,817	101,989	22,970	15.68
99	2.306	200,339	86,877	5,676	2,461	67,913	29,450	16.03
BEA	22.353	1,481,564	66,280	101,773	4,553	433,940	19,413	15.21
Active	35.945	2,285,713	63,589	127,771	3,555	799,872	22,253	15.13
Classified Total	35.945	2,285,713	63,589	127,771	3,555	799,872	22,253	15.13
PSES Program 01 Classified	2.010	138,180	68,746			47,052	23,409	15.52

Carbonado School District (27019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.998	54,131	54,239	15,169	15,199	23,526	23,573	15.33
21	0.928	51,527	55,525			23,526	25,351	15.14
24	0.113	5,682	50,283			15,684	138,796	14.80
52	0.362	18,780	51,878			9,416	26,010	15.12
55	0.566	29,874	52,781			14,110	24,930	15.13
74				2,000				
97	3.190	203,469	63,783	3,541	1,110	62,736	19,666	15.63
98	0.371	20,435	55,081			8,952	24,129	15.67
99	0.626	35,750	57,109			14,550	23,243	15.65
BEA	4.188	257,600	61,509	18,710	4,468	86,262	20,597	15.56
Active	7.154	419,648	58,659	20,710	2,895	172,500	24,112	15.46
Classified Total	7.154	419,648	58,659	20,710	2,895	172,500	24,112	15.46

Cascade School District (04228)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.896	1,122,159	53,702	168,915	8,084	467,645	22,380	16.05
09	0.637	31,381	49,264			15,709	24,660	16.55
31	0.923	53,090	57,519			23,507	25,468	16.29
34	0.353	19,502	55,246			7,054	19,982	16.52
51	2.573	121,627	47,271			63,659	24,741	16.61
53				1,200				
55	0.655	27,107	41,385	1,000	1,527	23,526	35,918	16.79
65	0.177	8,834	49,910			4,697	26,538	16.54
74				4,000				
97	16.066	986,578	61,408	9,772	608	261,720	16,290	18.48
98	4.139	225,481	54,477			73,976	17,873	18.59
99	7.423	454,843	61,275	1,600	216	194,228	26,166	19.91
BEA	38.238	2,181,329	57,046	178,687	4,673	759,925	19,874	17.16
Active	53.842	3,050,602	56,658	186,487	3,464	1,135,721	21,094	17.64
Classified Total	53.842	3,050,602	56,658	186,487	3,464	1,135,721	21,094	17.64
PSES Program 01 Classified	2.450	165,897	67,713			57,590	23,506	16.17
PSES Program 09 Classified	0.204	10,042	49,225			5,031	24,660	16.55

CASHMERE SCHOOL DISTRICT (04222)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.062	664,777	55,113	470,350	38,994	267,087	22,143	16.35
21	11.466	601,770	52,483	6,649	580	252,202	21,996	15.77
24	2.610	133,837	51,279	1,247	478	66,034	25,300	16.29
31	0.168	9,714	57,821	334	1,988	3,144	18,712	16.14
34	0.230	12,781	55,570			4,716	20,505	16.17
51	1.984	101,574	51,197	850	428	50,675	25,542	16.30
53	0.697	37,752	54,164			17,096	24,528	16.25
55	0.884	44,740	50,611	252	285	21,330	24,129	16.35
65	1.401	72,803	51,965			34,973	24,963	16.28
79	0.217	11,286	52,009			5,644	26,010	16.28
88	1.236	77,018	62,312	681	551	31,346	25,361	15.74
97	18.324	1,334,746	72,841	41,587	2,270	298,749	16,304	17.43
98	5.295	294,930	55,700	2,829	534	138,976	26,247	19.16
99	4.357	279,444	64,137	5,844	1,341	141,156	32,398	17.89
BEA	30.784	2,022,018	65,684	512,271	16,641	573,695	18,636	17.05
Active	60.931	3,677,172	60,350	530,623	8,709	1,333,128	21,879	16.96
Classified Total	60.931	3,677,172	60,350	530,623	8,709	1,333,128	21,879	16.96
PSSES Program 01 Classified	1.848	99,506	53,845			42,791	23,155	17.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	0.660	59,490	90,136			15,684	23,764	17.58

Castle Rock School District (08401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.033	797,898	61,221	20,207	1,550	418,054	32,077	18.06
21	12.621	612,848	48,558	17,426	1,381	332,793	26,368	18.41
31	0.108	7,794	72,167			1,958	18,132	15.94
34	0.108	6,894	63,833			1,958	18,132	16.06
51	1.872	91,467	48,861	2,466	1,317	48,827	26,083	17.05
55	2.313	110,489	47,769			60,071	25,971	17.83
65	0.502	28,509	56,791			13,255	26,404	16.18
88	3.492	180,776	51,769			77,919	22,314	17.37
97	11.439	712,353	62,274	4,500	393	206,245	18,030	21.44
98	5.617	270,334	48,128	9,533	1,697	142,879	25,437	23.63
99	7.091	438,429	61,829	6,914	975	201,566	28,426	21.39
BEA	24.688	1,524,939	61,768	24,707	1,001	628,215	25,446	18.97
Active	58.196	3,257,791	55,980	61,046	1,049	1,505,524	25,870	19.28
Classified Total	58.196	3,257,791	55,980	61,046	1,049	1,505,524	25,870	19.28
PSSES Program 01 Classified	4.489	233,951	52,117			115,232	25,670	17.44

Catalyst Public Schools (18901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.089	365,197	71,762			99,477	19,547	9.36
21	7.368	463,883	62,959			156,840	21,287	9.40
55	3.407	215,438	63,234			69,110	20,285	9.40
74	0.100	8,998	89,980			1,568	15,684	9.32
97	6.243	558,773	89,504			123,900	19,846	9.40
98	1.306	88,851	68,033			27,430	21,003	9.40
99	4.803	305,123	63,528			101,956	21,228	9.81
BEA	11.332	923,970	81,536			223,377	19,712	9.38
Active	28.316	2,006,263	70,853			580,282	20,493	9.45
Classified Total	28.316	2,006,263	70,853			580,282	20,493	9.45
PSES Program 01 Classified	0.531	37,855	71,290			11,746	22,121	9.40

Centerville School District (20215)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.692	33,275	48,085	19,820	28,642	14,116	20,398	15.26
51	0.694	30,116	43,395			12,224	17,614	15.26
52	0.408	17,869	43,797			8,792	21,550	15.26
55	0.324	14,200	43,827			6,904	21,307	15.26
58	0.020	883	44,150			311	15,567	15.26
97	1.551	88,817	57,264	2,100	1,354	37,626	24,259	15.67
98	0.646	30,657	47,457	500	774	15,684	24,279	16.68
99	1.365	75,579	55,369	1,500	1,099	45,499	33,333	16.21
BEA	2.243	122,092	54,432	21,920	9,773	51,741	23,068	15.57
Active	5.700	291,396	51,122	23,920	4,196	141,156	24,764	15.78
On Leave								
Classified Total	5.700	291,396	51,122	23,920	4,196	141,156	24,764	15.78
PSSES Program 01 Classified	0.560	26,278	46,925			10,979	19,605	15.26

Central Kitsap School District (18401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	98.512	6,925,719	70,303	55,220	561	2,255,564	22,896	16.20
02	3.583	249,250	69,565			79,703	22,245	16.39
21	87.660	5,127,895	58,498	69,740	796	2,414,942	27,549	16.45
24	61.566	3,644,189	59,192			1,659,840	26,960	16.25
31	8.971	689,934	76,907			184,342	20,549	16.13
34	1.809	125,940	69,619			36,755	20,318	16.06
51	2.622	157,666	60,132			74,866	28,553	16.21
55	19.091	1,121,223	58,730			527,755	27,644	16.24
65	9.094	520,277	57,211			256,538	28,210	16.28
68	0.125	10,907	87,256			1,961	15,684	15.81
69	3.126	424,550	135,813			50,722	16,226	15.52
74	0.651	47,083	72,324			13,633	20,941	15.99
89	5.104	515,474	100,994			88,231	17,287	15.49
97	108.690	9,171,589	84,383			1,733,934	15,953	16.86
98	32.844	1,883,658	57,352			956,684	29,128	18.62
99	52.600	4,099,615	77,939			1,380,338	26,242	17.58
BEA	221.565	17,162,432	77,460	55,220	249	4,290,297	19,364	16.55
Active	495.252	34,651,445	69,967	124,960	252	11,700,123	23,625	16.69
On Leave	0.796	63,524	79,804			15,684	19,704	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
Classified Total	496.048	34,714,969	69,983	124,960	252	11,715,807	23,618	16.69
PSES Program 01 Classified	17.418	1,126,573	64,679			413,761	23,755	16.82
PSES Program 21 Classified	2.985	224,588	75,239			78,420	26,271	16.01

Central Valley School District (32356)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	104.364	5,145,727	49,306	891,293	8,540	2,482,838	23,790	16.22
02	3.958	204,238	51,601			82,702	20,895	16.11
03	0.812	47,095	57,999			16,584	20,424	15.60
21	158.857	7,843,897	49,377	240	2	4,117,281	25,918	16.30
31	0.500	32,698	65,396			8,292	16,584	16.08
34	0.500	32,698	65,396			8,292	16,584	16.08
55	9.313	533,137	57,247			233,646	25,088	16.15
58	0.170	9,236	54,329			2,819	16,584	16.39
65	0.400	21,732	54,330			6,634	16,584	15.81
74	0.128	6,554	51,203			3,308	25,845	16.29
86	0.830	45,094	54,330			13,765	16,584	16.39
88	64.687	3,954,928	61,139	960	15	1,505,990	23,281	16.19
97	167.469	10,648,621	63,586	54,071	323	2,825,084	16,869	18.28
98	48.687	2,304,244	47,328	2,400	49	1,227,135	25,205	19.75
99	61.899	3,595,856	58,092	1,200	19	1,527,701	24,681	19.17
BEA	277.603	16,111,077	58,036	945,364	3,405	5,423,793	19,538	17.58
Active	622.574	34,425,755	55,296	950,164	1,526	14,062,072	22,587	17.41
Classified Total	622.574	34,425,755	55,296	950,164	1,526	14,062,072	22,587	17.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	44.962	2,083,956	46,349			1,183,148	26,314	16.11
PSES Program 21 Classified	0.731	52,364	71,633			16,584	22,687	16.05

Centralia School District (21401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	33.652	2,262,869	67,243	38,367	1,140	699,167	20,776	15.88
21	21.034	1,071,640	50,948			554,030	26,340	17.00
24	8.400	444,918	52,966			222,477	26,485	16.69
31	2.841	188,892	66,488	490	172	52,990	18,652	16.61
34	0.518	32,705	63,137			9,866	19,046	16.70
51	2.875	150,957	52,507			73,963	25,726	16.70
52	0.184	14,023	76,212			3,926	21,339	16.62
53	0.554	25,656	46,310			18,089	32,651	16.87
55	11.057	589,528	53,317			273,949	24,776	16.60
64	0.554	25,505	46,038			14,567	26,295	16.87
65	3.212	165,629	51,566			85,045	26,477	16.73
74	0.073	5,609	76,836			1,558	21,339	16.62
97	31.068	2,548,242	82,021	31,911	1,027	511,591	16,467	17.78
98	13.463	722,854	53,692			362,659	26,937	19.43
99	26.494	1,875,229	70,779	24,079	909	595,469	22,476	18.56
BEA	68.079	5,032,708	73,925	70,768	1,039	1,273,615	18,708	16.88
Active	155.979	10,124,256	64,908	94,847	608	3,479,346	22,307	17.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	155.979	10,124,256	64,908	94,847	608	3,479,346	22,307	17.36
PSES Program 01 Classified	4.588	378,461	82,489			102,860	22,419	14.32
PSES Program 21 Classified	3.963	187,233	47,245			125,472	31,661	20.00

Chehalis School District (21302)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.114	1,412,877	61,126	461,053	19,947	542,386	23,466	16.62
02	0.663	33,275	50,189			15,684	23,656	16.86
21	25.171	1,292,771	51,360	7,727	307	688,452	27,351	16.86
24	5.869	323,130	55,057			153,237	26,110	16.73
31	1.677	117,591	70,120	4,107	2,449	36,979	22,051	17.23
51	5.440	263,017	48,349			133,672	24,572	16.73
53	0.178	11,597	65,152			4,700	26,404	16.46
55	10.481	565,094	53,916			257,278	24,547	16.74
56	4.395	335,872	76,421			73,801	16,792	16.43
57	4.447	258,103	58,040			90,972	20,457	16.72
58	2.078	192,481	92,628			56,355	27,120	16.35
65	1.278	105,044	82,194			31,368	24,545	16.31
69	2.243	221,344	98,682	750	334	56,674	25,267	16.24
97	32.576	2,618,708	80,388	8,375	257	598,677	18,378	17.49
98	7.807	379,747	48,642			250,944	32,143	21.21
99	9.838	596,446	60,627			283,368	28,803	19.73
BEA	58.030	4,182,451	72,074	473,535	8,160	1,193,725	20,571	17.18
Active	137.255	8,727,097	63,583	482,012	3,512	3,274,545	23,857	17.33
Classified Total	137.255	8,727,097	63,583	482,012	3,512	3,274,545	23,857	17.33

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	8.669	569,544	65,699			238,457	27,507	16.44
PSES Program 21 Classified	2.888	169,940	58,843			79,517	27,534	17.30
PSES Program 97 Classified	1.462	149,650	102,360			39,768	27,201	12.13

Cheney School District (32360)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	36.353	1,798,028	49,460	337,899	9,295	759,427	20,890	15.44
02	2.155	108,166	50,193	1,084	503	47,071	21,843	15.48
21	55.973	2,432,790	43,464	122,337	2,186	1,418,015	25,334	14.64
31	2.123	122,278	57,597	1,040	490	36,073	16,992	15.48
34	0.168	7,845	46,696	349	2,077	3,144	18,716	15.50
51	2.302	117,776	51,162	1,949	847	47,066	20,446	15.51
55	10.373	503,529	48,542	13,590	1,310	246,796	23,792	14.83
88	7.377	350,757	47,547	15,495	2,100	180,845	24,515	11.96
97	75.027	5,084,919	67,775	74,740	996	1,191,984	15,887	15.93
98	25.531	1,312,114	51,393	20,564	805	588,138	23,036	16.01
99	32.305	1,891,477	58,551	5,250	163	892,746	27,635	16.01
BEA	115.826	7,121,236	61,482	415,112	3,584	2,037,700	17,593	15.79
Active	249.687	13,729,679	54,988	594,297	2,380	5,411,305	21,672	15.46
Classified Total	249.687	13,729,679	54,988	594,297	2,380	5,411,305	21,672	15.46
PSSES Program 01 Classified	11.814	585,329	49,545			255,679	21,642	15.61
PSSES Program 21 Classified	3.519	138,628	39,394			126,663	35,994	15.41

Chewelah School District (33036)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.453	372,612	57,742	66,903	10,368	123,471	19,134	17.78
02	1.107	50,689	45,790	720	650	26,167	23,638	17.23
03	0.077	4,005	52,013	80	1,039	1,570	20,395	17.07
09	0.439	16,210	36,925	1,875	4,271	11,770	26,810	17.40
21	7.617	314,962	41,350	10,540	1,384	212,274	27,868	16.73
31	0.257	19,269	74,977	16,406	63,837	3,043	11,839	18.26
34	0.100	7,489	74,890	816	8,160	1,568	15,684	16.64
51	1.787	82,401	46,111	2,260	1,265	46,605	26,080	17.33
55	1.130	42,902	37,966	1,217	1,077	29,109	25,761	17.48
97	12.266	799,936	65,216	7,642	623	205,912	16,787	18.51
98	3.577	158,840	44,406	4,252	1,189	86,929	24,302	21.00
99	5.765	340,609	59,082	1,858	322	184,938	32,079	19.43
BEA	20.260	1,254,000	61,895	92,567	4,569	361,732	17,854	18.22
Active	40.575	2,209,924	54,465	114,569	2,824	933,356	23,003	18.34
Classified Total	40.575	2,209,924	54,465	114,569	2,824	933,356	23,003	18.34
PSSES Program 01 Classified	1.007	44,507	44,198			27,018	26,830	17.27

Chief Leschi Tribal Compact (27901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.731	286,033	165,241	14,653	8,465	27,228	15,730	15.95
09	0.480	144,615	301,281			50	104	15.23
21	3.193	369,849	115,831			55,826	17,484	15.48
24	3.655	790,990	216,413			74,788	20,462	14.94
51	4.924	487,433	98,991	248	50	81,510	16,554	17.07
55		46,542						
68	28.797	3,971,495	137,913			425,913	14,790	16.03
69	5.586	1,124,294	201,270	82,822	14,827	97,163	17,394	14.89
76	1.000	157,647	157,647			13,530	13,530	15.72
88	2.462	381,159	154,817	6,458	2,623	40,698	16,530	15.98
97	4.000	517,194	129,299			44,600	11,150	16.05
98	1.000	157,647	157,647			15,068	15,068	17.16
99		364,650						
BEA	5.731	803,227	140,155	14,653	2,557	71,827	12,533	16.03
Active	56.774	8,780,724	154,661	104,181	1,835	876,365	15,436	15.94
On Leave	0.054	18,824	348,593			7	130	15.40
Classified Total	56.828	8,799,548	154,845	104,181	1,833	876,372	15,421	15.94
PSSES Program 01 Classified		148,102						

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	2.193	234,195	106,792			42,296	19,287	15.78

Chimacum School District (16049)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.083	311,836	61,349	12,552	2,469	112,791	22,190	16.27
02	0.164	10,108	61,634			3,141	19,150	17.63
09	1.194	63,069	52,822	229	192	31,368	26,271	16.71
21	8.197	436,333	53,231	1,965	240	210,064	25,627	15.54
31	0.882	91,923	104,221			17,254	19,563	15.90
55	1.055	60,653	57,491			26,861	25,461	15.27
97	15.052	1,161,609	77,173	2,047	136	239,189	15,891	16.23
98	3.347	182,360	54,485	1,146	342	94,104	28,116	15.66
99	8.815	616,052	69,887	2,812	319	221,907	25,174	15.27
BEA	21.181	1,575,476	74,382	14,599	689	372,374	17,581	16.22
Active	43.789	2,933,943	67,002	20,751	474	956,679	21,847	15.87
Classified Total	43.789	2,933,943	67,002	20,751	474	956,679	21,847	15.87
PSSES Program 01 Classified	0.530	29,382	55,438			13,788	26,016	15.75
PSSES Program 21 Classified	0.119	6,330	53,193			3,043	25,574	11.02

Clarkston School District (02250)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.646	932,662	59,610	174,937	11,181	339,000	21,667	15.79
02	1.962	115,560	58,899			40,778	20,784	15.96
03	1.000	59,696	59,696			15,684	15,684	15.94
09	1.120	59,701	53,304			31,368	28,007	16.06
21	28.840	1,558,061	54,024	1,500	52	744,198	25,804	15.88
24	6.183	323,273	52,284	500	81	170,445	27,567	15.47
31	1.037	60,461	58,304			31,368	30,249	14.23
51	8.959	478,477	53,407	30,845	3,443	239,730	26,759	16.06
55	8.336	446,903	53,611	1,000	120	208,528	25,015	16.05
97	38.889	2,645,868	68,036	37,084	954	647,263	16,644	18.19
98	9.573	533,783	55,759	4,179	437	219,576	22,937	20.38
99	9.511	578,677	60,843	5,962	627	370,735	38,980	18.14
BEA	58.534	3,814,247	65,163	212,021	3,622	1,074,094	18,350	17.45
Active	131.056	7,793,122	59,464	256,007	1,953	3,058,672	23,339	17.13
Classified Total	131.056	7,793,122	59,464	256,007	1,953	3,058,672	23,339	17.13
PSSES Program 01 Classified	4.618	270,976	58,678			124,945	27,056	15.96
PSSES Program 21 Classified	0.955	59,217	62,007			23,513	24,621	15.83

Cle Elum-Roslyn School District (19404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.692	630,002	65,002	3,510	362	211,089	21,780	9.54
02	0.520	30,338	58,342			12,547	24,129	9.46
09	2.203	116,627	52,940	2,634	1,196	54,114	24,564	10.68
21	8.114	431,227	53,146	12,987	1,601	203,590	25,091	10.58
24	2.442	123,260	50,475	5,562	2,278	60,735	24,871	10.96
31	0.082	4,756	58,000			1,578	19,244	9.41
34	0.082	4,574	55,780			1,578	19,244	9.47
51	1.449	69,519	47,977	2,808	1,938	37,688	26,010	11.18
55	0.422	20,496	48,569	819	1,941	10,976	26,010	11.15
58	0.705	49,137	69,698	378	536	18,035	25,582	9.49
97	13.008	864,855	66,486	10,000	769	250,961	19,293	9.17
98	3.337	183,642	55,032			87,299	26,161	9.55
99	3.749	226,204	60,337			132,277	35,283	9.59
BEA	23.384	1,534,525	65,623	13,510	578	477,753	20,431	9.32
Active	45.805	2,754,637	60,138	38,698	845	1,082,467	23,632	9.75
Classified Total	45.805	2,754,637	60,138	38,698	845	1,082,467	23,632	9.75
PSSES Program 01 Classified	1.123	118,786	105,776			25,132	22,379	8.75
PSSES Program 21 Classified	1.300	89,653	68,964			31,368	24,129	9.22

Clover Park School District (27400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
00	1.640	314,595	191,826			27,438	16,730	15.17
01	113.133	8,451,946	74,708	29,151	258	2,341,937	20,701	17.71
02	1.815	135,805	74,824			31,368	17,283	16.19
03	6.579	494,263	75,127			125,472	19,072	17.49
21	188.789	12,007,193	63,601			4,323,179	22,900	17.81
26	4.445	331,249	74,522			78,420	17,642	17.60
29	0.250	34,547	138,188			3,921	15,684	16.69
31	5.538	507,271	91,598	2,089	377	94,063	16,985	17.62
34	1.600	141,244	88,278			25,094	15,684	16.95
51	2.189	196,388	89,716			41,859	19,122	17.07
52	1.105	123,284	111,569			1,647	1,490	2.01
55	13.648	810,127	59,359			292,041	21,398	18.69
58	1.585	138,749	87,539			29,015	18,306	17.86
61	7.390	584,868	79,143			174,109	23,560	19.24
64	0.620	34,807	56,140			15,684	25,297	19.16
65	3.164	183,028	57,847			61,849	19,548	14.17
79	1.312	75,839	57,804			31,368	23,909	18.36
88	26.823	2,156,666	80,404			618,142	23,045	19.35
89	0.500	60,240	120,480			7,842	15,684	8.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	167.668	15,361,063	91,616	22,450	134	2,555,212	15,240	17.51
98	48.176	2,758,150	57,252			1,207,695	25,068	24.95
99	61.274	4,844,251	79,059			1,243,944	20,301	24.81
BEA	296.333	25,091,592	84,674	53,690	181	5,173,147	17,457	17.57
Active	659.243	49,745,573	75,459	53,690	81	13,331,299	20,222	18.78
Classified Total	659.243	49,745,573	75,459	53,690	81	13,331,299	20,222	18.78
PSES Program 01 Classified	46.442	3,112,947	67,029			1,072,699	23,098	18.13
PSES Program 21 Classified	8.860	772,414	87,180			220,078	24,840	16.54
PSES Program 97 Classified	1.000	139,231	139,231			15,684	15,684	16.18

Colfax School District (38300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.152	152,014	48,228	187,024	59,335	81,379	25,818	15.25
09	0.888	38,648	43,523			23,705	26,694	15.33
21	3.859	176,037	45,617			101,170	26,217	15.24
24	1.420	62,050	43,697			43,663	30,749	15.25
55	0.692	31,282	45,205			18,252	26,375	15.25
97	8.872	556,515	62,727	6,688	754	142,079	16,014	15.51
98	2.310	111,420	48,234			64,697	28,007	15.65
99	3.877	255,297	65,849			121,038	31,219	15.21
BEA	12.024	708,529	58,926	193,712	16,110	223,458	18,584	15.45
Active	25.070	1,383,263	55,176	193,712	7,727	595,982	23,773	15.38
Classified Total	25.070	1,383,263	55,176	193,712	7,727	595,982	23,773	15.38
PSSES Program 01 Classified	0.780	33,724	43,236			21,171	27,142	15.25

College Place School District (36250)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.623	855,632	58,513	9,770	668	442,931	30,290	39.92
09	0.639	34,327	53,720			15,684	24,545	47.77
21	14.356	710,492	49,491			348,149	24,251	48.46
24	5.086	246,514	48,469			124,165	24,413	45.39
31	1.298	64,697	49,844			29,810	22,966	46.81
34	0.042	2,324	55,333			789	18,783	47.70
51	2.172	99,118	45,634			49,835	22,944	49.53
52	0.100	6,252	62,520			1,568	15,684	47.15
53	1.000	64,521	64,521			15,684	15,684	46.79
55	6.439	326,359	50,685			152,532	23,689	45.02
65	1.187	54,340	45,779			29,134	24,545	48.25
97	18.706	1,185,554	63,378	6,361	340	296,487	15,850	52.08
98	5.571	266,985	47,924			134,728	24,184	52.85
99	5.486	332,265	60,566			185,124	33,745	48.51
BEA	34.669	2,108,207	60,810	16,131	465	770,017	22,211	44.32
Active	76.705	4,249,380	55,399	16,131	210	1,826,620	23,814	45.78
Classified Total	76.705	4,249,380	55,399	16,131	210	1,826,620	23,814	45.78
PSSES Program 01 Classified	4.002	239,952	59,958			83,973	20,983	47.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	2.284	116,837	51,155			62,774	27,484	46.17

Colton School District (38306)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.393	64,645	46,407	51,951	37,294	32,267	23,163	15.27
09	0.475	21,295	44,832			13,847	29,152	15.27
21	1.226	56,693	46,242			35,267	28,766	15.26
55	0.393	17,784	45,252			11,457	29,152	15.26
88	2.000	98,979	49,490			31,368	15,684	15.26
97	2.208	149,339	67,635			35,289	15,982	15.26
98	0.777	46,156	59,403			16,863	21,702	15.27
99	0.750	59,513	79,351			11,763	15,684	15.27
BEA	3.601	213,984	59,423	51,951	14,427	67,556	18,760	15.27
Active	9.222	514,404	55,780	51,951	5,633	188,121	20,399	15.26
Classified Total	9.222	514,404	55,780	51,951	5,633	188,121	20,399	15.26

Columbia (Stevens) School District (33206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.373	88,354	64,351	3,209	2,337	19,602	14,277	12.79
21	0.650	29,467	45,334			13,877	21,349	14.55
51	0.724	36,185	49,979			18,957	26,184	15.56
52	0.221	11,065	50,068			5,787	26,184	15.56
55	0.768	34,428	44,828			21,671	28,218	15.56
74				769				
97	3.024	179,248	59,275			55,711	18,423	15.23
98	0.915	46,959	51,321			20,385	22,278	16.19
99	1.184	63,917	53,984			47,836	40,402	16.33
BEA	4.397	267,602	60,860	3,209	730	75,314	17,128	14.44
Active	8.859	489,623	55,268	3,978	449	203,826	23,008	15.05
Classified Total	8.859	489,623	55,268	3,978	449	203,826	23,008	15.05
PSSES Program 01 Classified	0.085	4,625	54,412			1,564	18,399	15.55

Columbia (Walla Walla) School District (36400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.580	584,246	60,986	213,542	22,290	244,553	25,528	17.02
09	0.594	27,355	46,052			15,984	26,909	16.42
21	6.213	274,896	44,245			159,411	25,658	17.83
51	0.925	45,422	49,105			22,843	24,696	16.53
55	2.133	96,346	45,169			55,569	26,052	16.61
65	2.030	93,711	46,163			51,333	25,287	16.46
97	12.076	767,824	63,583	10,741	889	214,963	17,801	19.35
98	3.645	161,265	44,243			97,528	26,757	22.58
99	3.867	211,633	54,728			116,494	30,125	21.82
BEA	21.656	1,352,070	62,434	224,283	10,357	459,516	21,219	18.20
Active	41.063	2,262,698	55,103	224,283	5,462	978,680	23,834	18.58
Classified Total	41.063	2,262,698	55,103	224,283	5,462	978,680	23,834	18.58
PSSES Program 01 Classified	0.730	60,968	83,518			16,571	22,700	15.85

Colville School District (33115)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.707	637,467	65,671	310,820	32,020	184,284	18,985	15.86
02	0.796	46,153	57,981			15,684	19,704	15.91
09	4.491	215,211	47,921			105,877	23,575	16.91
21	18.464	932,299	50,493			454,862	24,635	16.04
31	0.659	47,389	71,910			10,975	16,654	15.71
45	0.250	12,210	48,840			5,097	20,389	19.18
51	3.012	140,750	46,730			78,472	26,053	16.11
52	0.269	30,968	115,123			5,486	20,395	16.19
55	8.860	412,790	46,590			235,260	26,553	16.17
97	26.849	1,785,837	66,514	9,754	363	428,369	15,955	17.05
98	7.431	376,287	50,637			185,290	24,935	18.39
BEA	38.261	2,529,056	66,100	320,574	8,379	644,409	16,842	16.72
Active	80.788	4,637,361	57,402	320,574	3,968	1,709,657	21,162	16.65
Classified Total	80.788	4,637,361	57,402	320,574	3,968	1,709,657	21,162	16.65
PSSES Program 01 Classified	0.998	104,879	105,089			22,735	22,780	15.94
PSSES Program 09 Classified	0.125	11,841	94,728			3,147	25,175	15.63
PSSES Program 21 Classified	0.602	29,220	48,538			15,684	26,053	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
01	3.529	245,542	69,578	61,433	17,408	98,575	27,933	15.21
09	1.009	57,060	56,551			27,285	27,041	15.21
21	5.030	281,837	56,031			132,674	26,377	15.23
51	0.905	55,340	61,149			24,472	27,041	15.29
55	0.719	58,231	80,989			15,067	20,955	15.21
79	0.139	6,572	47,281			7,219	51,934	15.56
97	7.320	580,998	79,371	618	84	136,451	18,641	15.45
98	2.961	192,804	65,114			78,457	26,497	15.51
99	3.744	300,431	80,243			122,906	32,828	15.49
BEA	10.849	826,540	76,186	62,051	5,720	235,026	21,663	15.37
Active	25.356	1,778,815	70,154	62,051	2,447	643,106	25,363	15.38
Classified Total	25.356	1,778,815	70,154	62,051	2,447	643,106	25,363	15.38
PSSES Program 01 Classified	1.874	140,234	74,831			51,523	27,494	15.22

Conway School District (29317)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.723	100,035	58,059			62,229	36,117	16.08
21	2.812	162,549	57,805	2,078	739	71,863	25,556	15.84
51	1.215	69,725	57,387			33,538	27,603	15.84
52				1,377				
55	0.615	35,540	57,789			19,312	31,401	15.84
65	0.365	18,187	49,827			11,926	32,675	15.83
79	0.629	33,518	53,288			16,783	26,682	15.84
97	3.122	228,288	73,122			57,450	18,402	16.08
98	1.284	71,357	55,574			30,334	23,625	16.14
99	1.380	89,250	64,674			57,308	41,527	16.15
BEA	4.845	328,323	67,765			119,680	24,702	16.08
Active	13.145	808,449	61,502	3,455	263	360,744	27,443	16.01
Classified Total	13.145	808,449	61,502	3,455	263	360,744	27,443	16.01
PSSES Program 01 Classified	1.037	58,594	56,503			29,366	28,318	15.85

Cosmopolis School District (14099)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.560	91,651	58,751			36,880	23,641	22.19
09	0.305	13,933	45,682			7,521	24,660	23.73
21	1.956	103,742	53,038			42,783	21,873	19.83
51	0.533	26,939	50,542			13,867	26,016	18.65
55	0.478	23,380	48,912			12,523	26,199	19.99
97	4.000	299,221	74,805			62,736	15,684	20.99
98	1.016	59,113	58,182			23,913	23,536	25.37
99	0.515	30,311	58,856			7,504	14,571	19.33
BEA	5.560	390,872	70,301			99,616	17,916	21.27
Active	10.363	648,290	62,558			207,727	20,045	21.22
Classified Total	10.363	648,290	62,558			207,727	20,045	21.22
PSES Program 01 Classified	0.505	25,263	50,026			12,548	24,848	21.00

Coulee-Hartline School District (13151)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.989	174,562	58,401	82,273	27,525	170,695	57,108	16.20
21	2.344	108,168	46,147			143,042	61,025	17.53
51	0.476	21,806	45,811			10,994	23,097	16.23
52				3,927				
55	0.204	9,343	45,799			4,556	22,333	16.23
97	3.623	201,149	55,520			67,441	18,615	18.06
98	1.376	63,456	46,116			31,368	22,797	19.62
99	2.839	154,820	54,533			105,083	37,014	18.73
BEA	6.612	375,711	56,823	82,273	12,443	238,136	36,016	16.79
Active	13.851	733,304	52,942	86,200	6,223	533,179	38,494	17.34
Classified Total	13.851	733,304	52,942	86,200	6,223	533,179	38,494	17.34
PSES Program 01 Classified	0.582	51,142	87,873			15,604	26,810	15.64

Coupeville School District (15204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.320	389,051	73,130	2,837	533	106,091	19,942	14.93
03	0.237	20,665	87,194	808	3,409	4,717	19,904	15.14
21	9.081	638,653	70,328	5,466	602	247,500	27,255	14.93
51	0.237	23,120	97,553	337	1,422	4,529	19,109	15.12
55	2.464	177,075	71,865			62,736	25,461	15.17
56	0.296	25,240	85,270	1,010	3,412	5,891	19,904	15.14
58	0.401	39,797	99,244	538	1,342	7,650	19,077	15.12
65	0.465	49,779	107,052			8,621	18,539	15.11
97	13.655	1,207,529	88,431	11,812	865	235,260	17,229	15.32
98	4.849	426,458	87,948	2,400	495	141,156	29,110	15.36
99	4.943	388,547	78,606	1,200	243	133,314	26,970	15.46
BEA	19.212	1,617,245	84,179	15,457	805	346,069	18,013	15.22
Active	41.948	3,385,914	80,717	26,408	630	957,465	22,825	15.19
On Leave								
Classified Total	41.948	3,385,914	80,717	26,408	630	957,465	22,825	15.19
PSSES Program 01 Classified	0.404	27,952	69,188			11,219	27,769	14.91
PSSES Program 21 Classified	0.616	41,889	68,002			15,684	25,461	15.20

Crescent School District (05313)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.228	155,094	18,850	33,424	4,062	69,135	8,402	15.45
02	4.364	509,862	116,834	7,100	1,627	47,818	10,957	15.78
21	3.090	154,402	49,968			83,508	27,025	15.68
24	0.731	40,869	55,908			15,684	21,456	15.43
51	1.409	69,704	49,471			21,953	15,580	15.43
52	0.089							
55	1.414	70,222	49,662			30,551	21,606	15.52
58	0.885	64,449	72,824			15,684	17,722	15.43
68	0.356	16,846	47,320			9,400	26,404	15.43
97	6.154	437,567	71,103	3,307	537	108,491	17,629	15.62
98	1.526	83,531	54,739			36,287	23,779	13.77
99	1.126	68,888	61,179			16,260	14,441	14.38
BEA	18.746	1,102,523	58,814	43,831	2,338	225,444	12,026	15.63
Active	29.372	1,671,434	56,906	43,831	1,492	454,770	15,483	15.43
Classified Total	29.372	1,671,434	56,906	43,831	1,492	454,770	15,483	15.43
PSSES Program 01 Classified	0.771	20,473	26,554			12,274	15,919	15.49

Creston School District (22073)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.178	36,369	30,874	3,000	2,547	13,326	11,312	12.26
21	0.817	41,214	50,446			29,028	35,529	15.28
51	0.685	30,239	44,145			15,684	22,896	15.28
55	0.685	33,032	48,222			15,684	22,896	15.28
97	3.727	260,273	69,834			62,736	16,833	15.60
98	0.950	55,924	58,867			20,383	21,456	15.87
99	3.058	169,078	55,290			78,420	25,644	16.00
BEA	4.905	296,642	60,477	3,000	612	76,062	15,507	15.10
Active	11.100	626,129	56,408	3,000	270	235,260	21,195	15.44
Classified Total	11.100	626,129	56,408	3,000	270	235,260	21,195	15.44

Curlew School District (10050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.052	70,422	66,941	73,346	69,721	20,548	19,533	14.45
03	1.582	80,926	51,154			27,442	17,347	15.28
21	2.296	109,491	47,688			62,736	27,324	15.28
51	1.148	47,405	41,294			31,368	27,324	15.27
97	5.599	360,446	64,377			93,104	16,629	15.64
98	1.408	84,061	59,702			31,368	22,278	16.16
99	2.290	161,355	70,461			78,420	34,245	14.22
BEA	8.233	511,794	62,164	73,346	8,909	141,095	17,138	15.43
Active	15.375	914,106	59,454	73,346	4,770	344,987	22,438	15.26
Classified Total	15.375	914,106	59,454	73,346	4,770	344,987	22,438	15.26
PSES Program 01 Classified	0.147	9,830	66,871			2,653	18,048	15.28

Cusick School District (26059)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.489	325,682	59,334	38,832	7,075	114,786	20,912	14.99
02	1.376	123,710	89,906	3,000	2,180	31,388	22,811	15.65
09	0.498	20,796	41,759			12,889	25,881	16.37
21	5.277	251,209	47,605	3,000	569	139,081	26,356	16.18
51	0.564	26,737	47,406			17,106	30,329	16.21
52	0.128	17,462	136,422			3,313	25,881	16.54
55	0.652	31,834	48,825			16,247	24,919	15.86
97	6.904	531,740	77,019			116,388	16,858	16.96
98	1.590	83,956	52,803			40,781	25,648	17.35
99	2.476	175,425	70,850			78,420	31,672	14.52
BEA	13.769	981,132	71,257	41,832	3,038	262,562	19,069	16.12
Active	24.954	1,588,551	63,659	44,832	1,797	570,398	22,858	16.02
Classified Total	24.954	1,588,551	63,659	44,832	1,797	570,398	22,858	16.02
PSSES Program 01 Classified	1.625	119,087	73,284			43,036	26,484	16.36

Damman School District (19007)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.038	53,880	51,908			14,136	13,618	11.94
21	0.143	84,877	593,545			28,272	197,706	14.72
BEA	1.038	53,880	51,908			14,136	13,618	11.94
Active	1.181	138,757	117,491			42,408	35,909	13.64
Classified Total	1.181	138,757	117,491			42,408	35,909	13.64

Darrington School District (31330)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.929	346,954	70,390	114,285	23,186	107,083	21,725	15.69
13	0.096	6,927	72,156			1,886	19,648	15.58
21	7.811	450,999	57,739	32,672	4,183	217,074	27,791	14.49
51	3.864	209,776	54,290	17,326	4,484	91,528	23,687	15.73
79	2.390	169,183	70,788	1,002	419	52,074	21,788	15.75
97	6.931	566,540	81,740	4,555	657	142,422	20,548	16.08
98	2.828	146,384	51,762	8,952	3,165	71,825	25,398	17.29
99	2.451	162,367	66,245	15,623	6,374	92,579	37,772	16.39
BEA	11.860	913,494	77,023	118,840	10,020	249,505	21,038	15.93
Active	31.300	2,059,130	65,787	194,415	6,211	776,472	24,807	15.71
Classified Total	31.300	2,059,130	65,787	194,415	6,211	776,472	24,807	15.71
PSES Program 01 Classified	1.004	100,661	100,260			29,048	28,933	15.81
PSES Program 21 Classified	0.797	81,551	102,322			25,094	31,486	15.43

Davenport School District (22207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.074	151,689	49,346	16,281	5,296	62,736	20,409	19.91
02	0.482	25,900	53,734			9,403	19,507	19.87
09	0.636	29,992	47,157			15,684	24,660	19.99
21	6.284	311,849	49,626	38,117	6,066	148,987	23,709	17.91
51	2.316	107,047	46,221			54,883	23,697	20.16
55	2.331	108,545	46,566			52,998	22,736	20.03
79	0.394	18,185	46,155			9,716	24,660	20.04
97	5.053	337,667	66,825	170,938	33,829	84,701	16,763	19.04
98	1.804	78,677	43,613	41,126	22,797	47,052	26,082	18.10
99	4.268	269,844	63,225	3,000	703	141,156	33,073	17.95
BEA	8.609	515,256	59,851	187,219	21,747	156,840	18,218	19.33
Active	26.642	1,439,395	54,027	269,462	10,114	627,317	23,546	18.83
Classified Total	26.642	1,439,395	54,027	269,462	10,114	627,317	23,546	18.83

Dayton School District (07002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.457	311,135	57,016	33,844	6,202	112,061	20,535	16.61
51	1.059	46,311	43,731			24,827	23,444	16.55
55	1.165	51,273	44,011			27,312	23,444	16.53
79	1.827	109,534	59,953			41,915	22,942	16.23
97	6.647	414,366	62,339	1,000	150	109,317	16,446	18.58
98	2.004	92,547	46,181			47,073	23,490	21.85
99	3.262	188,221	57,701			92,446	28,340	19.16
BEA	12.104	725,501	59,939	34,844	2,879	221,379	18,290	17.73
Active	21.421	1,213,387	56,645	34,844	1,627	454,952	21,239	18.04
Classified Total	21.421	1,213,387	56,645	34,844	1,627	454,952	21,239	18.04
PSES Program 01 Classified	0.541	24,130	44,603			12,676	23,430	16.52

Deer Park School District (32414)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.477	695,477	60,597	424,491	36,986	261,609	22,794	19.17
02	6.397	290,623	45,431	3,134	490	213,846	33,429	19.51
21	13.026	575,172	44,156	4,364	335	351,906	27,016	19.73
24	4.773	203,613	42,659	3,483	730	120,098	25,162	19.14
31	0.913	41,006	44,913	516	565	22,815	24,989	19.68
51	2.312	96,863	41,896	1,081	468	62,736	27,135	19.74
55	3.768	161,099	42,755	2,120	563	109,788	29,137	19.45
74				5,900				
88	7.136	335,498	47,015	6,325	886	234,565	32,871	19.73
97	33.635	2,234,893	66,445	22,251	662	559,711	16,641	20.69
98	6.491	283,313	43,647			155,495	23,956	22.80
99	13.396	748,596	55,882			468,518	34,974	21.33
BEA	52.422	3,261,999	62,226	450,392	8,592	1,057,980	20,182	20.25
Active	103.324	5,666,153	54,839	473,665	4,584	2,561,086	24,787	20.36
Classified Total	103.324	5,666,153	54,839	473,665	4,584	2,561,086	24,787	20.36
PSSES Program 01 Classified	2.653	161,144	60,740			68,586	25,852	19.35
PSSES Program 21 Classified	0.895	37,275	41,648			22,955	25,648	20.83

Dieringer School District (27343)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.908	1,065,988	82,584	153,064	11,858	286,976	22,232	15.16
09	1.182	75,172	63,597			31,368	26,538	15.57
21	21.760	1,426,407	65,552			560,081	25,739	15.85
65	1.492	99,766	66,867			39,595	26,538	15.55
88	0.898	55,316	61,599			23,326	25,975	15.52
97	16.156	1,432,552	88,670	1,800	111	265,773	16,450	16.04
98	4.646	325,054	69,964	600	129	128,796	27,722	17.43
99	9.074	690,683	76,117	51,493	5,675	248,172	27,350	17.60
BEA	29.064	2,498,540	85,967	154,864	5,328	552,749	19,018	15.66
Active	68.116	5,170,938	75,914	206,957	3,038	1,584,087	23,256	16.09
Classified Total	68.116	5,170,938	75,914	206,957	3,038	1,584,087	23,256	16.09
PSES Program 01 Classified	3.597	312,018	86,744			94,421	26,250	14.39
PSES Program 21 Classified	2.301	175,423	76,238			70,042	30,440	15.63

Dixie School District (36101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.097	4,459	45,969			16,714	172,307	14.94
55	0.066	2,649	40,136			5,228	79,212	8.73
97	1.318	73,613	55,852			19,038	14,444	14.47
98	0.500	26,393	52,786			12,330	24,660	15.99
99	0.528	25,419	48,142			25,110	47,557	14.65
BEA	1.415	78,072	55,175			35,752	25,266	14.65
Active	2.509	132,533	52,823			78,420	31,255	14.75
Classified Total	2.509	132,533	52,823			78,420	31,255	14.75

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East Valley School District (Spokane) (32361)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	31.246	1,756,902	56,228	118,929	3,806	942,176	30,153	14.93
02	1.963	102,482	52,207			51,106	26,035	15.38
21	24.605	1,244,517	50,580			723,896	29,421	14.95
24	9.109	446,854	49,056			296,233	32,521	15.31
31	1.106	109,088	98,633	840	759	20,642	18,663	15.30
34	0.300	28,151	93,837	360	1,200	5,331	17,771	15.26
38	0.406	43,403	106,904			8,202	20,202	15.35
51	1.431	70,307	49,131			40,250	28,127	15.38
55	9.021	433,009	48,000			288,614	31,994	15.38
88	12.747	779,180	61,127			319,878	25,094	15.31
97	52.120	3,728,102	71,529	26,400	507	1,024,345	19,654	15.76
98	18.222	888,821	48,777	6,000	329	513,863	28,200	15.99
99	20.230	1,241,317	61,360	6,000	297	597,937	29,557	16.04
BEA	86.735	5,724,725	66,002	146,529	1,689	2,043,600	23,561	15.47
Active	181.528	10,808,567	59,542	158,529	873	4,797,053	26,426	15.49
On Leave	0.978	63,566	64,996			35,420	36,217	15.78
Classified Total	182.506	10,872,133	59,571	158,529	869	4,832,473	26,478	15.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	12.417	653,236	52,608			396,119	31,901	15.44
PSES Program 21 Classified	5.997	320,726	53,481			183,304	30,566	15.82

East Valley School District (Yakima) (39090)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	24.745	1,415,309	57,196	297,060	12,005	560,613	22,656	15.94
09	1.811	87,580	48,360	2,996	1,654	48,877	26,989	16.53
21	10.777	547,967	50,846	20,025	1,858	284,684	26,416	16.45
24	5.622	274,997	48,914	11,848	2,107	155,526	27,664	16.50
31	0.741	39,278	53,007	1,608	2,170	16,196	21,857	16.39
34	0.358	19,694	55,011	920	2,570	7,279	20,331	16.33
51	3.206	150,320	46,887	6,229	1,943	91,820	28,640	16.57
55	10.135	467,488	46,126	17,136	1,691	269,165	26,558	16.60
65	4.699	221,472	47,132	8,345	1,776	124,433	26,481	16.57
76	2.405	159,094	66,151	2,594	1,079	53,951	22,433	16.13
97	37.951	2,768,999	72,962	2,680	71	630,802	16,621	15.98
98	13.599	741,210	54,505	26,394	1,941	309,208	22,738	15.75
99	15.854	994,890	62,753	28,956	1,826	376,531	23,750	16.20
BEA	63.795	4,243,280	66,514	302,268	4,738	1,214,890	19,044	15.97
Active	131.903	7,888,298	59,804	426,791	3,236	2,929,086	22,206	16.11
Classified Total	131.903	7,888,298	59,804	426,791	3,236	2,929,086	22,206	16.11
PSSES Program 01 Classified	7.525	488,979	64,981			179,755	23,888	15.17
PSSES Program 21 Classified	2.972	137,546	46,281			80,974	27,246	16.60

Eastmont School District (09206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.036	3,456,158	62,798	453,875	8,247	1,170,898	21,275	64.12
02	1.041	66,639	64,014	4,597	4,416	20,500	19,692	65.47
09	2.771	163,506	59,006	957	345	65,428	23,612	61.87
21	44.976	2,639,278	58,682	4,596	102	1,157,813	25,743	61.52
24	16.184	919,823	56,835			400,235	24,730	62.51
31	1.819	127,954	70,343	6,145	3,378	38,815	21,339	63.81
51	0.188	10,844	57,681			3,911	20,801	60.41
53	2.359	137,550	58,309	2,771	1,175	44,216	18,744	62.61
55	13.019	714,536	54,884	492	38	327,405	25,148	63.85
58				6,088				
65	4.157	245,802	59,130			100,407	24,154	61.04
88	1.913	111,047	58,049			60,367	31,556	65.08
97	63.558	4,990,577	78,520	66,560	1,047	1,007,706	15,855	72.25
98	0.628	33,198	52,863			15,684	24,975	36.72
99	17.964	1,206,452	67,159	600	33	543,051	30,230	61.48
BEA	121.454	8,641,328	71,149	531,177	4,373	2,237,919	18,426	68.72
Active	225.613	14,823,364	65,703	546,681	2,423	4,956,435	21,969	65.71
Classified Total	225.613	14,823,364	65,703	546,681	2,423	4,956,435	21,969	65.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	17.822	1,009,419	56,639			427,589	23,992	64.38
PSES Program 21 Classified	3.635	260,557	71,680			125,472	34,518	58.35

Easton School District (19028)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.094	78,288	71,561	35,381	32,341	32,728	29,916	15.31
21	1.080	69,675	64,514			25,025	23,171	18.34
51	0.193	12,442	64,466			4,708	24,392	16.23
65	0.013	829	63,769			317	24,392	16.23
88	0.297	20,114	67,724	1,123	3,781			9.25
97	2.858	229,769	80,395	8,932	3,125	46,934	16,422	16.09
98	1.156	65,948	57,048	792	685	26,290	22,742	16.38
99	1.005	81,328	80,923	1,224	1,218	20,903	20,799	16.03
BEA	3.952	308,057	77,950	44,313	11,213	79,662	20,157	15.78
Active	7.696	558,393	72,556	47,452	6,166	156,904	20,388	16.00
Classified Total	7.696	558,393	72,556	47,452	6,166	156,904	20,388	16.00
PSES Program 01 Classified	0.140	11,569	82,636					9.09

Eatonville School District (27404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.578	1,059,153	60,254	487,062	27,709	420,579	23,926	16.47
09	2.529	125,075	49,456	3,217	1,272	74,906	29,619	18.45
21	21.586	1,184,453	54,871	30,669	1,421	584,105	27,059	16.77
31	1.139	80,349	70,543	29,911	26,261	25,333	22,242	16.40
34	0.390	23,897	61,274	634	1,626	9,620	24,667	16.65
51	2.453	122,853	50,083	2,003	817	71,868	29,298	16.73
52	0.126	8,511	67,548			2,685	21,308	16.40
55	2.812	149,796	53,270	4,236	1,506	79,717	28,349	16.76
88	0.428	20,609	48,152	540	1,262	13,175	30,783	18.86
97	23.284	1,727,862	74,208	9,984	429	385,077	16,538	18.23
98	6.905	398,886	57,768	12,716	1,842	179,399	25,981	20.78
99	15.410	1,027,663	66,688	25,216	1,636	427,560	27,746	20.04
BEA	42.391	2,891,261	68,205	527,591	12,446	840,609	19,830	17.51
Active	94.640	5,929,107	62,649	606,188	6,405	2,274,024	24,028	18.00
Classified Total	94.640	5,929,107	62,649	606,188	6,405	2,274,024	24,028	18.00
PSES Program 01 Classified	4.886	306,710	62,773			127,137	26,021	16.44
PSES Program 09 Classified	0.738	33,749	45,730			27,428	37,166	23.48
PSES Program 21 Classified	2.128	122,622	57,623			69,068	32,457	17.52

Edmonds School District (31015)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	154.918	11,750,535	75,850	1,148,585	7,414	3,756,511	24,248	15.84
02	6.902	534,008	77,370	34,971	5,067	164,704	23,863	15.98
03	0.500	44,631	89,262	954	1,908	7,842	15,684	16.11
21	218.110	15,444,209	70,809	143,549	658	6,111,596	28,021	14.36
31	8.715	710,265	81,499	7,367	845	214,514	24,614	16.24
34	0.586	59,026	100,727	3,294	5,621	9,843	16,796	16.07
51	2.505	239,740	95,705	14,765	5,894	51,047	20,378	13.86
52	0.420	26,946	64,157			16,078	38,280	15.46
55	2.352	153,481	65,256	1,547	658	99,898	42,474	14.43
58	0.123	10,277	83,553	730	5,935	2,910	23,656	9.00
64	1.462	140,448	96,066	9,610	6,573	31,368	21,456	16.07
65	5.743	386,089	67,228	7,750	1,349	166,314	28,959	15.78
68	0.183	15,248	83,322	1,443	7,885	6,983	38,161	16.05
74	0.800	62,546	78,183	1,041	1,301	12,547	15,684	16.12
79	15.971	1,563,550	97,899	154,320	9,663	471,521	29,524	15.73
88	28.876	2,460,790	85,219	147,449	5,106	790,775	27,385	15.95
89	2.000	160,791	80,396	2,865	1,433	31,368	15,684	16.12
97	178.738	16,863,195	94,346	591,245	3,308	3,115,787	17,432	15.91
98	41.014	2,674,527	65,210	64,292	1,568	1,191,984	29,063	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
99	116.130	9,882,712	85,100	27,319	235	2,315,656	19,940	16.05
CP	25.053	3,284,400	131,098	118,335	4,723	439,883	17,558	15.62
SB	0.056	5,843	104,339	5,660	101,071	1,206	21,544	16.02
BEA	350.359	29,961,660	85,517	1,786,416	5,099	7,269,200	20,748	15.89
Active	811.157	66,473,257	81,949	2,487,091	3,066	19,010,335	23,436	15.52
Classified Total	811.157	66,473,257	81,949	2,487,091	3,066	19,010,335	23,436	15.52
PSES Program 01 Classified	19.851	1,708,516	86,067			505,657	25,473	15.87
PSES Program 21 Classified	12.746	1,030,058	80,814			323,144	25,353	15.10

Ellensburg School District (19401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.345	1,449,708	49,402	185,939	6,336	750,542	25,576	16.21
02	0.598	32,093	53,667			15,710	26,271	16.44
09	1.100	44,833	40,757			31,368	28,516	16.91
21	26.627	1,277,167	47,965			689,463	25,893	16.49
24	6.806	292,991	43,049			166,581	24,476	16.80
31	0.320	14,078	43,994			8,449	26,404	16.79
51	0.496	25,433	51,276			11,609	23,405	16.56
55	11.104	471,136	42,429			342,431	30,838	16.22
64	0.389	16,471	42,342			11,133	28,620	16.84
86	0.865	43,092	49,817	7,000	8,092	15,684	18,132	16.56
88	0.548	30,199	55,108			11,758	21,456	16.33
97	44.237	2,939,917	66,458	9,430	213	709,612	16,041	16.05
98	11.284	553,153	49,021			271,333	24,046	16.30
99	15.078	960,379	63,694	1,500	99	357,784	23,729	16.16
BEA	74.500	4,435,796	59,541	195,369	2,622	1,484,313	19,924	16.10

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	148.797	8,150,650	54,777	203,869	1,370	3,393,457	22,806	16.23
Classified Total	148.797	8,150,650	54,777	203,869	1,370	3,393,457	22,806	16.23
PSES Program 01 Classified	9.235	499,779	54,118			244,828	26,511	15.52
PSES Program 21 Classified	0.297	24,249	81,646			7,842	26,404	15.94

Elma School District (14068)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.088	575,559	63,332	327,875	36,078	179,378	19,738	17.74
02	0.883	49,068	55,570			24,109	27,304	17.40
21	6.782	391,726	57,760	6,739	994	177,264	26,137	17.71
24	4.133	237,795	57,536			106,849	25,853	17.46
31	3.755	232,760	61,987			72,730	19,369	19.69
34	0.263	15,530	59,049			6,114	23,249	17.29
51	2.740	154,173	56,268			74,494	27,187	17.60
55	3.674	209,386	56,991	207	56	102,310	27,847	17.48
65	0.571	32,888	57,597	605	1,060	15,684	27,468	18.18
79	1.315	92,654	70,459	603	459	31,368	23,854	17.43
89	3.190	241,021	75,555	479	150	50,032	15,684	20.20
97	12.163	1,010,811	83,105	1,651	136	190,123	15,631	18.58
98	6.515	403,678	61,961	229	35	155,483	23,865	20.83
99	7.700	536,699	69,701	5,237	680	215,263	27,956	19.66
BEA	26.152	1,883,728	72,030	329,526	12,600	472,455	18,066	18.41
Active	62.772	4,183,748	66,650	343,625	5,474	1,401,202	22,322	18.68
Classified Total	62.772	4,183,748	66,650	343,625	5,474	1,401,202	22,322	18.68
PSSES Program 01 Classified	1.432	90,893	63,473			36,085	25,199	20.98

Endicott School District (38308)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.058	43,819	41,417			24,933	23,566	15.02
21	1.370	54,856	40,041			36,379	26,554	15.03
51	0.067	2,737	40,851			1,734	25,881	15.01
55	0.347	16,088	46,363			11,434	32,950	15.03
88	0.399	16,292	40,832			10,327	25,881	15.02
97	3.076	193,798	63,003			50,954	16,565	15.51
98	0.989	52,752	53,339			22,665	22,917	15.64
99	1.989	121,991	61,333			45,494	22,873	14.71
BEA	4.134	237,617	57,479			75,887	18,357	15.42
Active	9.295	502,333	54,043			203,920	21,939	15.20
Classified Total	9.295	502,333	54,043			203,920	21,939	15.20
PSES Program 01 Classified	0.207	8,437	40,758			5,471	26,429	15.02

Entiat School District (04127)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.014	480,874	53,347	78,560	8,715	219,831	24,388	16.54
51	0.954	52,893	55,443			24,270	25,440	16.32
55	1.690	77,816	46,045			42,921	25,397	16.58
65	0.437	19,700	45,080			10,949	25,054	16.61
79	0.769	60,336	78,460			15,684	20,395	15.94
97	5.823	431,200	74,051	2,700	464	94,104	16,161	17.38
98	2.459	120,995	49,205			57,844	23,524	20.64
99	1.656	98,091	59,234			51,988	31,393	19.87
BEA	14.837	912,074	61,473	81,260	5,477	313,935	21,159	16.94
Active	22.802	1,341,905	58,850	81,260	3,564	517,591	22,699	17.40
Classified Total	22.802	1,341,905	58,850	81,260	3,564	517,591	22,699	17.40
PSES Program 01 Classified	1.290	75,707	58,688			39,215	30,399	17.23

Enumclaw School District (17216)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	37.067	2,280,217	61,516	68,724	1,854	943,548	25,455	16.89
09	2.023	120,234	59,434	1,636	809	46,112	22,794	21.44
21	38.895	2,193,829	56,404	57,703	1,484	1,155,899	29,718	17.37
24	0.134	7,533	56,216	194	1,448	4,702	35,087	16.04
31	3.867	269,052	69,576	2,526	653	84,143	21,759	15.85
34	0.200	13,506	67,530			3,124	15,622	15.89
51	3.005	167,675	55,799	5,017	1,670	84,182	28,014	16.72
55	2.626	145,694	55,481	4,944	1,883	77,995	29,701	17.32
64	0.314	19,624	62,497	723	2,303	7,707	24,545	17.97
65	2.695	149,140	55,340	5,799	2,152	80,851	30,001	20.15
68	0.172	10,938	63,593			4,222	24,545	22.98
79	0.794	49,876	62,816	2,241	2,822	19,488	24,545	19.32
88	6.550	414,169	63,232	13,535	2,066	193,873	29,599	17.83
97	55.221	4,561,815	82,610	2,233	40	884,067	16,010	17.46
98	15.115	869,768	57,543	25,865	1,711	513,206	33,953	21.33
99	14.919	1,187,787	79,616	48,265	3,235	602,704	40,398	19.45
BEA	96.355	7,124,590	73,941	73,483	763	1,914,883	19,873	17.21
Active	183.597	12,460,857	67,871	239,405	1,304	4,705,826	25,631	17.85
Classified Total	183.597	12,460,857	67,871	239,405	1,304	4,705,826	25,631	17.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	5.839	405,043	69,369			148,100	25,364	17.22

Ephrata School District (13165)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	26.267	1,361,818	51,845	230,958	8,793	676,209	25,744	16.28
21	14.641	727,267	49,673			381,149	26,033	16.39
24	7.016	344,812	49,147			187,091	26,666	16.40
31	0.665	36,952	55,567			22,741	34,197	16.87
34	0.122	6,824	55,934			4,713	38,631	17.65
51	1.591	81,895	51,474			41,326	25,975	16.34
53	0.404	21,982	54,411			15,532	38,444	16.28
55	7.336	363,297	49,522			185,014	25,220	16.35
65	3.426	176,083	51,396			83,003	24,227	16.34
88	6.170	323,613	52,449			185,901	30,130	16.40
97	34.256	2,381,783	69,529			727,804	21,246	18.03
98	10.613	545,258	51,376			278,157	26,209	19.42
99	15.256	927,750	60,812			630,443	41,324	17.82
BEA	61.310	3,787,377	61,774	230,958	3,767	1,431,468	23,348	17.39
Active	127.763	7,299,334	57,132	230,958	1,808	3,419,083	26,761	17.31
Classified Total	127.763	7,299,334	57,132	230,958	1,808	3,419,083	26,761	17.31
PSSES Program 01 Classified	4.216	205,549	48,755			113,249	26,862	16.51
PSSES Program 21 Classified	1.157	58,625	50,670			40,755	35,225	13.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 97 Classified	1.653	107,520	65,045			47,052	28,465	18.75

Evaline School District (21036)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.735	30,649	41,699			19,724	26,836	15.77
09	0.349	16,998	48,705			9,933	28,461	15.68
21	0.214	8,914	41,654			5,289	24,717	15.72
51	0.693	29,853	43,078			17,981	25,947	15.71
55	0.486	17,395	35,792			13,795	28,385	15.72
97	1.693	113,391	66,976	8,850	5,227	35,449	20,938	15.68
98	0.367	15,975	43,529			8,952	24,392	16.64
99	0.275	18,600	67,636					9.64
BEA	2.428	144,040	59,325	8,850	3,645	55,173	22,724	15.70
Active	4.812	251,775	52,322	8,850	1,839	111,123	23,093	15.33
Classified Total	4.812	251,775	52,322	8,850	1,839	111,123	23,093	15.33
PSES Program 01 Classified	0.586	25,438	43,410			15,750	26,878	15.79
PSES Program 09 Classified	0.046	1,997	43,413			1,309	28,461	15.68

Everett School District (31002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	188.546	14,433,500	76,552	962,080	5,103	4,494,069	23,835	17.26
02	6.065	453,910	74,841			143,425	23,648	17.93
03	2.386	169,834	71,179			47,916	20,082	16.35
09	0.009	585	65,000			15,684	1,742,667	23.93
21	179.120	12,131,612	67,729			4,771,993	26,641	16.67
24	2.498	178,607	71,500			43,919	17,582	18.21
31	7.392	590,494	79,883	58,886	7,966	148,959	20,151	15.84
38	0.516	29,607	57,378			14,375	27,858	16.82
51	15.829	1,228,112	77,586			354,950	22,424	16.03
55	37.695	2,646,214	70,201			950,355	25,212	16.17
58	0.875	93,257	106,579			13,724	15,684	15.40
64	3.831	308,584	80,549			87,242	22,773	16.53
65	28.220	1,990,434	70,533			735,283	26,055	16.56
74	1.713	129,626	75,672			27,438	16,017	16.03
79	3.097	309,011	99,778	2,196	709	78,420	25,321	17.14
88	23.847	2,039,387	85,520			566,268	23,746	16.48
89	3.000	275,948	91,983			47,052	15,684	16.96
97	193.851	17,740,082	91,514	15,000	77	3,118,809	16,089	18.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	54.488	3,457,117	63,447			1,667,765	30,608	27.72
99	20.993	1,822,557	86,817			537,637	25,610	19.17
CP	22.177	3,070,146	138,438			375,286	16,922	14.62
BEA	398.240	33,387,820	83,838	1,035,966	2,601	7,953,178	19,971	18.04
Active	796.148	63,098,624	79,255	1,038,162	1,304	18,240,569	22,911	17.93
Classified Total	796.148	63,098,624	79,255	1,038,162	1,304	18,240,569	22,911	17.93
PSES Program 01 Classified	72.742	5,461,080	75,075			1,916,175	26,342	18.20
PSES Program 21 Classified	7.580	758,531	100,070			199,773	26,355	15.88

Evergreen School District (Clark) (06114)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	186.263	12,656,685	67,951			4,357,402	23,394	16.02
02	8.510	560,433	65,856			194,830	22,894	16.00
21	287.679	16,812,484	58,442			8,401,611	29,205	16.34
24	64.171	3,607,276	56,213			1,906,757	29,714	16.32
31	21.609	1,492,655	69,076			542,462	25,103	16.19
45	18.028	1,238,177	68,681			426,404	23,652	16.19
51	25.193	1,741,858	69,141			590,163	23,426	16.21
55	45.784	2,866,636	62,612			1,191,928	26,034	16.26
58	1.375	123,420	89,760			23,526	17,110	15.91
65	35.364	2,363,880	66,844			973,007	27,514	16.12
74	0.410	29,905	72,939			15,684	38,254	16.13
79	2.751	207,226	75,328			69,022	25,090	16.11
97	111.251	11,345,971	101,985			1,820,851	16,367	16.69
98	3.140	281,319	89,592			62,736	19,980	15.94
99	128.682	9,950,752	77,328			3,403,621	26,450	19.45
BEA	345.661	27,293,921	78,962			7,341,949	21,240	16.32
Active	940.210	65,278,677	69,430			23,980,002	25,505	16.79
Classified Total	940.210	65,278,677	69,430			23,980,002	25,505	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
PSES Program 01 Classified	59.532	3,635,288	61,064			1,766,494	29,673	15.79
PSES Program 21 Classified	5.819	498,649	85,693			120,989	20,792	15.86

Evergreen School District (Stevens) (33205)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.042	1,869	44,500			1,248	29,705	15.34
21	0.450	19,934	44,298			11,199	24,886	15.39
51	0.211	9,346	44,294			4,701	22,278	15.41
52	0.157	6,936	44,178			3,498	22,278	15.41
55	0.327	14,486	44,300			9,713	29,705	15.34
97	0.320	13,114	40,981			15,684	49,013	16.36
98	0.578	26,107	45,168			16,664	28,831	16.29
BEA	0.362	14,983	41,390			16,932	46,772	16.23
Active	2.085	91,792	44,025			62,706	30,075	15.78
Classified Total	2.085	91,792	44,025			62,706	30,075	15.78
PSES Program 01 Classified	0.026	1,168	44,923			772	29,705	15.34

Federal Way School District (17210)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	182.663	13,045,807	71,420	571,347	3,128	4,027,852	22,051	17.30
02	4.457	368,435	82,664			75,739	16,993	16.55
03	4.560	383,614	84,126	30,823	6,759	91,420	20,048	16.26
09	3.306	179,725	54,363			94,086	28,459	17.17
21	172.848	10,135,860	58,640	48,158	279	4,692,329	27,147	17.51
31	6.086	570,715	93,775	18,344	3,014	108,591	17,843	16.43
34	0.325	33,526	103,157			5,096	15,681	15.90
51	17.549	1,366,118	77,846			355,433	20,254	17.65
52	0.169					2,611	15,450	
55	37.402	2,080,021	55,613	8,449	226	975,884	26,092	17.31
65	18.044	1,029,761	57,069			476,887	26,429	16.87
68	0.548	70,429	128,520			15,681	28,615	15.53
79	3.087	292,316	94,693	2,000	648	62,724	20,319	17.80
88	47.247	3,025,261	64,031	779	16	1,037,632	21,962	17.89
97	218.010	19,565,876	89,748	108,165	496	3,520,611	16,149	18.84
98	64.806	4,113,695	63,477			1,698,179	26,204	23.84
99	96.059	7,100,133	73,914	581	6	2,200,024	22,903	23.13
BEA	416.101	33,967,973	81,634	728,679	1,751	7,829,309	18,816	18.15
Active	877.166	63,361,292	72,234	788,646	899	19,440,778	22,163	18.89

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	877.166	63,361,292	72,234	788,646	899	19,440,778	22,163	18.89
PSES Program 01 Classified	57.124	3,589,931	62,845			1,551,062	27,153	16.77
PSES Program 21 Classified	4.706	473,101	100,531			109,767	23,325	16.41
PSES Program 97 Classified	11.851	1,206,756	101,827			226,062	19,075	21.86

Ferndale School District (37502)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.957	2,839,667	67,680	377,465	8,996	990,760	23,614	15.81
09	2.940	180,550	61,412			78,420	26,673	16.01
21	36.841	2,225,192	60,400	5,527	150	1,063,227	28,860	15.93
24	10.907	662,244	60,717			324,675	29,768	15.77
29	0.722	43,037	59,608			20,912	28,964	16.02
31	2.773	178,905	64,517	6,209	2,239	67,227	24,243	15.95
51	5.258	335,070	63,726	864	164	153,359	29,167	15.97
52	0.438	80,000	182,648			12,536	28,620	15.58
53	1.102	59,325	53,834			34,099	30,942	16.18
55	7.721	468,015	60,616	2,016	261	230,809	29,894	16.06
58	0.286	18,004	62,951	864	3,021	7,856	27,468	16.01
65	2.857	161,543	56,543			83,323	29,164	16.02
68	0.270	23,937	88,656			6,246	23,133	15.75
69	2.241	239,002	106,650			50,200	22,401	15.82
79	0.813	45,921	56,483			23,526	28,937	16.03
97	54.394	4,679,180	86,024	60,967	1,121	897,812	16,506	15.81
98	13.143	794,550	60,454	2,454	187	346,800	26,387	16.59
99	26.914	2,106,495	78,268	11,885	442	682,019	25,341	16.37
BEA	99.124	7,697,752	77,658	444,641	4,486	1,955,799	19,731	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
Active	211.577	15,140,637	71,561	468,251	2,213	5,073,804	23,981	15.96
Classified Total	211.577	15,140,637	71,561	468,251	2,213	5,073,804	23,981	15.96
PSES Program 01 Classified	10.738	765,386	71,278			282,348	26,294	15.84
PSES Program 21 Classified	1.588	139,214	87,666			39,244	24,713	15.79

Fife School District (27417)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.172	2,351,913	68,826	113,451	3,320	719,924	21,068	12.74
21	30.812	1,951,230	63,327			809,620	26,276	13.07
24	5.384	348,844	64,793			148,930	27,662	11.20
31	2.108	146,668	69,577	6,693	3,175	48,633	23,071	15.33
34	0.820	63,535	77,482			15,696	19,142	15.72
51	1.569	100,709	64,187			41,428	26,404	14.40
55	2.870	189,753	66,116			74,221	25,861	14.90
65	3.761	240,604	63,973			98,451	26,177	12.53
68	0.773	57,968	74,991	2,000	2,587	15,684	20,290	15.76
79	6.900	624,349	90,485			108,220	15,684	12.23
88	3.333	197,634	59,296			70,588	21,179	14.42
97	43.835	3,583,622	81,753	34,250	781	694,017	15,832	15.02
98	10.484	643,676	61,396	4,000	382	244,259	23,298	14.95
99	17.636	1,340,147	75,989	7,700	437	439,100	24,898	15.09
BEA	80.935	6,145,738	75,934	154,394	1,908	1,478,270	18,265	14.14
Active	164.457	11,840,652	71,998	168,094	1,022	3,528,772	21,457	13.92
Classified Total	164.457	11,840,652	71,998	168,094	1,022	3,528,772	21,457	13.92
PSSES Program 01 Classified	6.647	468,551	70,491			139,725	21,021	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
PSES Program 21 Classified	4.041	240,174	59,434			100,780	24,939	13.73

Finley School District (03053)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.602	401,405	52,803	19,815	2,607	306,495	40,318	15.98
21	3.082	147,000	47,696			76,414	24,794	15.53
24	2.455	114,086	46,471			59,950	24,420	16.17
55	5.879	268,973	45,751			221,971	37,757	17.09
65	0.639	29,675	46,440			16,401	25,666	16.17
97	8.940	545,787	61,050	7,702	862	174,531	19,523	19.09
98	4.600	220,884	48,018			175,326	38,114	20.98
99	6.077	384,848	63,329			192,461	31,670	17.38
BEA	16.542	947,192	57,260	27,517	1,663	481,027	29,079	17.03
Active	39.274	2,112,658	53,793	27,517	701	1,223,550	31,154	17.27
Classified Total	39.274	2,112,658	53,793	27,517	701	1,223,550	31,154	17.27
PSSES Program 01 Classified	1.495	68,260	45,659			56,131	37,546	18.08

Franklin Pierce School District (27402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	59.429	4,269,391	71,840	256,584	4,317	1,233,433	20,755	15.37
21	94.741	5,519,558	58,259			2,514,707	26,543	14.64
24	0.526	32,405	61,606			13,458	25,586	15.64
31	5.424	405,745	74,805			94,104	17,350	15.62
34	1.000	74,256	74,256			15,684	15,684	15.63
51	7.352	548,967	74,669			157,241	21,387	15.63
52	1.080	90,636	83,922			23,526	21,783	15.62
55	17.261	982,420	56,916			474,327	27,480	15.63
61	8.843	675,118	76,345			189,319	21,409	15.63
65	10.683	589,904	55,219			280,977	26,301	15.63
79	2.755	241,699	87,731			48,359	17,553	15.62
88	7.286	582,214	79,909			155,729	21,374	15.63
97	78.589	7,002,652	89,105	130,181	1,656	1,277,607	16,257	15.84
98	25.252	1,570,878	62,208	3,000	119	705,303	27,931	16.26
99	36.253	2,802,579	77,306	22,320	616	799,857	22,063	16.16
BEA	144.442	11,752,044	81,362	386,765	2,678	2,620,828	18,145	15.66
Active	356.474	25,388,422	71,221	326,965	917	7,983,631	22,396	15.52
On Leave				85,120				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	356.474	25,388,422	71,221	412,085	1,156	7,983,631	22,396	15.52
PSES Program 01 Classified	20.189	1,515,420	75,062			529,831	26,244	15.58
PSES Program 21 Classified	0.769	90,340	117,477			15,684	20,395	15.59

Freeman School District (32358)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.276	233,321	54,565	2,475	579	149,699	35,009	15.53
02	0.269	13,308	49,472			6,740	25,054	16.10
09	1.778	80,569	45,314			58,419	32,857	16.24
21	7.337	313,793	42,769			185,070	25,224	16.41
31	1.513	90,909	60,085	2,500	1,652	31,222	20,636	16.17
34	0.326	24,058	73,798			5,487	16,832	16.28
51	0.302	12,869	42,613			7,059	23,374	16.26
55	1.206	47,946	39,756			29,933	24,820	15.94
58	0.065	4,000	61,538			1,019	15,684	15.91
65	0.067	2,860	42,687			1,566	23,374	16.26
97	10.599	730,756	68,946	1,500	142	172,510	16,276	16.99
98	2.872	161,307	56,165			78,420	27,305	17.23
99	6.945	412,754	59,432			245,398	35,334	17.46
BEA	16.983	1,092,352	64,320	6,475	381	365,658	21,531	16.28
Active	37.555	2,128,450	56,676	6,475	172	972,543	25,896	16.54
Classified Total	37.555	2,128,450	56,676	6,475	172	972,543	25,896	16.54

Garfield School District (38302)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.646	153,569	58,038	23,715	8,963	59,339	22,426	15.38
21	0.815	41,913	51,427			22,232	27,279	15.52
51	0.158	7,207	45,614			3,743	23,692	15.28
55	0.439	27,325	62,244			10,401	23,692	15.28
88	0.680	35,420	52,088			21,962	32,298	10.50
97	1.500	83,455	55,637			31,368	20,912	15.75
98	1.085	57,152	52,675	2,890	2,664	23,526	21,683	15.68
99	2.818	168,582	59,823			78,420	27,828	14.77
BEA	4.146	237,024	57,169	23,715	5,720	90,707	21,878	15.49
Active	10.141	574,623	56,663	26,605	2,624	250,991	24,750	14.98
Classified Total	10.141	574,623	56,663	26,605	2,624	250,991	24,750	14.98
PSSES Program 01 Classified	0.102	6,160	60,392			1,890	18,532	15.24

Glenwood School District (20401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.303	93,264	71,576	8,900	6,830	27,187	20,865	15.26
51	0.234	11,097	47,423			8,879	37,945	15.26
52	0.107	5,044	47,140			4,049	37,842	15.26
55	0.183	8,658	47,311			6,937	37,908	15.26
97	2.900	214,137	73,840			45,484	15,684	16.01
98	0.727	35,335	48,604			15,684	21,574	16.70
99	0.460	27,246	59,230			17,252	37,505	16.70
BEA	4.203	307,401	73,138	8,900	2,118	72,670	17,290	15.80
Active	5.914	394,781	66,754	8,900	1,505	125,472	21,216	15.90
Classified Total	5.914	394,781	66,754	8,900	1,505	125,472	21,216	15.90

Goldendale School District (20404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.825	880,986	46,799	88,813	4,718	442,863	23,525	16.69
02	1.976	148,527	75,165			3,921	1,984	0.32
31	0.700	30,079	42,970			17,260	24,658	16.84
51	0.989	53,020	53,610			24,439	24,711	16.45
55	6.842	300,924	43,982			172,500	25,212	16.79
65	1.033	45,412	43,961			26,534	25,686	20.97
79	0.091	8,519	93,615			30,907	339,634	15.83
97	12.760	925,732	72,550	436	34	211,966	16,612	16.08
98	4.140	199,467	48,180			104,970	25,355	15.34
99	6.109	368,016	60,242			174,451	28,556	15.93
BEA	34.261	1,985,324	57,947	89,249	2,605	676,010	19,731	15.18
Active	53.465	2,960,682	55,376	89,249	1,669	1,209,811	22,628	15.56
Classified Total	53.465	2,960,682	55,376	89,249	1,669	1,209,811	22,628	15.56
PSES Program 01 Classified	0.643	40,324	62,712			15,684	24,392	16.26

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
01	11.515	649,792	56,430	163,632	14,210	273,093	23,716	16.64
02	0.518	23,511	45,388			15,684	30,278	17.00
21	7.843	381,710	48,669	3,000	383	203,892	25,997	16.91
51	1.367	68,012	49,753			34,950	25,567	16.86
53	0.771	36,146	46,882			17,654	22,898	16.88
55	4.513	207,269	45,927			115,993	25,702	17.05
68	0.608	29,074	47,819			14,498	23,845	16.95
97	12.483	753,966	60,399			221,277	17,726	18.46
98	2.433	113,024	46,455			45,351	18,640	21.42
99	3.755	217,425	57,903	10,000	2,663	126,779	33,763	17.66
BEA	24.516	1,427,269	58,218	163,632	6,674	510,054	20,805	17.64
Active	45.806	2,479,929	54,140	176,632	3,856	1,069,171	23,341	17.61
Classified Total	45.806	2,479,929	54,140	176,632	3,856	1,069,171	23,341	17.61
PSSES Program 01 Classified	1.560	95,710	61,353			47,052	30,162	17.48
PSSES Program 21 Classified	0.712	45,407	63,774			17,753	24,933	16.58

Grandview School District (39200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.171	1,201,575	59,569	168,202	8,339	399,199	19,791	15.04
02	0.785	45,011	57,339			15,692	19,990	15.39
09	2.969	154,374	51,995			70,938	23,893	14.95
21	27.230	1,913,003	70,254			678,611	24,921	15.39
24	8.225	420,835	51,165			206,143	25,063	15.39
31	2.265	135,287	59,729			47,085	20,788	15.39
34	0.178	10,851	60,961			3,128	17,575	15.39
51	4.912	246,282	50,139			95,581	19,459	15.39
52	1.001	97,563	97,466			15,717	15,701	15.39
53	3.897	206,076	52,881			117,357	30,115	15.39
55	11.350	627,809	55,314			294,080	25,910	15.33
65	6.865	375,746	54,734			164,479	23,959	15.39
69	3.153	176,678	56,035			78,452	24,882	13.59
79	1.630	109,995	67,482			62,790	38,521	15.39
97	51.297	3,808,674	74,247	2,500	49	852,728	16,623	15.32
98	16.372	939,743	57,399			457,322	27,933	15.17
99	11.572	753,962	65,154			318,261	27,503	14.98
BEA	74.696	5,201,398	69,634	170,702	2,285	1,317,833	17,643	15.25
Active	173.872	11,223,464	64,550	170,702	982	3,877,564	22,301	15.24

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	173.872	11,223,464	64,550	170,702	982	3,877,564	22,301	15.24
PSES Program 01 Classified	6.406	396,591	61,909			109,544	17,100	14.26
PSES Program 21 Classified	4.692	274,970	58,604			109,865	23,415	15.39
PSES Program 97 Classified	4.081	326,327	79,963			78,469	19,228	15.39

Granger School District (39204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.479	617,884	72,872	20,222	2,385	267,020	31,492	16.35
02	0.596	30,033	50,391			9,023	15,139	16.55
21	10.175	525,552	51,651			258,704	25,425	15.63
24	3.701	183,445	49,566			94,129	25,433	16.67
31	0.865	41,467	47,939			19,488	22,529	16.68
51	3.279	184,555	56,284	450	137	80,127	24,436	16.45
52	0.769	72,000	93,628			15,684	20,395	15.08
53	0.526	41,743	79,359			10,191	19,374	15.44
55	7.605	363,944	47,856	360	47	190,545	25,055	16.93
65	5.667	271,441	47,899	720	127	141,956	25,050	16.27
68	0.297	12,511	42,125			7,842	26,404	16.96
79	0.486	45,936	94,519			9,434	19,411	15.05
88	5.104	264,759	51,873			111,115	21,770	16.76
97	18.946	1,354,196	71,477	8,670	458	304,251	16,059	15.88
98	4.429	209,218	47,238			115,746	26,134	17.62
99	4.704	304,359	64,702			90,159	19,166	16.27
BEA	28.886	2,043,580	70,746	28,892	1,000	599,781	20,764	16.12
Active	75.034	4,495,119	59,908	30,422	405	1,709,729	22,786	16.24
On Leave	0.594	27,924	47,010			15,684	26,404	16.76

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	75.628	4,523,043	59,806	30,422	402	1,725,413	22,814	16.24
PSES Program 01 Classified	1.267	109,448	86,384			31,368	24,758	21.15
PSES Program 21 Classified	2.382	144,666	60,733			58,617	24,608	14.20
PSES Program 97 Classified	0.769	60,608	78,814			15,684	20,395	8.03

Granite Falls School District (31332)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.950	1,138,207	54,330	333,970	15,941	525,420	25,080	18.81
02	1.523	90,424	59,372	6,189	4,064	51,451	33,783	16.26
03	1.538	102,864	66,882	4,629	3,010	31,368	20,395	16.19
21	30.095	1,687,295	56,066	78,409	2,605	783,724	26,042	17.30
31	0.696	44,965	64,605	1,741	2,501	33,786	48,544	15.75
51	0.887	49,702	56,034	2,152	2,426	22,129	24,948	19.03
55	3.378	182,364	53,986	8,920	2,641	86,272	25,539	16.50
65	0.204	15,137	74,201	857	4,201	3,926	19,244	16.27
74	0.155	11,504	74,219	651	4,200	2,983	19,244	16.27
79	10.362	649,833	62,713	29,460	2,843	203,905	19,678	16.08
97	22.136	1,840,925	83,164	28,357	1,281	388,193	17,537	17.89
98	8.634	456,578	52,881	20,037	2,321	219,576	25,432	20.28
BEA	46.843	3,217,385	68,684	374,886	8,003	1,030,219	21,993	18.10
Active	100.558	6,269,798	62,350	515,372	5,125	2,352,733	23,397	17.78
Classified Total	100.558	6,269,798	62,350	515,372	5,125	2,352,733	23,397	17.78
PSSES Program 01 Classified	10.261	479,621	46,742			283,844	27,662	20.88
PSSES Program 21 Classified	3.440	242,372	70,457			79,628	23,148	18.18

Grapeview School District (23054)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.482	88,900	59,987			28,813	19,442	16.53
09	0.619	27,249	44,021	1,890	3,053	15,684	25,338	16.81
21	3.256	175,891	54,021	9,450	2,902	78,420	24,085	16.47
97	4.083	360,909	88,393			66,131	16,197	17.43
98	1.414	75,104	53,115			39,412	27,873	18.81
99	1.627	98,833	60,746			44,703	27,476	21.39
BEA	5.565	449,809	80,828			94,944	17,061	17.25
Active	12.481	826,886	66,252	11,340	909	273,163	21,886	17.69
Classified Total	12.481	826,886	66,252	11,340	909	273,163	21,886	17.69
PSSES Program 01 Classified	0.888	50,171	56,499			17,050	19,201	16.93

Great Northern School District (32312)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.582	28,829	49,534			16,355	28,102	15.27
21								
55	0.146	6,144	42,082			4,811	32,950	15.27
97	0.759	47,140	62,108			15,660	20,633	15.27
98	0.117	7,398	63,231			2,355	20,132	15.27
99	0.400	25,832	64,580			7,849	19,622	15.27
BEA	1.341	75,969	56,651			32,016	23,874	15.27
Active	2.004	115,343	57,556			47,030	23,468	15.27
Classified Total	2.004	115,343	57,556			47,030	23,468	15.27
PSES Program 01 Classified	0.252	14,915	59,187			5,482	21,753	15.27

Green Mountain School District (06103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.112	119,149	56,415			50,971	24,134	15.33
97	3.187	233,478	73,259			51,960	16,304	16.18
98	1.055	59,686	56,574			22,512	21,339	16.70
99	0.759	50,373	66,368			15,665	20,638	15.84
BEA	5.299	352,627	66,546			102,931	19,425	15.89
Active	7.113	462,686	65,048			141,108	19,838	15.99
Classified Total	7.113	462,686	65,048			141,108	19,838	15.99
PSES Program 01 Classified	0.689	44,904	65,173			13,900	20,174	15.26

Griffin School District (34324)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.510	312,867	69,372	27,133	6,016	103,222	22,887	15.85
09	0.665	39,981	60,122			16,221	24,392	15.84
21	5.234	319,673	61,076			125,707	24,017	15.88
51	0.988	56,791	57,481			24,099	24,392	15.84
52	0.092	5,098	55,413			1,963	21,339	15.84
55	0.505	29,908	59,224			12,318	24,392	15.84
74	0.230	13,784	59,930			5,610	24,392	15.84
97	9.927	839,219	84,539	2,452	247	156,465	15,762	16.23
98	1.879	128,218	68,237			47,052	25,041	17.01
99	4.730	364,963	77,159	3,000	634	134,160	28,364	16.64
BEA	14.437	1,152,086	79,801	29,585	2,049	259,687	17,988	16.12
Active	28.760	2,110,502	73,383	32,585	1,133	626,817	21,795	16.21
On Leave								
Classified Total	28.760	2,110,502	73,383	32,585	1,133	626,817	21,795	16.21
PSSES Program 01 Classified	2.802	195,899	69,914			71,854	25,644	15.85
PSSES Program 21 Classified	0.367	20,391	55,561			7,831	21,339	15.84

Harrington School District (22204)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.642	47,128	73,408			16,047	24,996	15.27
21	0.977	53,083	54,333			25,895	26,505	15.27
24	0.277	16,865	60,884			7,059	25,485	15.27
51	0.610	35,619	58,392			16,116	26,420	15.27
55	0.873	48,922	56,039			28,176	32,275	15.27
97	2.365	159,361	67,383	3,000	1,268	39,330	16,630	15.61
98	1.218	68,533	56,267			31,368	25,754	15.68
99	1.802	97,043	53,853	3,000	1,665	71,253	39,541	10.59
BEA	3.007	206,489	68,669	3,000	998	55,377	18,416	15.53
Active	8.764	526,554	60,081	6,000	685	235,246	26,842	14.55
Classified Total	8.764	526,554	60,081	6,000	685	235,246	26,842	14.55
PSES Program 01 Classified	0.042	2,632	62,667			1,134	26,995	15.27

Highland School District (39203)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.216	463,669	56,435			184,456	22,451	16.73
09	2.624	139,326	53,097			58,362	22,242	16.83
21	2.532	125,738	49,660			60,632	23,946	16.94
24	2.622	113,746	43,381			69,914	26,664	17.20
51	0.565	23,989	42,458			16,489	29,185	17.25
52	0.298	12,670	42,517			7,889	26,472	17.25
53	1.444	63,043	43,659			39,000	27,008	17.19
55	4.778	210,558	44,068			125,967	26,364	17.17
64	0.565	25,348	44,864			14,957	26,472	17.13
65	1.366	62,906	46,051			36,316	26,586	17.08
97	13.171	1,020,506	77,481			208,624	15,840	16.27
98	4.803	229,146	47,709			124,238	25,867	17.01
99	7.216	434,334	60,190			161,766	22,418	16.63
BEA	21.387	1,484,175	69,396			393,080	18,379	16.42
Active	50.200	2,924,979	58,267			1,108,610	22,084	16.67
Classified Total	50.200	2,924,979	58,267			1,108,610	22,084	16.67
PSES Program 01 Classified	2.079	129,394	62,239			58,386	28,084	16.59
PSES Program 09 Classified	0.077	3,368	43,740			3,316	43,063	17.19

Highline School District (17401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	199.916	16,339,736	81,733	750	4	3,777,217	18,894	17.27
02	0.012	727	60,583					
09	1.938	112,695	58,150			18,298	9,442	17.47
21	221.140	14,090,274	63,717			5,042,621	22,803	18.25
24	19.502	1,248,499	64,019			469,181	24,058	17.55
31	6.452	485,243	75,208			106,078	16,441	16.40
34	0.649	43,560	67,119			11,491	17,705	19.67
45	7.112	521,399	73,313			107,734	15,148	19.09
51	21.553	1,718,761	79,746			438,314	20,337	17.63
52	2.824	169,262	59,937			57,726	20,441	19.24
55	23.275	1,681,879	72,261			501,761	21,558	19.37
58	1.788	186,081	104,072			29,674	16,596	15.51
64	2.538	194,062	76,463			48,778	19,219	16.69
65	39.897	2,913,139	73,016			880,308	22,065	17.81
68	0.500	67,123	134,246			7,842	15,684	15.39
69	8.801	792,086	90,000			119,390	13,566	16.46
74	0.500	44,974	89,948			7,842	15,684	15.66
79	4.614	378,419	82,015			60,117	13,029	15.81
88	25.427	1,875,060	73,743			603,188	23,722	17.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
89	7.793	580,989	74,553			156,840	20,126	13.23
97	194.014	18,291,772	94,281	23,319	120	3,054,761	15,745	17.14
98	47.808	3,331,120	69,677			1,301,772	27,229	19.04
99	48.734	3,786,779	77,703			1,103,203	22,637	20.95
CP	9.648	1,302,419	134,994	3,000	311	115,407	11,962	14.65
BEA	408.155	35,682,437	87,424	24,069	59	7,057,280	17,291	17.22
Active	896.435	70,156,058	78,261	27,069	30	18,019,543	20,101	17.72
Classified Total	896.435	70,156,058	78,261	27,069	30	18,019,543	20,101	17.72
PSES Program 01 Classified	34.761	2,682,063	77,157			764,796	22,002	19.90
PSES Program 21 Classified	10.201	932,679	91,430			227,431	22,295	17.73

Hockinson School District (06098)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.811	986,126	58,660	263,185	15,656	355,579	21,152	16.97
09	1.392	64,776	46,534			32,052	23,026	17.01
21	21.774	1,107,410	50,859			536,635	24,646	17.34
24	1.120	59,911	53,492			28,272	25,243	16.76
31	1.024	60,587	59,167			21,740	21,230	16.55
34	0.196	11,722	59,806			4,112	20,982	15.08
51	1.591	89,843	56,470			36,221	22,766	16.87
55	1.878	112,195	59,742			43,246	23,028	16.62
64	0.187	9,196	49,176			3,543	18,949	16.88
65	0.280	13,398	47,850			7,068	25,243	16.92
74	0.280	13,398	47,850			7,068	25,243	16.92
88	0.500	29,974	59,948			7,989	15,978	16.70
89	0.994	60,084	60,447			15,057	15,148	19.14
97	22.133	1,695,417	76,601			325,858	14,723	18.59
99	0.526	34,452	65,498			9,889	18,801	16.47
BEA	40.164	2,753,852	68,565	263,185	6,553	707,288	17,610	17.93
Active	70.686	4,348,489	61,518	263,185	3,723	1,434,329	20,292	17.69
Classified Total	70.686	4,348,489	61,518	263,185	3,723	1,434,329	20,292	17.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	3.632	215,785	59,412			84,816	23,352	18.62

Hood Canal School District (23404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.896	165,780	57,244			57,337	19,799	15.87
09	0.268	13,708	51,149			7,318	27,305	16.99
21	5.950	316,532	53,199			175,754	29,538	16.30
24	0.061	3,562	58,393			1,666	27,305	16.80
55	1.949	112,502	57,723			50,202	25,758	16.81
68	0.058	3,290	56,724			8,315	143,353	16.84
97	7.004	559,117	79,828			134,157	19,154	18.27
98	2.081	126,803	60,934			47,018	22,594	20.76
99	3.514	219,177	62,373			103,581	29,477	20.68
BEA	9.900	724,897	73,222			191,494	19,343	17.72
Active	23.781	1,520,471	63,936			585,347	24,614	18.02
Classified Total	23.781	1,520,471	63,936			585,347	24,614	18.02
PSSES Program 01 Classified	0.548	25,514	46,558			630	1,150	10.08

Hoquiam School District (14028)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.277	926,492	69,782	370,291	27,890	436,216	32,855	15.32
02	0.720	52,235	72,549			16,672	23,156	16.48
09	0.483	28,314	58,621			30,183	62,491	16.69
21	18.014	1,032,663	57,326	1,013	56	1,082,965	60,118	16.58
24	0.191	10,255	53,691			7,842	41,058	16.79
31	0.025	1,842	73,680			518	20,719	16.47
51	1.601	121,312	75,773			28,854	18,022	16.33
55	5.471	316,781	57,902			306,589	56,039	16.60
65	0.510	32,060	62,863			15,746	30,874	16.61
68	0.545	31,331	57,488			15,684	28,778	16.71
89	4.433	366,217	82,612			71,884	16,216	17.76
97	22.777	1,764,792	77,481	8,160	358	378,448	16,615	17.70
98	7.612	459,861	60,413	240	32	283,496	37,243	18.96
99	7.163	546,075	76,236	240	34	257,154	35,900	18.25
BEA	36.799	2,745,361	74,604	378,451	10,284	831,854	22,605	16.87
Active	82.822	5,690,230	68,704	379,944	4,587	2,932,250	35,404	17.14
Classified Total	82.822	5,690,230	68,704	379,944	4,587	2,932,250	35,404	17.14
PSSES Program 01 Classified	0.565	35,078	62,085			15,684	27,759	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
PSES Program 21 Classified	0.575	32,189	55,981			31,368	54,553	16.74

Impact | Black River Elementary (17919)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.492	394,015	87,715			75,283	16,759	
21	1.557	128,194	82,334			35,289	22,665	
51	0.100	10,324	103,240			1,568	15,684	
55	0.619	53,055	85,711			13,331	21,537	
BEA	4.492	394,015	87,715			75,283	16,759	
Active	6.768	585,588	86,523			125,472	18,539	
Classified Total	6.768	585,588	86,523			125,472	18,539	
PSES Program 01 Classified	2.192	201,092	91,739			39,210	17,888	

Impact | Commencement Bay Elementary (27902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.810	274,640	72,084			59,756	15,684	
21	2.595	170,090	65,545			58,815	22,665	
51	0.040	4,748	118,700			627	15,684	
55	0.865	57,886	66,920			19,605	22,665	
65	0.150	17,806	118,707			2,353	15,684	
BEA	3.810	274,640	72,084			59,756	15,684	
Active	7.460	525,170	70,398			141,156	18,922	
Classified Total	7.460	525,170	70,398			141,156	18,922	
PSSES Program 01 Classified	2.000	156,521	78,261			31,368	15,684	

Impact | Puget Sound Elementary (17911)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.760	507,857	75,127			106,024	15,684	
21	2.896	188,731	65,170			62,743	21,665	
51	0.040	4,216	105,400			627	15,684	
55	2.896	188,731	65,170			62,743	21,665	
65	0.200	21,082	105,410			3,137	15,684	
BEA	6.760	507,857	75,127			106,024	15,684	
Active	12.792	910,617	71,186			235,274	18,392	
Classified Total	12.792	910,617	71,186			235,274	18,392	
PSSES Program 01 Classified	3.000	240,297	80,099			47,052	15,684	

Impact | Salish Sea Elementary (17916)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.462	353,483	79,221			74,813	16,767	
21	2.564	176,973	69,022			58,827	22,943	
51	0.030	4,011	133,700			471	15,684	
55	0.855	58,992	68,996			19,617	22,944	
65	0.200	26,737	133,685			3,137	15,684	
BEA	4.462	353,483	79,221			74,813	16,767	
Active	8.111	620,196	76,464			156,864	19,340	
Classified Total	8.111	620,196	76,464			156,864	19,340	
PSES Program 01 Classified	2.692	237,524	88,233			47,052	17,478	

Inchelium School District (10070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.909	221,320	76,081	7,920	2,723	78,219	26,889	16.11
21	2.756	158,388	57,470			62,736	22,763	16.31
51	0.111	5,680	51,171			1,313	11,828	16.43
52	0.110	5,680	51,636			1,301	11,828	16.43
55	0.861	38,403	44,603			18,298	21,252	16.60
97	4.890	313,789	64,170			78,425	16,038	18.36
98	1.510	75,375	49,917			31,368	20,774	20.49
BEA	7.799	535,109	68,613	7,920	1,016	156,643	20,085	17.18
Active	13.147	818,635	62,268	7,920	602	271,659	20,663	17.26
Classified Total	13.147	818,635	62,268	7,920	602	271,659	20,663	17.26
PSES Program 01 Classified	0.076	4,276	56,263			1,573	20,691	16.32

Index School District (31063)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.332	80,531	60,459			29,595	22,219	14.95
21	0.360	17,332	48,144			9,668	26,856	14.95
97	1.225	96,195	78,527			26,874	21,938	15.05
99	0.423	28,108	66,449			12,355	29,207	15.24
BEA	2.557	176,726	69,115			56,470	22,084	15.01
Active	3.340	222,166	66,517			78,493	23,501	15.03
Classified Total	3.340	222,166	66,517			78,493	23,501	15.03
PSES Program 01 Classified	0.140	12,496	89,257					14.96

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
01	0.550	35,619	64,762			8,626	15,684	15.01
21	0.566	25,860	45,689			15,684	27,710	16.71
55	0.450	29,142	64,760			7,058	15,684	15.01
97	3.578	226,033	63,173			62,736	17,534	16.73
98	0.790	51,761	65,520			15,684	19,853	17.48
BEA	4.128	261,652	63,385			71,362	17,287	16.50
Active	5.934	368,415	62,085			109,788	18,502	16.53
Classified Total	5.934	368,415	62,085			109,788	18,502	16.53

Issaquah School District (17411)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	220.079	18,746,388	85,180	227,251	1,033	5,131,991	23,319	15.09
09	2.755	161,586	58,652			77,375	28,085	15.27
12	0.549	144,720	263,607	1,403	2,556	10,513	19,150	13.25
21	143.083	9,734,647	68,035	67,000	468	4,001,975	27,970	15.23
31	11.787	951,742	80,745			294,974	25,025	15.26
56	4.485	355,950	79,365			78,420	17,485	15.27
57	5.572	397,151	71,276			141,156	25,333	15.37
58	0.715	72,912	101,975			15,684	21,936	15.27
69	2.000	207,001	103,501			31,368	15,684	15.27
79	1.375	104,689	76,137			21,566	15,684	15.27
88	80.438	5,739,229	71,350			2,122,759	26,390	15.15
97	212.523	20,436,443	96,161	13,437	63	3,483,196	16,390	15.80
98	46.314	3,143,667	67,877	2,520	54	1,325,229	28,614	16.23
99	10.932	1,316,933	120,466	1,680	154	180,366	16,499	15.68
BEA	444.389	40,134,573	90,314	240,688	542	8,910,161	20,050	15.45
Active	742.607	61,513,058	82,834	313,291	422	16,916,572	22,780	15.43
Classified Total	742.607	61,513,058	82,834	313,291	422	16,916,572	22,780	15.43
PSSES Program 01 Classified	61.039	5,389,282	88,292			1,471,514	24,108	14.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	3.546	312,953	88,255			67,114	18,927	15.27

Kahlotus School District (11056)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.753	85,618	48,841			47,079	26,856	15.01
21	0.097	4,610	47,526			11,353	117,045	15.44
97	1.938	114,872	59,273			50,869	26,248	15.64
98	0.758	38,580	50,897			15,684	20,691	16.45
99	0.069	4,874	70,638			3,128	45,329	15.00
BEA	3.691	200,490	54,319			97,948	26,537	15.37
Active	4.615	248,554	53,858			128,113	27,760	15.53
Classified Total	4.615	248,554	53,858			128,113	27,760	15.53

Kalama School District (08402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.936	449,546	56,646	71,424	9,000	161,139	20,305	18.27
02	0.636	33,525	52,712			15,684	24,660	17.33
09	0.713	35,408	49,661			18,538	26,000	17.48
51	1.413	78,924	55,856			31,368	22,200	17.20
55	1.272	67,065	52,724			29,753	23,391	17.33
88	1.227	59,758	48,703			28,709	23,397	22.56
97	15.000	1,078,618	71,908			235,260	15,684	21.22
98	3.945	226,249	57,351			107,174	27,167	27.60
BEA	23.572	1,561,689	66,252	71,424	3,030	412,083	17,482	20.29
Active	32.142	2,029,093	63,129	71,424	2,222	627,625	19,527	20.90
Classified Total	32.142	2,029,093	63,129	71,424	2,222	627,625	19,527	20.90
PSSES Program 01 Classified	3.041	157,333	51,737			58,083	19,100	18.23
PSSES Program 09 Classified	0.713	35,408	49,661			18,538	26,000	17.48

Keller School District (10003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.514	24,624	47,907	1,200	2,335	8,622	16,774	15.00
21	0.354	18,566	52,446	6,734	19,023	7,842	22,153	14.99
51	0.679	28,245	41,598			18,830	27,731	15.02
55	0.212	11,139	52,542			4,696	22,153	14.99
58	0.088	9,000	102,273					7.96
97	1.168	56,119	48,047	1,600	1,370	19,592	16,774	15.62
98	0.719	33,825	47,045			15,684	21,814	15.02
99	1.625	83,466	51,364			34,505	21,234	15.70
BEA	1.682	80,743	48,004	2,800	1,665	28,214	16,774	15.42
Active	5.359	264,984	49,447	9,534	1,779	109,771	20,484	15.12
Classified Total	5.359	264,984	49,447	9,534	1,779	109,771	20,484	15.12
PSES Program 01 Classified	0.234	11,193	47,833			3,925	16,774	15.00

Kelso School District (08458)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	48.226	2,753,095	57,087					
02	1.493	84,327	56,482					
09	6.500	321,197	49,415					
21	52.273	2,580,009	49,356					
24	1.871	92,089	49,219					
31	4.464	264,262	59,198					
34	0.130	7,952	61,169					
51	8.702	455,798	52,379					
55	7.955	390,537	49,093					
58	1.626	92,892	57,129					
65	2.618	133,993	51,181					
79	0.528	30,546	57,852					
97	68.253	4,865,582	71,287					
98	22.954	1,193,835	52,010					
99	20.770	1,423,478	68,535					
BEA	122.566	7,975,218	65,069					
Active	248.363	14,689,592	59,146					
Classified Total	248.363	14,689,592	59,146					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	11.876	719,766	60,607					
PSES Program 21 Classified	2.715	127,280	46,880					

Kennewick School District (03017)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	151.993	8,133,168	53,510	855,890	5,631	3,646,666	23,992	16.63
02	4.417	235,112	53,229			94,256	21,339	16.60
09	1.182	51,254	43,362			31,368	26,538	18.21
21	167.982	8,469,354	50,418	1,050	6	4,568,632	27,197	17.33
24	5.126	263,809	51,465			130,302	25,420	16.73
31	5.871	379,160	64,582	294	50	137,185	23,367	16.73
34	0.657	43,288	65,887	210	320	11,763	17,904	16.05
39	0.203	11,284	55,586			4,484	22,090	15.75
45	12.289	788,443	64,158			249,420	20,296	16.34
51	17.596	951,471	54,073			441,974	25,118	17.12
53	4.179	276,896	66,259			82,022	19,627	16.59
55	40.586	2,055,664	50,650			1,088,755	26,826	17.36
56	1.191	61,020	51,234			31,075	26,091	17.30
59	0.101	5,811	57,535			1,951	19,315	16.88
65	21.644	1,049,281	48,479			576,742	26,647	16.63
74	0.456	22,959	50,349			10,780	23,639	16.96
88	31.356	1,743,500	55,603	840	27	665,305	21,218	17.65
97	201.885	14,075,579	69,721	81,235	402	3,331,179	16,500	17.83
98	74.019	3,325,891	44,933			1,809,761	24,450	24.09

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	88.887	5,189,315	58,381	1,260	14	2,557,354	28,771	21.09
BEA	377.112	23,654,750	62,726	937,629	2,486	7,470,469	19,810	17.34
Active	831.620	47,132,259	56,675	940,779	1,131	19,470,974	23,413	18.21
Classified Total	831.620	47,132,259	56,675	940,779	1,131	19,470,974	23,413	18.21
PSES Program 01 Classified	38.967	2,057,410	52,799			983,561	25,241	16.79
PSES Program 21 Classified	12.266	791,365	64,517			311,078	25,361	16.64
PSES Program 97 Classified	19.079	1,169,811	61,314			437,620	22,937	19.30

Kent School District (17415)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	252.890	18,440,468	72,919	710,564	2,810	6,135,983	24,263	15.25
02	2.591	179,518	69,285	2,400	926	47,052	18,160	15.31
03	3.102	208,991	67,373			62,736	20,224	15.31
11	2.000	185,692	92,846	4,200	2,100	31,368	15,684	15.31
21	279.058	18,922,650	67,809	6,900	25	7,843,712	28,108	15.22
31	11.733	965,381	82,279			267,621	22,809	15.42
34	2.074	176,780	85,236			62,472	30,122	15.15
51	30.283	2,114,250	69,816	692	23	911,290	30,092	15.05
52	0.400	52,638	131,595	600	1,500	21,865	54,663	15.31
55	37.700	2,638,016	69,974	1,015	27	1,120,169	29,713	15.28
58	1.815	148,194	81,650	5,000	2,755	31,368	17,283	15.31
65	79.946	5,252,208	65,697	3,992	50	2,411,001	30,158	15.17
68	0.563	54,561	96,911			8,830	15,684	15.31
74				41,291				
89				11,092				
97	289.148	26,207,358	90,636	45,000	156	4,997,431	17,283	15.19
98	14.192	1,290,511	90,932	3,000	211	318,305	22,428	15.18
99	24.191	2,294,589	94,853	9,040	374	481,506	19,904	14.99
BEA	561.538	46,178,496	82,236	757,964	1,350	11,573,295	20,610	15.22

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,031.686	79,131,805	76,701	844,786	819	24,752,709	23,992	15.20
Classified Total	1,031.686	79,131,805	76,701	844,786	819	24,752,709	23,992	15.20
PSES Program 01 Classified	83.886	5,791,850	69,044			2,286,611	27,259	15.19
PSES Program 21 Classified	3.619	288,720	79,779			107,304	29,650	15.31

Kettle Falls School District (33212)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.802	480,275	61,558	137,052	17,566	164,665	21,105	16.12
02	2.879	145,517	50,544			62,736	21,791	16.32
09	0.572	24,338	42,549			15,684	27,420	16.54
21	10.202	486,664	47,703			296,262	29,040	16.39
24	2.953	133,246	45,122			78,420	26,556	16.46
51	1.590	76,814	48,311			43,164	27,147	16.37
55	2.219	100,927	45,483			61,216	27,587	16.45
88	6.689	323,036	48,294			167,327	25,015	16.65
97	10.920	812,175	74,375	6,000	549	172,838	15,828	17.23
98	3.521	188,417	53,512			87,880	24,959	19.40
99	5.553	354,623	63,862			183,740	33,089	18.47
BEA	21.601	1,437,967	66,569	143,052	6,622	400,238	18,529	16.77
Active	54.900	3,126,032	56,940	143,052	2,606	1,333,931	24,297	17.01
Classified Total	54.900	3,126,032	56,940	143,052	2,606	1,333,931	24,297	17.01
PSSES Program 01 Classified	1.490	153,381	102,940			31,368	21,052	15.77
PSSES Program 21 Classified	0.390	33,089	84,844			15,684	40,215	15.85

Kiona-Benton City School District (03052)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.161	648,120	53,295	16,575	1,363	274,696	22,588	15.85
21	11.060	541,615	48,971			255,688	23,118	16.09
24	0.531	25,235	47,524			12,584	23,700	16.28
31	0.394	19,575	49,683			7,842	19,904	15.71
51	1.652	80,066	48,466			39,982	24,202	15.59
53	1.872	95,389	50,956			41,247	22,034	15.83
55	3.654	182,265	49,881			100,651	27,545	16.50
65	1.218	58,735	48,222			29,895	24,545	15.84
88	4.320	218,158	50,500			94,104	21,783	15.80
97	19.473	1,416,091	72,721	34,350	1,764	317,749	16,317	16.88
98	5.548	295,436	53,251			144,136	25,980	19.05
99	5.118	355,219	69,406			141,721	27,691	17.48
BEA	32.028	2,083,786	65,061	50,925	1,590	600,287	18,743	16.55
Active	67.001	3,935,904	58,744	16,575	247	1,460,296	21,795	16.66
On Leave				34,350				
Classified Total	67.001	3,935,904	58,744	50,925	760	1,460,296	21,795	16.66
PSSES Program 01 Classified	3.673	174,046	47,385			92,145	25,087	16.17
PSSES Program 21 Classified	2.136	103,377	48,397			50,194	23,499	16.11

Kittitas School District (19403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.428	284,286	52,374	6,096	1,123	120,843	22,263	18.87
09	0.623	24,925	40,008			15,956	25,612	19.04
21	3.286	158,820	48,332	4,111	1,251	84,883	25,832	18.21
24	1.249	54,046	43,271	807	646	31,368	25,114	19.07
51	0.180	7,029	39,050			4,605	25,586	20.16
55	0.537	24,662	45,926	2,609	4,858	13,243	24,660	19.01
56	0.545	19,788	36,308			15,684	28,778	19.07
97	8.934	572,941	64,130	12,135	1,358	147,827	16,547	18.67
98	2.534	123,008	48,543			62,736	24,758	19.38
99	3.140	185,032	58,927	6,069	1,933	99,596	31,719	19.26
BEA	14.362	857,227	59,687	18,231	1,269	268,670	18,707	18.73
Active	26.456	1,454,537	54,979	31,827	1,203	596,741	22,556	18.83
Classified Total	26.456	1,454,537	54,979	31,827	1,203	596,741	22,556	18.83
PSSES Program 01 Classified	1.632	102,694	62,925			38,764	23,752	19.36
PSSES Program 09 Classified	0.151	6,072	40,212			3,863	25,586	19.07
PSSES Program 21 Classified	0.646	47,262	73,161			19,234	29,773	18.96

Klickitat School District (20402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.192	82,672	69,356			19,600	16,443	15.26
89	0.045	2,135	47,444			1,582	35,166	16.70
97	2.210	113,864	51,522			57,273	25,915	16.25
98	0.746	36,907	49,473			15,684	21,024	16.70
BEA	3.402	196,536	57,771			76,873	22,596	15.83
Active	4.193	235,578	56,184			94,139	22,452	15.98
Classified Total	4.193	235,578	56,184			94,139	22,452	15.98

La Center School District (06101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.203	562,640	50,222	278,921	24,897	273,966	24,455	16.93
21	12.791	675,979	52,848	1,287	101	342,657	26,789	16.74
31	1.968	131,286	66,710	643	327	42,329	21,508	17.76
34	0.225	12,348	54,880			4,723	20,990	16.81
55	2.717	129,531	47,674			81,913	30,148	17.01
65	0.789	39,399	49,935			23,526	29,817	16.84
86				3,500				
88	0.152	7,788	51,237			5,183	34,096	16.91
97	24.390	1,657,990	67,978	8,463	347	385,030	15,786	18.87
98	4.914	255,884	52,072			109,788	22,342	21.84
BEA	37.786	2,364,264	62,570	288,027	7,623	706,048	18,685	18.34
Active	59.149	3,472,845	58,714	292,814	4,950	1,269,115	21,456	18.21
Classified Total	59.149	3,472,845	58,714	292,814	4,950	1,269,115	21,456	18.21
PSSES Program 01 Classified	3.722	169,413	45,517			108,937	29,268	17.08

La Conner School District (29311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.676	298,981	63,939	211,724	45,279	102,714	21,966	15.44
21	4.536	272,461	60,066	18,040	3,977	196,666	43,357	15.57
29	1.185	69,688	58,808	4,216	3,558	29,811	25,157	15.46
51	0.898	59,944	66,753	5,650	6,292	26,048	29,007	15.45
52	1.760	110,082	62,547	5,791	3,290	79,982	45,444	15.46
53	1.531	92,986	60,735	5,364	3,504	48,577	31,729	15.46
55	2.687	177,151	65,929	13,031	4,850	69,796	25,976	15.29
64	0.214	11,390	53,224	596	2,785	12,571	58,742	15.46
79								
97	9.363	842,564	89,989	19,198	2,050	213,239	22,775	15.80
98	2.464	141,021	57,233	10,103	4,100	73,774	29,941	16.01
99	2.323	163,979	70,589	12,607	5,427	119,188	51,308	16.08
BEA	14.039	1,141,545	81,312	230,922	16,449	315,953	22,505	15.71
Active	31.637	2,240,247	70,811	306,320	9,682	972,367	30,735	15.67
Classified Total	31.637	2,240,247	70,811	306,320	9,682	972,367	30,735	15.67
PSES Program 01 Classified	1.035	64,311	62,136			27,296	26,373	15.41

LaCrosse School District (38126)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.591	31,756	53,733			12,553	21,240	15.08
21	0.208	13,382	64,337			7,431	35,727	16.13
23								
24		660						
51	0.443	22,632	51,088			13,740	31,015	15.87
55	0.303	13,986	46,158			7,842	25,881	15.63
97	2.000	127,580	63,790			31,368	15,684	15.34
98	1.038	49,795	47,972			23,526	22,665	15.62
99	2.457	177,052	72,060			76,064	30,958	13.44
BEA	2.591	159,336	61,496			43,921	16,951	15.28
Active	7.040	436,843	62,052			172,524	24,506	14.48
Classified Total	7.040	436,843	62,052			172,524	24,506	14.48
PSSES Program 01 Classified	0.115	6,360	55,304			2,345	20,395	14.99

Lake Chelan School District (04129)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.859	897,535	64,762	313,182	22,598	339,433	24,492	16.34
21	8.767	438,623	50,031			196,441	22,407	15.85
24	3.948	192,844	48,846			99,933	25,312	16.80
31	0.247	15,233	61,672			4,558	18,452	16.20
34	0.085	5,253	61,800			1,568	18,452	16.20
53	1.390	83,591	60,137	329	237	31,190	22,439	15.50
55	2.732	139,487	51,057	780	286	66,073	24,185	14.74
65	1.139	56,200	49,342	261	229	25,478	22,369	16.44
79	1.096	77,385	70,607			31,368	28,620	16.12
88	3.662	194,376	53,079	334	91	80,311	21,931	15.31
89				1,850				
97	18.369	1,227,037	66,799	2,608	142	301,669	16,423	17.64
98	6.444	336,055	52,150	1,780	276	140,675	21,830	17.74
99	7.008	471,167	67,233	1,648	235	219,500	31,321	17.79
BEA	32.560	2,145,058	65,880	315,790	9,699	647,229	19,878	17.08
Active	68.746	4,134,786	60,146	322,772	4,695	1,538,198	22,375	16.85
Classified Total	68.746	4,134,786	60,146	322,772	4,695	1,538,198	22,375	16.85
PSSES Program 01 Classified	3.782	262,220	69,334			106,434	28,142	17.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	0.640	30,959	48,373			13,689	21,389	16.48

Lake Quinault School District (14097)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.896	146,725	50,665	91,641	31,644	62,246	21,494	16.78
55	1.075	50,438	46,919			26,334	24,497	16.85
79	0.835	45,431	54,408			15,684	18,783	16.54
88	2.428	143,633	59,157			48,946	20,159	16.62
97	4.665	330,139	70,769	500	107	83,225	17,840	18.23
98	1.542	88,409	57,334			31,349	20,330	19.75
99	1.827	109,919	60,164			45,856	25,099	19.29
BEA	7.561	476,864	63,069	92,141	12,186	145,470	19,240	17.79
Active	15.268	914,694	59,909	92,141	6,035	313,639	20,542	17.84
Classified Total	15.268	914,694	59,909	92,141	6,035	313,639	20,542	17.84
PSES Program 01 Classified	0.564	26,411	46,828			13,642	24,188	17.14

Lake Stevens School District (31004)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	71.367	5,457,027	76,464	343,085	4,807	1,774,010	24,858	15.29
21	56.019	3,490,261	62,305	183,571	3,277	1,692,701	30,217	15.19
24	14.472	913,203	63,101	52,321	3,615	428,328	29,597	15.24
31	4.633	322,697	69,652	16,190	3,494	106,821	23,057	15.50
34	0.396	35,437	89,487	1,007	2,543	8,234	20,793	15.79
51	4.205	253,929	60,387	16,530	3,931	118,018	28,066	15.31
55	6.552	388,680	59,322	24,911	3,802	200,425	30,590	15.29
64	0.583	42,893	73,573	2,973	5,099	11,768	20,185	15.31
65	7.400	441,801	59,703	26,935	3,640	227,957	30,805	15.30
86	1.000	84,804	84,804			15,684	15,684	16.08
88	6.997	573,126	81,910	41,364	5,912	175,129	25,029	15.33
89	1.000	84,804	84,804			15,684	15,684	16.08
97	85.711	7,344,599	85,690	72,935	851	1,563,979	18,247	15.84
98	21.867	1,368,469	62,581	81,935	3,747	748,478	34,229	15.16
99	51.908	4,194,009	80,797	146,278	2,818	1,301,892	25,081	16.49
BEA	162.107	13,159,760	81,179	433,217	2,672	3,453,044	21,301	15.60
Active	334.110	24,995,739	74,813	1,010,035	3,023	8,389,109	25,109	15.63
Classified Total	334.110	24,995,739	74,813	1,010,035	3,023	8,389,109	25,109	15.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	22.579	2,171,476	96,172			532,710	23,593	15.32
PSES Program 21 Classified	1.662	173,457	104,366			47,081	28,328	14.16
PSES Program 97 Classified	3.543	300,540	84,826			83,548	23,581	12.29

Lake Washington School District (17414)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	282.382	22,450,801	79,505	1,290,954	4,572	7,017,845	24,852	15.45
02	1.812	144,046	79,496	1,686	930	47,216	26,057	15.55
21	250.063	16,183,800	64,719	9,317	37	7,513,167	30,045	15.49
24	5.384	630,291	117,067	3,406	633	141,158	26,218	15.18
31	8.290	636,181	76,741	1,260	152	182,268	21,987	15.57
34	1.000	84,751	84,751	1,260	1,260	15,684	15,684	15.59
45	2.676	232,738	86,972	2,317	866	47,052	17,583	15.56
51	1.278	110,389	86,376	594	465	19,964	15,622	15.59
55	0.510	38,040	74,588			7,999	15,684	15.59
58	1.565	141,139	90,185			36,032	23,024	15.57
61	5.024	378,076	75,254			168,770	33,593	15.33
64	0.093	6,357	68,355	198	2,129	1,453	15,622	15.59
65	4.079	247,191	60,601	1,187	291	138,811	34,031	15.00
68	0.717	78,326	109,241			13,731	19,150	15.55
69	9.648	709,221	73,510			247,633	25,667	15.35
74	3.000	275,539	91,846	1,320	440	46,990	15,663	15.59
79	1.250	109,673	87,738	42,307	33,846	15,622	12,497	14.21
81	6.014	641,288	106,633	8,197	1,363	98,560	16,388	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
88	19.406	1,293,808	66,671	1,450	75	576,610	29,713	15.51
89	6.305	539,438	85,557			108,082	17,142	15.60
97	260.787	23,090,729	88,542	108,145	415	4,555,403	17,468	15.76
98	6.339	385,714	60,848			199,368	31,451	15.37
99	96.524	7,716,902	79,948	3,470	36	2,692,484	27,894	15.92
CP	33.040	4,089,514	123,775	126,233	3,821	537,642	16,272	15.34
BEA	556.947	46,639,246	83,741	1,405,622	2,524	11,865,469	21,304	15.61
Active	1,007.097	80,206,587	79,641	1,603,301	1,592	24,428,545	24,256	15.58
On Leave	0.089	7,365	82,753			999	11,220	12.39
Classified Total	1,007.186	80,213,952	79,642	1,603,301	1,592	24,429,543	24,255	15.58
PSES Program 01 Classified	115.837	9,493,774	81,958			3,288,892	28,392	15.36
PSES Program 21 Classified	4.716	547,046	115,998			125,472	26,606	15.56

Lakewood School District (31306)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.647	1,552,240	71,707	152,449	7,043	525,470	24,275	15.11
09	0.279	16,078	57,627			8,804	31,557	15.49
21	35.067	2,220,998	63,336			915,012	26,093	15.28
31	1.883	135,728	72,081			37,415	19,870	15.49
34	0.209	14,646	70,077			3,846	18,404	15.49
55	4.899	318,583	65,030			125,270	25,570	15.49
65	1.997	121,311	60,747			47,052	23,561	14.47
69	1.631	156,053	95,679			31,387	19,244	15.49
88	2.285	187,828	82,200			47,052	20,592	15.49
89	0.858	67,536	78,713			16,468	19,194	15.30
97	31.008	2,798,086	90,238	6,700	216	529,484	17,076	15.95
98	8.317	544,076	65,417			243,179	29,239	15.51
99	14.570	1,147,353	78,748			407,379	27,960	15.81
BEA	54.747	4,500,700	82,209	159,149	2,907	1,096,215	20,023	15.55
Active	124.650	9,280,516	74,453	159,149	1,277	2,937,820	23,569	15.50
Classified Total	124.650	9,280,516	74,453	159,149	1,277	2,937,820	23,569	15.50
PSSES Program 01 Classified	7.692	545,293	70,891			151,120	19,646	14.04
PSSES Program 21 Classified	0.825	71,272	86,390			22,269	26,993	15.44

Lamont School District (38264)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.073	2,890	39,589			2,336	31,999	13.04
21	0.132	4,828	36,576			5,506	41,713	15.06
51	0.188	6,898	36,691			7,842	41,713	15.06
97	1.839	120,942	65,765			25,583	13,911	15.27
98	0.346	15,538	44,908			5,785	16,721	15.90
99	0.224	12,806	57,170					8.83
BEA	1.912	123,832	64,766			27,919	14,602	15.22
Active	2.802	163,902	58,495			47,052	16,792	14.78
Classified Total	2.802	163,902	58,495			47,052	16,792	14.78
PSES Program 01 Classified	0.056	2,069	36,946			2,336	41,713	15.06

Liberty School District (32362)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.957	188,954	47,752	123,924	31,318	87,353	22,076	15.36
09	0.709	29,356	41,405			18,815	26,538	16.32
21	4.099	175,850	42,901			110,353	26,922	16.26
24	0.502	24,224	48,255			13,322	26,538	16.14
55	0.588	25,342	43,099			15,705	26,709	16.27
97	7.546	457,744	60,660			122,627	16,251	17.81
98	2.397	118,277	49,344			62,736	26,173	19.54
99	5.827	326,933	56,107	17,884	3,069	212,037	36,389	17.93
BEA	11.503	646,698	56,220	123,924	10,773	209,980	18,254	17.08
Active	25.625	1,346,680	52,553	141,808	5,534	642,949	25,091	17.35
Classified Total	25.625	1,346,680	52,553	141,808	5,534	642,949	25,091	17.35
PSES Program 01 Classified	1.299	55,837	42,985			34,675	26,694	16.27

Lind School District (01158)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.166	109,933	50,754	2,103	971	47,978	22,150	15.27
21	0.544	25,632	47,118			14,388	26,449	15.27
53	0.247	11,472	46,445			1,878	7,603	10.24
55	0.796	36,307	45,612			21,053	26,449	15.27
65	0.290	13,684	47,186			7,670	26,449	15.26
88	0.593	23,415	39,486	1,184	1,997	15,684	26,449	15.26
97	4.636	259,461	55,967			74,278	16,022	15.62
98	1.274	60,732	47,670	1,816	1,425	32,479	25,494	15.91
99	8.261	477,950	57,856			239,119	28,945	15.87
BEA	6.802	369,394	54,307	2,103	309	122,256	17,974	15.51
Active	18.807	1,018,586	54,160	5,103	271	454,526	24,168	15.62
Classified Total	18.807	1,018,586	54,160	5,103	271	454,526	24,168	15.62
PSSES Program 01 Classified	0.980	49,006	50,006			22,336	22,792	15.27

Longview School District (08122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.696	4,046,373	61,592	323,778	4,928	1,455,489	22,155	16.20
09	5.373	250,793	46,677			140,217	26,097	14.98
21	73.983	3,789,248	51,218			1,925,586	26,027	16.40
24	0.827	44,063	53,281			22,916	27,710	15.98
31	3.283	200,532	61,082			69,034	21,028	16.40
34	0.138	9,745	70,616			2,355	17,066	16.19
51	3.003	198,757	66,186			75,129	25,018	16.62
55	26.844	1,369,500	51,017			676,140	25,188	16.39
65	9.407	465,156	49,448			247,319	26,291	16.60
97	88.532	6,398,491	72,273	1,800	20	1,415,987	15,994	18.88
98	24.767	1,305,059	52,693	150	6	549,748	22,197	20.24
99	29.033	1,973,106	67,961	900	31	662,606	22,823	20.47
BEA	157.649	10,655,141	67,588	325,578	2,065	2,942,865	18,667	17.81
Active	330.886	20,050,823	60,597	326,628	987	7,242,527	21,888	17.78
Classified Total	330.886	20,050,823	60,597	326,628	987	7,242,527	21,888	17.78
PSSES Program 01 Classified	20.290	1,196,276	58,959			501,864	24,735	15.86
PSSES Program 21 Classified	2.572	195,924	76,176			62,736	24,392	16.20

Loon Lake School District (33183)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.990	68,689	69,383			27,234	27,509	15.35
21	2.000	84,281	42,141	3,000	1,500	62,736	31,368	14.10
51	0.553	22,642	40,944			15,684	28,362	15.35
52	0.022	2,469	112,227			801	36,390	15.35
55	0.582	25,434	43,701			14,565	25,027	15.35
79	0.099	11,357	114,717			3,603	36,390	15.35
97	4.180	232,703	55,671			94,880	22,699	15.37
98	1.479	77,851	52,638			44,568	30,134	14.91
BEA	5.170	301,392	58,296			122,115	23,620	15.37
Active	9.905	525,426	53,047	3,000	303	264,071	26,660	15.09
Classified Total	9.905	525,426	53,047	3,000	303	264,071	26,660	15.09
PSES Program 01 Classified	0.388	39,705	102,332			12,784	32,949	15.35

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
01	1.526	115,595	75,750	8,100	5,308	39,198	25,687	14.97
21	1.808	101,958	56,393			47,052	26,024	15.18
55	0.604	32,799	54,303			19,597	32,446	15.18
97	5.117	353,883	69,158	1,200	235	129,389	25,286	15.11
98	1.433	78,956	55,098			47,052	32,835	15.54
99	1.738	109,415	62,955			78,420	45,121	15.54
BEA	6.643	469,478	70,673	9,300	1,400	168,586	25,378	15.08
Active	12.226	792,606	64,830	9,300	761	360,708	29,503	15.21
Classified Total	12.226	792,606	64,830	9,300	761	360,708	29,503	15.21
PSES Program 01 Classified	0.712	43,125	60,569			15,684	22,028	15.18

Lumen Public School (32903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.711	159,940	58,997			50,505	18,630	15.27
51	0.513	34,854	67,942			6,266	12,215	12.17
97	1.591	168,367	105,825			21,176	13,310	14.43
98	0.058	2,520	43,448					9.09
99	0.026	1,524	58,615			473	18,195	15.79
BEA	4.302	328,307	76,315			71,681	16,662	14.84
Active	4.899	367,205	74,955			78,420	16,007	14.55
Classified Total	4.899	367,205	74,955			78,420	16,007	14.55
PSES Program 01 Classified	0.121	11,624	96,066					8.45

Lyle School District (20406)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.998	223,075	74,408			161,622	53,910	16.46
55	1.488	72,427	48,674			36,695	24,660	16.97
58	0.636	29,953	47,096			15,684	24,660	16.96
97	3.170	197,394	62,269			57,560	18,158	16.94
98	1.334	78,103	58,548			20,860	15,637	16.95
BEA	6.168	420,469	68,169			219,182	35,535	16.57
Active	9.626	600,952	62,430			292,421	30,378	16.64
Classified Total	9.626	600,952	62,430			292,421	30,378	16.64

Lynden School District (37504)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.791	2,248,182	64,620	543,934	15,634	893,954	25,695	15.67
02	4.386	245,175	55,899	12,826	2,924	160,753	36,651	15.68
09	4.408	267,017	60,576	11,969	2,715	128,832	29,227	16.21
21	29.718	1,772,417	59,641	85,122	2,864	877,713	29,535	15.67
24	4.240	267,004	62,973	13,590	3,205	128,832	30,385	15.60
31	1.304	87,168	66,847	8,128	6,233	30,587	23,456	16.09
34	0.073	5,493	75,247	345	4,726	1,599	21,910	15.96
51	3.322	183,003	55,088	9,693	2,918	103,156	31,052	16.32
53	0.752	43,706	58,120	2,289	3,044	16,584	22,053	16.25
55	4.058	217,738	53,656	10,807	2,663	115,893	28,559	16.36
65	5.784	322,843	55,817	15,155	2,620	149,869	25,911	14.87
79	2.035	127,031	62,423	5,824	2,862	72,498	35,626	16.17
97	30.982	2,493,668	80,488	9,002	291	548,566	17,706	16.91
98	9.010	521,664	57,898	21,516	2,388	332,019	36,850	16.97
99	14.529	1,112,189	76,550	9,090	626	469,215	32,295	16.04
BEA	71.536	5,079,686	71,009	574,235	8,027	1,635,459	22,862	16.26
Active	149.392	9,914,298	66,364	759,290	5,083	4,030,071	26,976	16.11
Classified Total	149.392	9,914,298	66,364	759,290	5,083	4,030,071	26,976	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
PSES Program 01 Classified	7.655	513,546	67,086			238,149	31,110	15.58
PSES Program 21 Classified	0.775	62,873	81,126			16,524	21,321	13.81

Mabton School District (39120)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.161	189,601	87,738	106,196	49,142	49,983	23,129	17.03
21	3.791	194,937	51,421			106,884	28,194	16.44
31	0.090	5,064	56,267					32.66
51	0.315	20,803	66,041			5,389	17,109	12.96
53	1.812	106,457	58,751			31,368	17,311	16.63
55	1.827	99,453	54,435			36,757	20,119	14.41
65	1.799	93,321	51,874			56,718	31,527	17.12
79	1.000	65,458	65,458			15,684	15,684	16.46
97	6.938	450,677	64,958			126,631	18,252	14.95
98	2.086	110,953	53,189			47,052	22,556	26.94
99	1.876	133,806	71,325			41,060	21,887	16.30
BEA	9.189	645,342	70,230	106,196	11,557	176,614	19,220	15.53
Active	23.695	1,470,530	62,061	106,196	4,482	517,526	21,841	16.81
Classified Total	23.695	1,470,530	62,061	106,196	4,482	517,526	21,841	16.81
PSSES Program 01 Classified		73,150						

Mansfield School District (09207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.145	128,518	59,915	14,158	6,600	47,561	22,173	14.92
51	0.222	9,579	43,149			5,952	26,810	15.10
52				1,000				
55	1.404	62,020	44,174			37,642	26,810	15.10
65	0.111	4,353	39,216	1,500	13,514	2,976	26,810	15.08
97	3.301	202,256	61,271			47,052	14,254	15.57
98	1.005	48,151	47,911			31,368	31,212	15.99
99	0.512	25,358	49,527	7,500	14,648	31,368	61,266	15.99
BEA	5.446	330,774	60,737	14,158	2,600	94,613	17,373	15.32
Active	8.700	480,235	55,199	24,158	2,777	203,919	23,439	15.38
Classified Total	8.700	480,235	55,199	24,158	2,777	203,919	23,439	15.38
PSSES Program 01 Classified	0.758	63,049	83,178			22,279	29,392	15.84

Manson School District (04019)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.724	628,832	58,638	155,284	14,480	234,362	21,854	16.46
09	1.082	54,291	50,177			22,335	20,642	17.26
31	0.107	6,053	56,570	6,000	56,075	2,115	19,771	16.46
51	0.512	29,344	57,313			10,598	20,698	16.44
52	0.116	10,712	92,345			2,976	25,655	18.68
53	0.426	21,934	51,488			14,136	33,183	16.90
55	0.653	36,270	55,544			14,135	21,647	16.48
65	0.177	10,352	58,486			3,539	19,994	16.42
79	0.875	72,473	82,826			14,136	16,155	15.33
88	1.294	80,470	62,187			27,296	21,094	16.36
97	9.166	623,729	68,048	4,800	524	139,041	15,169	17.58
98	3.021	175,580	58,120			60,066	19,883	19.32
99	3.351	258,169	77,042			91,376	27,268	18.07
BEA	19.997	1,258,614	62,940	166,084	8,305	375,518	18,779	17.01
Active	31.504	2,008,209	63,745	166,084	5,272	636,111	20,191	17.25
Classified Total	31.504	2,008,209	63,745	166,084	5,272	636,111	20,191	17.25
PSES Program 01 Classified	1.357	96,047	70,779			30,960	22,815	16.63

Mary M Knight School District (23311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.054	257,911	63,619	51,347	12,666	83,457	20,586	15.70
21	2.516	135,533	53,868			62,736	24,935	15.73
55	1.057	57,771	54,656			26,356	24,935	15.69
97	3.184	251,633	79,030	13,284	4,172	62,736	19,704	16.17
98	1.604	85,320	53,192			47,052	29,334	16.95
99	2.101	171,537	81,645			78,420	37,325	15.79
BEA	7.238	509,544	70,398	64,631	8,929	146,193	20,198	15.94
Active	14.516	959,705	66,114	64,631	4,452	360,757	24,852	15.95
On Leave								
Classified Total	14.516	959,705	66,114	64,631	4,452	360,757	24,852	15.95
PSES Program 01 Classified	0.738	55,106	74,669			16,457	22,299	15.70

Mary Walker School District (33207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.060	370,455	61,131	63,919	10,548	144,514	23,847	15.94
02	0.525	30,532	58,156			15,684	29,874	16.20
21	2.472	99,388	40,206			70,578	28,551	13.23
24	1.227	53,967	43,983			62,736	51,130	18.57
51	0.550	21,690	39,436	22,088	40,160	31,368	57,033	19.61
55	0.834	30,903	37,054			7,842	9,403	17.05
88	0.528	20,600	39,015			15,684	29,705	20.54
89				72,366				
97	2.228	149,188	66,961	256,728	115,228	54,894	24,638	15.57
98	2.190	97,702	44,613			47,052	21,485	16.71
99	2.512	147,691	58,794			82,885	32,996	17.51
BEA	8.813	550,175	62,428	320,647	36,383	215,092	24,406	15.85
Active	19.126	1,022,116	53,441	415,101	21,703	533,237	27,880	16.40
Classified Total	19.126	1,022,116	53,441	415,101	21,703	533,237	27,880	16.40
PSSES Program 01 Classified	0.436	40,837	93,663			15,684	35,972	16.49

Marysville School District (31025)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	61.510	4,207,159	68,398	1,189,993	19,346	1,577,140	25,640	16.35
02	0.427	31,009	72,621	7,421	17,379	8,352	19,560	16.15
21	88.814	5,223,160	58,810	524,797	5,909	2,437,878	27,449	16.63
29	1.501	80,695	53,761	5,189	3,457	48,492	32,306	16.82
31	5.705	521,603	91,429	29,182	5,115	115,081	20,172	16.09
34	0.909	77,496	85,254	3,119	3,431	17,509	19,262	16.17
51	4.695	332,532	70,827	23,900	5,091	129,324	27,545	16.48
52	0.789	97,797	123,951	15,037	19,058	18,110	22,954	15.72
53	0.827	94,397	114,144	12,886	15,582	18,823	22,761	15.79
55	9.882	598,558	60,571	60,422	6,114	285,178	28,858	16.58
58	0.854	62,018	72,621	9,804	11,480	16,704	19,560	16.23
64	1.056	87,728	83,076	12,531	11,866	32,928	31,182	16.09
65	1.047	63,403	60,557	3,535	3,376	25,330	24,193	16.63
68	1.619	163,113	100,749	20,338	12,562	34,989	21,611	15.91
74	0.350	25,422	72,634	105	300	5,846	16,704	16.42
79	9.144	766,680	83,845	103,124	11,278	228,435	24,982	16.21
88	12.875	982,750	76,330	177,957	13,822	347,643	27,001	16.22
89	2.402	187,132	77,907	5,012	2,087	49,632	20,663	16.30
97	95.573	8,247,351	86,294	256,019	2,679	1,636,820	17,126	18.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	31.187	1,791,762	57,452	159,995	5,130	833,805	26,736	20.75
99	61.231	4,435,180	72,434	324,828	5,305	1,409,518	23,020	19.53
BEA	164.124	13,084,618	79,724	1,485,734	9,053	3,354,902	20,441	17.47
Active	392.397	28,076,945	71,552	2,945,194	7,506	9,277,537	23,643	17.69
Classified Total	392.397	28,076,945	71,552	2,945,194	7,506	9,277,537	23,643	17.69
PSES Program 01 Classified	24.428	1,553,364	63,589			691,002	28,287	16.43
PSES Program 21 Classified	1.137	70,458	61,968			28,843	25,368	16.53

McCleary School District (14065)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.481	147,912	59,618	19,500	7,860	57,600	23,217	17.66
21	4.409	254,801	57,791			112,244	25,458	17.20
24	0.047	2,699	57,426			1,203	25,586	16.69
51	0.267	23,518	88,082			4,188	15,684	16.73
52	0.052	4,594	88,346			816	15,684	16.73
55	1.035	66,895	64,633			26,608	25,708	17.11
65	0.017	1,473	86,647			267	15,684	16.73
74	0.073	6,428	88,055			1,145	15,684	16.73
88	0.510	29,513	57,869			13,049	25,586	16.69
97	5.705	439,211	76,987	480	84	100,676	17,647	18.18
98	1.463	89,476	61,159			36,025	24,624	20.27
99	0.288	15,747	54,677			7,371	25,593	17.78
BEA	8.186	587,123	71,723	19,980	2,441	158,276	19,335	18.05
Active	16.347	1,082,267	66,206	19,980	1,222	361,189	22,095	17.88
Classified Total	16.347	1,082,267	66,206	19,980	1,222	361,189	22,095	17.88
PSES Program 01 Classified	0.782	42,967	54,945			20,422	26,115	17.82
PSES Program 21 Classified	0.800	54,605	68,256			20,878	26,097	16.66

Mead School District (32354)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	96.453	5,410,644	56,096	713,511	7,397	2,197,941	22,788	14.79
02	3.673	179,472	48,863			88,572	24,114	14.65
09	2.323	102,075	43,941			57,636	24,811	14.36
21	92.142	4,524,936	49,108			2,436,766	26,446	14.43
24	4.885	298,940	61,195			93,933	19,229	15.35
34	3.415	213,407	62,491			52,230	15,294	15.02
51	3.349	163,097	48,700			80,414	24,011	15.03
55	5.707	264,232	46,300			149,577	26,209	14.64
65	1.096	55,244	50,405			29,414	26,838	14.53
97	116.250	7,842,726	67,464	44,070	379	1,829,671	15,739	17.39
98	25.787	1,351,488	52,410	183	7	600,536	23,288	17.73
99	55.617	3,257,139	58,564			1,437,897	25,854	16.43
BEA	219.791	13,646,249	62,087	757,581	3,447	4,168,414	18,965	16.28
Active	410.697	23,663,400	57,618	750,984	1,829	9,054,588	22,047	15.97
On Leave				6,780				
Classified Total	410.697	23,663,400	57,618	757,764	1,845	9,054,588	22,047	15.97
PSSES Program 01 Classified	8.812	772,783	87,697			216,435	24,561	14.61
PSSES Program 21 Classified	4.637	294,519	63,515			118,864	25,634	14.30

Medical Lake School District (32326)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.266	655,387	53,431			284,775	23,217	15.21
09	1.195	57,090	47,774			30,377	25,420	15.34
21	20.183	1,028,834	50,975			556,697	27,582	15.34
26	0.191	14,241	74,560			3,449	18,057	15.33
29	0.594	28,158	47,404			15,684	26,404	15.34
31	1.160	87,766	75,660			8,902	7,674	15.34
51	1.233	60,821	49,328			31,368	25,440	15.34
76	0.604	27,444	45,437			15,684	25,967	8.27
88	0.887	42,474	47,885			22,547	25,420	15.34
89	1.739	79,114	45,494			46,620	26,808	15.52
97	20.465	1,487,055	72,663			339,864	16,607	15.66
98	7.599	391,073	51,464			205,992	27,108	15.86
99	9.805	555,569	56,662			292,978	29,880	15.30
BEA	33.891	2,230,208	65,805			633,542	18,694	15.51
Active	77.921	4,515,026	57,944			1,854,937	23,805	15.42
Classified Total	77.921	4,515,026	57,944			1,854,937	23,805	15.42
PSSES Program 01 Classified	1.460	121,490	83,212			48,102	32,947	15.30
PSSES Program 21 Classified	0.644	47,780	74,193			14,745	22,896	15.34

Mercer Island School District (17400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	49.682	3,778,125	76,046	708,847	14,268	1,233,899	24,836	15.43
02	0.742	49,562	66,795	3,035	4,090	15,684	21,137	15.57
21	30.004	2,068,583	68,944	136,763	4,558	785,017	26,164	15.47
24	0.092	6,196	67,348	434	4,717	2,692	29,261	15.57
31	3.584	334,013	93,196	74,382	20,754	87,026	24,282	15.79
38								
55	0.464	30,419	65,558	1,999	4,308	13,705	29,536	15.57
65	2.018	132,083	65,452	8,300	4,113	70,257	34,815	15.33
97	48.760	4,935,378	101,218	77,401	1,587	785,857	16,117	15.73
98	0.568	47,838	84,222	2,755	4,850	12,439	21,899	15.99
99	16.145	1,342,346	83,143	95,605	5,922	429,534	26,605	16.15
BEA	102.768	9,097,078	88,521	863,665	8,404	2,122,466	20,653	15.60
Active	152.059	12,724,543	83,682	1,109,521	7,297	3,436,109	22,597	15.64
Classified Total	152.059	12,724,543	83,682	1,109,521	7,297	3,436,109	22,597	15.64
PSSES Program 01 Classified	12.806	948,930	74,100			359,081	28,040	15.32
PSSES Program 21 Classified	0.763	64,790	84,915			18,956	24,845	15.57

Meridian School District (37505)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.395	979,326	63,613	355,261	23,076	304,767	19,796	18.12
02	1.576	188,899	119,860	6,909	4,384	31,384	19,914	9.40
09	1.473	75,092	50,979	2,592	1,760	25,888	17,575	17.71
21	18.401	1,008,797	54,823	48,085	2,613	312,728	16,995	17.68
24	0.519	29,795	57,408	2,318	4,466	15,692	30,235	18.21
31	0.541	35,125	64,926	2,543	4,701	11,766	21,749	18.21
51	1.072	54,921	51,232	2,581	2,408	31,346	29,241	18.37
53	0.115	8,496	73,878	537	4,670	2,743	23,851	17.99
55	0.895	49,934	55,792	2,616	2,923	31,413	35,098	18.27
65	1.098	57,637	52,493	2,573	2,343	31,384	28,583	18.34
79	0.941	69,959	74,345	5,227	5,555	15	16	15.90
88	1.664	84,339	50,684	2,038	1,225	21,169	12,722	14.49
97	23.778	2,035,274	85,595	30,063	1,264	344,603	14,493	18.53
98	4.063	245,858	60,511	17,613	4,335	96,453	23,739	19.37
99	9.347	687,764	73,581	31,824	3,405	213,869	22,881	19.21
BEA	41.290	3,238,624	78,436	394,776	9,561	692,520	16,772	17.87
Active	80.878	5,611,216	69,379	512,780	6,340	1,475,219	18,240	18.00
Classified Total	80.878	5,611,216	69,379	512,780	6,340	1,475,219	18,240	18.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	4.245	238,106	56,091			78,511	18,495	18.36
PSES Program 09 Classified	0.361	16,722	46,321			8,299	22,990	15.39
PSES Program 21 Classified	1.207	56,318	46,659			15,696	13,005	18.90

Methow Valley School District (24350)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.516	634,714	66,700	110,732	11,636	216,779	22,780	15.92
21	5.856	286,259	48,883	1,600	273	163,803	27,972	16.53
52	0.147	13,981	95,109			3,137	21,339	15.70
58	0.147	11,359	77,272			3,137	21,339	15.85
79	1.643	144,807	88,136			31,368	19,092	15.73
97	8.788	621,493	70,721	2,300	262	141,156	16,062	17.53
98	3.050	162,339	53,226	800	262	69,586	22,815	19.40
99	6.754	424,254	62,815	500	74	181,337	26,849	18.42
BEA	18.304	1,256,207	68,630	113,032	6,175	357,935	19,555	16.71
Active	35.901	2,299,206	64,043	115,932	3,229	810,302	22,570	17.12
Classified Total	35.901	2,299,206	64,043	115,932	3,229	810,302	22,570	17.12
PSES Program 01 Classified	1.997	157,032	78,634			52,313	26,196	15.84

Mill A School District (30031)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.838	36,818	43,936	658	785	16,149	19,271	15.26
51	0.067	3,197	47,716	79	1,179	2,052	30,633	15.26
52	0.166	7,034	42,373	175	1,054	4,094	24,660	15.26
55	0.169	8,115	48,018	200	1,183	5,177	30,633	15.26
79	0.159	6,764	42,541	169	1,063	3,921	24,660	15.26
97	1.868	117,896	63,113			47,052	25,188	15.77
98	0.863	49,774	57,676			15,684	18,174	16.70
99	0.837	57,141	68,269	1,468	1,754	15,684	18,738	16.67
BEA	2.706	154,714	57,174	658	243	63,201	23,356	15.65
Active	4.967	286,739	57,729	2,749	553	109,813	22,108	16.00
Classified Total	4.967	286,739	57,729	2,749	553	109,813	22,108	16.00
PSES Program 01 Classified		656						

Monroe School District (31103)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	56.923	4,327,043	76,016	750,593	13,186	1,399,462	24,585	16.05
02	5.958	441,059	74,028	32,641	5,479	136,316	22,879	16.02
21	61.982	4,084,083	65,891	236,918	3,822	1,729,067	27,896	16.00
31	5.623	404,537	71,943	16,517	2,937	113,746	20,229	17.06
34	1.320	98,076	74,300	200	152	21,812	16,524	19.43
51	4.868	313,605	64,422	17,443	3,583	134,803	27,692	16.19
55	5.017	313,877	62,563	22,852	4,555	145,265	28,955	16.20
58	0.557	37,885	68,016	2,055	3,689	17,650	31,688	14.69
65	1.998	122,024	61,073	10,194	5,102	59,110	29,584	16.07
68	0.278	20,769	74,709	2,654	9,547	8,247	29,666	16.04
74	0.325	22,937	70,575	1,607	4,945	6,614	20,350	16.07
76	0.292	43,691	149,627	257	880	8,248	28,246	15.49
89	4.418	403,423	91,313	30,043	6,800	111,038	25,133	16.06
97	65.207	6,196,106	95,022	56,117	861	1,101,208	16,888	17.07
99	32.162	2,487,573	77,345	156,905	4,879	925,328	28,771	18.81
BEA	135.031	11,466,821	84,920	856,068	6,340	2,772,544	20,533	16.65
Active	246.325	19,275,126	78,251	1,336,996	5,428	5,901,390	23,958	16.75
On Leave	0.603	41,562	68,925			16,524	27,403	16.10
Classified Total	246.928	19,316,688	78,228	1,336,996	5,415	5,917,914	23,966	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
PSES Program 01 Classified	16.410	1,296,927	79,033			425,015	25,900	16.28
PSES Program 21 Classified	1.458	118,206	81,074			49,526	33,969	15.95

Montesano School District (14066)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.853	902,009	70,179	304,106	23,660	324,565	25,252	16.34
09	1.955	109,130	55,821			54,887	28,075	16.47
21	18.566	1,068,777	57,566			517,432	27,870	16.45
24	0.906	51,193	56,504			26,025	28,725	16.45
31	0.791	54,793	69,271			15,278	19,315	16.20
51	1.844	103,006	55,860			51,416	27,883	16.45
55	1.888	105,820	56,049			51,887	27,482	17.83
65	1.011	55,036	54,437			30,061	29,734	16.50
86	0.375	20,849	55,597			15,684	41,824	16.47
97	12.402	910,966	73,453			207,686	16,746	18.30
98	3.545	206,399	58,223			98,484	27,781	19.75
99	3.361	239,964	71,397			141,156	41,998	20.04
BEA	26.046	1,867,768	71,710	304,106	11,676	547,529	21,022	17.28
Active	59.497	3,827,942	64,338	304,106	5,111	1,534,560	25,792	17.29
Classified Total	59.497	3,827,942	64,338	304,106	5,111	1,534,560	25,792	17.29
PSES Program 01 Classified	5.443	372,317	68,403			140,176	25,753	16.61
PSES Program 09 Classified	0.568	31,630	55,687			15,966	28,109	16.47
PSES Program 21 Classified	2.435	169,785	69,727			67,124	27,566	16.19

Morton School District (21214)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.526	319,723	57,858	34,219	6,192	114,307	20,685	15.52
09	0.590	25,504	43,227			15,684	26,583	15.45
21	6.505	307,627	47,291			193,881	29,805	14.46
24	0.094	4,610	49,043			2,499	26,583	15.45
51	0.590	27,957	47,385			15,684	26,583	15.45
55	2.949	145,671	49,397			78,367	26,574	15.45
88	0.983	48,128	48,960			24,297	24,717	15.45
97	4.403	352,253	80,003	7,600	1,726	94,076	21,366	15.80
98	1.999	100,553	50,302			47,031	23,527	16.27
99	2.717	180,365	66,384			88,431	32,547	13.83
BEA	9.929	671,976	67,678	41,819	4,212	208,384	20,987	15.67
Active	26.356	1,512,391	57,383	41,819	1,587	674,257	25,583	15.21
Classified Total	26.356	1,512,391	57,383	41,819	1,587	674,257	25,583	15.21

Moses Lake School District (13161)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.176	3,016,602	54,672			1,224,551	22,194	16.62
02	1.662	94,090	56,613			31,368	18,874	16.24
21	93.894	4,908,180	52,274			2,491,547	26,536	16.88
24	0.529	23,859	45,102			15,684	29,648	16.48
31	1.173	77,328	65,923			21,169	18,047	17.04
34	0.119	7,334	61,630			2,357	19,803	16.16
45	2.924	171,954	58,808			65,151	22,281	16.95
51	0.501	30,904	61,685			9,410	18,783	16.16
53	2.705	179,802	66,470			53,733	19,864	19.35
55	24.843	1,211,266	48,757			633,034	25,481	16.77
58	0.063	4,485	71,190			988	15,684	16.69
64	0.167	10,301	61,683			3,137	18,783	16.16
65	10.629	526,512	49,535			279,086	26,257	16.78
88	13.867	796,447	57,435			345,048	24,883	17.18
97	74.767	5,303,529	70,934	1,022	14	1,207,077	16,145	17.88
98	33.467	1,593,448	47,613			831,252	24,838	19.32
99	37.648	2,398,494	63,708			981,483	26,070	18.27
BEA	135.821	8,670,837	63,840	1,022	8	2,551,673	18,787	17.40
Active	354.019	20,347,479	57,476	1,022	3	8,184,732	23,119	17.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	0.115	7,056	61,357			11,344	98,642	8.39
Classified Total	354.134	20,354,535	57,477	1,022	3	8,196,076	23,144	17.48
PSES Program 01 Classified	14.858	795,304	53,527			360,732	24,279	16.98
PSES Program 21 Classified	13.693	823,475	60,138			371,085	27,100	17.58

Mossyrock School District (21206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.425	369,899	49,818	117,816	15,867	188,007	25,321	16.69
09	1.147	54,751	47,734			31,057	27,077	16.26
21	7.856	372,238	47,383			182,281	23,203	14.36
51	0.270	14,315	53,019			6,988	25,881	16.58
52	0.340	17,239	50,703			8,415	24,749	16.43
53	0.682	31,899	46,773			15,435	22,632	16.77
55	0.767	41,158	53,661			19,851	25,881	16.56
65	0.533	29,063	54,527			12,063	22,632	16.54
88	0.594	28,720	48,350			15,373	25,881	16.72
97	9.563	624,921	65,348			151,089	15,799	18.92
98	3.196	146,329	45,785			78,420	24,537	20.07
99	5.980	340,304	56,907			169,398	28,327	19.34
BEA	16.988	994,820	58,560	117,816	6,935	339,096	19,961	18.04
Active	38.353	2,070,836	53,994	117,816	3,072	878,377	22,902	17.56
Classified Total	38.353	2,070,836	53,994	117,816	3,072	878,377	22,902	17.56
PSSES Program 01 Classified	1.750	80,015	45,723			49,976	28,558	17.24

Mount Adams School District (39209)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.549	443,023	58,686			150,269	19,906	15.44
21	7.071	419,909	59,385			175,355	24,799	15.50
24	0.070	5,542	79,171			15,877	226,817	16.02
51	4.034	202,076	50,093			101,295	25,110	16.01
53	0.777	47,671	61,353			16,104	20,726	16.02
55	3.056	169,756	55,548			71,902	23,528	16.01
58	0.812	51,484	63,404			16,104	19,833	16.02
65	1.718	97,720	56,880			40,429	23,533	16.00
68	0.405	22,645	55,914			8,032	19,833	16.01
69	0.943	62,508	66,286			22,164	23,504	16.02
97	15.604	1,187,907	76,128	580	37	301,170	19,301	15.92
98	2.806	176,959	63,065			69,087	24,621	15.93
99	7.824	549,987	70,295			168,291	21,510	15.97
BEA	23.153	1,630,930	70,441	580	25	451,439	19,498	15.79
Active	52.669	3,437,187	65,260	580	11	1,156,080	21,950	15.83
Classified Total	52.669	3,437,187	65,260	580	11	1,156,080	21,950	15.83
PSSES Program 01 Classified	1.917	120,300	62,754			48,312	25,202	16.01
PSSES Program 21 Classified	1.917	120,300	62,754			48,312	25,202	16.01

Mount Baker School District (37507)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.058	995,053	66,081	52,318	3,474	506,623	33,645	15.09
21	15.369	899,962	58,557	78,314	5,096	427,679	27,827	15.26
24	0.163	9,424	57,816	536	3,288	5,013	30,753	15.24
51	2.552	188,333	73,798	11,072	4,339	77,248	30,269	15.24
53	0.219	17,803	81,292	777	3,548	5,635	25,729	15.24
55	1.985	108,484	54,652	7,257	3,656	62,902	31,688	15.24
65	0.726	41,529	57,202	2,882	3,970	23,689	32,629	15.24
68	0.263	14,635	55,646	805	3,061	8,163	31,036	15.24
79	0.639	97,130	152,003			15,684	24,545	15.26
97	20.795	1,682,000	80,885	16,791	807	339,321	16,317	15.44
98	7.812	515,018	65,927	22,914	2,933	181,550	23,240	15.27
99	16.749	1,213,702	72,464	56,831	3,393	423,468	25,283	15.77
BEA	35.853	2,677,053	74,667	69,109	1,928	845,944	23,595	15.23
Active	82.330	5,783,073	70,243	250,497	3,043	2,076,972	25,227	15.33
Classified Total	82.330	5,783,073	70,243	250,497	3,043	2,076,972	25,227	15.33
PSSES Program 01 Classified	1.278	111,960	87,606			31,368	24,545	15.25
PSSES Program 21 Classified	0.522	27,916	53,479			5,652	10,827	11.68

Mount Pleasant School District (30029)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.774	38,869	50,218	3,801	4,911	20,381	26,332	15.26
52	0.347	14,882	42,888			12,332	35,538	15.40
55	0.236	10,254	43,449			6,743	28,571	16.14
74	0.028	1,219	43,536			612	21,874	16.70
97	0.657	38,983	59,335	4,300	6,545	10,277	15,642	14.84
99	0.632	38,067	60,233			12,397	19,615	15.98
BEA	1.431	77,852	54,404	8,101	5,661	30,657	21,424	15.05
Active	2.674	142,274	53,206	8,101	3,030	62,741	23,463	15.43
Classified Total	2.674	142,274	53,206	8,101	3,030	62,741	23,463	15.43
PSES Program 01 Classified	0.280	17,035	60,839			4,697	16,774	15.26

Mount Vernon School District (29320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	53.855	3,913,544	72,668	226,768	4,211	1,319,374	24,499	16.16
02	3.151	247,239	78,464	15,507	4,921	67,536	21,433	15.93
09	4.994	293,780	58,827	13,188	2,641	138,035	27,640	16.25
21	76.511	4,863,323	63,564	300,477	3,927	2,178,925	28,479	16.15
31	4.188	306,988	73,302	24,501	5,850	109,736	26,202	15.98
45	3.571	271,786	76,109	15,094	4,227	84,420	23,640	16.60
51	7.930	550,555	69,427	23,938	3,019	210,663	26,565	16.06
52	0.250	18,725	74,900	250	1,000	4,221	16,884	16.02
53	6.998	554,496	79,236	29,289	4,185	151,185	21,604	15.93
55	15.001	1,003,555	66,899	53,362	3,557	432,504	28,832	16.10
64	2.274	151,289	66,530	8,442	3,712	60,173	26,461	16.10
65	6.466	423,646	65,519	20,899	3,232	175,132	27,085	16.13
79	3.405	388,001	113,950			79,608	23,380	15.91
97	73.983	6,603,768	89,261	51,306	693	1,353,563	18,296	16.86
98	21.327	1,432,277	67,158	80,182	3,760	544,274	25,520	17.70
99	33.073	2,683,450	81,137	125,863	3,806	875,124	26,460	17.16
BEA	138.748	11,343,325	81,755	333,176	2,401	2,934,628	21,151	16.56
Active	316.977	23,706,422	74,789	989,066	3,120	7,784,471	24,558	16.54
Classified Total	316.977	23,706,422	74,789	989,066	3,120	7,784,471	24,558	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
PSES Program 01 Classified	20.444	1,370,873	67,055			556,483	27,220	16.52
PSES Program 21 Classified	1.744	141,777	81,294			50,652	29,044	15.92

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
69	1.000	125,000	125,000			20,000	20,000	8.65
Active	1.000	125,000	125,000			20,000	20,000	8.65
Classified Total	1.000	125,000	125,000			20,000	20,000	8.65

Mukilteo School District (31006)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	114.959	8,732,489	75,962	948,356	8,250	2,802,237	24,376	15.94
21	186.816	12,960,159	69,374			5,235,324	28,024	16.02
31	3.064	223,387	72,907			80,112	26,146	15.99
34	0.100	8,274	82,740			1,568	15,684	15.99
45	8.785	802,611	91,362			176,445	20,085	16.27
46	0.496	52,348	105,540			7,842	15,810	15.99
51	4.186	295,642	70,626			120,827	28,864	15.99
55	15.193	1,083,451	71,313			426,483	28,071	16.06
58	1.100	97,507	88,643			23,526	21,387	15.99
65	2.681	200,485	74,780			65,020	24,252	15.99
79	14.035	1,349,884	96,180			340,039	24,228	15.96
97	126.589	13,158,563	103,947			2,028,472	16,024	16.56
98	40.294	2,496,457	61,956	354	9	1,217,854	30,224	17.36
99	77.677	6,586,204	84,790			2,005,566	25,819	17.40
BEA	253.497	22,925,324	90,436	948,356	3,741	5,088,833	20,075	16.31
Active	595.975	48,047,461	80,620	948,710	1,592	14,531,314	24,382	16.41
Classified Total	595.975	48,047,461	80,620	948,710	1,592	14,531,314	24,382	16.41
PSSES Program 01 Classified	8.365	666,790	79,712			220,883	26,406	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
PSES Program 21 Classified	1.224	125,324	102,389			31,368	25,627	14.73
PSES Program 97 Classified	0.747	93,143	124,689			11,763	15,747	15.04

Naches Valley School District (39003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.771	442,135	65,298			363,599	53,699	15.44
02	0.097	6,456	66,557			1,924	19,833	15.28
09	0.594	36,445	61,355			16,104	27,111	15.35
21	4.760	278,279	58,462			125,768	26,422	15.48
24	3.479	191,975	55,181			94,026	27,027	15.31
31	0.235	15,601	66,387			4,661	19,833	15.28
34	0.122	7,935	65,041			2,420	19,833	15.29
51	2.792	155,421	55,667			74,172	26,566	15.29
53	0.519	31,097	59,917			12,892	24,839	15.28
55	6.653	384,524	57,797			173,334	26,053	15.30
97	12.513	955,996	76,400			237,779	19,003	15.29
98	6.094	292,710	48,032	981	161	138,253	22,687	15.33
99	6.878	454,449	66,073	4,641	675	170,614	24,806	14.34
BEA	19.738	1,428,123	72,354			610,382	30,924	15.38
Active	51.507	3,253,023	63,157	5,622	109	1,415,545	27,483	15.28
Classified Total	51.507	3,253,023	63,157	5,622	109	1,415,545	27,483	15.28
PSSES Program 01 Classified	0.777	43,474	55,951			19,378	24,940	15.29
PSSES Program 21 Classified	1.188	77,570	65,295			32,208	27,111	15.94

Napavine School District (21014)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.155	375,132	60,948	235,057	38,190	193,636	31,460	15.80
21	7.524	387,052	51,442	6,500	864	215,344	28,621	16.18
24	0.192	9,778	50,927			5,426	28,259	16.50
31	0.518	27,245	52,597			15,662	30,236	17.93
34	0.239	12,816	53,623			6,252	26,158	18.31
51	1.239	59,257	47,826			36,962	29,832	16.57
55	1.560	71,539	45,858			46,375	29,728	16.62
65	0.301	16,527	54,907			8,196	27,229	16.41
97	10.525	713,642	67,804	2,250	214	178,012	16,913	16.17
98	0.138	8,182	59,290			3,607	26,140	16.34
99	3.450	219,021	63,484	450	130	121,560	35,235	17.70
BEA	17.437	1,128,835	64,738	237,307	13,609	393,562	22,570	16.10
Active	31.841	1,900,191	59,677	244,257	7,671	831,032	26,099	16.33
Classified Total	31.841	1,900,191	59,677	244,257	7,671	831,032	26,099	16.33
PSSES Program 01 Classified	1.773	118,096	66,608			48,597	27,409	16.10
PSSES Program 21 Classified	2.004	125,316	62,533			50,106	25,003	15.36

Naselle-Grays River Valley School District (25155)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.870	214,328	55,382	40,772	10,535	91,408	23,620	15.54
51	0.863	49,685	57,572			20,964	24,292	15.64
53	0.408	25,571	62,674			10,061	24,660	15.52
55	1.447	71,104	49,139			36,313	25,096	15.61
65	0.227	14,210	62,599			5,598	24,660	15.52
69	0.751	39,983	53,240			15,705	20,912	15.52
97	3.869	263,221	68,033			62,736	16,215	16.54
98	1.392	73,255	52,626			31,368	22,534	16.95
99	2.365	159,930	67,624			70,956	30,003	16.78
BEA	7.739	477,549	61,707	40,772	5,268	154,144	19,918	16.09
Active	15.192	911,287	59,985	40,772	2,684	345,110	22,717	16.16
Classified Total	15.192	911,287	59,985	40,772	2,684	345,110	22,717	16.16

Nespelem School District (24014)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.418	302,578	55,847	58,013	10,707	129,713	23,941	15.62
21	2.548	130,848	51,353			60,930	23,913	15.50
31		2,000						
51	0.743	40,166	54,059			17,983	24,204	15.42
53	0.100	5,707	57,070			1,568	15,684	15.42
55	0.308	16,976	55,117			7,455	24,204	15.42
58	0.143	10,542	73,720			3,461	24,204	15.42
68	0.148	10,973	74,142			3,582	24,204	15.42
97	3.000	184,646	61,549			52,931	17,644	16.02
98	1.261	65,645	52,058			1,963	1,557	16.43
99	1.909	131,217	68,736			34,053	17,838	16.19
BEA	8.418	489,224	58,116	58,013	6,892	182,644	21,697	15.76
Active	15.578	901,298	57,857	58,013	3,724	313,640	20,134	15.80
Classified Total	15.578	901,298	57,857	58,013	3,724	313,640	20,134	15.80
PSSES Program 01 Classified	1.886	103,877	55,078			51,893	27,515	15.93

Newport School District (26056)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.682	426,097	55,467	181,174	23,584	172,489	22,454	16.95
02	1.281	66,662	52,039			31,664	24,718	16.45
21	11.641	515,707	44,301	3,600	309	297,576	25,563	16.80
24	2.499	107,479	43,009			62,527	25,021	16.64
31	0.318	13,409	42,167			7,842	24,660	16.46
34	0.318	13,409	42,167			7,842	24,660	16.46
51	2.478	107,662	43,447			60,591	24,451	17.01
52	3.723	215,812	57,967			128,172	34,427	16.36
55	5.325	236,473	44,408			136,351	25,606	16.77
97	14.156	951,281	67,200	23,968	1,693	251,734	17,783	17.21
98	5.029	270,698	53,827	2,000	398	109,788	21,831	19.59
BEA	23.755	1,470,858	61,918	205,142	8,636	471,570	19,851	17.09
Active	54.450	2,924,689	53,713	210,742	3,870	1,266,574	23,261	17.17
Classified Total	54.450	2,924,689	53,713	210,742	3,870	1,266,574	23,261	17.17
PSSES Program 01 Classified	1.212	104,818	86,483			31,333	25,852	17.90
PSSES Program 21 Classified	0.659	27,775	42,147			15,684	23,800	17.13

Nine Mile Falls School District (32325)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.944	589,317	53,848	272,745	24,922	242,002	22,113	16.22
02	0.014	567	40,500					9.72
09	1.719	74,620	43,409			47,052	27,372	17.08
21	7.057	330,793	46,874			197,675	28,011	16.99
31	1.153	70,593	61,225	1,356	1,176	22,884	19,847	16.67
51	0.573	28,548	49,822			15,684	27,372	16.88
55	2.401	117,555	48,961			67,134	27,961	16.91
65	0.229	9,851	43,017					17.10
74				5,001				
88	1.573	79,958	50,832			47,052	29,912	17.16
97	16.071	1,081,916	67,321			266,628	16,591	18.58
98	5.470	262,920	48,066			97,739	17,868	20.01
BEA	28.182	1,742,393	61,826	274,101	9,726	531,514	18,860	17.69
Active	47.204	2,646,638	56,068	279,102	5,913	1,003,850	21,266	17.75
Classified Total	47.204	2,646,638	56,068	279,102	5,913	1,003,850	21,266	17.75
PSSES Program 01 Classified	2.259	95,879	42,443			62,228	27,547	13.85
PSSES Program 21 Classified	0.932	44,290	47,521			31,412	33,704	16.95

Nooksack Valley School District (37506)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.730	1,063,560	63,572	139,718	8,351	408,226	24,401	15.67
09	1.791	104,146	58,150	7,442	4,155	50,385	28,132	15.88
21	19.437	1,111,029	57,161	76,997	3,961	593,966	30,559	15.81
24	0.924	54,617	59,109	4,104	4,442	27,362	29,613	15.88
31	0.400	28,629	71,573	2,184	5,460	8,824	22,061	15.88
51	0.834	58,712	70,398	3,962	4,751	24,598	29,494	15.88
52	0.355	38,811	109,327	3,337	9,400	7,566	21,313	15.88
53	0.299	23,774	79,512	2,086	6,977	8,223	27,501	15.88
55	2.688	151,608	56,402	9,972	3,710	83,119	30,922	15.88
58	0.077	4,149	53,883	258	3,351	2,322	30,153	15.88
65	1.520	92,731	61,007	6,390	4,204	44,773	29,456	15.88
68	0.209	10,998	52,622	599	2,866	6,560	31,389	15.88
69	0.318	34,758	109,302	2,988	9,396	6,778	21,313	15.88
88	0.665	36,063	54,230	2,345	3,526	18,897	28,416	16.09
89	1.489	116,673	78,357	8,086	5,430	43,411	29,154	15.85
97	21.703	1,736,762	80,024	7,470	344	415,663	19,152	16.24
98	8.104	517,522	63,860	35,463	4,376	238,053	29,375	15.99
99	10.302	801,562	77,806	48,967	4,753	322,554	31,310	14.55
BEA	38.833	2,828,951	72,849	149,372	3,847	832,714	21,443	16.01

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	87.845	5,986,104	68,144	362,368	4,125	2,311,281	26,311	15.76
Classified Total	87.845	5,986,104	68,144	362,368	4,125	2,311,281	26,311	15.76
PSES Program 01 Classified	2.289	170,520	74,495			55,560	24,273	15.88
PSES Program 21 Classified	0.894	59,284	66,313			25,177	28,163	15.88

North Beach School District (14064)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.543	265,629	58,470			80,832	17,793	16.15
09	0.676	35,881	53,078			17,726	26,221	15.50
21	8.154	485,905	59,591			192,441	23,601	16.18
24	0.485	27,899	57,524			12,937	26,673	16.33
51	0.647	34,822	53,821			15,216	23,518	10.00
53	0.179	11,372	63,531			3,921	21,905	16.21
55	2.933	157,023	53,537			77,413	26,394	16.69
65	0.059	3,294	55,831			1,574	26,673	16.36
68	0.537	34,117	63,533			11,763	21,905	16.21
74	0.088	4,940	56,136			2,347	26,673	16.36
79	0.716	48,827	68,194			15,684	21,905	16.11
88	2.433	154,649	63,563			39,610	16,280	16.21
89	0.846	53,601	63,358					16.15
97	10.000	793,752	79,375	720	72	155,924	15,592	17.39
98	3.479	211,588	60,819			94,104	27,049	17.98
99	4.750	330,354	69,548			109,788	23,113	18.23
BEA	14.543	1,059,381	72,845	720	50	236,756	16,280	17.00
Active	40.525	2,653,653	65,482	720	18	831,279	20,513	16.86
Classified Total	40.525	2,653,653	65,482	720	18	831,279	20,513	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
PSES Program 01 Classified	0.808	55,844	69,114			15,684	19,411	16.05

North Franklin School District (11051)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.134	723,953	55,121	86,750	6,605	292,702	22,286	14.18
02	0.314	16,011	50,990			7,881	25,099	15.26
09	0.495	24,364	49,220			12,490	25,232	15.25
21	8.856	445,232	50,275			235,206	26,559	15.21
24	5.373	262,230	48,805			139,753	26,010	15.25
51	4.103	204,931	49,947			104,128	25,378	15.04
53	4.499	214,883	47,762			112,082	24,913	14.62
55	7.511	367,889	48,980			200,875	26,744	15.27
65	5.095	254,352	49,922			132,850	26,074	15.27
97	26.994	1,789,449	66,291			454,542	16,839	16.14
98	6.859	332,231	48,437			186,248	27,154	15.93
99	15.454	976,077	63,160			389,963	25,234	16.34
BEA	40.442	2,529,413	62,544	86,750	2,145	755,125	18,672	15.54
Active	98.687	5,611,602	56,863	86,750	879	2,268,720	22,989	15.58
Classified Total	98.687	5,611,602	56,863	86,750	879	2,268,720	22,989	15.58
PSES Program 01 Classified	1.788	84,416	47,213			63,048	35,262	13.40
PSES Program 21 Classified	2.325	125,036	53,779			63,048	27,117	15.25

North Kitsap School District (18400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	58.882	4,051,510	68,807	805,751	13,684	1,489,467	25,296	16.10
02	0.442	29,504	66,751			7,833	17,722	16.28
21	57.663	3,614,994	62,692	49,207	853	1,567,169	27,178	15.20
24	14.739	950,886	64,515	8,581	582	407,756	27,665	16.18
29	3.976	253,636	63,792	3,619	910	109,788	27,613	16.24
31	1.217	92,955	76,380	774	636	27,918	22,940	16.07
34	0.182	13,008	71,473			3,539	19,442	16.20
51	2.960	172,795	58,377	4,771	1,612	87,877	29,688	16.18
55	5.377	315,462	58,669	6,528	1,214	163,266	30,364	16.26
64	0.091	6,661	73,198			2,150	23,623	15.97
65	1.763	107,679	61,077	670	380	49,199	27,906	16.27
68	1.212	82,909	68,407			31,420	25,924	16.16
74	0.306	20,702	67,654			5,889	19,244	16.08
89	2.250	172,023	76,455	2,400	1,067	35,289	15,684	15.32
97	89.997	8,077,877	89,757	58,184	647	1,447,328	16,082	16.59
98	17.469	1,066,579	61,056	5,455	312	549,214	31,439	18.71
99	35.794	2,791,222	77,980	7,800	218	756,618	21,138	17.88
BEA	150.720	12,264,854	81,375	864,709	5,737	2,976,084	19,746	16.42
Active	294.320	21,820,402	74,138	953,740	3,240	6,741,718	22,906	16.49

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	294.320	21,820,402	74,138	953,740	3,240	6,741,718	22,906	16.49
PSES Program 01 Classified	13.141	852,929	64,906			396,226	30,152	16.20
PSES Program 21 Classified	10.244	758,486	74,042			219,637	21,441	11.34

North Mason School District (23403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.701	1,327,902	61,191	86,074	3,966	500,419	23,060	17.51
02	1.089	68,442	62,848			15,684	14,402	15.14
09	1.448	74,837	51,683			37,008	25,558	16.90
21	21.119	1,140,173	53,988			535,609	25,361	16.70
31	0.934	51,426	55,060			22,079	23,639	16.78
34	0.584	38,699	66,265			10,850	18,578	17.13
51	0.288	15,024	52,167					9.82
55	2.119	149,122	70,374			48,754	23,008	16.49
65	1.255	68,028	54,206			30,734	24,489	17.13
97	30.985	2,164,547	69,858			505,873	16,326	18.08
98	9.207	531,137	57,688	125	14	235,250	25,551	20.01
99	16.188	1,164,259	71,921	43,917	2,713	440,760	27,228	19.15
BEA	55.293	3,651,016	66,030	86,074	1,557	1,054,905	19,078	17.79
Active	106.917	6,793,596	63,541	130,116	1,217	2,383,021	22,289	17.95
Classified Total	106.917	6,793,596	63,541	130,116	1,217	2,383,021	22,289	17.95
PSSES Program 01 Classified	3.466	178,038	51,367			91,757	26,473	18.64
PSSES Program 21 Classified	0.731	45,509	62,256			15,684	21,456	16.56

North River School District (25200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.095	95,528	87,240	4,500	4,110	25,090	22,914	16.15
97	4.247	235,606	55,476	4,500	1,060	67,365	15,862	18.83
98	1.059	54,560	51,520			15,684	14,810	16.70
99	1.232	90,429	73,400			17,285	14,030	18.04
BEA	5.342	331,134	61,987	9,000	1,685	92,455	17,307	18.09
Active	7.633	476,123	62,377	9,000	1,179	125,424	16,432	17.93
Classified Total	7.633	476,123	62,377	9,000	1,179	125,424	16,432	17.93
PSES Program 01 Classified	0.233	15,097	64,794			4,703	20,185	16.74

North Thurston Public Schools (34003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	152.224	10,234,525	67,233	1,007,143	6,616	3,576,862	23,497	15.38
02	1.816	119,586	65,851			31,368	17,273	15.52
09	3.546	207,039	58,387			94,104	26,538	15.52
21	182.266	11,138,959	61,114			4,946,158	27,137	15.46
24	4.601	280,864	61,044			141,156	30,679	15.52
31	10.105	849,242	84,042	355	35	196,980	19,493	15.71
34	1.000	73,091	73,091	302	302	15,684	15,684	15.51
51	15.072	935,679	62,081			388,547	25,779	15.52
53	0.363	26,241	72,289			15,684	43,207	15.52
55	26.771	1,604,114	59,920			735,705	27,481	15.41
58	0.327	20,650	63,150			7,055	21,574	15.52
64	1.208	82,827	68,565			27,440	22,716	15.52
79	0.545	31,888	58,510			15,684	28,778	15.52
97	143.724	12,131,399	84,408	10,997	77	2,333,893	16,239	16.17
98	50.537	2,959,964	58,570	798	16	1,165,395	23,060	15.77
99	89.985	6,385,321	70,960			2,007,699	22,311	16.21
BEA	308.869	23,407,843	75,786	1,018,797	3,298	6,154,787	19,927	15.81
Active	684.090	47,081,389	68,823	1,019,595	1,490	15,699,414	22,949	15.75
Classified Total	684.090	47,081,389	68,823	1,019,595	1,490	15,699,414	22,949	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
PSES Program 01 Classified	42.482	2,561,246	60,290			1,210,723	28,500	15.38
PSES Program 21 Classified	8.352	537,502	64,356			213,830	25,602	15.68

Northport School District (33211)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.766	156,636	88,695	1,877	1,063	27,590	15,623	13.16
02	1.573	85,043	54,064			31,538	20,050	15.38
21	3.501	134,927	38,540			110,754	31,635	15.38
51	1.021	45,785	44,843			23,618	23,133	15.38
52	0.183	8,554	46,743			3,969	21,691	15.38
55	1.021	45,785	44,843			23,618	23,133	15.38
97	2.850	205,832	72,222			57,114	20,040	15.52
98	1.489	67,715	45,477			31,538	21,181	16.06
99	3.652	217,864	59,656			98,416	26,949	15.34
BEA	6.189	447,511	72,307	1,877	303	116,242	18,782	14.80
Active	17.056	968,141	56,762	1,877	110	408,157	23,930	15.17
Classified Total	17.056	968,141	56,762	1,877	110	408,157	23,930	15.17
PSSES Program 01 Classified	0.288	30,982	107,576					8.31

Northshore School District (17417)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	187.000	18,194,906	97,299	423,765	2,266	3,949,915	21,123	15.76
02	3.660	338,489	92,483	28,944	7,908	77,724	21,236	16.11
21	277.086	20,217,553	72,965	596,913	2,154	6,394,880	23,079	16.33
24	12.701	930,816	73,287	13,272	1,045	312,373	24,594	16.13
31	2.162	183,719	84,976	14,516	6,714	33,508	15,499	15.11
34	0.494	44,019	89,107	1,008	2,040	7,842	15,874	15.43
51	1.724	166,382	96,509	3,588	2,081	44,958	26,078	16.16
55	1.035	80,532	77,809	2,006	1,938	31,840	30,763	17.03
58	0.500	76,744	153,488			15,684	31,368	16.18
61	8.217	773,711	94,160	18,304	2,228	250,944	30,540	17.11
65	37.944	2,733,740	72,047	111,513	2,939	1,119,005	29,491	16.61
74	1.488	172,394	115,856	1,142	767	23,526	15,810	14.87
79	15.100	1,405,991	93,112	1,507,079	99,807	292,020	19,339	15.64
89	0.694	76,265	109,892	19,852	28,605	10,979	15,820	15.22
97	197.654	19,912,316	100,743	17,395	88	3,059,869	15,481	17.14
98	56.134	3,478,598	61,970	10,792	192	1,375,696	24,507	18.42
99	88.872	7,642,312	85,992	9,598	108	2,205,737	24,819	20.81
CP	49.308	6,135,054	124,423	70,753	1,435	959,440	19,458	14.73
SB				12,762				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	390.970	38,673,449	98,917	485,628	1,242	7,128,858	18,234	16.46
Active	941.035	82,489,552	87,658	2,863,202	3,043	20,150,887	21,414	16.77
On Leave	0.738	73,989	100,256			15,052	20,395	14.98
Classified Total	941.773	82,563,541	87,668	2,863,202	3,040	20,165,939	21,413	16.77
PSES Program 01 Classified	45.940	5,168,982	112,516			962,862	20,959	16.08
PSES Program 21 Classified	19.007	1,764,914	92,856			369,881	19,460	15.70

Oak Harbor School District (15201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.678	4,157,938	74,678	389,212	6,990	1,189,698	21,367	15.52
02	4.236	335,091	79,106	3,072	725	73,256	17,294	9.35
09	1.884	107,914	57,279	4,415	2,343	47,052	24,975	15.86
21	60.001	3,792,871	63,213	196,578	3,276	1,509,390	25,156	15.67
24	10.958	666,654	60,837	33,483	3,056	306,664	27,985	15.80
31	1.370	112,668	82,239	16,901	12,336	24,116	17,603	15.56
34	0.085	6,467	76,082	359	4,224	1,568	18,452	15.63
51	7.548	466,648	61,824	27,158	3,598	185,817	24,618	15.74
55	7.209	441,043	61,179	25,256	3,503	179,249	24,865	15.78
74	0.213	15,541	72,962	677	3,178	3,930	18,452	15.67
79	0.500	46,282	92,564			7,842	15,684	15.47
97	56.979	5,292,575	92,886	12,720	223	947,298	16,625	16.23
98	23.824	1,524,569	63,993	74,957	3,146	668,138	28,045	17.24
99	26.481	2,068,567	78,115	91,392	3,451	737,148	27,837	16.73
BEA	118.348	9,904,739	83,692	422,264	3,568	2,235,935	18,893	15.69
Active	256.966	19,034,828	74,075	876,180	3,410	5,881,166	22,887	15.93
Classified Total	256.966	19,034,828	74,075	876,180	3,410	5,881,166	22,887	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
PSES Program 01 Classified	3.790	314,955	83,102			81,912	21,613	15.59
PSES Program 21 Classified	2.086	156,654	75,098			47,052	22,556	15.65

Oakesdale School District (38324)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.118	79,996	71,553	19,000	16,995	39,232	35,092	15.76
21	0.700	32,352	46,217			15,684	22,406	15.35
52	0.131	6,066	46,305			2,935	22,406	15.35
55	0.219	10,110	46,164			4,907	22,406	15.35
97	2.305	153,641	66,656	4,000	1,735	46,632	20,231	14.44
98	1.206	51,196	42,451	4,000	3,317	31,368	26,010	16.02
99	3.203	166,545	51,997			94,492	29,501	13.54
BEA	3.423	233,637	68,255	23,000	6,719	85,864	25,085	14.87
Active	8.882	499,906	56,283	27,000	3,040	235,251	26,486	14.59
Classified Total	8.882	499,906	56,283	27,000	3,040	235,251	26,486	14.59
PSES Program 01 Classified	0.734	62,262	84,826			22,888	31,182	15.87

Oakville School District (14400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.414	83,660	59,165	24,764	17,513	27,447	19,411	16.94
02	0.202	12,621	62,480			3,921	19,411	16.86
21	4.776	231,516	48,475			125,472	26,271	19.32
51	0.596	32,726	54,909			15,658	26,271	17.05
52	1.417	69,237	48,862			39,196	27,661	17.23
55	2.386	123,850	51,907			62,683	26,271	17.21
68	0.283	12,786	45,180			7,828	27,661	17.37
88	1.286	70,829	55,077			31,368	24,392	17.24
97	6.980	468,767	67,159	10,000	1,433	109,772	15,727	18.75
98	1.970	104,224	52,906	9,796	4,973	39,210	19,904	21.55
99	1.854	106,536	57,463	9,796	5,284	54,894	29,608	21.09
BEA	8.596	565,048	65,734	34,764	4,044	141,140	16,419	18.44
Active	23.164	1,316,752	56,845	54,356	2,347	517,450	22,339	18.80
Classified Total	23.164	1,316,752	56,845	54,356	2,347	517,450	22,339	18.80

Ocean Beach School District (25101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.943	344,395	57,950	158,527	26,675	117,858	19,831	17.46
31	0.254	13,036	51,323	528	2,079	4,817	18,965	24.91
51	3.021	190,780	63,151	969	321	66,338	21,959	16.62
52				1,200				
53	0.443	23,179	52,323	124	280	9,804	22,131	16.48
55	6.508	345,873	53,146	1,832	281	150,824	23,175	17.45
65	0.761	41,866	55,014	620	815	17,646	23,188	16.41
88	0.500	23,691	47,382			7,842	15,684	30.08
97	18.545	1,182,128	63,744	200	11	320,215	17,267	19.96
98	3.371	171,918	50,999			78,420	23,263	21.63
99	7.608	474,548	62,375			275,740	36,243	20.53
BEA	24.742	1,539,559	62,225	159,255	6,437	442,890	17,900	19.49
Active	46.954	2,811,414	59,876	164,000	3,493	1,049,504	22,352	19.36
Classified Total	46.954	2,811,414	59,876	164,000	3,493	1,049,504	22,352	19.36
PSSES Program 01 Classified	0.804	51,414	63,948			15,684	19,507	16.46

Ocosta School District (14172)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.642	340,909	73,440	152,011	32,747	113,414	24,432	16.29
21	4.685	266,193	56,818			139,611	29,800	15.86
51	2.144	122,429	57,103			57,530	26,833	16.62
53	0.301	18,562	61,668			7,541	25,054	16.49
55	1.041	59,257	56,923			27,850	26,753	16.63
68	0.131	8,085	61,718			3,282	25,054	16.49
88	0.174	9,637	55,385			4,697	26,995	16.68
97	8.730	666,975	76,400			141,140	16,167	19.53
98	2.639	163,343	61,896			69,593	26,371	20.95
99	3.321	249,771	75,210			125,472	37,781	20.39
BEA	13.372	1,007,884	75,373	152,011	11,368	254,553	19,036	18.30
Active	27.808	1,905,161	68,511	152,011	5,466	690,130	24,818	18.28
Classified Total	27.808	1,905,161	68,511	152,011	5,466	690,130	24,818	18.28
PSSES Program 01 Classified	1.349	121,514	90,077			31,368	23,253	16.02

Odessa School District (22105)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.132	99,602	46,718	72,934	34,209	48,563	22,778	15.30
21	2.913	131,981	45,308			83,035	28,505	15.30
55	0.606	24,095	39,761			17,003	28,057	15.30
97	5.218	266,852	51,141			88,292	16,921	15.72
98	1.304	56,562	43,376			33,336	25,565	15.30
99	1.986	120,934	60,893			76,067	38,302	15.94
BEA	7.350	366,454	49,858	72,934	9,923	136,855	18,620	15.61
Active	14.159	700,026	49,440	72,934	5,151	346,297	24,458	15.57
Classified Total	14.159	700,026	49,440	72,934	5,151	346,297	24,458	15.57
PSES Program 01 Classified	0.139	5,402	38,863			3,900	28,057	15.30

Okanogan School District (24105)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.754	787,340	61,733	204,938	16,069	260,675	20,439	15.16
02	0.754	44,799	59,415			15,684	20,801	15.51
09	0.597	31,100	52,094			15,684	26,271	15.50
21	10.670	542,446	50,838			239,484	22,445	15.54
24	0.064	3,871	60,484			1,561	24,392	15.51
31	0.453	29,332	64,751			8,837	19,507	15.50
34	0.150	9,743	64,953			2,926	19,507	15.50
51	3.092	157,011	50,780			80,586	26,063	15.41
55	4.464	226,683	50,780			111,904	25,068	15.40
56	1.179	69,978	59,354			20,291	17,211	15.15
58	0.321	14,433	44,963			7,307	22,763	15.51
64	0.165	9,465	57,364			7,051	42,736	15.51
65	1.118	72,656	64,987			31,223	27,927	15.51
68	0.597	27,139	45,459			15,684	26,271	15.51
79	1.434	147,000	102,510			31,324	21,844	15.50
97	15.000	1,086,445	72,430			235,260	15,684	15.98
98	4.360	232,855	53,407			94,104	21,583	16.58

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	6.649	386,391	58,113			188,208	28,306	16.50
BEA	29.111	1,957,659	67,248	204,938	7,040	523,382	17,979	15.64
Active	63.821	3,878,687	60,774	204,938	3,211	1,367,794	21,432	15.72
Classified Total	63.821	3,878,687	60,774	204,938	3,211	1,367,794	21,432	15.72
PSES Program 01 Classified	4.310	251,348	58,317			105,689	24,522	16.00

Olympia School District (34111)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	94.950	6,284,533	66,188	824,580	8,684	2,387,858	25,149	15.75
02	5.110	381,256	74,610	40,992	8,022	103,782	20,310	15.77
09	1.050	52,241	49,753			31,368	29,874	15.77
21	127.156	7,217,089	56,758	25,065	197	3,713,384	29,203	15.64
22	2.308	175,686	76,120			39,205	16,987	15.12
24	1.672	94,128	56,297			47,052	28,141	15.77
25	0.154	25,760	167,273			3,141	20,395	14.62
31	5.390	356,880	66,212			110,236	20,452	15.42
34	0.612	45,321	74,054			11,403	18,633	15.78
51	1.326	111,228	83,882			26,154	19,724	15.75
52	0.154	12,013	78,006			3,141	20,395	15.77
53	0.692	90,447	130,704			15,684	22,665	15.73
55	3.366	237,762	70,636			78,443	23,305	15.77
65	5.967	331,162	55,499			172,495	28,908	15.83
68	0.150	13,188	87,920			2,353	15,684	15.74
79	0.077	6,213	80,688	8,400	109,091	1,602	20,801	15.77
88	2.521	153,460	60,873			62,736	24,885	15.77
89	1.000	92,458	92,458			15,684	15,684	15.73
97	101.343	8,228,244	81,192	183,585	1,812	1,646,836	16,250	16.31

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	24.625	1,379,687	56,028	4,100	166	641,311	26,043	16.66
99	38.947	2,620,316	67,279	9,300	239	1,017,476	26,125	16.34
BEA	207.405	15,296,234	73,751	1,049,157	5,058	4,260,116	20,540	16.03
Active	418.570	27,909,072	66,677	1,096,022	2,618	10,131,345	24,205	15.97
Classified Total	418.570	27,909,072	66,677	1,096,022	2,618	10,131,345	24,205	15.97
PSES Program 01 Classified	13.035	837,984	64,287			359,143	27,552	15.39
PSES Program 21 Classified	1.694	134,828	79,591			53,014	31,295	15.39

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
01	22.772	1,323,309	58,111	177,264	7,784	487,586	21,412	15.40
02	0.609	39,515	64,885	1,082	1,777	11,763	19,315	15.63
21	24.518	1,274,018	51,963			595,171	24,275	15.08
24	0.441	23,089	52,356			13,430	30,454	15.63
51	9.287	459,401	49,467			235,461	25,354	15.63
55	2.020	103,156	51,067			52,097	25,791	15.50
65	1.625	111,074	68,353			36,753	22,617	15.59
68	1.341	66,410	49,523			31,368	23,391	15.63
88	5.670	359,795	63,456			138,458	24,419	15.63
97	34.807	2,634,762	75,696			548,328	15,753	15.75
98	5.165	265,306	51,366			125,472	24,293	14.07
99	7.224	457,081	63,273	12,130	1,679	249,340	34,516	16.54
BEA	58.188	3,997,586	68,701	178,346	3,065	1,047,678	18,005	15.64
Active	115.479	7,116,916	61,630	190,476	1,649	2,525,228	21,867	15.53
Classified Total	115.479	7,116,916	61,630	190,476	1,649	2,525,228	21,867	15.53
PSES Program 01 Classified	1.536	115,413	75,139			33,623	21,890	15.62

Onalaska School District (21300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.718	270,938	57,426	129,832	27,518	97,387	20,641	16.23
09	0.295	14,156	47,986			18,045	61,168	16.52
21	8.390	403,269	48,065			246,776	29,413	16.54
24	0.119	4,864	40,874			3,137	26,360	16.74
31	0.838	42,824	51,103			21,967	26,213	18.74
51	0.936	46,707	49,901			27,440	29,316	16.47
52				13,000				
55	4.162	216,539	52,028			116,870	28,080	16.46
65	0.321	16,742	52,156	5,000	15,576	9,410	29,316	16.24
74	0.150	12,250	81,667	3,000	20,000	3,120	20,801	15.95
88	1.491	61,567	41,292			43,942	29,471	16.73
97	9.522	621,469	65,267	7,500	788	162,155	17,030	17.54
98	3.860	208,086	53,908	4,028	1,044	91,490	23,702	19.63
99	4.649	249,003	53,561	15,000	3,227	141,156	30,363	19.00
BEA	15.078	935,231	62,026	137,332	9,108	281,508	18,670	17.18
Active	39.451	2,168,414	54,965	177,360	4,496	982,893	24,914	17.38
Classified Total	39.451	2,168,414	54,965	177,360	4,496	982,893	24,914	17.38
PSSES Program 01 Classified	1.297	85,259	65,736			31,368	24,185	16.03

Onion Creek School District (33030)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.500	22,210	44,420			13,194	26,388	14.22
21	0.374	16,193	43,297			10,419	27,858	15.21
51	0.289	12,429	43,007			1,972	6,823	10.64
52	0.283	12,116	42,813			1,383	4,885	9.96
55	0.231	10,100	43,723			2,946	12,755	12.60
88	0.189	8,190	43,333			5,265	27,858	15.21
97	0.713	37,489	52,579			17,711	24,840	16.03
98	0.260	12,771	49,119			15,684	60,323	15.21
99	0.407	22,029	54,125			9,869	24,248	15.46
BEA	1.213	59,699	49,216			30,905	25,478	15.31
Active	3.246	153,527	47,297			78,443	24,166	14.37
Classified Total	3.246	153,527	47,297			78,443	24,166	14.37
PSSES Program 01 Classified	0.071	3,179	44,775			2,359	33,229	15.19

Orcas Island School District (28137)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.468	354,219	79,279	37,264	8,340	118,570	26,538	15.46
02	2.020	150,598	74,553	1,459	722	50,712	25,105	15.76
21	5.011	321,269	64,113			152,840	30,501	15.76
55	1.372	88,661	64,622			51,192	37,312	15.82
65	0.584	45,520	77,945			16,904	28,945	15.76
74				4,377				
79	1.115	101,811	91,310			50,644	45,420	15.76
97	7.871	706,260	89,729			153,973	19,562	15.70
98	2.367	187,170	79,075			56,661	23,938	16.12
99	1.699	141,070	83,031			48,689	28,657	16.00
BEA	14.359	1,211,077	84,343	38,723	2,697	323,255	22,512	15.63
Active	26.507	2,096,578	79,095	43,100	1,626	700,184	26,415	15.74
Classified Total	26.507	2,096,578	79,095	43,100	1,626	700,184	26,415	15.74
PSSES Program 01 Classified	0.585	75,183	128,518			17,160	29,333	15.73
PSSES Program 21 Classified	0.024	3,092	128,833			704	29,333	15.73

Orchard Prairie School District (32123)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.244	96,702	77,735			24,826	19,957	13.52
21	0.130	7,403	56,946			3,142	24,166	14.99
24	0.457	26,035	56,969			11,771	25,758	14.99
51	0.249	14,191	56,992			6,538	26,257	14.99
99	0.323	18,549	57,427			16,459	50,957	10.67
BEA	1.244	96,702	77,735			24,826	19,957	13.52
Active	2.403	162,880	67,782			62,736	26,107	13.39
Classified Total	2.403	162,880	67,782			62,736	26,107	13.39
PSES Program 01 Classified	0.214	26,533	123,986			1,570	7,339	9.43

Orient School District (10065)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.398	33,277	83,611			7,842	19,704	15.03
55	0.519	18,868	36,355			15,684	30,220	15.03
98	0.704	31,491	44,732			15,684	22,278	15.82
99	2.250	164,685	73,193			54,876	24,389	14.25
BEA	0.398	33,277	83,611			7,842	19,704	15.03
Active	3.871	248,321	64,149			94,086	24,305	14.61
Classified Total	3.871	248,321	64,149			94,086	24,305	14.61
PSES Program 01 Classified	0.119	9,983	83,891			2,345	19,704	15.03

Orondo School District (09013)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.080	119,942	57,664	500	240	71,039	34,154	15.57
51	0.433	50,217	115,975			13,604	31,417	15.53
52	0.164	11,118	67,793	5,527	33,701	3,189	19,445	15.55
53	0.025	8,641	345,640			3,475	138,991	15.56
55	0.169	14,522	85,929			2,715	16,064	15.47
58	0.042	2,405	57,262			5,838	138,991	15.56
65	0.149	12,814	86,000			2,394	16,064	15.47
88	1.931	112,771	58,400			43,967	22,769	15.55
97	1.260	86,470	68,627	150	119	28,301	22,461	15.99
98	0.674	45,193	67,052			13,204	19,590	15.55
99	1.918	128,557	67,027	450	235	51,839	27,027	15.91
BEA	3.340	206,412	61,800	650	195	99,341	29,743	15.67
Active	8.845	592,650	67,004	6,627	749	239,564	27,085	15.68
Classified Total	8.845	592,650	67,004	6,627	749	239,564	27,085	15.68
PSES Program 01 Classified	0.153	14,653	95,771					9.43

Oroville School District (24410)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.651	274,092	58,932	115,853	24,909	110,747	23,811	16.26
21	3.517	161,996	46,061			106,190	30,193	16.59
24	1.240	58,738	47,369			35,028	28,248	16.55
31	0.152	8,023	52,783			3,133	20,610	16.39
51	2.262	97,002	42,883			61,957	27,390	16.68
55	2.017	98,550	48,860			51,570	25,568	16.51
65	0.333	17,363	52,141			7,830	23,514	16.41
69	0.250	17,794	71,176			3,921	15,684	15.98
97	9.041	605,052	66,923	30,000	3,318	143,116	15,830	18.13
98	2.058	97,674	47,461			64,610	31,394	20.59
99	2.044	133,300	65,215			70,600	34,540	18.65
BEA	13.844	887,167	64,083	145,853	10,535	256,996	18,564	17.54
Active	27.565	1,569,584	56,941	145,853	5,291	658,702	23,896	17.54
Classified Total	27.565	1,569,584	56,941	145,853	5,291	658,702	23,896	17.54
PSSES Program 01 Classified	0.606	65,092	107,413			15,684	25,881	15.72
PSSES Program 21 Classified	0.438	22,091	50,436			12,052	27,516	16.45

Orting School District (27344)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.618	1,310,573	60,624	53,718	2,485	496,325	22,959	16.91
21	32.629	2,081,501	63,793	55,515	1,701	869,467	26,647	16.80
31	3.913	275,371	70,373	13,801	3,527	85,466	21,842	16.46
34	0.924	74,144	80,242	1,857	2,010	15,637	16,923	16.28
51	1.755	114,250	65,100	4,664	2,658	40,173	22,891	17.06
55	3.628	231,134	63,708	4,876	1,344	91,604	25,249	16.19
74	0.213	14,263	66,962	934	4,385	3,930	18,452	16.53
89	0.425	28,527	67,122	4,090	9,624	7,842	18,452	16.42
97	32.109	2,753,344	85,750	62,005	1,931	539,288	16,796	18.05
98	7.752	493,608	63,675	22,504	2,903	156,840	20,232	21.42
99	20.077	1,382,467	68,858	62,960	3,136	500,909	24,949	20.26
BEA	58.564	4,413,432	75,361	131,381	2,243	1,136,716	19,410	17.57
Active	125.043	8,759,182	70,049	286,924	2,295	2,807,481	22,452	17.99
Classified Total	125.043	8,759,182	70,049	286,924	2,295	2,807,481	22,452	17.99
PSSES Program 01 Classified	9.148	525,862	57,484			236,003	25,798	17.02
PSSES Program 21 Classified	2.267	162,561	71,708			62,736	27,674	16.46

Othello School District (01147)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.575	1,791,829	55,006	195,011	5,987	729,380	22,391	16.58
02	0.701	39,150	55,849			15,707	22,407	16.14
09	3.130	156,515	50,005			78,420	25,054	16.25
21	15.369	807,129	52,517	1,300	85	404,380	26,311	16.94
24	11.190	599,637	53,587			298,009	26,632	16.52
31	1.399	80,211	57,335			31,368	22,422	16.12
51	7.847	412,478	52,565	123	16	198,634	25,313	16.26
53	5.880	341,816	58,132	123	21	137,702	23,419	16.10
55	23.466	1,149,166	48,972			638,587	27,213	16.48
65	10.551	529,338	50,169	123	12	267,073	25,313	16.27
88	1.706	94,179	55,205			39,118	22,929	16.16
97	49.873	3,761,516	75,422	12,161	244	789,423	15,829	17.55
98	17.678	944,529	53,430			441,654	24,983	20.07
99	22.817	1,413,977	61,970	1,641	72	537,359	23,551	19.37
BEA	84.548	5,672,706	67,095	207,172	2,450	1,565,878	18,521	17.21
Active	204.182	12,121,470	59,366	210,482	1,031	4,606,814	22,562	17.44
Classified Total	204.182	12,121,470	59,366	210,482	1,031	4,606,814	22,562	17.44
PSSES Program 01 Classified	12.723	635,721	49,966			334,331	26,278	17.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	3.531	156,693	44,376			101,946	28,872	20.18
PSES Program 97 Classified	2.892	158,974	54,970			48,359	16,722	16.16

Palisades School District (09102)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.088	46,247	42,506			24,844	22,835	15.20
55	0.076	5,554	73,079			1,409	18,539	15.09
65	0.064	2,710	42,344			1,480	23,133	15.38
97	1.250	76,251	61,001			29,926	23,941	13.42
98	0.219	9,325	42,580			5,066	23,133	15.38
99								
BEA	2.338	122,498	52,394			54,771	23,426	14.09
Active	2.697	140,087	51,942			62,726	23,258	14.24
Classified Total	2.697	140,087	51,942			62,726	23,258	14.24
PSES Program 01 Classified	0.077	3,266	42,416			1,754	22,780	15.17

Palouse School District (38301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.021	52,840	51,753	46,686	45,726	17,749	17,384	14.26
09	0.054	5,084	94,148			3,148	58,305	15.99
21	1.858	93,652	50,405			55,656	29,955	14.71
88	0.215	20,338	94,595			12,536	58,305	15.99
97	3.563	190,671	53,514			41,808	11,734	15.80
98	1.307	71,092	54,393	5,000	3,826	25,924	19,834	15.73
BEA	4.584	243,511	53,122	46,686	10,185	59,557	12,992	15.47
Active	8.018	433,677	54,088	51,686	6,446	156,821	19,559	15.42
Classified Total	8.018	433,677	54,088	51,686	6,446	156,821	19,559	15.42

Paschal Sherman Indian School (24915)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.424	60,206	42,279			10,113	7,102	11.20
88	0.750	49,608	66,144			8,334	11,112	11.20
97	2.000	188,842	94,421			31,724	15,862	11.20
98	2.424	130,542	53,854			21,929	9,047	11.20
BEA	3.424	249,048	72,736			41,837	12,219	11.20
Active	6.598	429,198	65,050			72,100	10,928	11.20
Classified Total	6.598	429,198	65,050			72,100	10,928	11.20
PSES Program 01 Classified	1.424	60,206	42,279			10,113	7,102	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
01	151.739	28,257,402	186,224			3,137,610	20,678	16.72
02	1.627	85,273	52,411			39,220	24,106	16.55
09	3.053	156,275	51,187			64,480	21,120	17.69
21	144.786	7,215,599	49,836			3,744,747	25,864	15.36
24	19.748	1,046,939	53,015			514,406	26,049	16.27
31	9.428	617,398	65,486			194,960	20,679	16.40
34	0.344	15,313	44,515			7,831	22,763	16.14
51	21.105	1,182,822	56,045			484,701	22,966	16.00
52	1.000	141,341	141,341			15,684	15,684	15.25
53	3.571	203,960	57,116			62,736	17,568	15.87
55	18.693	945,506	50,581			473,093	25,309	14.44
64	0.276	16,031	58,083			7,842	28,413	16.07
65	19.063	1,101,634	57,789			435,414	22,841	15.48
89	1.444	118,285	81,915			23,526	16,292	23.15
97	173.956	12,593,597	72,395			2,844,875	16,354	19.80
98	73.654	3,997,772	54,278			1,748,305	23,737	24.10
99	88.089	5,951,430	67,562			1,843,590	20,929	24.67
BEA	337.094	41,568,983	123,316			6,224,496	18,465	18.39
Active	731.576	63,646,577	86,999			15,643,020	21,383	18.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	731.576	63,646,577	86,999			15,643,020	21,383	18.79
PSES Program 01 Classified	45.410	20,311,487	447,291			1,076,024	23,696	17.76
PSES Program 21 Classified	28.112	1,360,641	48,401			713,211	25,370	18.31

Pateros School District (24122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.175	158,788	50,012	56,655	17,844	115,610	36,413	15.91
21	3.556	159,154	44,756			84,054	23,637	15.11
51	0.004	248	62,000			76	19,057	15.60
52	0.306	12,438	40,647			7,829	25,586	8.55
79	0.712	37,353	52,462			15,684	22,028	15.74
97	4.921	333,359	67,742			83,925	17,055	15.93
98	1.436	70,685	49,224			31,368	21,844	16.37
99	1.112	76,225	68,548			37,798	33,991	16.11
BEA	8.096	492,147	60,789	56,655	6,998	199,535	24,646	15.92
Active	15.222	848,250	55,725	56,655	3,722	376,346	24,724	15.77
Classified Total	15.222	848,250	55,725	56,655	3,722	376,346	24,724	15.77

Paterson School District (03050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.449	22,228	49,506			13,119	29,218	15.01
21	0.358	18,045	50,405			9,388	26,222	15.10
51	0.347	16,051	46,256			10,668	30,744	15.02
53	0.287	14,734	51,338			8,471	29,517	14.97
55	0.299	13,743	45,963			9,135	30,551	15.02
65	0.147	6,843	46,551			4,696	31,943	14.97
97	1.978	156,541	79,141	3,000	1,517	46,425	23,471	15.25
98	0.100	8,283	82,830			1,568	15,684	15.50
99	2.228	147,740	66,311			53,338	23,940	15.40
BEA	2.427	178,769	73,658	3,000	1,236	59,544	24,534	15.22
Active	6.193	404,208	65,269	3,000	484	156,808	25,320	15.27
Classified Total	6.193	404,208	65,269	3,000	484	156,808	25,320	15.27

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
01	3.052	155,050	50,803	113,369	37,146	74,965	24,562	15.74
09	1.230	58,263	47,368			32,858	26,714	15.93
21	5.111	240,097	46,977			132,066	25,840	15.94
55	1.555	76,491	49,190			39,802	25,596	15.74
97	4.481	316,103	70,543	900	201	73,710	16,449	16.23
98	1.604	91,560	57,082			31,846	19,854	16.01
99	1.589	103,278	64,996			40,805	25,680	16.36
BEA	7.533	471,153	62,545	114,269	15,169	148,674	19,736	16.07
Active	18.622	1,040,842	55,893	114,269	6,136	426,053	22,879	16.03
Classified Total	18.622	1,040,842	55,893	114,269	6,136	426,053	22,879	16.03
PSES Program 01 Classified	1.463	67,339	46,028			41,557	28,405	15.74

Peninsula School District (27401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	86.973	6,072,298	69,818	444,806	5,114	1,796,746	20,659	16.15
09	3.546	205,430	57,933			94,104	26,538	16.52
21	98.309	6,226,203	63,333			2,613,529	26,585	16.29
24	6.013	411,261	68,395			158,147	26,301	16.33
31	2.139	156,309	73,076			28,364	13,260	15.42
34	0.191	16,861	88,277			2,984	15,622	16.06
51	0.063	4,560	72,381			984	15,622	16.25
55	3.944	236,242	59,899			110,373	27,985	16.47
58	5.791	421,307	72,752			141,156	24,375	16.22
89	1.000	81,223	81,223			15,622	15,622	16.14
97	102.440	8,829,603	86,193	252,809	2,468	1,646,539	16,073	17.50
99	47.572	3,691,915	77,607	31,284	658	1,169,053	24,574	18.81
BEA	191.743	15,075,071	78,621	697,615	3,638	3,474,633	18,121	16.94
Active	357.981	26,353,212	73,616	728,899	2,036	7,777,601	21,726	17.02
Classified Total	357.981	26,353,212	73,616	728,899	2,036	7,777,601	21,726	17.02
PSES Program 01 Classified	32.638	1,906,537	58,415			720,205	22,066	16.12
PSES Program 21 Classified	1.908	150,134	78,687			47,052	24,660	16.16

Pinnacles Prep (04901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.346	46,800	135,260			15,684	45,329	16.00
97	4.384	297,498	67,860			62,720	14,307	16.00
98	1.734	109,063	62,897			47,052	27,135	16.00
99	0.192	15,200	79,167					16.00
BEA	4.730	344,298	72,790			78,404	16,576	16.00
Active	6.656	468,561	70,397			125,456	18,849	16.00
Classified Total	6.656	468,561	70,397			125,456	18,849	16.00
PSES Program 01 Classified	0.346	46,800	135,260			15,684	45,329	16.00
PSES Program 97 Classified	0.999	45,759	45,805			15,668	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
01	5.871	284,516	48,461	79,076	13,469	135,298	23,045	15.61
21	8.047	385,338	47,886	3,988	496	213,387	26,518	15.79
51	1.884	85,137	45,189			50,594	26,855	15.83
55	0.052	2,239	43,058	3,988	76,692	1,396	26,855	15.83
65	0.585	25,633	43,817			15,710	26,855	15.83
97	8.868	689,046	77,700	8,059	909	149,235	16,829	15.93
98	2.653	119,188	44,926	13,041	4,916	62,840	23,686	16.74
99	3.246	176,800	54,467	18,235	5,618	109,970	33,879	16.51
BEA	14.739	973,562	66,053	87,135	5,912	284,533	19,305	15.83
Active	31.206	1,767,897	56,652	126,387	4,050	738,431	23,663	15.95
On Leave								
Classified Total	31.206	1,767,897	56,652	126,387	4,050	738,431	23,663	15.95
PSSES Program 01 Classified	0.112	4,729	42,223			3,008	26,855	15.83

Pomeroy School District (12110)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.465	149,245	60,546	98,279	39,870	40,647	16,489	14.71
09	0.866	42,020	48,522			22,413	25,881	16.22
21	4.075	213,663	52,433			106,816	26,212	16.07
31				1,105				
51	1.569	68,598	43,721			38,382	24,463	16.35
52	0.335	14,953	44,636			8,670	25,881	16.32
55	1.298	59,992	46,219			31,068	23,935	17.17
74	0.123	8,541	69,439			2,972	24,166	15.84
97	6.261	446,645	71,338	5,828	931	110,496	17,648	18.34
98	2.624	119,048	45,369			62,736	23,909	19.74
99	3.552	198,401	55,856			117,630	33,117	21.22
BEA	8.726	595,890	68,289	105,212	12,057	151,143	17,321	17.44
Active	23.168	1,321,106	57,023	105,212	4,541	541,830	23,387	17.84
Classified Total	23.168	1,321,106	57,023	105,212	4,541	541,830	23,387	17.84
PSSES Program 01 Classified	0.346	36,360	105,087					11.38

Port Angeles School District (05121)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	27.501	1,647,665	59,913	452,170	16,442	560,720	20,389	15.52
02	0.746	40,145	53,814	2,965	3,975	31,368	42,048	15.50
09	1.211	59,976	49,526			30,658	25,316	15.38
21	47.799	2,646,670	55,371	49,387	1,033	1,338,685	28,007	15.41
31	1.545	89,510	57,935	5,163	3,342	43,159	27,934	17.03
34	0.105	6,986	66,533	1,292	12,305	3,131	29,817	15.53
51	6.332	398,397	62,918			161,575	25,517	14.97
52	0.342	23,675	69,225			8,630	25,234	14.49
55	10.447	578,731	55,397			286,843	27,457	15.20
58	1.388	77,124	55,565	710	512	40,817	29,407	15.28
68	1.476	88,908	60,236			40,307	27,308	15.19
69	1.141	172,428	151,120	1,125	986	18,033	15,805	15.20
97	40.153	2,770,833	69,007	12,314	307	713,747	17,776	16.65
99	16.618	1,149,028	69,144	750	45	438,520	26,388	15.59
BEA	70.050	4,555,139	65,027	473,904	6,765	1,352,124	19,302	16.23
Active	156.804	9,750,076	62,180	525,876	3,354	3,716,192	23,700	15.78
Classified Total	156.804	9,750,076	62,180	525,876	3,354	3,716,192	23,700	15.78
PSSES Program 01 Classified	4.514	245,994	54,496			119,915	26,565	15.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	1.244	148,510	119,381			31,368	25,215	15.24

Port Townsend School District (16050)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.068	823,435	63,012	42,356	3,241	351,166	26,872	15.86
02	1.167	64,720	55,458	2,989	2,561	34,974	29,969	16.11
09	0.914	44,540	48,731	2,056	2,249	23,539	25,754	16.30
21	14.027	765,336	54,562	51,161	3,647	368,673	26,283	16.81
31	0.125	7,068	56,544			2,359	18,874	16.08
51	1.441	69,796	48,436	3,333	2,313	36,710	25,475	16.30
55	2.617	146,088	55,823	9,464	3,616	61,912	23,658	15.98
74	0.068	3,878	57,029					16.07
89	0.063	4,455	70,714			988	15,684	16.17
97	20.593	1,574,257	76,446	1,095	53	346,562	16,829	17.71
98	7.301	421,560	57,740	16,364	2,241	201,300	27,572	19.38
99	3.809	233,334	61,259	14,879	3,906	127,330	33,429	18.80
BEA	34.953	2,469,480	70,651	46,440	1,329	735,060	21,030	16.74
Active	65.193	4,158,467	63,787	143,697	2,204	1,555,513	23,860	17.04
Classified Total	65.193	4,158,467	63,787	143,697	2,204	1,555,513	23,860	17.04
PSSES Program 01 Classified	0.804	40,967	50,954			19,921	24,777	16.16

Prescott School District (36402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.967	52,001	53,776	1,530	1,582	23,313	24,109	15.26
09	0.520	24,192	46,523			15,714	30,220	15.26
21	0.613	27,005	44,054			14,328	23,374	15.26
97	2.710	168,830	62,299			48,620	17,941	16.55
98	1.916	119,673	62,460			39,210	20,465	16.66
99	3.515	173,096	49,245	13,944	3,967	109,760	31,226	15.91
BEA	3.677	220,831	60,057	1,530	416	71,934	19,563	16.26
Active	10.241	564,797	55,151	15,474	1,511	250,946	24,504	16.14
Classified Total	10.241	564,797	55,151	15,474	1,511	250,946	24,504	16.14
PSSES Program 01 Classified	0.058	2,541	43,810			1,356	23,374	15.26
PSSES Program 09 Classified	0.063	2,913	46,238			1,904	30,220	15.26

Prosser School District (03116)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	30.067	1,868,445	62,143	106,281	3,535	743,898	24,741	16.05
21	21.313	1,081,177	50,729	5,624	264	570,142	26,751	16.87
24	5.798	288,486	49,756			163,785	28,249	16.23
31	0.407	23,412	57,523	2,876	7,066	9,625	23,647	16.48
51	0.990	51,689	52,211	251	254	26,254	26,519	16.79
52	0.441	22,507	51,036			16,704	37,878	16.82
53	1.887	101,837	53,968	3,756	1,990	45,557	24,143	16.64
55	3.059	149,202	48,775			85,618	27,989	16.91
65	3.302	163,631	49,555	1,672	506	91,408	27,683	16.86
97	33.547	2,265,173	67,522	27,833	830	597,330	17,806	18.64
98	8.847	458,683	51,846	2,800	316	247,351	27,959	20.05
99	13.809	880,319	63,750	4,431	321	410,235	29,708	19.59
BEA	64.021	4,157,030	64,932	136,990	2,140	1,350,852	21,100	17.42
Active	123.467	7,354,561	59,567	155,524	1,260	3,007,906	24,362	17.67
Classified Total	123.467	7,354,561	59,567	155,524	1,260	3,007,906	24,362	17.67
PSSES Program 01 Classified	9.667	625,072	64,660			251,871	26,055	15.79
PSSES Program 21 Classified	1.869	97,132	51,970			52,068	27,859	16.81

Pullman School District (38267)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.597	1,372,239	66,623	253,104	12,288	456,407	22,159	15.88
21	20.059	1,155,978	57,629			527,214	26,283	17.97
31	1.022	67,805	66,345			19,049	18,639	15.71
51	2.106	114,810	54,516			56,104	26,640	16.55
55	0.922	50,504	54,777			24,305	26,361	16.40
65	0.519	29,128	56,123			15,594	30,046	15.86
97	37.604	2,794,445	74,312	16,804	447	588,150	15,641	16.99
98	6.864	391,644	57,058			186,660	27,194	17.95
99	9.097	605,340	66,543			289,097	31,779	16.94
BEA	59.223	4,234,489	71,501	269,908	4,557	1,063,606	17,959	16.61
Active	98.790	6,581,893	66,625	269,908	2,732	2,162,580	21,891	16.95
Classified Total	98.790	6,581,893	66,625	269,908	2,732	2,162,580	21,891	16.95
PSSES Program 01 Classified	5.278	396,888	75,197			143,966	27,277	15.95
PSSES Program 21 Classified	1.405	81,163	57,767			34,802	24,770	17.98

Puyallup School District (27003)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	222.346	17,647,214	79,368	909,683	4,091	5,068,710	22,796	10.58
02	5.489	404,445	73,683			115,284	21,003	10.34
03	3.640	296,132	81,355			74,304	20,413	11.21
09	8.317	542,198	65,192			235,266	28,287	11.26
21	241.304	15,952,860	66,111	5,920	25	6,548,578	27,138	11.03
31	6.065	503,725	83,054	1,860	307	117,638	19,396	11.16
34	3.250	373,432	114,902	450	138	50,978	15,686	9.44
51	10.082	651,968	64,667			275,555	27,331	11.36
55	30.583	2,021,205	66,089	720	24	783,003	25,603	10.89
58	1.581	147,034	93,001			31,374	19,844	9.64
64	0.025	1,585	63,400			1,080	43,198	11.10
65	16.655	1,223,624	73,469	2,300	138	462,718	27,783	11.18
68	0.812	112,998	139,160			15,681	19,312	9.18
79	1.169	81,337	69,578	9,000	7,699	28,113	24,049	10.51
89	3.846	287,464	74,744			60,372	15,697	10.54
97	253.412	22,724,373	89,674	58,738	232	4,174,792	16,474	11.34
98	49.832	2,938,987	58,978	7,700	155	1,252,104	25,127	15.99
99	111.899	8,421,235	75,257	39,133	350	2,579,495	23,052	15.29
CP	13.500	1,896,559	140,486	19,400	1,437	227,390	16,844	9.01

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	494.202	41,949,321	84,883	970,731	1,964	9,601,705	19,429	11.00
Active	983.807	76,228,375	77,483	1,054,904	1,072	22,102,434	22,466	11.62
Classified Total	983.807	76,228,375	77,483	1,054,904	1,072	22,102,434	22,466	11.62
PSES Program 01 Classified	74.980	5,484,501	73,146			1,951,883	26,032	11.89
PSES Program 21 Classified	11.397	899,270	78,904			312,181	27,391	10.04

Queets-Clearwater School District (16020)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.466	21,915	47,028			12,242	26,271	15.92
21	0.060	2,810	46,833			1,576	26,271	15.92
29	0.072	3,371	46,819			1,892	26,271	15.92
97	0.500	27,758	55,516			7,842	15,684	16.80
98	0.777	36,570	47,066			15,684	20,185	16.80
99	0.500	27,758	55,516			7,842	15,684	16.80
BEA	0.966	49,673	51,421			20,084	20,791	16.41
Active	2.375	120,182	50,603			47,078	19,822	16.59
Classified Total	2.375	120,182	50,603			47,078	19,822	16.59
PSES Program 01 Classified	0.046	2,161	46,978			1,208	26,271	15.92

Quilcene School District (16048)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.793	281,634	58,759	9,073	1,893	207,606	43,314	17.54
02	3.464	234,742	67,766			61,549	17,768	16.40
21	5.071	267,527	52,756			124,931	24,636	16.94
51	0.481	25,687	53,403			11,780	24,491	14.07
55	0.530	28,695	54,142			12,953	24,440	15.40
74	0.087	4,253	48,885			2,190	25,175	16.75
79	1.241	88,167	71,045			25,837	20,820	16.29
88	0.274	16,142	58,912			6,139	22,406	17.00
97	9.533	695,723	72,980	6,800	713	173,338	18,183	17.61
98	2.220	120,867	54,445			48,670	21,923	19.96
99	3.225	212,893	66,013			79,731	24,723	19.37
BEA	17.790	1,212,099	68,134	15,873	892	442,492	24,873	17.42
Active	30.919	1,976,330	63,920	15,873	513	754,724	24,410	17.55
Classified Total	30.919	1,976,330	63,920	15,873	513	754,724	24,410	17.55
PSSES Program 01 Classified	1.004	48,724	48,530			26,356	26,251	16.89

Quileute Tribal School District (05903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.176	405,255	56,474			118,293	16,485	8.20
97	8.769	719,678	82,071			215,905	24,621	8.20
98	1.654	94,876	57,362			28,462	17,208	8.20
99	2.000	146,244	73,122			43,873	21,937	8.20
BEA	15.945	1,124,933	70,551			334,198	20,959	8.20
Active	19.599	1,366,053	69,700			406,533	20,743	8.20
Classified Total	19.599	1,366,053	69,700			406,533	20,743	8.20
PSES Program 01 Classified	0.712	56,909	79,928			13,789	19,367	8.20
PSES Program 97 Classified	1.000	63,586	63,586			19,076	19,076	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
01	16.090	1,024,007	63,642	263,731	16,391	350,181	21,764	16.07
02	0.773	53,482	69,188	4,114	5,322	15,684	20,290	15.91
09	0.643	33,706	52,420	1,556	2,420	15,684	24,392	16.38
21	6.617	402,781	60,871	19,367	2,927	153,646	23,220	16.17
24	3.950	221,607	56,103	10,595	2,682	80,732	20,438	16.28
31	0.052	3,271	62,904	138	2,654	981	18,874	15.95
34	0.026	1,707	65,654	131	5,038	491	18,874	15.89
51	4.567	247,083	54,102	11,386	2,493	106,835	23,393	16.30
53	0.277	18,765	67,744	1,443	5,209	5,896	21,285	15.92
55	5.391	306,936	56,935	16,044	2,976	124,708	23,133	16.22
64	0.229	12,026	52,515	555	2,424	5,213	22,763	16.30
65	0.459	24,565	53,519	1,038	2,261	10,448	22,763	16.28
68	0.390	24,781	63,541	1,334	3,421	8,591	22,028	15.98
79	0.021	1,748	83,238	114	5,429	1,372	65,350	38.29
88	5.646	329,547	58,368	18,081	3,202	125,444	22,218	16.13
97	18.780	1,519,889	80,931	3,521	187	298,480	15,893	16.96
98	6.714	413,979	61,659	26,512	3,949	142,276	21,191	17.75
99	5.600	487,352	87,027	22,059	3,939	141,138	25,203	17.49
BEA	35.721	2,602,356	72,852	271,635	7,604	665,817	18,639	16.56

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	76.225	5,127,232	67,264	401,719	5,270	1,587,800	20,830	16.64
Classified Total	76.225	5,127,232	67,264	401,719	5,270	1,587,800	20,830	16.64
PSES Program 01 Classified	4.580	283,880	61,983			106,008	23,146	16.15
PSES Program 09 Classified	0.123	6,438	52,341			3,000	24,392	16.38
PSES Program 21 Classified	0.667	47,185	70,742			17,487	26,217	16.15

Quincy School District (13144)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	24.985	1,504,262	60,207	654,242	26,185	645,059	25,818	16.29
09	2.139	102,962	48,136			52,741	24,657	16.63
21	25.373	1,324,832	52,214	4,350	171	673,272	26,535	15.83
24	1.427	95,669	67,042			35,455	24,846	16.49
31	1.725	92,979	53,901	560	325	40,315	23,371	16.53
34	0.430	22,880	53,209	140	326	9,878	22,972	16.50
51	5.594	294,787	52,697	850	152	138,152	24,696	16.77
53	2.544	167,858	65,982	1,700	668	60,015	23,591	16.31
55	8.874	417,916	47,094	609	69	276,214	31,126	17.31
65	6.276	314,624	50,131	850	135	152,257	24,260	15.80
97	42.007	2,982,672	71,004	17,657	420	671,425	15,984	17.30
98	14.087	650,346	46,166			352,170	25,000	20.64
99	15.081	945,489	62,694	3,348	222	423,468	28,080	19.55
BEA	69.147	4,602,793	66,565	672,599	9,727	1,366,677	19,765	16.90
Active	150.542	8,917,276	59,234	684,306	4,546	3,530,420	23,451	17.23
Classified Total	150.542	8,917,276	59,234	684,306	4,546	3,530,420	23,451	17.23
PSSES Program 01 Classified	3.578	183,504	51,287			93,327	26,084	16.72
PSSES Program 21 Classified	1.452	67,936	46,788			62,481	43,031	22.83

Rainier Prep Charter School District (17908)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.500	28,956	57,912			7,842	15,684	23.00
51	0.500	28,956	57,912			7,842	15,684	23.00
97	0.800	451,447	564,309			12,547	15,684	23.00
99	0.200	15,199	75,995			3,137	15,684	23.00
BEA	1.300	480,403	369,541			20,389	15,684	23.00
Active	2.000	524,558	262,279			31,368	15,684	23.00
Classified Total	2.000	524,558	262,279			31,368	15,684	23.00
PSES Program 01 Classified	0.500	28,956	57,912			7,842	15,684	23.00

Rainier School District (34307)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.546	684,591	64,915	11,659	1,106	182,308	17,287	17.99
21	8.537	478,256	56,022	1,500	176	231,518	27,119	15.49
51	1.182	57,004	48,227	2,000	1,692	27,522	23,284	16.45
55	1.611	85,065	52,803			42,298	26,255	16.36
88	0.636	33,750	53,066			16,878	26,538	16.34
97	12.640	900,306	71,227	5,000	396	213,041	16,855	17.88
98	3.936	234,524	59,584			94,104	23,909	18.99
99	4.382	322,018	73,487			134,465	30,686	18.65
BEA	23.186	1,584,897	68,356	16,659	718	395,349	17,051	17.93
Active	43.470	2,795,514	64,309	20,159	464	942,135	21,673	17.59
Classified Total	43.470	2,795,514	64,309	20,159	464	942,135	21,673	17.59
PSSES Program 01 Classified	1.967	168,465	85,646			35,475	18,035	6.72
PSSES Program 21 Classified	1.774	103,714	58,463			47,079	26,538	16.24

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
21	1.635	102,652	62,784			47,072	28,790	11.23
97	1.003	81,320	81,077			15,668	15,622	11.06
BEA	1.003	81,320	81,077			15,668	15,622	11.06
Active	2.638	183,972	69,739			62,740	23,783	11.16
Classified Total	2.638	183,972	69,739			62,740	23,783	11.16

Raymond School District (25116)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.861	255,797	52,622	156,534	32,202	109,925	22,614	17.03
09	0.235	10,898	46,374			5,485	23,339	17.19
21	5.517	238,047	43,148			132,319	23,984	17.31
31	0.088	4,558	51,795			1,574	17,884	17.00
51	0.528	25,788	48,841			10,805	20,463	17.03
52	0.528	26,609	50,396			11,086	20,996	16.90
55	0.414	21,395	51,679			7,446	17,986	17.00
79	1.000	53,123	53,123			15,684	15,684	16.97
97	5.848	405,615	69,360	38,022	6,502	93,385	15,969	18.02
98	2.502	124,267	49,667			49,413	19,749	20.54
99	2.378	173,417	72,926			77,832	32,730	18.88
BEA	10.797	665,970	61,681	194,556	18,019	204,883	18,976	17.61
Active	23.899	1,339,514	56,049	194,556	8,141	514,952	21,547	17.93
Classified Total	23.899	1,339,514	56,049	194,556	8,141	514,952	21,547	17.93
PSSES Program 01 Classified	0.646	49,986	77,378			15,660	24,241	16.50

Reardan-Edwall School District (22009)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.018	456,477	65,044	6,363	907	260,875	37,172	15.84
02	0.718	39,538	55,067			20,080	27,966	16.23
09	0.804	36,355	45,218			18,821	23,409	16.44
21	4.992	212,000	42,468			128,645	25,770	16.40
24	0.604	24,326	40,275			15,684	25,967	16.62
51	2.016	87,056	43,183			47,870	23,745	16.45
55	1.149	50,687	44,114			32,448	28,240	16.80
58	0.353	34,959	99,034			7,382	20,912	15.74
65	0.072	3,489	48,458			1,870	25,967	16.39
79	0.150	10,000	66,667					8.07
89	0.483	18,707	38,731			12,542	25,967	16.69
97	11.245	725,437	64,512			188,954	16,803	17.65
98	2.507	104,471	41,672			40,458	16,138	20.12
99	6.248	328,939	52,647	79,677	12,752	201,765	32,293	19.48
BEA	18.981	1,221,452	64,351	6,363	335	469,909	24,757	16.44
Active	38.359	2,132,441	55,592	86,040	2,243	977,394	25,480	16.85
Classified Total	38.359	2,132,441	55,592	86,040	2,243	977,394	25,480	16.85
PSSES Program 01 Classified	1.224	114,142	93,253			24,007	19,614	15.78

Renton School District (17403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	112.458	9,026,024	80,261	103,923	924	2,322,733	20,654	15.94
02	1.347	111,475	82,758	3,953	2,935	31,368	23,287	16.08
09	9.471	629,458	66,462	2,047	216	224,242	23,677	16.11
21	210.099	14,888,929	70,866	26,641	127	5,519,486	26,271	16.03
25	0.730	59,886	82,036			31,368	42,970	16.10
31	10.614	864,212	81,422	3,506	330	218,083	20,547	16.09
38	1.000	80,912	80,912			15,684	15,684	16.08
51	10.185	781,295	76,710	5,599	550	248,633	24,412	16.10
52	1.250	112,912	90,330			19,605	15,684	16.07
55	27.365	1,910,242	69,806	5,102	186	719,211	26,282	16.09
58	1.371	156,416	114,089			29,183	21,286	16.08
65	4.745	331,421	69,846	5,669	1,195	136,669	28,803	16.09
68	0.600	66,394	110,657			12,547	20,912	16.08
74	1.250	150,332	120,266			19,605	15,684	16.04
79	4.171	353,051	84,644	3,844	922	65,873	15,793	16.11
88	11.973	846,444	70,696	44,182	3,690	282,312	23,579	15.46
89	2.056	251,629	122,388			32,876	15,990	15.67
97	138.423	12,612,538	91,116	106,958	773	2,181,528	15,760	16.04
98	39.524	2,684,415	67,919	6,200	157	923,848	23,374	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
99	75.716	6,285,317	83,012	819	11	1,676,620	22,144	16.66
CP	28.273	3,380,406	119,563	2		471,720	16,684	15.64
BEA	262.842	22,614,249	86,037	218,340	831	4,753,712	18,086	16.00
Active	692.621	55,583,708	80,251	318,445	460	15,183,194	21,921	16.05
Classified Total	692.621	55,583,708	80,251	318,445	460	15,183,194	21,921	16.05
PSES Program 01 Classified	45.508	3,347,750	73,564			1,039,224	22,836	16.21
PSES Program 21 Classified	14.807	1,219,146	82,336			321,428	21,708	16.11

Republic School District (10309)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.646	250,547	53,927	24,887	5,357	109,827	23,639	15.56
21	2.308	115,452	50,023			62,736	27,182	15.56
51	1.154	56,724	49,154			31,368	27,182	15.56
55	0.577	31,596	54,759			15,684	27,182	15.56
58	0.589	51,324	87,138			15,684	26,628	15.56
97	6.791	418,522	61,629			109,647	16,146	15.84
98	2.395	130,278	54,396			62,736	26,195	16.39
99	3.005	188,203	62,630			94,042	31,295	16.36
BEA	11.437	669,069	58,500	24,887	2,176	219,474	19,190	15.74
Active	21.465	1,242,646	57,892	24,887	1,159	501,724	23,374	15.87
Classified Total	21.465	1,242,646	57,892	24,887	1,159	501,724	23,374	15.87
PSSES Program 01 Classified	0.585	52,885	90,402			19,628	33,551	15.56

Richland School District (03400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	107.038	5,852,512	54,677	383,012	3,578	2,554,268	23,863	16.90
02	9.361	518,217	55,359	102,960	10,999	188,208	20,106	16.50
21	128.874	6,299,488	48,881			3,505,770	27,203	16.67
31	3.069	212,266	69,165			64,457	21,003	15.48
34	1.000	81,285	81,285			15,684	15,684	15.45
51	0.694	41,441	59,713			13,590	19,583	21.84
55	12.442	586,104	47,107			347,245	27,909	16.56
65	7.608	373,921	49,148			234,461	30,818	14.54
88	16.451	811,500	49,328			435,003	26,442	16.44
89	4.000	301,267	75,317			62,736	15,684	15.12
97	140.827	9,772,079	69,391	4,863	35	2,263,724	16,075	15.82
98	36.633	1,711,645	46,724	1,896	52	1,050,854	28,686	16.43
99	38.692	2,502,117	64,668	2,845	74	966,180	24,971	18.96
BEA	261.295	16,436,359	62,903	490,835	1,878	5,086,341	19,466	16.23
Active	506.689	29,063,842	57,360	495,576	978	11,702,181	23,095	16.56
Classified Total	506.689	29,063,842	57,360	495,576	978	11,702,181	23,095	16.56
PSSES Program 01 Classified	22.889	1,112,466	48,603			622,750	27,207	16.21
PSSES Program 21 Classified	12.343	598,355	48,477			361,358	29,276	17.23

Ridgefield School District (06122)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	37.095	2,653,515	71,533	422,021	11,377	873,783	23,555	15.37
02	1.000	79,061	79,061			15,684	15,684	16.05
21	36.612	2,201,138	60,121			941,085	25,704	16.15
31	1.543	146,586	95,001			27,587	17,879	15.82
34	0.078	6,263	80,295			1,507	19,315	16.03
51	0.188	16,875	89,761			2,949	15,684	15.82
55	4.584	279,929	61,067			118,288	25,804	16.39
65	0.620	36,460	58,806			15,684	25,297	16.44
74	0.710	43,675	61,514			15,684	22,090	16.38
79	1.152	86,493	75,081	972	844	25,094	21,783	16.43
86	1.375	110,280	80,204	795	578	31,368	22,813	10.63
88	5.572	345,327	61,975			127,040	22,800	16.18
89	2.000	151,674	75,837			31,368	15,684	20.02
97	25.567	2,363,639	92,449	15,735	615	423,468	16,563	15.40
98	1.000	82,243	82,243			15,684	15,684	8.94
BEA	65.283	5,249,064	80,405	437,756	6,706	1,342,028	20,557	15.40
Active	119.096	8,603,158	72,237	439,523	3,690	2,666,272	22,388	15.64
Classified Total	119.096	8,603,158	72,237	439,523	3,690	2,666,272	22,388	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
PSES Program 01 Classified	13.914	1,030,248	74,044			337,314	24,243	15.02
PSES Program 21 Classified	1.565	122,820	78,479			47,172	30,142	16.06

Ritzville School District (01160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.535	201,424	56,980	152,730	43,205	83,593	23,647	15.55
09	0.101	3,970	39,307	946	9,366	3,000	29,705	15.33
21	2.998	139,018	46,370	2,473	825	86,450	28,836	15.35
51	0.536	25,066	46,765			14,176	26,449	15.34
55	0.536	25,066	46,765			14,176	26,449	15.34
88	1.213	58,879	48,540	1,184	976	28,750	23,701	15.33
97	7.406	487,606	65,839			125,097	16,891	15.63
98	0.873	39,755	45,538			20,154	23,086	15.96
99	0.021	955	45,476			536	25,544	15.36
BEA	10.941	689,030	62,977	152,730	13,959	208,690	19,074	15.61
Active	17.219	981,739	57,015	157,333	9,137	375,933	21,832	15.55
Classified Total	17.219	981,739	57,015	157,333	9,137	375,933	21,832	15.55
PSSES Program 01 Classified	1.955	122,538	62,679			51,152	26,165	15.69

Riverside School District (32416)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.827	593,433	50,176	218,742	18,495	318,827	26,958	16.21
02	1.363	64,343	47,207			31,368	23,014	16.29
21	5.965	272,144	45,623			168,937	28,321	16.33
24	4.971	219,886	44,234			148,456	29,864	16.35
31	1.983	104,589	52,743			43,911	22,144	16.12
51	0.876	40,710	46,473			26,395	30,132	16.32
55	1.247	74,421	59,680			31,343	25,135	16.04
88	6.001	306,416	51,061			156,840	26,136	15.95
97	21.182	1,372,822	64,811	14,400	680	359,932	16,992	17.62
98	5.788	271,621	46,928			172,524	29,807	19.95
BEA	36.355	2,135,187	58,732	233,142	6,413	754,037	20,741	17.11
Active	61.203	3,320,385	54,252	233,142	3,809	1,458,533	23,831	17.08
Classified Total	61.203	3,320,385	54,252	233,142	3,809	1,458,533	23,831	17.08
PSSES Program 01 Classified	5.025	236,397	47,044			152,712	30,390	16.27
PSSES Program 21 Classified	0.326	15,764	48,356			9,040	27,730	16.27

Riverview School District (17407)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	26.429	2,013,208	76,174	81,260	3,075	1,017,176	38,487	15.11
02	2.084	127,107	60,992			55,025	26,404	15.29
21	20.400	1,217,700	59,691	6,061	297	584,787	28,666	15.05
31	0.438	35,312	80,621	1,500	3,425	9,398	21,456	15.29
51	0.615	37,645	61,211			14,367	23,362	15.29
55	1.362	75,244	55,245			37,649	27,642	15.29
64	0.274	19,893	72,602			7,842	28,620	15.29
65	1.007	62,235	61,802			21,451	21,302	15.29
88	3.979	223,455	56,159			111,262	27,962	14.57
97	40.685	3,858,894	94,848	37,773	928	692,222	17,014	15.18
98	9.053	514,071	56,785	2,732	302	215,894	23,848	15.70
99	17.900	1,383,007	77,263			463,565	25,898	16.37
BEA	69.636	6,034,521	86,658	120,533	1,731	1,773,821	25,473	15.14
Active	124.226	9,567,771	77,019	129,326	1,041	3,230,639	26,006	15.28
Classified Total	124.226	9,567,771	77,019	129,326	1,041	3,230,639	26,006	15.28
PSSES Program 01 Classified	6.772	493,219	72,832			220,333	32,536	13.05
PSSES Program 21 Classified	2.546	162,604	63,866			72,441	28,453	15.29

Rochester School District (34401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.390	954,643	54,896	97,151	5,587	288,415	16,585	15.43
02	0.735	50,317	68,459			15,702	21,363	16.16
09	1.751	82,682	47,220			47,106	26,902	16.16
21	25.145	1,247,083	49,596			754,901	30,022	15.55
51	2.452	147,707	60,239			58,104	23,697	16.16
53	0.281	17,180	61,139			4,704	16,740	16.16
55	6.683	372,570	55,749			175,086	26,199	16.16
58	0.551	26,839	48,710			15,702	28,497	16.16
68	0.358	20,462	57,156			10,202	28,497	16.16
79	2.960	223,438	75,486			62,764	21,204	16.16
88	0.077	4,024	52,260			2,818	36,601	16.16
97	22.645	1,678,948	74,142	15,000	662	357,535	15,789	16.55
BEA	40.770	2,683,908	65,830	112,151	2,751	661,651	16,229	16.13
Active	81.028	4,825,893	59,558	112,151	1,384	1,793,039	22,129	15.98
On Leave								
Classified Total	81.028	4,825,893	59,558	112,151	1,384	1,793,039	22,129	15.98
PSSES Program 21 Classified	1.281	67,619	52,786			31,404	24,515	16.16

Roosevelt School District (20403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.180	8,782	48,789			3,137	17,427	13.20
55	0.545	21,767	39,939			12,537	23,004	14.60
58	0.123	4,800	39,024			3,147	25,586	15.26
65	0.083	3,847	46,349					9.63
97	0.619	28,718	46,394			9,410	15,203	12.91
99	0.180	8,782	48,789			3,137	17,427	13.20
BEA	0.799	37,500	46,934			12,547	15,704	12.98
Active	1.730	76,696	44,333			31,368	18,132	13.44
Classified Total	1.730	76,696	44,333			31,368	18,132	13.44
PSES Program 01 Classified	0.180	8,782	48,789			3,137	17,427	13.20

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
01	0.950	104,500	110,000			14,900	15,684	15.84
21	2.136	149,417	69,952			47,052	22,028	6.03
65	0.050	5,500	110,000			784	15,684	15.84
79	0.250	20,625	82,500			3,921	15,684	9.33
97	1.750	119,417	68,238			27,447	15,684	9.44
BEA	2.700	223,917	82,932			42,347	15,684	12.43
Active	5.136	399,459	77,776			94,104	18,322	9.92
Classified Total	5.136	399,459	77,776			94,104	18,322	9.92

Rosalia School District (38320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.642	176,316	48,412	37,563	10,314	91,442	25,108	15.57
21	1.934	82,410	42,611			61,022	31,552	15.38
55	0.281	12,092	43,032			7,273	25,881	15.69
97	3.781	233,821	61,841			74,985	19,832	15.21
98	1.315	57,613	43,812			15,684	11,927	15.10
99	2.746	165,583	60,300			31,854	11,600	16.00
BEA	7.423	410,137	55,252	37,563	5,060	166,427	22,420	15.39
Active	13.699	727,835	53,131	37,563	2,742	282,260	20,604	15.50
Classified Total	13.699	727,835	53,131	37,563	2,742	282,260	20,604	15.50
PSES Program 01 Classified	0.465	33,807	72,703			23,738	51,051	16.01

Royal School District (13160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.177	824,304	50,955	123,752	7,650	374,264	23,136	48.42
09	1.201	56,162	46,763			31,327	26,084	59.22
21	5.172	259,617	50,197			123,789	23,934	47.87
24	6.048	275,449	45,544			150,958	24,960	50.16
34	0.082	4,982	60,756			1,578	19,244	47.66
51	2.232	100,049	44,825			61,765	27,673	52.95
53	1.676	91,733	54,733			39,199	23,388	40.64
55	6.056	302,031	49,873			157,834	26,062	50.19
64	0.597	28,413	47,593			15,684	26,271	49.54
65	6.055	285,078	47,081			151,358	24,997	46.40
69	1.692	111,478	65,885			31,368	18,539	44.32
97	25.798	1,563,708	60,614			414,729	16,076	47.85
98	6.314	292,417	46,312			153,082	24,245	50.17
99	8.946	552,950	61,810			218,553	24,430	41.03
BEA	42.057	2,392,994	56,899	123,752	2,942	790,571	18,798	48.05
Active	88.046	4,748,371	53,931	123,752	1,406	1,925,488	21,869	47.35
Classified Total	88.046	4,748,371	53,931	123,752	1,406	1,925,488	21,869	47.35
PSSES Program 01 Classified	3.627	161,304	44,473			92,559	25,519	48.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	0.105	4,254	40,514					35.67

San Juan Island School District (28149)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.452	472,512	73,235	117,400	18,196	127,818	19,811	15.38
02	1.324	98,599	74,471			31,621	23,883	13.94
09	0.231	13,646	59,074			17,645	76,383	16.32
21	11.259	717,532	63,730	99	9	290,562	25,807	15.40
55	1.200	81,882	68,235			31,368	26,140	15.72
74	0.063	5,079	80,619	106	1,683			15.60
88	1.994	129,367	64,878	2,188	1,097	49,013	24,580	15.84
97	11.453	947,114	82,696	924	81	185,971	16,238	16.14
98	3.416	229,828	67,280			65,838	19,273	15.82
99	2.822	204,739	72,551			94,104	33,347	17.23
BEA	19.229	1,518,225	78,955	118,324	6,153	345,410	17,963	15.76
Active	40.214	2,900,298	72,122	120,717	3,002	893,938	22,230	15.79
Classified Total	40.214	2,900,298	72,122	120,717	3,002	893,938	22,230	15.79
PSSES Program 01 Classified	0.046	2,869	62,370					8.72

Satsop School District (14104)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.469	23,965	51,098			13,176	28,095	15.31
24	0.258	13,407	51,965			6,103	23,656	15.09
51	0.796	40,224	50,533			25,123	31,561	15.41
55	0.352	18,695	53,111			8,327	23,656	15.09
97	1.561	126,456	81,010			31,368	20,095	15.46
98	0.335	16,884	50,400			10,007	29,870	15.37
BEA	2.030	150,421	74,099			44,544	21,943	15.43
Active	3.771	239,631	63,546			94,104	24,955	15.38
Classified Total	3.771	239,631	63,546			94,104	24,955	15.38

Seattle Public Schools (17001)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	300.818	26,781,428	89,029	77,121	256	5,801,419	19,285	16.01
02	13.886	1,300,969	93,689			250,924	18,070	15.32
21	736.406	62,325,577	84,635	18,205	25	16,832,864	22,858	16.34
24	25.633	2,450,575	95,602			588,150	22,945	15.81
31	7.432	734,126	98,779			127,127	17,105	15.28
34	0.744	71,897	96,636			12,591	16,924	15.83
38	1.562	110,933	71,020			31,368	20,082	15.91
45	2.000	151,181	75,591			31,368	15,684	15.47
51	18.648	1,944,782	104,289			350,962	18,820	15.79
52	3.713	400,649	107,904			70,578	19,008	15.75
55	18.734	2,147,017	114,605	143	8	357,299	19,072	15.48
56	0.827	85,383	103,244			21,958	26,551	15.42
57	2.601	276,216	106,196			50,973	19,597	15.69
61	34.115	2,869,662	84,117	6,363	187	649,318	19,033	16.03
65	120.549	10,464,942	86,811	1,413	12	2,810,039	23,310	16.89
74	5.250	485,285	92,435			82,341	15,684	16.16
79	151.962	13,500,863	88,844	8,992	59	3,122,048	20,545	16.23
81	6.400	672,717	105,112			108,220	16,909	15.88

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	740.480	69,413,764	93,742	46,669	63	11,809,835	15,949	16.29
98	103.169	6,352,029	61,569	3,157	31	2,636,219	25,552	22.28
99	30.168	2,628,091	87,115	1,679	56	690,096	22,875	16.88
CP	94.898	12,772,202	134,589	151	2	1,490,215	15,703	15.18
BEA	1,065.360	98,453,365	92,413	123,790	116	18,033,265	16,927	16.19
Active	2,417.775	217,737,966	90,057	163,893	68	47,878,860	19,803	16.37
On Leave	2.220	202,322	91,136			47,052	21,195	23.18
Classified Total	2,419.995	217,940,288	90,058	163,893	68	47,925,912	19,804	16.37
PSES Program 01 Classified	37.540	2,940,730	78,336			752,852	20,055	17.79
PSES Program 21 Classified	14.379	1,416,387	98,504			313,680	21,815	13.37
PSES Program 97 Classified	9.859	1,332,512	135,157			156,858	15,910	15.47

Sedro-Woolley School District (29101)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.801	3,939,751	82,420	545,320	11,408	1,099,688	23,006	15.55
02	0.417	37,437	89,777	1,898	4,552	7,982	19,143	15.65
09	2.448	165,247	67,503	600	245	71,247	29,104	15.99
21	68.275	4,680,298	68,551	30,355	445	1,890,405	27,688	15.93
31	1.571	121,789	77,523	7,726	4,918	42,133	26,820	15.78
51	3.538	216,496	61,192	4,864	1,375	104,890	29,647	16.11
52	0.498	104,883	210,608			12,889	25,881	15.17
53	1.262	95,253	75,478	1,596	1,265	25,709	20,371	15.84
55	13.697	948,840	69,274	4,702	343	397,826	29,045	16.11
64	0.360	36,048	100,133			8,740	24,279	15.60
65	5.778	392,488	67,928	4,856	840	162,090	28,053	15.97
79	0.808	74,239	91,880	8,000	9,901	15,684	19,411	15.59
89	1.836	135,374	73,733			43,177	23,517	15.76
97	46.064	4,056,028	88,052	22,373	486	776,043	16,847	17.15
98	14.970	993,134	66,342	360	24	420,158	28,067	18.45
99	25.236	2,079,436	82,400	10,336	410	624,101	24,731	17.70
BEA	95.853	8,155,005	85,078	577,317	6,023	1,925,846	20,092	16.33
Active	234.559	18,076,741	77,067	642,986	2,741	5,702,761	24,313	16.46
Classified Total	234.559	18,076,741	77,067	642,986	2,741	5,702,761	24,313	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
PSES Program 01 Classified	16.714	1,229,339	73,551			467,445	27,967	15.44
PSES Program 21 Classified	6.512	506,899	77,841			175,145	26,896	15.87

Selah School District (39119)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.069	1,135,223	66,508	10,520	616	376,101	22,034	15.88
02	0.213	15,487	72,709			4,047	18,998	15.90
09	0.594	28,294	47,633			16,303	27,446	16.40
21	20.472	1,151,106	56,228	7,247	354	579,492	28,307	16.15
24	9.147	467,470	51,106	1,243	136	262,051	28,649	16.31
26	1.096	54,925	50,114			32,506	29,659	16.33
31	2.394	171,202	71,513	1,701	711	50,169	20,956	15.91
34	0.721	46,477	64,462	450	624	14,482	20,086	16.03
51	3.161	163,493	51,722	35,767	11,315	83,587	26,443	15.55
53	1.205	87,967	73,002	1,125	934	28,848	23,940	15.89
55	6.531	350,089	53,604	1,467	225	165,936	25,407	16.24
58	0.089	4,243	47,674			8,779	98,642	9.32
65	3.798	188,918	49,741	1,266	333	95,161	25,055	16.33
69	9.500	526,621	55,434	3,739	394	246,498	25,947	14.95
79	9.557	528,072	55,255	1,110	116	235,443	24,636	15.27
86	0.617	29,959	48,556	855	1,386	16,325	26,459	16.33
97	43.406	3,222,054	74,231	9,300	214	717,444	16,529	15.77
98	15.816	882,297	55,785			423,500	26,777	15.98
99	14.503	982,758	67,762	275	19	372,283	25,669	15.75

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	63.803	4,590,443	71,947	21,971	344	1,162,243	18,216	15.81
Active	159.889	10,036,655	62,773	76,065	476	3,728,955	23,322	15.83
Classified Total	159.889	10,036,655	62,773	76,065	476	3,728,955	23,322	15.83
PSES Program 01 Classified	3.243	275,726	85,022			84,224	25,971	15.74
PSES Program 21 Classified	1.959	187,160	95,539			50,081	25,565	15.56

Selkirk School District (26070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.999	217,191	54,311			97,987	24,503	15.62
09	0.348	14,849	42,670			9,410	27,041	16.42
21	4.062	186,069	45,807			111,899	27,548	16.33
24	0.181	7,796	43,072			4,714	26,042	16.40
51	1.002	43,210	43,124			26,094	26,042	16.40
52	0.098	4,250	43,367			2,553	26,046	16.40
55	0.682	31,712	46,499			18,303	26,838	16.31
97	7.232	511,187	70,684	2,720	376	118,236	16,349	17.32
98	2.414	113,671	47,088			57,561	23,845	19.01
99	2.946	197,751	67,125			86,123	29,234	17.98
BEA	11.231	728,378	64,854	2,720	242	216,222	19,252	16.69
Active	22.964	1,327,686	57,816	2,720	118	532,880	23,205	16.99
Classified Total	22.964	1,327,686	57,816	2,720	118	532,880	23,205	16.99
PSSES Program 01 Classified	0.189	9,532	50,434			4,579	24,227	16.21
PSSES Program 97 Classified	0.388	55,192	142,247			7,832	20,185	16.40

Sequim School District (05323)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.499	992,322	64,025	11,433	738	350,218	22,596	15.23
02	3.217	187,922	58,415			88,932	27,644	14.70
21	20.774	1,235,200	59,459			568,676	27,374	15.19
31	0.152	8,342	54,882			8,994	59,172	15.40
51	5.602	361,398	64,512	1,651	295	130,880	23,363	15.42
55	2.843	191,722	67,437			57,278	20,147	15.40
58	0.150	12,436	82,907	374	2,493	2,353	15,684	15.38
97	19.941	1,864,623	93,507	20,295	1,018	341,158	17,108	15.33
99	10.699	746,474	69,770	1,153	108	502,704	46,986	15.16
BEA	38.809	3,053,209	78,673	31,728	818	789,302	20,338	15.26
Active	78.877	5,600,439	71,002	34,906	443	2,051,192	26,005	15.25
Classified Total	78.877	5,600,439	71,002	34,906	443	2,051,192	26,005	15.25
PSSES Program 01 Classified	5.710	358,751	62,829			146,729	25,697	14.94
PSSES Program 21 Classified	3.555	192,868	54,253			140,137	39,420	15.12

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
01	0.538	29,590	55,000			15,684	29,152	8.15
97	0.683	68,900	100,878			15,684	22,963	8.16
BEA	1.221	98,490	80,663			31,368	25,690	8.16
Active	1.221	98,490	80,663			31,368	25,690	8.16
Classified Total	1.221	98,490	80,663			31,368	25,690	8.16

Shelton School District (23309)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	24.713	1,738,804	70,360	468,838	18,971	530,757	21,477	15.66
02	1.344	86,124	64,080	8,177	6,084	29,015	21,588	16.12
03	1.688	120,047	71,118			31,368	18,583	16.43
21	42.022	2,424,809	57,703	69,714	1,659	1,075,026	25,582	15.95
24	0.429	20,038	46,709			10,464	24,392	16.69
31	2.845	189,947	66,765	9,738	3,423	58,607	20,600	14.23
34	0.482	35,297	73,230	2,375	4,927	9,171	19,027	16.00
51	1.466	130,329	88,901	3,862	2,634	29,215	19,928	15.02
55	7.892	479,520	60,760	18,778	2,379	191,466	24,261	16.13
58	0.681	66,332	97,404	329	483	11,747	17,249	15.80
64	1.635	101,211	61,903	2,558	1,565	35,273	21,574	16.01
65	3.098	176,827	57,078	16,974	5,479	76,521	24,700	16.07
68	1.046	63,034	60,262	1,474	1,409	27,759	26,538	11.11
89	0.349	29,227	83,745			7,842	22,470	16.83
97	52.232	4,404,545	84,327	49,892	955	855,245	16,374	17.66
98	11.292	659,535	58,407	9,470	839	329,364	29,168	19.95
99	28.729	2,212,814	77,024	135,453	4,715	648,050	22,557	18.03
BEA	83.304	6,574,764	78,925	539,020	6,471	1,514,162	18,176	16.96
Active	181.943	12,938,440	71,113	797,632	4,384	3,956,889	21,748	17.00

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	181.943	12,938,440	71,113	797,632	4,384	3,956,889	21,748	17.00
PSES Program 01 Classified	7.544	501,178	66,434			177,018	23,465	15.18
PSES Program 21 Classified	2.546	198,540	77,981			67,956	26,691	16.19
PSES Program 97 Classified	1.681	163,199	97,084			31,368	18,660	15.79

Shoreline School District (17412)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	87.508	7,107,541	81,222	1,246,892	14,249	1,909,500	21,821	17.19
02	3.940	340,907	86,525	10,852	2,754	109,788	27,865	15.86
21	90.906	6,232,100	68,555	185,365	2,039	2,173,094	23,905	16.24
31	4.861	383,917	78,979	8,094	1,665	108,225	22,264	15.69
34	0.092	8,926	97,022			1,563	16,992	15.80
51	2.306	165,583	71,805	1,413	613	57,017	24,726	16.31
55	0.998	65,500	65,631	2,382	2,387	29,568	29,628	17.75
58	0.740	53,484	72,276	1,779	2,404	15,684	21,195	16.04
61	13.087	981,196	74,975	16,308	1,246	299,442	22,881	16.01
65	3.090	200,284	64,817	6,108	1,977	69,770	22,579	16.77
74	1.221	89,830	73,571	4,713	3,860	39,295	32,183	86.19
88	9.733	699,736	71,893	9,786	1,005	217,894	22,387	17.22
89	1.800	177,531	98,628	1,062	590	28,231	15,684	15.72
97	82.902	8,035,674	96,930	54,695	660	1,304,572	15,736	17.99
98	20.022	1,448,892	72,365	451,670	22,559	378,795	18,919	18.55
99	32.258	2,688,409	83,341	6,643	206	606,428	18,799	18.48
BEA	179.303	15,876,965	88,548	1,320,533	7,365	3,433,648	19,150	17.52
Active	355.464	28,679,510	80,682	2,007,762	5,648	7,348,867	20,674	17.60
Classified Total	355.464	28,679,510	80,682	2,007,762	5,648	7,348,867	20,674	17.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	33.595	2,701,385	80,410			848,402	25,254	16.07
PSES Program 21 Classified	5.195	334,852	64,457			91,491	17,611	19.33

Skamania School District (30002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.998	48,850	48,948			37,519	37,594	15.65
09	0.413	19,138	46,339			11,608	28,108	15.35
55	1.175	54,470	46,357			44,970	38,273	16.24
97	1.502	91,821	61,132			38,234	25,456	15.65
98	0.881	46,742	53,056			23,509	26,684	16.79
99	0.786	51,673	65,742			32,354	41,163	16.69
BEA	2.500	140,671	56,268			75,753	30,301	15.65
Active	5.755	312,694	54,334			188,195	32,701	16.10
Classified Total	5.755	312,694	54,334			188,195	32,701	16.10
PSES Program 01 Classified	0.370	19,742	53,357			7,853	21,223	15.35

Skykomish School District (17404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.576	156,811	60,874	600	233	59,594	23,134	16.15
21	0.112	6,380	56,964			3,142	28,057	16.30
88	1.229	69,621	56,648			31,368	25,523	16.30
97	2.358	159,146	67,492	5,000	2,120	47,052	19,954	15.86
98	0.777	45,894	59,066			15,684	20,185	17.40
99	0.551	37,360	67,804			15,684	28,465	17.45
BEA	4.934	315,957	64,037	5,600	1,135	106,646	21,614	16.00
Active	7.603	475,212	62,503	5,600	737	172,524	22,692	16.30
Classified Total	7.603	475,212	62,503	5,600	737	172,524	22,692	16.30
PSES Program 01 Classified	1.293	89,401	69,142			31,368	24,260	16.77

Snohomish School District (31201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	69.457	4,909,922	70,690	801,343	11,537	1,584,780	22,817	15.62
02	4.407	332,230	75,387			87,617	19,881	15.35
09	1.610	115,431	71,696			39,146	24,314	15.80
21	88.158	5,767,016	65,417			2,320,647	26,324	15.46
24	6.780	470,975	69,465			186,568	27,517	15.61
31	3.586	275,093	76,713			100,722	28,088	15.67
34	1.480	110,762	74,839			24,574	16,604	15.52
38	0.297	20,741	69,835			7,321	24,650	15.67
51	1.868	114,361	61,221			46,213	24,739	15.67
53	0.351	28,110	80,085			11,881	33,850	15.67
55	2.096	129,114	61,600			49,209	23,478	15.66
64	0.553	47,326	85,580			12,268	22,184	15.67
65	2.014	134,189	66,628			63,086	31,324	14.73
74	0.500	39,988	79,976			7,842	15,684	15.68
79	2.067	207,837	100,550	1,000	484	47,052	22,763	15.32
88	7.866	623,089	79,213			188,208	23,927	15.60
89	3.600	383,535	106,538			56,462	15,684	15.39
97	103.005	9,607,394	93,271	16,750	163	1,639,762	15,919	15.93
98	0.100	7,536	75,360			1,568	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
99	43.588	3,554,034	81,537	57,310	1,315	990,877	22,733	16.62
BEA	181.935	15,235,401	83,741	818,093	4,497	3,437,455	18,894	15.81
Active	343.383	26,878,683	78,276	876,403	2,552	7,465,804	21,742	15.82
Classified Total	343.383	26,878,683	78,276	876,403	2,552	7,465,804	21,742	15.82
PSES Program 01 Classified	4.925	373,533	75,844			107,856	21,900	15.62
PSES Program 21 Classified	4.257	390,142	91,647			106,671	25,058	15.66

Snoqualmie Valley School District (17410)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	68.342	4,275,154	62,555	112,476	1,646	2,870,938	42,008	15.87
02	2.481	161,205	64,976	3,762	1,516	62,736	25,287	15.71
21	39.339	2,259,855	57,446	2,182	55	1,108,729	28,184	15.78
24	0.550	30,496	55,447			15,684	28,516	15.87
31	3.979	253,072	63,602	5,038	1,266	81,557	20,497	16.24
51	3.281	182,650	55,669			91,366	27,847	15.86
55	6.554	355,802	54,288			185,451	28,296	15.88
65	1.640	89,436	54,534			47,024	28,673	15.88
79	2.168	141,465	65,251			86,921	40,093	15.87
88	6.107	333,447	54,601	546	89	162,154	26,552	15.89
89	0.548	49,257	89,885			13,963	25,479	15.78
97	68.724	5,540,563	80,620	19,109	278	1,150,489	16,741	16.64
98	18.617	982,962	52,799			508,766	27,328	18.01
99	35.804	2,837,836	79,260	3,742	105	968,450	27,049	16.78
BEA	143.526	10,229,994	71,276	140,385	978	4,165,720	29,024	16.08
Active	258.134	17,493,200	67,768	146,855	569	7,354,226	28,490	16.19
Classified Total	258.134	17,493,200	67,768	146,855	569	7,354,226	28,490	16.19
PSES Program 01 Classified	8.035	436,919	54,377			236,501	29,434	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
PSES Program 21 Classified	1.071	77,944	72,777			31,368	29,289	11.38

Soap Lake School District (13156)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.290	299,126	56,546	66,196	12,513	116,121	21,951	16.64
09	1.355	65,707	48,492			33,258	24,545	16.74
21	7.022	381,990	54,399	23,961	3,412	170,124	24,227	16.65
24	0.342	20,410	59,678			7,049	20,610	16.57
51	2.097	107,126	51,085			51,423	24,522	16.69
55	1.644	86,525	52,631			36,566	22,242	16.97
65	0.448	21,655	48,337			10,996	24,545	16.82
88	0.371	18,537	49,965			9,106	24,545	16.70
97	7.690	495,493	64,433			112,392	14,615	18.62
98	2.771	161,803	58,392			62,736	22,640	19.78
99	2.804	172,608	61,558			87,001	31,028	16.43
BEA	12.980	794,619	61,219	66,196	5,100	228,513	17,605	17.87
Active	31.834	1,830,980	57,516	90,157	2,832	696,771	21,888	17.45
Classified Total	31.834	1,830,980	57,516	90,157	2,832	696,771	21,888	17.45
PSSES Program 01 Classified	3.613	203,753	56,394			83,661	23,155	16.65
PSSES Program 21 Classified	0.671	50,770	75,663			16,469	24,545	16.34

South Bend School District (25118)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.954	190,962	64,645	119,716	40,527	61,045	20,665	16.51
02	0.150	14,578	97,187			2,353	15,684	15.92
09	0.550	23,854	43,371			12,520	22,763	17.11
21	8.071	390,147	48,339			189,160	23,437	16.69
22	1.314	81,983	62,392			27,409	20,859	16.61
24	0.429	21,423	49,937			9,124	21,268	17.48
31				1,500				
51	0.194	16,800	86,598			3,766	19,411	16.57
52	0.129	14,826	114,930			2,504	19,411	16.10
55	2.089	94,484	45,229			42,105	20,155	11.25
65	0.298	13,253	44,473					
79	0.505	37,125	73,515			13,312	26,360	16.63
88	13.184	697,270	52,888	20,020	1,519	241,086	18,286	15.45
89	0.565	49,000	86,726	10,000	17,699	10,967	19,411	16.57
97	7.400	531,843	71,871	34,971	4,726	118,185	15,971	17.44
98	2.255	114,833	50,924	17,798	7,893	47,815	21,204	20.86
99	4.782	283,168	59,215	1,000	209	134,972	28,225	15.91
BEA	10.504	737,383	70,200	156,187	14,869	181,583	17,287	17.18

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	44.869	2,575,549	57,402	205,005	4,569	916,322	20,422	16.33
Classified Total	44.869	2,575,549	57,402	205,005	4,569	916,322	20,422	16.33
PSES Program 01 Classified	1.152	95,426	82,835			24,994	21,696	16.25
PSES Program 21 Classified	0.957	44,388	46,382			23,814	24,884	17.16
PSES Program 97 Classified	0.380	36,740	96,684			5,960	15,684	17.95

South Kitsap School District (18402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	81.568	5,616,216	68,853	698,172	8,559	2,054,584	25,189	15.18
02	3.587	243,746	67,953			82,314	22,948	14.84
21	120.832	7,627,793	63,127			3,507,403	29,027	15.22
31	5.175	364,970	70,526	206	40	131,359	25,383	15.41
34	1.862	177,246	95,191	619	332	37,255	20,008	15.70
51	1.228	78,472	63,902			29,724	24,205	15.36
55	3.207	211,975	66,098			80,692	25,161	15.36
65	3.212	192,115	59,812			90,598	28,206	15.36
68		393						
74	0.588	34,737	59,077			16,991	28,896	15.36
88	0.123	7,594	61,740			2,662	21,645	15.36
89	6.000	549,959	91,660	27,700	4,617	98,025	16,338	15.41
97	114.103	9,782,301	85,732	22,000	193	1,901,624	16,666	15.80
98	23.919	1,498,571	62,652	11,800	493	597,495	24,980	15.30
99	56.020	4,413,692	78,788	7,000	125	1,418,954	25,329	16.02
BEA	206.295	16,184,479	78,453	720,997	3,495	4,207,137	20,394	15.56
Active	421.424	30,799,780	73,085	767,497	1,821	10,049,681	23,847	15.52
Classified Total	421.424	30,799,780	73,085	767,497	1,821	10,049,681	23,847	15.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	25.647	1,688,981	65,855			743,773	29,000	15.03
PSES Program 21 Classified	4.619	336,865	72,930			135,928	29,428	15.36

South Whidbey School District (15206)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.493	472,586	63,070	236,020	31,499	210,120	28,042	16.13
02	0.400	24,443	61,108			17,251	43,128	16.61
09	0.539	28,024	51,993			17,206	31,922	16.74
21	14.334	795,481	55,496			446,417	31,144	16.62
31	0.335	24,743	73,860	17,426	52,018	7,800	23,283	16.41
51	1.029	66,597	64,720			32,912	31,984	16.53
55	0.419	25,483	60,819			13,375	31,922	16.58
69	1.000	81,016	81,016			17,206	17,206	16.35
74	0.150	10,920	72,800	2,163	14,420			9.36
89	1.800	143,249	79,583			30,971	17,206	17.06
97	16.376	1,414,120	86,353	10,589	647	326,429	19,933	17.06
98	3.311	184,009	55,575			103,236	31,180	18.92
99	6.654	486,297	73,083			203,288	30,551	17.91
BEA	24.604	1,935,892	78,682	264,035	10,731	561,599	22,826	16.82
Active	53.840	3,756,968	69,780	266,198	4,944	1,426,211	26,490	16.99
Classified Total	53.840	3,756,968	69,780	266,198	4,944	1,426,211	26,490	16.99
PSSES Program 01 Classified	1.513	97,961	64,746			58,904	38,932	16.06

Southside School District (23042)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.361	144,812	61,335			55,284	23,415	15.16
21	0.565	34,209	60,547			17,942	31,755	15.16
51	0.184	10,218	55,533			4,501	24,460	15.16
52	0.618	34,558	55,919			20,183	32,658	15.16
55	0.410	22,837	55,700			11,575	28,233	15.16
65	0.007	365	52,143			392	56,027	15.16
97	4.290	275,582	64,238	1,000	233	66,336	15,463	15.88
98	0.295	16,219	54,980			6,146	20,834	15.16
99	0.738	52,562	71,222	384	520	33,168	44,943	16.39
BEA	6.651	420,394	63,208	1,000	150	121,620	18,286	15.63
Active	9.468	591,362	62,459	1,384	146	215,527	22,764	15.60
Classified Total	9.468	591,362	62,459	1,384	146	215,527	22,764	15.60
PSSES Program 01 Classified	0.030	1,659	55,300			734	24,460	15.16

Spokane International Academy (32901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.964	359,400	51,608			153,418	22,030	15.73
21	9.309	410,436	44,090			216,568	23,264	15.73
51	4.042	174,330	43,130			100,498	24,863	16.56
55	0.270	11,321	41,930			6,283	23,270	15.47
97	9.813	671,076	68,386			184,325	18,784	15.79
98	3.366	164,382	48,836			71,986	21,386	15.46
99	0.223	21,385	95,897			4,076	18,280	15.41
BEA	16.777	1,030,476	61,422			337,743	20,131	15.77
Active	33.987	1,812,330	53,324			737,154	21,689	15.80
Classified Total	33.987	1,812,330	53,324			737,154	21,689	15.80
PSES Program 01 Classified	2.100	120,672	57,463			48,473	23,082	15.86

Spokane School District (32081)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	267.231	17,487,646	65,440	2,601,601	9,735	5,762,546	21,564	17.53
02	15.151	1,013,921	66,921	25,584	1,689	311,263	20,544	17.08
03	0.746	49,692	66,611	1,511	2,025	15,684	21,024	16.33
09	0.018	2,129	118,278	31	1,722	432	24,018	22.19
21	262.780	14,971,359	56,973	618,578	2,354	7,162,072	27,255	18.69
24	0.517	29,644	57,338	1,473	2,849	15,684	30,337	16.06
31	1.205	97,550	80,954	1,549	1,285	19,224	15,953	15.26
34	0.350	28,193	80,551	441	1,260	5,549	15,855	15.27
45	4.283	239,327	55,878	6,718	1,569	77,473	18,089	15.96
51	12.890	969,730	75,231	29,394	2,280	261,384	20,278	17.41
52	0.375	34,109	90,957	548	1,461	6,332	16,884	15.43
55	8.992	659,588	73,353	19,002	2,113	173,370	19,281	17.55
58	2.383	176,194	73,938	4,989	2,094	45,173	18,956	13.96
65	13.632	859,433	63,045	37,829	2,775	329,469	24,169	17.64
68	1.865	108,990	58,440	3,602	1,931	47,028	25,216	17.12
69	6.188	538,368	87,002	8,819	1,425	106,812	17,261	17.93
79	3.494	259,078	74,149	14,751	4,222	82,698	23,669	23.92
88	47.119	2,776,401	58,923	112,567	2,389	1,266,203	26,872	18.53
89	57.505	4,395,521	76,437	139,137	2,420	987,377	17,170	30.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	359.826	26,639,032	74,033	533,117	1,482	5,795,337	16,106	16.68
98	99.619	5,537,929	55,591	195,280	1,960	2,369,007	23,781	19.21
99	5.346	405,267	75,808	4,232	792	90,377	16,906	16.67
CP	6.000	705,981	117,664	19,485	3,248	98,304	16,384	16.94
BEA	648.792	45,555,361	70,216	3,170,521	4,887	11,987,075	18,476	17.01
Active	1,177.515	77,985,082	66,229	4,380,238	3,720	25,028,797	21,256	18.32
Classified Total	1,177.515	77,985,082	66,229	4,380,238	3,720	25,028,797	21,256	18.32
PSES Program 01 Classified	32.801	2,970,884	90,573			794,232	24,214	19.89
PSES Program 09 Classified	0.018	2,129	118,278			432	24,018	22.19
PSES Program 21 Classified	5.809	514,423	88,556			174,811	30,093	21.33

Sprague School District (22008)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.931	91,501	47,385	4,900	2,538	53,847	27,886	15.01
21	0.415	14,922	35,957			12,992	31,305	15.02
51	0.249	9,247	37,137	1,000	4,016	10,230	41,084	15.02
52	0.280	13,193	47,118			5,926	21,166	15.01
55	0.420	15,511	36,931			11,016	26,227	15.02
97	2.641	153,821	58,243			50,972	19,300	13.57
98	0.807	39,302	48,701			15,684	19,435	8.72
99	1.331	79,038	59,382			27,447	20,621	15.79
BEA	4.572	245,322	53,657	4,900	1,072	104,819	22,926	14.10
Active	8.074	416,535	51,590	5,900	731	188,114	23,299	14.03
Classified Total	8.074	416,535	51,590	5,900	731	188,114	23,299	14.03
PSES Program 01 Classified	0.288	10,583	36,747			9,451	32,816	15.02

St. John School District (38322)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.456	69,074	47,441	13,000	8,929	27,641	18,984	13.75
09	0.375	17,364	46,304			9,705	25,881	15.26
21	0.836	34,424	41,177			21,637	25,881	14.63
88	0.316	16,629	52,623			15,684	49,633	15.26
97	2.421	152,824	63,124			47,052	19,435	15.58
98	1.433	66,454	46,374			35,121	24,509	15.66
99	3.035	182,620	60,171			78,420	25,839	13.05
BEA	3.877	221,898	57,234	13,000	3,353	74,693	19,266	15.04
Active	9.872	539,389	54,638	13,000	1,317	235,260	23,831	14.41
Classified Total	9.872	539,389	54,638	13,000	1,317	235,260	23,831	14.41
PSES Program 01 Classified	0.296	12,912	43,622			7,661	25,881	14.60

Stanwood-Camano School District (31401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	40.763	3,433,622	84,234			1,010,849	24,798	15.81
02	1.128	91,541	81,153			23,526	20,856	16.07
21	67.379	4,821,368	71,556			1,900,139	28,201	16.11
24	0.309	21,718	70,285			11,735	37,976	16.23
31	3.564	308,359	86,520			78,044	21,898	16.00
34	0.242	21,116	87,256			4,693	19,392	16.00
51	1.754	129,125	73,617			47,906	27,313	16.18
55	1.826	125,486	68,722			55,072	30,160	16.26
65	0.940	62,923	66,939			25,447	27,071	16.28
79	1.461	148,060	101,342			31,347	21,456	15.85
97	48.072	4,506,396	93,743	15,000	312	752,048	15,644	18.98
98	14.926	1,054,444	70,645			372,427	24,952	21.60
99	26.789	2,261,525	84,420			643,113	24,007	20.93
BEA	93.769	8,361,034	89,166	15,000	160	1,869,160	19,934	17.53
Active	209.153	16,985,683	81,212	15,000	72	4,956,346	23,697	17.79
Classified Total	209.153	16,985,683	81,212	15,000	72	4,956,346	23,697	17.79
PSSES Program 01 Classified	14.723	1,133,537	76,991			454,979	30,903	15.37
PSSES Program 21 Classified	3.315	301,966	91,091			94,104	28,387	15.58

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
97	0.022	1,555	70,682			7,668	348,533	15.44
99	0.022	1,555	70,682			7,668	348,533	15.44
BEA	0.022	1,555	70,682			7,668	348,533	15.44
Active	0.044	3,110	70,682			15,335	348,533	15.44
Classified Total	0.044	3,110	70,682			15,335	348,533	15.44

Starbuck School District (07035)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.445	19,142	43,016			11,750	26,404	7.88
55	0.148	6,381	43,115			3,908	26,404	7.88
97	0.892	65,385	73,302			15,684	17,583	14.95
98	0.526	25,229	47,964			15,684	29,817	15.43
BEA	1.337	84,527	63,221			27,434	20,519	13.35
Active	2.011	116,137	57,751			47,026	23,384	13.51
Classified Total	2.011	116,137	57,751			47,026	23,384	13.51

Stehekin School District (04069)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	0.250	17,328	69,312					8.21
BEA	0.250	17,328	69,312					8.21
Active	0.250	17,328	69,312					8.21
Classified Total	0.250	17,328	69,312					8.21

Steilacoom Hist. School District (27001)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.648	1,826,822	71,227	239,917	9,354	537,286	20,948	17.16
09	0.594	34,061	57,342			15,684	26,404	16.26
21	28.261	1,681,648	59,504			734,964	26,006	16.91
24	2.589	152,599	58,941			68,756	26,557	17.80
31	1.156	108,226	93,621			23,526	20,351	10.87
51	2.466	160,945	65,266			62,736	25,440	16.14
97	39.711	3,224,666	81,203	13,000	327	643,022	16,193	17.28
BEA	66.515	5,159,714	77,572	252,917	3,802	1,203,834	18,099	17.10
Active	100.425	7,188,967	71,585	252,917	2,518	2,085,974	20,771	17.05
Classified Total	100.425	7,188,967	71,585	252,917	2,518	2,085,974	20,771	17.05
PSES Program 01 Classified	6.119	439,732	71,863			141,156	23,068	18.49
PSES Program 97 Classified	0.200	20,415	102,075			3,137	15,684	15.76

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
01	0.035	1,876	53,600			776	22,184	14.98
09	0.146	7,203	49,336			3,143	21,531	15.32
21	0.569	23,146	40,678			15,684	27,564	14.97
52	0.346	21,046	60,827			7,842	22,665	15.32
88	0.071	3,751	52,831			1,575	22,184	14.98
97	1.064	51,704	48,594			22,745	21,377	15.41
99	0.711	38,636	54,340			10,970	15,429	13.18
BEA	1.099	53,580	48,753			23,522	21,403	15.39
Active	2.942	147,362	50,089			62,736	21,324	14.70
Classified Total	2.942	147,362	50,089			62,736	21,324	14.70
PSES Program 01 Classified	0.035	1,876	53,600			776	22,184	14.98

Stevenson-Carson School District (30303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.995	635,085	52,946	4,662	389	309,254	25,782	14.87
55	0.866	47,222	54,529			20,131	23,246	15.52
97	8.655	633,448	73,189	3,570	412	149,665	17,292	16.18
98	2.555	129,094	50,526	180	70	51,759	20,258	15.64
99	5.259	348,078	66,187	1,050	200	143,515	27,289	16.56
BEA	20.650	1,268,533	61,430	8,232	399	458,919	22,224	15.53
Active	29.330	1,792,927	61,129	9,462	323	674,324	22,991	15.73
Classified Total	29.330	1,792,927	61,129	9,462	323	674,324	22,991	15.73
PSES Program 01 Classified	0.852	41,788	49,047			21,981	25,800	15.52

Sultan School District (31311)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	24.074	1,744,259	72,454	74,980	3,115	646,188	26,842	15.53
02	0.597	30,350	50,838			15,684	26,271	15.27
09	1.809	93,905	51,910			47,052	26,010	15.27
19								
21	15.940	852,970	53,511	37,158	2,331	441,488	27,697	15.24
31	0.022	1,363	61,955			3,081	140,036	15.27
51	0.651	33,858	52,009	63	97	17,232	26,469	15.26
52								
55	8.998	495,222	55,037	189	21	224,147	24,911	15.26
58								
64	0.284	14,611	51,447	101	356	7,843	27,615	15.26
65	2.555	131,495	51,466	901	353	70,603	27,633	15.26
79	0.032	3,263	101,969			772	24,129	15.85
97	24.494	2,004,004	81,816	4,901	200	419,198	17,114	15.46
98	6.366	381,322	59,900			156,930	24,651	15.19
99	15.226	1,116,959	73,359	6,244	410	396,303	26,028	15.74
BEA	49.187	3,779,976	76,849	79,881	1,624	1,084,150	22,041	15.50
Active	101.048	6,903,581	68,320	124,537	1,232	2,446,521	24,211	15.46
Classified Total	101.048	6,903,581	68,320	124,537	1,232	2,446,521	24,211	15.46

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	4.681	361,185	77,160			105,755	22,592	15.41
PSES Program 21 Classified	0.597	26,953	45,147			15,684	26,271	15.27

Summit Public School: Atlas (17905)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.000	847,536	105,942			125,376	15,672	16.92
98	1.000	47,362	47,362			15,672	15,672	16.92
BEA	8.000	847,536	105,942			125,376	15,672	16.92
Active	9.000	894,898	99,433			141,048	15,672	16.92
Classified Total	9.000	894,898	99,433			141,048	15,672	16.92

Summit Public School: Sierra (17902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.000	660,792	132,158			78,360	15,672	16.92
21	1.000	66,518	66,518			15,672	15,672	16.92
BEA	5.000	660,792	132,158			78,360	15,672	16.92
Active	6.000	727,310	121,218			94,032	15,672	16.92
Classified Total	6.000	727,310	121,218			94,032	15,672	16.92

Summit Valley School District (33202)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.040	89,010	43,632			49,957	24,489	15.23
21	0.616	28,541	46,333			15,684	25,461	15.23
51	0.553	26,194	47,367			9,412	17,020	15.23
55	1.347	59,403	44,100			46,541	34,552	15.23
88	0.545	22,998	42,198			15,684	28,778	15.23
97	0.901	42,296	46,943	4,300	4,772	19,605	21,759	15.95
98	0.704	39,016	55,420			15,684	22,278	16.10
BEA	2.941	131,306	44,647	4,300	1,462	69,562	23,652	15.46
Active	6.706	307,458	45,848	4,300	641	172,567	25,733	15.44
Classified Total	6.706	307,458	45,848	4,300	641	172,567	25,733	15.44
PSES Program 01 Classified	0.110	4,779	43,445			2,614	23,764	15.23

Sumner-Bonney Lake School District (27320)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	99.197	7,116,286	71,739	1,210,914	12,207	2,171,636	21,892	16.35
21	103.667	6,401,847	61,754	132,218	1,275	2,746,418	26,493	16.08
31	5.939	447,676	75,379			122,485	20,624	16.66
34	0.250	21,762	87,048			3,921	15,684	15.81
39	1.424	142,868	100,329			31,368	22,028	15.76
51	3.172	203,781	64,244			75,379	23,764	16.07
55	10.427	622,569	59,707			290,361	27,847	16.14
65	6.932	444,936	64,186			176,401	25,447	15.95
88	19.770	1,037,599	52,484			436,738	22,091	16.17
89	2.500	316,186	126,474	3,585	1,434	39,210	15,684	15.44
97	103.117	9,178,353	89,009	30,666	297	1,654,662	16,046	18.14
98	22.308	1,404,300	62,951	9,793	439	564,595	25,309	20.85
99	36.634	2,665,471	72,759	3,585	98	799,909	21,835	20.70
BEA	208.503	16,764,077	80,402	1,241,580	5,955	3,952,703	18,958	17.33
Active	415.337	30,003,634	72,239	1,390,761	3,349	9,113,082	21,941	17.40
Classified Total	415.337	30,003,634	72,239	1,390,761	3,349	9,113,082	21,941	17.40
PSSES Program 01 Classified	18.018	1,469,206	81,541			404,658	22,459	17.83
PSSES Program 21 Classified	1.630	228,229	140,018			31,368	19,244	15.58

Sunnyside School District (39201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	44.471	2,724,324	61,261	10,400	234	919,440	20,675	16.41
09	1.188	61,948	52,145			31,368	26,404	16.51
21	31.049	1,789,200	57,625	600	19	784,169	25,256	16.48
24	16.322	930,999	57,040			396,312	24,281	16.23
31	2.105	118,905	56,487			47,052	22,352	16.39
51	4.154	257,568	62,005			90,181	21,709	15.84
52	0.313	34,890	111,470			4,909	15,684	15.57
53	25.157	1,717,356	68,266			477,756	18,991	16.23
55	22.587	1,275,735	56,481			557,820	24,697	16.49
65	17.911	968,169	54,054			441,227	24,634	16.54
69	3.169	236,196	74,533	2,400	757	56,465	17,818	15.99
74	0.835	47,537	56,931			18,818	22,536	16.38
79	2.000	113,277	56,639			31,368	15,684	16.38
97	83.083	6,030,667	72,586	60,000	722	1,342,953	16,164	15.73
98	29.627	1,636,954	55,252	2,400	81	729,271	24,615	16.47
99	27.548	1,900,902	69,003	8,800	319	705,657	25,616	15.82
BEA	129.659	8,873,896	68,440	70,400	543	2,309,446	17,812	15.95
Active	311.519	19,844,627	63,703	84,600	272	6,634,766	21,298	16.13
Classified Total	311.519	19,844,627	63,703	84,600	272	6,634,766	21,298	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
PSES Program 01 Classified	7.612	425,980	55,962			192,646	25,308	16.50
PSES Program 09 Classified	0.274	14,248	52,000			7,235	26,404	16.51
PSES Program 21 Classified	10.113	596,691	59,002			266,681	26,370	16.32

Suquamish Tribal Education Department (18902)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.538	80,682	52,459			12,102	7,869	15.00
97	1.000	61,464	61,464			9,219	9,219	15.00
98	1.538	96,553	62,778			14,482	9,416	15.00
BEA	2.538	142,146	56,007			21,321	8,401	15.00
Active	4.076	238,699	58,562			35,803	8,784	15.00
Classified Total	4.076	238,699	58,562			35,803	8,784	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
01	192.984	17,665,056	91,536	249,744	1,294	3,635,227	18,837	18.53
02	4.019	350,607	87,237			70,784	17,612	21.47
03	5.332	465,939	87,385			109,788	20,590	17.16
09	16.498	1,072,995	65,038			459,079	27,826	19.80
21	145.142	10,252,434	70,637			3,563,873	24,554	19.55
24	73.327	4,859,950	66,278			1,846,252	25,178	20.42
31	7.977	849,307	106,469			152,527	19,121	17.73
51	30.498	2,277,002	74,661			800,443	26,246	19.84
55	14.035	995,865	70,956			372,641	26,551	17.77
56	0.600	53,496	89,160			15,684	26,140	16.62
58	0.700	76,373	109,104			10,979	15,684	16.45
61	42.999	3,338,318	77,637			976,979	22,721	17.76
64	0.914	55,783	61,032			21,953	24,018	16.23
65	10.851	818,845	75,463			246,274	22,696	16.96
68	1.306	97,203	74,428			31,368	24,018	16.81
74	1.000	86,911	86,911			15,684	15,684	17.54
79	0.300	32,731	109,103			4,705	15,684	16.45
88	20.993	1,627,332	77,518			464,038	22,104	18.04
89	1.500	277,102	184,735			23,526	15,684	17.83

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	338.774	33,663,236	99,368			5,337,976	15,757	22.26
98	101.424	6,739,204	66,446			2,660,006	26,227	22.01
99	47.746	3,924,449	82,194			946,529	19,824	20.46
CP	82.000	11,593,176	141,380			1,285,994	15,683	16.78
BEA	549.086	52,994,145	96,513	249,744	455	9,306,302	16,949	20.90
Active	1,140.919	101,173,314	88,677	249,744	219	23,052,309	20,205	20.05
Classified Total	1,140.919	101,173,314	88,677	249,744	219	23,052,309	20,205	20.05
PSES Program 01 Classified	38.938	3,659,294	93,977			847,919	21,776	20.52
PSES Program 21 Classified	13.784	1,074,500	77,953			360,732	26,170	16.73
PSES Program 97 Classified	1.300	143,241	110,185			20,389	15,684	16.39

Taholah School District (14077)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.176	224,284	70,618	37,076	11,674	62,140	19,565	9.12
21	2.291	145,807	63,643			54,883	23,956	9.06
29	0.646	39,178	60,647			15,684	24,279	9.10
51	0.646	36,224	56,074			15,684	24,279	9.20
53	0.655	39,887	60,896			12,543	19,150	9.10
55	1.292	75,076	58,108			29,544	22,867	8.90
97	7.000	593,292	84,756			109,788	15,684	10.17
98	1.572	103,608	65,908			34,509	21,952	11.80
99	1.333	102,908	77,200			25,973	19,484	10.97
BEA	10.176	817,576	80,344	37,076	3,643	171,928	16,895	9.88
Active	18.611	1,360,264	73,089	37,076	1,992	360,748	19,384	9.90
Classified Total	18.611	1,360,264	73,089	37,076	1,992	360,748	19,384	9.90
PSSES Program 01 Classified	0.353	38,438	108,890			7,831	22,184	8.62
PSSES Program 21 Classified	0.353	38,438	108,890			7,831	22,184	8.62

Tahoma School District (17409)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	79.547	5,215,517	65,565	918,833	11,551	1,982,507	24,922	15.57
02	0.138	7,996	57,942			3,607	26,140	15.31
09	0.331	18,217	55,036			10,456	31,589	15.19
21	113.458	6,726,582	59,287	16,839	148	3,272,250	28,841	14.54
24	1.708	103,484	60,588			45,850	26,844	15.30
31	2.849	197,312	69,257			59,578	20,912	14.98
34	0.212	14,294	67,425			4,730	22,310	15.31
51	5.127	294,168	57,376			140,952	27,492	15.31
55	11.019	639,689	58,053			301,288	27,343	17.07
58		8,000						
65	5.885	335,918	57,080			153,554	26,093	14.23
79	1.249	135,929	108,830			28,670	22,954	15.72
88	1.373	92,055	67,047			41,931	30,539	15.31
89	1.000	77,355	77,355			15,684	15,684	15.29
97	87.084	7,577,867	87,018	151,657	1,742	1,504,455	17,276	15.73
98	10.378	701,327	67,578	1,202	116	261,997	25,245	15.02
99	26.083	2,042,747	78,317	3,400	130	987,606	37,864	16.35
BEA	169.830	13,012,986	76,624	1,070,490	6,303	3,554,878	20,932	15.66
Active	347.441	24,188,457	69,619	1,091,931	3,143	8,815,115	25,372	15.40

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	347.441	24,188,457	69,619	1,091,931	3,143	8,815,115	25,372	15.40
PSES Program 01 Classified	16.294	1,263,850	77,565			410,271	25,179	15.35
PSES Program 21 Classified	2.124	163,139	76,807			62,757	29,547	14.56
PSES Program 97 Classified	2.113	152,576	72,208			43,919	20,785	14.57

Tekoa School District (38265)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.405	124,781	51,884	3,896	1,620	37,358	15,533	13.36
09	0.379	15,697	41,417			10,387	27,407	15.98
21	2.198	98,026	44,598			60,541	27,544	15.98
51								
52	0.060	2,942	49,033			1,566	26,097	15.98
55	0.523	24,553	46,946			14,969	28,622	15.98
58	0.523	29,387	56,189			15,684	29,989	15.98
97	4.341	271,953	62,648			87,840	20,235	16.10
98	1.042	47,836	45,908			31,368	30,104	16.49
99	1.508	88,546	58,718			55,303	36,673	12.91
BEA	6.746	396,734	58,810	3,896	578	125,197	18,559	15.23
Active	12.979	703,721	54,220	3,896	300	315,016	24,271	15.21
Classified Total	12.979	703,721	54,220	3,896	300	315,016	24,271	15.21

Tenino School District (34402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.185	733,390	60,188	323,038	26,511	257,772	21,155	17.29
09	0.594	29,060	48,923			15,684	26,404	16.19
21	12.370	659,617	53,324			317,448	25,663	17.02
24	3.416	173,677	50,842			90,196	26,404	17.14
31	0.102	8,045	78,873	988	9,686	2,188	21,456	16.31
34	0.044	3,448	78,364			944	21,456	16.31
51	1.852	93,919	50,712			41,355	22,330	16.16
55	4.961	253,540	51,107			131,815	26,570	16.55
97	18.000	1,256,187	69,788	4,850	269	290,154	16,120	17.57
98	5.180	253,224	48,885			125,472	24,222	19.58
99				2,994				
BEA	30.331	2,001,070	65,974	328,876	10,843	551,058	18,168	17.45
Active	58.704	3,464,107	59,010	331,870	5,653	1,273,028	21,686	17.40
Classified Total	58.704	3,464,107	59,010	331,870	5,653	1,273,028	21,686	17.40
PSSES Program 01 Classified	1.908	133,248	69,836			43,877	22,996	17.86
PSSES Program 21 Classified	0.594	29,060	48,923			15,684	26,404	16.33

Thorp School District (19400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.281	26,381	20,594	1,163	908	30,568	23,862	15.36
09	0.588	21,938	37,310	1,047	1,781	15,684	26,673	15.37
21	2.352	91,196	38,774	6,160	2,619	62,736	26,673	15.37
24	0.029	1,097	37,828	52	1,793	774	26,673	15.37
31				4,000				
97	6.000	510,821	85,137	10,501	1,750	94,104	15,684	15.29
98	1.357	101,136	74,529	4,588	3,381	47,052	34,674	15.35
99	1.086	63,862	58,805	2,943	2,710	47,052	43,326	12.82
BEA	7.281	537,202	73,781	15,664	2,151	124,672	17,123	15.29
Active	12.693	816,431	64,321	30,454	2,399	297,969	23,475	15.13
On Leave								
Classified Total	12.693	816,431	64,321	30,454	2,399	297,969	23,475	15.13

Toledo School District (21237)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.619	349,268	52,767	153,145	23,137	160,455	24,242	16.54
02	0.364	18,592	51,077			10,979	30,162	16.60
21	10.609	545,529	51,421			314,939	29,686	16.60
24	0.097	4,455	45,928			2,756	28,413	16.80
31	0.157	8,368	53,299			2,938	18,716	16.55
34	0.096	5,084	52,958			1,838	19,150	16.54
51	0.276	13,857	50,207			7,842	28,413	16.63
52	0.198	9,924	50,121					16.63
55	1.696	86,168	50,807			48,461	28,574	16.61
65	0.110	5,543	50,391			3,125	28,413	16.63
74	0.122	6,097	49,975			3,466	28,413	16.63
97	12.193	827,155	67,839			196,080	16,081	18.81
99	5.742	344,440	59,986			188,288	32,791	19.76
BEA	19.429	1,208,467	62,199	153,145	7,882	372,290	19,162	18.09
Active	38.279	2,224,480	58,112	153,145	4,001	941,168	24,587	17.90
Classified Total	38.279	2,224,480	58,112	153,145	4,001	941,168	24,587	17.90
PSSES Program 01 Classified	2.240	114,870	51,281			63,944	28,547	16.60
PSSES Program 21 Classified	0.794	40,045	50,435			28,865	36,354	16.62

Tonasket School District (24404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.732	530,794	54,541	363,236	37,324	233,868	24,031	15.80
02	0.675	36,578	54,190	2,347	3,477	15,684	23,236	16.72
21	9.387	472,409	50,326	33,260	3,543	238,149	25,370	15.55
24	0.118	5,643	47,822	496	4,203	3,019	25,586	15.91
31	0.188	12,301	65,431			2,949	15,684	16.11
51	2.150	117,849	54,813	9,093	4,229	48,157	22,399	14.61
52	0.102	5,597	54,873	527	5,167	2,353	23,065	9.31
53	2.486	129,311	52,016	10,442	4,200	54,262	21,827	15.86
55	5.113	240,055	46,950	18,095	3,539	128,942	25,219	16.03
65	0.507	27,739	54,712	2,837	5,596	12,615	24,882	15.67
97	15.467	1,082,311	69,975	4,171	270	252,984	16,356	17.36
98	4.038	199,815	49,484	11,983	2,968	100,373	24,857	19.16
99	7.479	469,856	62,823	28,060	3,752	239,702	32,050	17.83
BEA	26.062	1,661,984	63,770	369,754	14,187	505,485	19,395	16.81
Active	57.442	3,330,258	57,976	484,547	8,435	1,333,057	23,207	16.72
Classified Total	57.442	3,330,258	57,976	484,547	8,435	1,333,057	23,207	16.72
PSSES Program 01 Classified	0.810	62,502	77,163			29,163	36,004	15.52
PSSES Program 21 Classified	1.307	78,369	59,961			33,668	25,760	15.66

Toppenish School District (39202)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.041	1,100,596	64,585	223,189	13,097	398,525	23,386	15.56
02	1.406	94,312	67,078	867	617	27,726	19,720	15.60
21	13.159	746,924	56,761	23,244	1,766	364,932	27,733	15.59
24	7.895	404,461	51,230	17,015	2,155	211,734	26,819	15.60
29	0.891	48,023	53,898	2,101	2,358	23,526	26,404	15.60
31	5.966	448,766	75,221	40,053	6,714	126,748	21,245	15.54
51	5.686	374,078	65,789	14,022	2,466	135,986	23,916	15.60
53	4.923	269,347	54,712	26,044	5,290	137,241	27,878	15.60
55	13.979	731,595	52,335	30,673	2,194	402,606	28,801	15.59
65	10.284	491,268	47,770	18,234	1,773	296,181	28,800	15.60
67	0.365	19,122	52,389	1,035	2,836	7,831	21,456	15.60
68	1.365	152,173	111,482	1,995	1,462	27,715	20,304	15.45
79	2.889	182,770	63,264	3,516	1,217	47,070	16,293	15.51
88	20.116	1,093,664	54,368	44,959	2,235	457,454	22,741	15.60
97	39.666	3,088,471	77,862	52,147	1,315	693,497	17,483	15.47
98	18.128	939,480	51,825	40,701	2,245	427,644	23,590	15.58
99	11.486	766,834	66,762	15,428	1,343	358,066	31,174	15.53
BEA	64.079	4,732,145	73,849	316,256	4,935	1,246,495	19,452	15.50
Active	175.245	10,951,884	62,495	555,223	3,168	4,144,482	23,650	15.55

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	175.245	10,951,884	62,495	555,223	3,168	4,144,482	23,650	15.55
PSES Program 01 Classified	4.814	398,561	82,792			116,629	24,227	15.51
PSES Program 21 Classified	1.900	133,907	70,477			47,052	24,764	15.60

Touchet School District (36300)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.214	69,366	57,138			57,698	47,527	16.40
09	0.563	29,402	52,224			16,584	29,456	16.40
21	0.321	17,813	55,492			9,456	29,456	16.31
51	0.056	3,125	55,804			1,650	29,456	16.31
55	0.056	3,125	55,804			1,650	29,456	16.31
97	3.908	278,341	71,223			54,827	14,029	20.38
98	1.275	61,898	48,547			33,168	26,014	21.67
99	1.709	99,447	58,190			62,659	36,664	18.36
BEA	5.122	347,707	67,885			112,525	21,969	18.77
Active	9.102	562,517	61,801			237,691	26,114	18.78
Classified Total	9.102	562,517	61,801			237,691	26,114	18.78
PSES Program 01 Classified	0.250	14,895	59,580			4,146	16,584	15.94

Toutle Lake School District (08130)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.209	594,809	48,719	39,522	3,237	357,222	29,259	16.36
31	0.253	11,503	45,466			8,014	31,675	15.58
34	0.253	11,503	45,466			8,014	31,675	15.58
51	0.758	34,869	46,001			26,596	35,087	15.58
55	1.649	75,168	45,584			52,981	32,129	15.70
74				5,000				
88	0.964	43,920	45,560			31,992	33,187	15.59
97	9.801	614,498	62,697			178,260	18,188	15.61
98	2.112	98,459	46,619			63,984	30,295	17.02
99	5.448	295,331	54,209			136,929	25,134	16.39
BEA	22.516	1,232,313	54,731	39,522	1,755	551,509	24,494	15.98
Active	33.447	1,780,060	53,220	44,522	1,331	863,991	25,832	16.07
Classified Total	33.447	1,780,060	53,220	44,522	1,331	863,991	25,832	16.07
PSSES Program 01 Classified	1.358	72,369	53,291			31,992	23,558	15.58

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
01	0.690	38,844	56,296	47,421	68,726	1,055	1,530	15.63
51	0.322	17,207	53,438			6,797	21,109	16.18
55	0.210	11,417	54,367			3,145	14,977	16.18
97	1.000	77,582	77,582			15,684	15,684	17.60
99	0.421	27,552	65,444			20,391	48,435	16.95
BEA	1.690	116,426	68,891	47,421	28,060	16,739	9,905	16.94
Active	2.643	172,602	65,305	47,421	17,942	47,073	17,810	16.85
Classified Total	2.643	172,602	65,305	47,421	17,942	47,073	17,810	16.85
PSES Program 01 Classified	0.050	2,646	52,920			1,055	21,109	16.18

Tukwila School District (17406)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.504	1,762,537	85,961	1,500	73	435,229	21,227	16.44
21	17.171	1,309,992	76,291			466,599	27,174	17.02
31	0.317	27,016	85,224			6,274	19,792	16.31
51	5.027	437,061	86,943			125,426	24,950	16.63
55	6.090	529,080	86,877			148,527	24,389	16.59
58	0.203	16,850	83,005			3,921	19,315	16.31
65	3.385	273,088	80,676			84,694	25,020	16.76
79	1.000	87,027	87,027			15,684	15,684	16.01
88	10.843	993,057	91,585			267,412	24,662	16.52
89	0.100	14,404	144,040			1,568	15,684	15.58
97	32.803	2,954,466	90,067	11,700	357	546,592	16,663	17.61
98	10.580	591,052	55,865			313,698	29,650	22.90
99	8.883	737,843	83,062	3,000	338	250,945	28,250	20.87
BEA	53.624	4,744,019	88,468	13,200	246	988,094	18,426	17.17
Active	116.906	9,733,473	83,259	16,200	139	2,666,568	22,810	17.63
Classified Total	116.906	9,733,473	83,259	16,200	139	2,666,568	22,810	17.63
PSSES Program 01 Classified	3.445	302,134	87,702			78,420	22,763	18.89

Tumwater School District (34033)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	54.376	3,765,440	69,248	1,143,691	21,033	1,321,301	24,299	15.49
02	1.069	83,037	77,677	81,872	76,587	23,549	22,029	15.54
09	0.600	38,813	64,688			15,684	26,140	15.56
21	52.919	3,454,566	65,280	34,077	644	1,484,304	28,049	15.18
24	3.422	288,256	84,236			94,104	27,500	15.56
31	0.644	48,232	74,894	4,693	7,287	12,944	20,100	15.52
45	6.963	524,750	75,363	12,938	1,858	125,382	18,007	15.13
51	3.807	258,333	67,857	2,381	625	101,262	26,599	15.55
55	5.911	374,968	63,436			175,983	29,772	15.54
73				1,375				
86								
97	71.640	6,069,058	84,716	67,490	942	1,182,266	16,503	15.88
98	17.638	1,133,368	64,257	18,550	1,052	452,984	25,682	15.83
99	34.733	2,371,528	68,279	17,202	495	920,984	26,516	15.79
BEA	134.692	10,490,517	77,885	1,310,684	9,731	2,665,442	19,789	15.69
Active	253.722	18,410,349	72,561	1,384,269	5,456	5,910,746	23,296	15.61
On Leave								
Classified Total	253.722	18,410,349	72,561	1,384,269	5,456	5,910,746	23,296	15.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	17.586	1,171,870	66,637			442,329	25,152	15.54
PSES Program 21 Classified	5.810	471,326	81,123			150,332	25,875	15.55

Union Gap School District (39002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.704	341,288	59,833			164,702	28,875	15.16
09	0.387	19,520	50,439			12,021	31,062	15.16
21	3.704	195,066	52,664			130,026	35,104	15.16
51	2.003	115,727	57,777	2,840	1,418	58,673	29,292	15.16
52	0.081	4,786	59,086			2,005	24,757	15.16
53	0.448	33,359	74,462	701	1,565	10,787	24,079	15.15
55	2.291	135,368	59,087	3,190	1,392	69,256	30,230	15.16
65	1.053	63,304	60,118	701	666	28,802	27,352	15.16
97	7.600	557,389	73,341	5,151	678	152,030	20,004	15.16
98	3.954	204,036	51,602			112,845	28,540	15.16
99	1.721	96,480	56,060			39,210	22,783	15.16
BEA	13.304	898,677	67,549	5,151	387	316,733	23,807	15.16
Active	28.946	1,766,323	61,021	12,583	435	780,358	26,959	15.16
Classified Total	28.946	1,766,323	61,021	12,583	435	780,358	26,959	15.16
PSSES Program 01 Classified	3.772	227,125	60,213			114,879	30,456	15.16
PSSES Program 21 Classified	0.289	24,568	85,010			20,004	69,218	15.16

University Place School District (27083)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.280	3,438,533	75,939	325,222	7,182	682,437	15,071	15.91
09	1.280	75,836	59,247	665	520	19,370	15,133	16.01
21	42.228	2,845,589	67,386	11,028	261	635,891	15,059	15.88
24	1.493	104,060	69,699	1,263	846	22,010	14,742	15.84
31	3.185	242,342	76,089	4,800	1,507	48,299	15,164	15.78
79	0.660	70,290	106,500			10,351	15,684	15.54
89	0.846	77,063	91,091			13,271	15,687	15.75
97	54.732	4,608,692	84,205	53,089	970	838,255	15,316	17.74
98	18.064	1,132,008	62,667	7,703	426	273,117	15,119	19.87
99	21.010	1,615,857	76,909	8,432	401	314,060	14,948	18.67
BEA	103.197	8,289,567	80,328	383,111	3,712	1,568,991	15,204	16.92
Active	188.778	14,210,270	75,275	412,202	2,184	2,857,061	15,135	17.12
Classified Total	188.778	14,210,270	75,275	412,202	2,184	2,857,061	15,135	17.12
PSSES Program 01 Classified	18.063	1,349,133	74,690			270,712	14,987	16.15
PSSES Program 21 Classified	2.836	282,065	99,459			47,854	16,874	15.67

Valley School District (33070)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.390	263,594	60,044	7,948	1,810	92,364	21,040	16.03
02	7.131	546,989	76,706			125,472	17,595	16.00
09	1.212	68,335	56,382			23,070	19,035	16.32
21	4.725	249,258	52,753			108,849	23,037	16.41
24	0.390	18,152	46,544			8,917	22,863	18.28
55	1.163	54,392	46,769			27,669	23,791	16.57
88	10.158	573,191	56,428			165,730	16,315	16.03
89	0.473	30,852	65,226	6,330	13,383	6,751	14,274	13.82
97	15.503	1,227,794	79,197			269,108	17,358	16.88
98	3.277	168,689	51,477			78,420	23,930	21.58
99	9.884	652,053	65,971			269,894	27,306	17.85
BEA	27.024	2,038,377	75,428	7,948	294	486,944	18,019	16.53
Active	58.306	3,853,299	66,088	14,278	245	1,176,245	20,174	16.88
Classified Total	58.306	3,853,299	66,088	14,278	245	1,176,245	20,174	16.88
PSSES Program 01 Classified	0.941	50,800	53,985			22,756	24,183	16.39

Vancouver School District (06037)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	213.691	15,326,730	71,724	801,300	3,750	4,579,134	21,429	15.50
02	9.631	648,718	67,357			192,368	19,974	15.62
09	7.550	407,041	53,913			219,576	29,083	15.62
21	349.848	20,409,943	58,339			9,497,484	27,147	15.56
24	0.636	39,915	62,759			15,684	24,660	15.62
31	19.454	1,447,893	74,426			417,029	21,437	15.52
34	5.487	406,471	74,079			92,124	16,789	15.60
38	1.000	85,446	85,446			15,684	15,684	15.62
51	17.714	1,094,289	61,775			423,988	23,935	15.61
52	15.641	1,654,133	105,756			301,917	19,303	15.62
55	17.318	1,050,268	60,646			469,389	27,104	15.41
58	0.816	58,115	71,219			13,728	16,824	13.13
65	4.184	326,798	78,107			77,359	18,489	15.62
79	0.946	73,723	77,931			22,929	24,238	15.62
89	6.750	477,643	70,762			104,744	15,518	15.53
97	247.258	20,910,024	84,568	248,269	1,004	4,028,503	16,293	15.50
98	64.020	3,785,152	59,125			1,469,498	22,954	13.90
99	105.353	8,071,872	76,617			2,847,636	27,029	15.47
BEA	495.521	38,739,836	78,180	1,049,569	2,118	9,309,158	18,787	15.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,087.297	76,274,174	70,150	1,049,569	965	24,788,774	22,799	15.44
Classified Total	1,087.297	76,274,174	70,150	1,049,569	965	24,788,774	22,799	15.44
PSES Program 01 Classified	91.064	6,399,513	70,275			2,009,257	22,064	15.55
PSES Program 21 Classified	3.094	307,137	99,269			62,736	20,277	15.62
PSES Program 97 Classified	1.912	242,940	127,061			31,368	16,406	15.91

Vashon Island School District (17402)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.804	931,562	72,756	35,950	2,808	304,174	23,756	15.81
02	2.501	211,059	84,390	2,959	1,183	61,909	24,754	16.05
21	13.070	888,507	67,981	42,242	3,232	344,653	26,370	16.09
31	0.643	57,167	88,907	2,317	3,603	11,643	18,108	15.97
51	2.139	144,714	67,655	5,554	2,597	58,748	27,465	16.32
55	0.432	31,609	73,169	1,749	4,049	10,436	24,158	16.20
58	0.199	13,352	67,095	402	2,020	5,423	27,252	15.79
64	0.080	6,836	85,450			1,570	19,630	16.10
65	0.452	30,403	67,263	514	1,137	6,424	14,213	13.49
69	0.681	70,165	103,032			14,195	20,845	15.77
88	1.850	140,522	75,958	6,284	3,397	77,011	41,628	16.32
97	22.860	2,066,523	90,399	13,058	571	379,194	16,588	17.99
98	6.329	394,729	62,368	12,956	2,047	160,463	25,354	20.06
BEA	38.808	3,266,311	84,166	54,284	1,399	756,920	19,504	16.95
Active	64.040	4,987,148	77,876	123,985	1,936	1,435,845	22,421	16.96
Classified Total	64.040	4,987,148	77,876	123,985	1,936	1,435,845	22,421	16.96
PSSES Program 01 Classified	3.513	266,217	75,781			93,212	26,533	15.94

WA HE LUT Indian School Agency (34901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.986	66,671	67,618	10,133	10,277	13,374	13,564	10.34
14	0.735	50,417	68,595			10,694	14,550	14.11
21	0.735	51,993	70,739			1,045	1,422	16.11
99	2.422	180,810	74,653			10,003	4,130	16.03
BEA	0.986	66,671	67,618	10,133	10,277	13,374	13,564	10.34
Active	4.878	349,891	71,728	10,133	2,077	35,116	7,199	14.57
Classified Total	4.878	349,891	71,728	10,133	2,077	35,116	7,199	14.57

Wahkiakum School District (35200)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.481	190,585	54,750	109,264	31,389	76,166	21,881	15.61
31	0.310	13,342	43,039			8,354	26,948	15.53
51	1.283	55,485	43,246			33,981	26,486	15.97
55	1.797	77,504	43,130			50,212	27,942	15.87
65	0.067	2,985	44,552			1,769	26,404	15.52
74	0.053	2,186	41,245			2,008	37,884	15.53
97	6.024	412,107	68,411			94,582	15,701	16.05
98	2.246	119,376	53,150			62,258	27,720	16.96
99	2.267	157,253	69,366			78,420	34,592	16.20
BEA	9.815	616,034	62,765	109,264	11,132	179,102	18,248	15.91
Active	17.528	1,030,823	58,810	109,264	6,234	407,751	23,263	16.07
On Leave								
Classified Total	17.528	1,030,823	58,810	109,264	6,234	407,751	23,263	16.07
PSSES Program 01 Classified	1.216	53,143	43,703			31,805	26,156	15.82

Wahluke School District (13073)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.775	861,355	67,425	107,922	8,448	242,544	18,986	13.16
02	0.700	43,525	62,179			13,340	19,057	16.35
09	1.020	52,774	51,739			24,480	24,000	16.63
21	13.699	734,397	53,610			320,669	23,408	14.52
24	5.687	291,999	51,345			134,191	23,596	13.45
31	1.883	124,377	66,053			33,729	17,913	14.03
34	0.495	28,343	57,259			9,433	19,057	14.25
51	3.542	199,665	56,371			72,931	20,590	13.48
53	9.240	516,190	55,865			178,194	19,285	12.79
55	4.187	231,965	55,401			93,892	22,425	14.29
58	0.754	41,160	54,589			15,378	20,395	16.55
65	5.897	336,826	57,118			132,612	22,488	14.82
79	2.513	216,088	85,988			45,815	18,231	15.91
88	15.576	943,169	60,553			315,357	20,246	13.30
89	0.846	56,760	67,092			15,684	18,539	9.33
97	33.083	2,238,460	67,662			518,316	15,667	15.04
98	12.413	639,735	51,538			294,694	23,741	14.13
99	10.708	701,438	65,506			299,160	27,938	13.32
BEA	48.936	3,296,060	67,355	107,922	2,205	817,362	16,703	14.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	135.018	8,258,226	61,164	107,922	799	2,760,419	20,445	14.11
Classified Total	135.018	8,258,226	61,164	107,922	799	2,760,419	20,445	14.11
PSES Program 01 Classified	0.615	72,614	118,072			12,543	20,395	15.70
PSES Program 97 Classified	0.310	18,628	60,090			4,862	15,684	9.47

Waitsburg School District (36401)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.601	255,108	70,844	61,567	17,097	61,910	17,192	15.11
21	0.561	25,575	45,588			14,448	25,754	15.23
51	0.420	22,695	54,036			12,839	30,569	15.64
55	0.164	13,078	79,744			3,768	22,976	15.23
88	0.696	40,486	58,170			15,684	22,534	15.23
97	5.750	414,712	72,124	3,551	618	90,183	15,684	15.84
98	1.639	87,569	53,428			32,475	19,814	16.35
99	0.990	64,074	64,721	9,624	9,721	19,605	19,803	13.99
BEA	9.351	669,820	71,631	65,118	6,964	152,093	16,265	15.54
Active	13.821	923,297	66,804	74,634	5,400	250,912	18,154	15.47
On Leave				108				
Classified Total	13.821	923,297	66,804	74,742	5,408	250,912	18,154	15.47
PSES Program 01 Classified	0.934	83,773	89,693			21,296	22,801	15.28
PSES Program 21 Classified	0.116	5,282	45,534			2,987	25,754	15.23

Walla Walla Public Schools (36140)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.564	2,418,427	58,186	679,839	16,356	912,663	21,958	15.90
02	3.695	207,028	56,029	5,984	1,619	78,660	21,288	16.07
03	1.081	56,959	52,691	1,375	1,272	23,615	21,846	16.12
09	5.592	280,620	50,182	7,851	1,404	140,933	25,203	16.51
21	38.790	1,953,575	50,363	33,410	861	997,239	25,709	16.13
24	12.885	608,296	47,210	12,412	963	345,266	26,796	15.92
31	1.376	79,503	57,778	1,870	1,359	29,008	21,081	16.04
34	0.147	8,646	58,816	202	1,374	3,099	21,081	16.03
45	1.452	84,903	58,473	1,752	1,207	31,417	21,637	17.40
51	6.412	333,182	51,962	5,191	810	162,198	25,296	16.16
52	4.584	271,997	59,336			75,506	16,472	16.03
53	0.689	41,021	59,537	567	823	14,682	21,310	16.02
55	13.706	692,463	50,523	17,023	1,242	347,510	25,355	16.18
56	0.204	9,619	47,152	6,205	30,417	5,561	27,259	16.20
61	17.794	921,095	51,764	18,943	1,065	426,385	23,962	16.31
65	5.971	305,637	51,187	5,205	872	134,410	22,510	16.16
88	0.394	18,570	47,132	231	586	13,716	34,811	20.97
89	0.619	34,163	55,191	485	784	10,169	16,428	18.27
97	71.219	4,984,693	69,991	29,417	413	1,183,314	16,615	18.22

Salary and Benefits by Program for 2025-2026

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Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	19.048	1,023,817	53,749	9,500	499	484,549	25,438	19.90
99	23.543	1,496,107	63,548	15,919	676	629,480	26,737	18.91
BEA	120.534	7,840,159	65,045	720,439	5,977	2,261,775	18,765	17.37
Active	270.765	15,830,321	58,465	853,381	3,152	6,049,380	22,342	17.27
Classified Total	270.765	15,830,321	58,465	853,381	3,152	6,049,380	22,342	17.27
PSES Program 01 Classified	8.842	517,780	58,559			211,154	23,881	15.47
PSES Program 09 Classified	0.953	46,350	48,636			27,881	29,256	18.22
PSES Program 21 Classified	4.293	210,361	49,001			126,327	29,426	19.49

Wapato School District (39207)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.691	1,430,816	63,057			459,828	20,265	16.19
02	0.846	111,257	131,509			15,684	18,539	16.33
09	3.359	158,618	47,222			131,956	39,284	16.59
21	18.028	928,361	51,496			470,237	26,084	16.09
24	7.940	451,418	56,854			201,777	25,413	16.32
31	2.195	143,546	65,397	180	82	46,259	21,075	16.12
34	0.250	20,775	83,100	90	360	3,921	15,684	15.84
51	3.615	231,307	63,985	146	40	85,336	23,606	16.16
52	0.124	8,151	65,734			2,277	18,365	16.14
53	4.558	244,637	53,672			110,018	24,137	16.39
55	10.049	509,015	50,653			247,676	24,647	16.48
65	8.423	395,938	47,007			210,756	25,021	16.59
68	0.662	42,550	64,275			14,126	21,339	16.16
79	2.677	198,309	74,079			42,943	16,042	16.00
97	39.868	2,927,995	73,442	3,257	82	654,071	16,406	16.01
98	16.928	856,897	50,620	528	31	395,557	23,367	16.47
99	12.889	829,673	64,371	600	47	326,499	25,332	15.36
BEA	65.850	4,634,389	70,378	3,527	54	1,179,763	17,916	16.07
Active	155.102	9,489,263	61,181	4,801	31	3,418,923	22,043	16.12

Salary and Benefits by Program for 2025-2026

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Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Classified Total	155.102	9,489,263	61,181	4,801	31	3,418,923	22,043	16.12
PSES Program 01 Classified	8.694	526,096	60,513			197,773	22,748	16.23
PSES Program 21 Classified	2.624	163,155	62,178			88,726	33,813	15.00

Warden School District (13146)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.588	493,049	57,411	150,816	17,561	172,410	20,076	16.00
21	4.181	203,696	48,719			97,769	23,384	15.79
24	1.997	95,604	47,874			47,057	23,564	15.24
31	0.098	5,096	52,000			1,886	19,244	16.07
51	0.639	29,513	46,186			15,684	24,545	15.69
52	0.403	18,484	45,866			9,891	24,545	15.69
53	2.193	105,776	48,233			50,068	22,831	15.69
55	1.265	60,617	47,919			29,173	23,062	15.69
65	2.225	99,848	44,876			54,045	24,290	15.69
97	11.521	762,626	66,194			207,498	18,010	16.02
98	3.534	180,214	50,994			78,420	22,190	16.43
99	4.087	265,115	64,868			104,145	25,482	16.49
BEA	20.207	1,260,771	62,393	150,816	7,464	381,794	18,894	16.02
Active	40.731	2,319,638	56,950	150,816	3,703	868,045	21,312	16.01
Classified Total	40.731	2,319,638	56,950	150,816	3,703	868,045	21,312	16.01
PSES Program 01 Classified	0.143	11,327	79,210			1,560	10,907	16.13
PSES Program 21 Classified	0.091	9,826	107,978					16.36
PSES Program 97 Classified	1.558	72,022	46,227			38,015	24,400	15.62

Washougal School District (06112)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.682	1,222,784	62,127	317,863	16,150	513,350	26,082	15.52
09	2.165	116,336	53,735			62,736	28,977	15.52
21	31.114	1,927,693	61,956			849,627	27,307	15.40
24	1.091	76,161	69,808			31,368	28,752	15.52
31	1.102	77,804	70,603			26,030	23,620	15.38
34	0.060	4,250	70,833			1,275	21,252	15.52
51	1.918	118,310	61,684			53,801	28,051	14.44
55	5.371	296,778	55,256			133,314	24,821	15.52
64	0.140	9,199	65,707			5,951	42,504	15.52
65	1.271	70,006	55,079			41,101	32,338	15.52
74	0.738	57,923	78,486			15,684	21,252	15.52
89	1.042	76,188	73,117			32,675	31,358	15.52
97	28.886	2,230,522	77,218	11,655	403	528,419	18,293	16.30
98	9.101	481,154	52,868	45	5	286,233	31,451	16.68
99	14.639	1,019,342	69,632	3,000	205	431,163	29,453	16.80
BEA	49.730	3,535,360	71,091	329,518	6,626	1,069,074	21,498	16.01

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	118.320	7,784,450	65,791	332,563	2,811	3,012,728	25,463	15.95
Classified Total	118.320	7,784,450	65,791	332,563	2,811	3,012,728	25,463	15.95
PSES Program 01 Classified	5.034	261,549	51,956			176,442	35,050	15.65
PSES Program 21 Classified	0.036	1,850	51,389			1,272	35,324	15.52
PSES Program 97 Classified	1.330	93,708	70,457			31,368	23,585	16.97

Washtucna School District (01109)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.850	40,501	47,648			19,717	23,196	15.02
21	1.357	57,261	42,197			38,485	28,360	15.02
55	0.190	7,097	37,353			7,338	38,621	15.02
88	0.399	20,381	51,080			10,553	26,449	15.02
89	0.152	7,671	50,467			4,702	30,935	15.76
97	2.613	160,451	61,405			44,119	16,884	16.58
98	0.613	25,912	42,271			17,985	29,339	15.67
99	1.231	64,007	51,996			43,991	35,736	15.73
BEA	3.463	200,952	58,028			63,836	18,434	16.27
Active	7.405	383,281	51,760			186,890	25,238	15.85
Classified Total	7.405	383,281	51,760			186,890	25,238	15.85

Waterville School District (09209)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.146	230,799	73,363	47,667	15,152	87,432	27,792	13.86
09	0.453	21,791	48,104			11,609	25,627	15.50
55	0.771	40,639	52,709			19,759	25,627	15.50
65	0.052	3,426	65,885			943	18,132	15.35
97	6.590	457,949	69,492	3,600	546	103,358	15,684	15.93
98	1.733	97,975	56,535			34,046	19,646	15.40
99	2.280	124,717	54,700	2,650	1,162	56,627	24,837	16.28
BEA	9.736	688,748	70,742	51,267	5,266	190,790	19,596	15.23
Active	15.025	977,296	65,045	53,917	3,588	313,774	20,883	15.40
Classified Total	15.025	977,296	65,045	53,917	3,588	313,774	20,883	15.40
PSES Program 01 Classified	0.926	104,576	112,933			31,368	33,875	12.92

Wellpinit School District (33049)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.495	202,929	58,063	73,201	20,944	92,016	26,328	54.55
03	1.800	88,828	49,349			31,368	17,427	54.22
21	5.314	241,578	45,461			107,659	20,259	43.20
51	1.193	74,593	62,526			19,809	16,605	47.46
55	2.578	129,478	50,224			69,436	26,934	54.61
68	0.521	24,595	47,207			13,421	25,761	44.54
97	11.572	785,037	67,839			190,631	16,473	46.59
98	2.901	131,035	45,169			66,178	22,812	60.05
99	3.366	229,018	68,039			56,151	16,682	58.41
BEA	16.867	1,076,794	63,840	73,201	4,340	314,015	18,617	49.21
Active	32.740	1,907,091	58,250	73,201	2,236	646,670	19,752	50.33
Classified Total	32.740	1,907,091	58,250	73,201	2,236	646,670	19,752	50.33

Wenatchee School District (04246)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	69.084	3,809,990	55,150	817,501	11,833	1,556,796	22,535	17.54
02	1.910	102,851	53,849	2,805	1,469	41,363	21,656	16.90
03	0.590	33,214	56,295	797	1,351	10,785	18,280	16.84
21	73.863	3,574,464	48,393	68,038	921	2,069,229	28,014	17.45
24	9.955	477,886	48,005	8,170	821	279,919	28,118	19.24
31	7.652	410,209	53,608	9,208	1,203	169,943	22,209	17.94
34	2.486	144,841	58,263	4,489	1,806	54,861	22,068	17.29
45	3.741	194,986	52,121	2,271	607	68,613	18,341	18.10
51	6.332	308,042	48,648	9,386	1,482	153,450	24,234	17.70
52	5.369	311,346	57,990	7	1	81,302	15,143	15.46
53	9.576	485,644	50,715	15,400	1,608	207,878	21,708	18.33
55	15.439	809,478	52,431	13,349	865	385,082	24,942	17.39
56	0.611	29,547	48,358	919	1,504	2,943	4,817	17.09
58	0.321	21,421	66,732	868	2,704	6,513	20,290	16.57
64	0.375	20,530	54,747	507	1,352	5,882	15,684	16.88
65	7.943	365,077	45,962	10,980	1,382	189,972	23,917	18.09
79	0.379	23,684	62,491	1,825	4,815	7,357	19,411	16.72
97	79.011	5,549,786	70,241	67,512	854	1,293,947	16,377	19.34
98	24.984	1,228,947	49,189	5,225	209	643,070	25,739	22.35

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
99	21.858	1,398,425	63,978	9,984	457	548,752	25,105	20.72
BEA	164.474	10,245,877	62,295	904,583	5,500	3,196,307	19,434	18.52
Active	341.479	19,300,368	56,520	1,049,241	3,073	7,777,656	22,776	18.61
Classified Total	341.479	19,300,368	56,520	1,049,241	3,073	7,777,656	22,776	18.61
PSES Program 01 Classified	2.860	152,774	53,417			67,977	23,768	17.18
PSES Program 21 Classified	2.630	155,142	58,989			61,917	23,543	16.77

West Valley School District (Spokane) (32363)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.460	1,437,256	56,452	288,234	11,321	554,511	21,780	14.49
02	3.083	165,569	53,704	2,190	710	70,468	22,857	15.24
21	24.956	1,170,225	46,892			701,822	28,122	15.26
24	1.102	57,553	52,226			31,368	28,465	15.24
31	0.463	22,198	47,944			13,179	28,465	15.24
51	1.252	60,999	48,721			35,567	28,408	15.32
55	9.519	462,836	48,622			265,563	27,898	15.15
65	1.101	62,525	56,789			31,340	28,465	15.24
88	9.426	554,380	58,814			242,768	25,755	15.24
97	51.261	3,705,409	72,285	31,711	619	802,087	15,647	15.53
98	13.585	716,772	52,762	960	71	381,669	28,095	15.23
99	16.326	963,880	59,040	2,500	153	513,651	31,462	15.53
BEA	80.267	5,330,432	66,409	322,135	4,013	1,440,245	17,943	15.21
Active	157.534	9,379,602	59,540	325,595	2,067	3,643,994	23,131	15.25
Classified Total	157.534	9,379,602	59,540	325,595	2,067	3,643,994	23,131	15.25
PSSES Program 01 Classified	3.270	197,786	60,485			72,135	22,060	15.27
PSSES Program 21 Classified	0.931	58,963	63,333			22,709	24,392	15.24

West Valley School District (Yakima) (39208)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.314	2,097,834	59,405	64,437	1,825	721,372	20,427	14.27
02	0.950	60,682	63,876	958	1,008	15,684	16,509	14.06
09	2.382	117,207	49,205			54,079	22,703	14.31
21	44.097	2,346,968	53,223	2,700	61	988,371	22,414	14.45
24	0.319	16,145	50,611			8,597	26,949	14.81
31	2.569	184,394	71,777	2,133	830	43,539	16,948	13.98
34	2.067	140,278	67,866	1,683	814	34,375	16,630	14.34
51	4.255	332,680	78,186	915	215	79,355	18,650	14.50
52	0.566	29,308	51,781			12,655	22,359	14.58
53	1.286	91,093	70,834	45	35	24,505	19,055	14.53
55	18.520	911,283	49,205	225	12	397,987	21,490	14.33
65	3.163	155,367	49,120	315	100	68,732	21,730	14.79
97	68.783	4,812,295	69,963	22,597	329	1,012,423	14,719	14.23
98	16.466	934,259	56,739	900	55	363,088	22,051	13.43
99	23.288	1,506,223	64,678	1,011	43	577,436	24,795	14.85
BEA	109.683	7,295,483	66,514	91,808	837	1,827,394	16,661	14.23
Active	224.025	13,736,016	61,315	97,919	437	4,402,199	19,650	14.31
Classified Total	224.025	13,736,016	61,315	97,919	437	4,402,199	19,650	14.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 01 Classified	5.317	348,703	65,583			125,419	23,588	14.64
PSES Program 21 Classified	8.737	553,338	63,333			191,513	21,920	14.58

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
01	0.546	3,580	6,557					8.63
21	0.273	4,200	15,385					8.31
97	2.635	130,329	49,461			29,820	11,317	16.32
BEA	3.181	133,909	42,097			29,820	9,374	16.11
Active	3.454	138,109	39,985			29,820	8,633	15.88
Classified Total	3.454	138,109	39,985			29,820	8,633	15.88

White Pass School District (21303)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.660	238,281	51,133	46,504	9,979	115,163	24,713	16.32
21	3.752	172,547	45,988			97,603	26,014	16.38
51	0.925	42,964	46,448			23,272	25,159	16.37
55	1.170	56,517	48,305			27,581	23,573	16.33
74	0.085	3,774	44,400			2,090	24,583	16.42
79	0.738	54,620	74,011			15,684	21,252	15.96
88	0.631	30,609	48,509			15,684	24,856	16.32
97	8.215	573,494	69,811			141,156	17,183	17.11
98	1.822	92,044	50,518			48,458	26,596	16.72
99	2.808	186,054	66,259			78,613	27,996	17.13
BEA	12.875	811,775	63,050	46,504	3,612	256,319	19,908	16.88
Active	24.806	1,450,904	58,490	46,504	1,875	565,304	22,789	16.75
Classified Total	24.806	1,450,904	58,490	46,504	1,875	565,304	22,789	16.75
PSSES Program 01 Classified	1.601	77,668	48,512			39,692	24,792	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
01	51.659	3,510,223	67,950	33,593	650	1,158,725	22,430	16.33
02	0.603	40,959	67,925			15,684	26,010	16.38
09	1.329	76,691	57,706	38	29	33,723	25,375	16.59
21	40.143	2,335,159	58,171	1,719	43	1,052,760	26,225	17.27
31	4.216	271,353	64,363	604	143	90,199	21,395	16.44
55	6.889	407,376	59,134	427	62	173,839	25,234	16.50
65	1.192	63,886	53,596			31,394	26,337	16.70
68	0.362	26,376	72,862			12,533	34,623	16.30
88	1.799	89,146	49,553			34,323	19,079	15.92
89	4.412	262,130	59,413	14,622	3,314	94,104	21,329	16.48
97	46.641	3,694,540	79,212	60,502	1,297	764,203	16,385	18.53
98	13.741	732,250	53,289	1,149	84	373,220	27,161	21.58
99	26.521	1,843,835	69,524			670,599	25,286	20.49
BEA	103.119	7,517,075	72,897	94,699	918	2,028,811	19,674	17.42
Active	199.507	13,353,924	66,935	112,654	565	4,505,307	22,582	17.97
Classified Total	199.507	13,353,924	66,935	112,654	565	4,505,307	22,582	17.97
PSSES Program 01 Classified	14.145	999,230	70,642			342,057	24,182	16.25
PSSES Program 21 Classified	4.462	226,816	50,833			135,122	30,283	22.78

White Salmon Valley School District (20405)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.197	1,035,254	72,921	170,707	12,024	290,786	20,482	16.13
51	1.145	68,176	59,542	1,015	886	27,216	23,770	16.35
52	1.921	141,983	73,911	2,341	1,219	67,796	35,292	13.70
55	1.937	115,317	59,534	1,560	805	48,232	24,901	16.37
64	0.107	6,720	62,804	233	2,178	3,993	37,314	16.27
65	2.173	140,279	64,555	3,445	1,585	60,123	27,668	16.25
79	0.808	59,136	73,188	1,126	1,394	15,684	19,411	16.13
97	16.374	1,300,941	79,452	612	37	270,034	16,492	18.23
98	4.259	236,314	55,486	4,265	1,001	144,290	33,879	21.89
99	8.949	626,452	70,002	12,891	1,440	254,671	28,458	20.71
BEA	30.571	2,336,195	76,419	171,319	5,604	560,819	18,345	17.29
Active	51.870	3,730,572	71,922	198,195	3,821	1,182,824	22,804	17.91
Classified Total	51.870	3,730,572	71,922	198,195	3,821	1,182,824	22,804	17.91
PSSES Program 01 Classified	2.179	194,903	89,446			53,333	24,476	15.96

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

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	0.692	44,050	63,656			15,684	22,665	16.00
97	1.769	152,707	86,324			31,368	17,732	16.00
BEA	2.461	196,757	79,950			47,052	19,119	16.00
Active	2.461	196,757	79,950			47,052	19,119	16.00
Classified Total	2.461	196,757	79,950			47,052	19,119	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
01	2.987	131,550	44,041	4,152	1,390	69,580	23,294	14.68
09	0.629	28,824	45,825			15,684	24,935	15.31
21	1.466	66,659	45,470	3,000	2,046	36,674	25,016	15.34
51	0.743	31,309	42,139			19,982	26,894	15.30
55	0.637	27,262	42,797			16,954	26,615	15.29
97	4.579	265,545	57,992			78,490	17,141	16.30
98	0.578	32,219	55,742			21,418	37,055	15.84
99	2.815	158,549	56,323			81,034	28,787	16.01
BEA	7.566	397,095	52,484	4,152	549	148,071	19,571	15.72
Active	14.434	741,917	51,401	7,152	495	339,816	23,543	15.71
Classified Total	14.434	741,917	51,401	7,152	495	339,816	23,543	15.71

Willapa Valley School District (25160)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.437	188,305	54,788	69,461	20,210	85,026	24,738	9.68
21	3.857	188,863	48,966			98,956	25,656	9.81
31	0.144	9,011	62,576			3,578	24,845	9.42
34	0.018	1,127	62,611			455	25,285	9.42
51	1.244	64,213	51,618			30,767	24,732	9.55
52	0.770	40,828	53,023			18,322	23,795	9.68
55	0.527	25,669	48,708			13,967	26,503	9.69
65	0.117	5,727	48,949			3,208	27,420	9.51
97	3.872	262,859	67,887	600	155	65,245	16,851	9.82
98	1.930	99,668	51,641	2,539	1,316	39,651	20,544	12.74
99	4.455	312,149	70,067	902	202	126,923	28,490	12.15
BEA	7.471	461,302	61,746	70,061	9,378	154,304	20,654	9.75
Active	20.371	1,198,419	58,830	73,502	3,608	486,099	23,862	10.61
Classified Total	20.371	1,198,419	58,830	73,502	3,608	486,099	23,862	10.61
PSSES Program 01 Classified	1.551	92,764	59,809			37,494	24,174	9.44

Wilson Creek School District (13167)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.428	99,268	69,515	2,000	1,401	41,567	29,109	15.96
21	1.052	57,102	54,279			31,368	29,817	16.47
55	1.070	51,580	48,206			31,368	29,316	16.47
97	3.757	230,381	61,320			68,224	18,159	21.02
98	1.016	45,028	44,319	3,000	2,953	31,341	30,847	33.50
99	1.361	79,969	58,758			47,052	34,572	24.20
BEA	5.185	329,649	63,577	2,000	386	109,792	21,175	19.51
Active	9.684	563,328	58,171	5,000	516	250,921	25,911	20.77
Classified Total	9.684	563,328	58,171	5,000	516	250,921	25,911	20.77
PSES Program 01 Classified	0.316	29,966	94,829			15,734	49,790	14.72

Winlock School District (21232)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.502	379,963	69,059	49,038	8,913	162,441	29,524	14.42
02	0.365	16,826	46,099			15,684	42,970	10.17
09	1.563	76,636	49,031			37,026	23,689	17.91
21	10.788	490,339	45,452			283,812	26,308	16.91
51	0.995	54,246	54,519			27,447	27,585	17.14
53	0.749	37,768	50,425	5,000	6,676	21,949	29,304	17.14
55	3.351	196,461	58,628			88,788	26,496	16.69
65	0.867	42,139	48,603	2,500	2,884	21,099	24,336	17.16
88	3.015	144,108	47,797			76,186	25,269	18.06
97	8.524	566,155	66,419	11,000	1,290	153,923	18,058	17.75
98	0.146	8,512	58,301			3,982	27,277	17.33
99	4.529	293,286	64,757			158,454	34,986	20.41
BEA	14.391	962,944	66,913	60,038	4,172	332,048	23,073	15.71
Active	40.394	2,306,439	57,099	67,538	1,672	1,050,792	26,014	16.75
Classified Total	40.394	2,306,439	57,099	67,538	1,672	1,050,792	26,014	16.75
PSES Program 01 Classified	0.614	50,400	82,085					
PSES Program 09 Classified	0.066	5,144	77,939			1,416	21,456	16.05
PSES Program 21 Classified	0.117	9,600	82,051					

Wishkah Valley School District (14117)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.613	95,880	59,442	27,750	17,204	32,698	20,271	14.85
21	1.479	75,256	50,883			43,744	29,577	12.75
51	0.458	23,536	51,389			14,404	31,450	17.77
55	1.521	79,249	52,103			45,021	29,600	17.56
97	3.700	305,389	82,538			58,031	15,684	17.44
98	1.195	71,775	60,063			29,183	24,421	19.40
99	0.519	32,483	62,588			12,125	23,363	15.37
BEA	5.313	401,269	75,526	27,750	5,223	90,729	17,077	16.81
Active	10.485	683,568	65,195	27,750	2,647	235,206	22,433	16.67
Classified Total	10.485	683,568	65,195	27,750	2,647	235,206	22,433	16.67
PSES Program 01 Classified	0.068	3,319	48,809			1,594	23,444	10.94
PSES Program 21 Classified	0.192	9,415	49,036			6,108	31,813	9.68

Wishram School District (20094)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.578	92,838	58,833	20,725	13,134	29,812	18,892	14.17
51	0.437	24,286	55,574			10,194	23,327	13.44
52	0.279	13,992	50,151			6,508	23,327	16.34
53	0.151	9,471	62,722			3,522	23,327	16.06
55	0.824	44,012	53,413			19,221	23,327	14.73
97	3.490	274,809	78,742			50,191	14,381	13.03
98	0.735	36,489	49,645			14,136	19,233	22.38
99	1.308	117,758	90,029			21,912	16,752	13.54
BEA	5.068	367,647	72,543	20,725	4,089	80,003	15,786	13.31
Active	8.802	613,655	69,718	20,725	2,355	155,496	17,666	14.09
Classified Total	8.802	613,655	69,718	20,725	2,355	155,496	17,666	14.09
PSES Program 01 Classified	1.183	71,837	60,724			23,460	19,831	13.53

Woodland School District (08404)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.413	1,376,366	64,277	299,920	14,006	423,401	19,773	15.03
02	1.224	82,182	67,142			25,357	20,717	15.52
21	35.065	1,883,701	53,720			991,991	28,290	15.47
24	1.849	96,985	52,453			50,209	27,155	15.52
31	0.944	62,490	66,197			19,808	20,983	15.52
51	2.920	164,759	56,424			70,309	24,079	15.52
53	0.119	8,119	68,227			3,156	26,523	15.52
55	4.991	275,312	55,162			131,625	26,373	15.52
65	2.030	111,088	54,723			53,841	26,523	15.52
88	2.654	172,133	64,858			39,671	14,948	15.52
89	0.368	24,568	66,761			10,313	28,025	15.53
97	30.876	2,404,521	77,877	11,677	378	519,111	16,813	16.15
98	8.404	445,613	53,024			198,438	23,612	16.69
99	64.153	4,478,562	69,811			1,714,824	26,730	16.65
BEA	54.457	3,925,559	72,085	311,597	5,722	987,677	18,137	15.73
Active	177.010	11,586,399	65,456	311,597	1,760	4,252,055	24,022	16.06
Classified Total	177.010	11,586,399	65,456	311,597	1,760	4,252,055	24,022	16.06
PSSES Program 01 Classified	2.915	219,398	75,265			68,885	23,631	15.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
PSES Program 21 Classified	0.135	10,789	79,919			150	1,111	8.45

Yakima School District (39007)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	96.651	6,778,499	70,134	228,186	2,361	1,952,315	20,200	16.37
02	1.484	84,920	57,224	3,345	2,254	31,368	21,137	16.66
03	1.519	139,009	91,513	4,512	2,970	31,368	20,650	16.12
21	163.022	10,167,165	62,367	291,156	1,786	3,781,389	23,196	16.56
24	30.966	1,877,527	60,632	42,244	1,364	752,832	24,312	16.63
31	6.704	429,029	63,996	16,199	2,416	125,459	18,714	16.51
34	1.823	108,044	59,267	4,362	2,393	34,496	18,923	16.61
45	5.385	337,103	62,600	12,395	2,302	94,104	17,475	16.54
51	22.198	1,455,344	65,562	36,984	1,666	500,369	22,541	16.45
53	11.059	675,807	61,109	26,958	2,438	211,734	19,146	16.57
55	56.168	3,434,916	61,154	77,666	1,383	1,345,401	23,953	16.56
65	23.760	1,443,989	60,774	33,194	1,397	569,868	23,984	16.57
74	0.375	23,494	62,651	360	960	5,882	15,684	16.52
79	5.699	333,096	58,448	14,807	2,598	123,905	21,742	16.62
88	4.619	301,434	65,260	11,555	2,502	109,809	23,773	16.47
97	169.255	12,924,132	76,359	35,040	207	2,660,381	15,718	16.25
98	71.688	3,833,303	53,472	59,473	830	1,693,922	23,629	16.74
99	40.475	2,876,587	71,071	3,450	85	1,223,352	30,225	16.42

Salary and Benefits by Program for 2025-2026

1/20/2026

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	282.821	20,800,736	73,547	304,039	1,075	4,929,491	17,430	16.31
Active	712.850	47,223,398	66,246	901,886	1,265	15,247,954	21,390	16.45
Classified Total	712.850	47,223,398	66,246	901,886	1,265	15,247,954	21,390	16.45
PSES Program 01 Classified	34.110	2,416,132	70,834			695,593	20,393	16.40
PSES Program 21 Classified	21.479	1,652,727	76,946			448,558	20,884	16.30

Yelm School District (34002)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.314	2,808,088	61,970	320,191	7,066	1,077,133	23,770	16.00
02	0.935	50,247	53,740			31,368	33,549	16.44
09	1.096	60,922	55,586	1,425	1,300	31,368	28,620	15.99
21	58.485	3,240,540	55,408	10,369	177	1,798,104	30,745	16.07
31	1.166	75,234	64,523	2,680	2,298	26,197	22,468	16.15
51	2.020	100,588	49,796			59,571	29,490	15.80
52	0.972	58,402	60,084	627	645	20,855	21,456	16.00
55	4.266	223,407	52,369	1,140	267	121,248	28,422	15.91
65	3.317	168,535	50,809			95,592	28,819	16.00
74	0.043	3,194	74,279			776	18,048	16.00
97	50.975	3,980,984	78,097	89,847	1,763	822,626	16,138	16.51
98	18.502	1,032,301	55,794	38,032	2,056	520,709	28,143	16.80
99	31.244	2,022,905	64,745	47,323	1,515	805,373	25,777	17.12
BEA	98.390	6,914,553	70,277	412,718	4,195	1,957,324	19,894	16.30
Active	218.335	13,825,347	63,322	511,634	2,343	5,410,920	24,783	16.39
Classified Total	218.335	13,825,347	63,322	511,634	2,343	5,410,920	24,783	16.39
PSSES Program 01 Classified	12.733	736,478	57,840			330,623	25,966	16.02
PSSES Program 09 Classified	0.110	6,092	55,382			3,148	28,620	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
PSES Program 21 Classified	5.127	275,162	53,669			141,156	27,532	17.12

Zillah School District (39205)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.022	278,301	55,416	81,563	16,241	112,192	22,340	15.11
09	2.355	116,014	49,263			58,815	24,975	15.43
21	7.188	357,937	49,796			204,156	28,402	15.20
24	2.039	96,088	47,125			62,627	30,715	15.43
31	0.426	25,913	60,829			8,624	20,244	15.43
51	1.095	53,522	48,879			30,397	27,760	15.43
53	0.280	22,993	82,118			5,501	19,645	15.43
55	2.103	108,467	51,577			57,856	27,511	15.43
69	0.826	62,424	75,574			15,665	18,965	15.43
97	17.589	1,336,674	75,995			313,235	17,809	15.41
98	4.491	252,191	56,155			123,043	27,398	15.43
99	4.395	287,200	65,347			106,464	24,224	15.41
BEA	23.037	1,640,888	71,228	81,563	3,541	434,050	18,841	15.36
Active	47.809	2,997,724	62,702	81,563	1,706	1,098,574	22,978	15.36
Classified Total	47.809	2,997,724	62,702	81,563	1,706	1,098,574	22,978	15.36
PSSES Program 01 Classified	1.288	64,336	49,950			31,417	24,392	15.43