

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
01	53,614.332	5,252,405,395	97,966	471,225,165	8,789	725,038,788	13,523	18.20
02	1,511.096	144,065,222	95,338	9,228,511	6,107	18,630,234	12,329	16.53
03	69.224	6,927,176	100,069	456,571	6,596	931,657	13,459	17.60
09	297.880	24,181,112	81,177	1,071,915	3,598	4,074,953	13,680	18.11
11	60.442	6,211,701	102,771	532,362	8,808	927,863	15,351	18.59
12	17.065	1,567,229	91,839	109,445	6,413	223,764	13,112	19.70
13	891.717	86,934,868	97,492	4,602,114	5,161	11,787,235	13,219	18.10
14	134.019	12,728,356	94,974	632,531	4,720	1,869,731	13,951	18.31
19	6.702	723,037	107,884	14,050	2,096	90,840	13,554	18.03
21	10,717.934	989,608,361	92,332	93,990,755	8,769	145,668,779	13,591	18.19
22	7.214	737,167	102,186	20,658	2,864	100,367	13,913	18.00
23	2.281	187,256	82,094	4,992	2,189	31,680	13,889	18.13
24	1,048.679	99,446,576	94,830	8,473,963	8,081	14,091,700	13,438	18.39
25	0.199	28,937	145,412			2,832	14,230	18.37
26	14.772	1,309,479	88,646	92,871	6,287	198,273	13,422	19.15
29	12.320	1,266,301	102,784	198	16	197,900	16,063	12.19
31	3,369.853	314,274,781	93,261	32,268,770	9,576	46,114,787	13,685	18.31
34	713.959	68,117,626	95,408	5,695,041	7,977	9,752,549	13,660	18.10
38	5.448	514,363	94,413	29,419	5,400	77,831	14,286	19.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
39	2.000	164,412	82,206	11,895	5,948	26,400	13,200	18.20
45	257.299	24,613,060	95,659	1,443,384	5,610	3,417,634	13,283	18.25
51	1,122.470	110,574,308	98,510	9,656,580	8,603	15,487,800	13,798	18.28
52	155.446	16,426,639	105,674	2,067,778	13,302	2,123,842	13,663	17.99
53	42.294	3,955,252	93,518	183,567	4,340	592,185	14,002	19.30
55	2,041.544	203,549,605	99,704	16,391,978	8,029	28,263,497	13,844	18.20
56	48.309	4,695,515	97,198	334,550	6,925	673,177	13,935	18.74
57	4.913	485,037	98,725	24,195	4,925	67,287	13,696	18.83
58	57.066	5,564,085	97,503	12,400,027	217,293	768,137	13,460	18.10
59	0.101	16,169	160,089	100	990	1,333	13,200	17.64
61	9.338	1,043,328	111,729	67,148	7,191	124,167	13,297	18.92
62	1.229	121,826	99,126	7,575	6,164	16,223	13,200	17.22
64	48.352	4,972,651	102,843	692,417	14,320	656,850	13,585	18.29
65	1,300.542	125,306,985	96,350	11,671,841	8,975	17,925,882	13,783	18.49
68	25.595	2,566,928	100,290	45,806	1,790	331,650	12,958	17.98
69	13.302	1,183,412	88,965	121,867	9,162	174,369	13,108	17.96
70	0.350	21,351	61,003			4,620	13,200	18.72
71	2.096	196,930	93,955	60,475	28,853	27,765	13,247	15.63
73	0.250	53,779	215,116	195,485	781,940	6,600	26,400	9.52
74	233.808	24,001,739	102,656	2,172,302	9,291	3,180,329	13,602	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
76	2.357	240,570	102,066	22,985	9,752	40,071	17,001	18.60
78	0.400	42,208	105,520	7,716	19,290	5,280	13,200	17.52
79	240.968	23,071,036	95,743	9,682,918	40,183	3,385,218	14,048	18.89
86	1.250	145,473	116,378	19,904	15,923	19,800	15,840	17.49
88	102.506	9,155,313	89,315	532,966	5,199	1,402,677	13,684	17.74
89	16.135	1,850,930	114,715	175,679	10,888	219,848	13,626	18.42
97	434.386	81,986,513	188,741	5,147,508	11,850	5,958,409	13,717	16.02
98	1.449	256,518	177,031	26,698	18,425	19,571	13,506	16.65
99	4.589	617,866	134,641	39,911	8,697	59,592	12,986	16.41
CP	14.200	2,145,429	151,087	157,447	11,088	176,113	12,402	20.20
SB				18,343				
K-12 Program 02 Instructional	1,411.361	128,624,486	91,135	1,326,227	940	17,290,124	12,251	16.55
Program 21 Instructional	10,242.653	921,497,058	89,967	92,652,542	9,046	140,238,876	13,692	18.39
Program 21 Administrative	294.433	48,507,487	164,749	1,241,165	4,215	3,984,158	13,532	17.14
K-12 Program 21 Instructional	9,426.863	848,561,989	90,015	7,406,895	786	129,041,311	13,689	18.37
Program 26, 56, and 59 Instructional	60.292	5,510,724	91,401	419,336	6,955	828,554	13,742	18.81
Program 26, 56, and 59 Administrative	2.890	510,439	176,622	8,185	2,832	44,230	15,304	18.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3,244.670	294,292,320	90,700	31,759,585	9,788	44,375,863	13,677	18.37
Program 31 Administrative	124.183	19,922,114	160,425	442,029	3,559	1,712,524	13,790	17.41
Program 34 Instructional	682.661	63,178,804	92,548	5,581,206	8,176	9,320,405	13,653	18.20
Program 34 Administrative	31.077	4,924,301	158,455	110,027	3,540	431,719	13,892	16.71
K-3 BEA Instructional	20,136.271	1,844,792,274	91,615	16,808,617	835	272,130,627	13,514	18.28
4-6 BEA Instructional	10,312.754	955,307,308	92,634	7,020,758	681	139,357,735	13,513	18.28
7-8 BEA Instructional	8,636.315	805,851,165	93,310	8,533,165	988	117,146,235	13,564	18.36
9-12 BEA Instructional	16,021.499	1,513,143,548	94,445	20,861,252	1,302	218,345,401	13,628	18.36
K-12 BEA Instructional	55,109.539	5,119,386,295	92,895	53,356,579	968	747,022,978	13,555	18.32
K-12 BEA Administrative	921.272	145,449,543	157,879	1,994,652	2,165	12,759,474	13,850	16.86
BEA	59,970.149	5,892,389,773	98,255	525,464,950	8,762	809,844,058	13,504	18.14
Instructional	72,905.310	6,755,865,606	92,666	672,480,523	9,224	990,821,964	13,591	18.33
Administrative	5,055.662	842,499,481	166,645	23,297,035	4,608	68,164,012	13,483	17.08
Other	266.290	22,529,864	84,606	4,195,519	15,755	3,440,521	12,920	18.27
Active	78,227.262	7,620,894,951	97,420	699,973,077	8,948	1,062,426,497	13,581	18.20
K-12 Program 21 Contracted	157.677	15,973,105	101,303			1,180,208	7,485	8.92
K-12 BEA Contracted	198.280	12,103,631	61,043			130,629	659	0.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	69.891	7,252,149	103,764	812,126	11,620	995,359	14,242	18.20
Certificated Total	78,679.680	7,660,259,810	97,360	700,785,203	8,907	1,064,968,089	13,535	18.16
Instructional for Funding Purposes	73,227.545	6,782,467,592	92,622	672,061,187	9,178	991,539,644	13,541	18.28
Instructional for Compliance Purposes	72,845.018	6,750,354,882	92,667	672,061,187	9,226	989,993,411	13,590	18.33
K-3 Program 01 Teacher	17,569.403	1,599,200,421	91,022	11,359,365	647	236,209,060	13,444	18.26
K-3 Program 21 Teacher	1,765.809	149,488,277	84,657	654,756	371	23,925,240	13,549	18.47
Grade T Program 09 Teacher	221.149	18,051,296	81,625	112,802	510	3,003,390	13,581	17.87

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	120.269	12,030,775	100,032	365,342	3,038	1,622,676	13,492	18.31
02	1.450	192,460	132,731	979	675	24,684	17,023	18.21
03	0.900	105,817	117,574			11,880	13,200	18.16
13	18.620	1,690,824	90,807			245,784	13,200	18.35
21	36.466	3,817,464	104,686	117,616	3,225	323,255	8,865	11.54
24	6.850	650,698	94,992			90,420	13,200	19.25
31	10.600	1,297,535	122,409	84,671	7,988	190,080	17,932	18.45
34	6.000	466,586	77,764	13,526	2,254	92,400	15,400	18.53
45	1.700	207,888	122,287	13,146	7,733	30,360	17,859	18.92
51	5.420	551,407	101,736			71,544	13,200	18.22
53	0.100	14,774	147,740			1,320	13,200	18.22
55	5.650	614,344	108,733	10,575	1,872	76,956	13,621	18.18
56	1.000	117,151	117,151	1,953	1,953	13,200	13,200	18.37
58				209,361				
65	3.300	304,609	92,306	4,823	1,462	43,560	13,200	18.53
74	0.480	61,443	128,006			6,336	13,200	17.64
88	6.309	575,270	91,182			95,845	15,192	18.41
89				3,034				
97	1.250	239,561	191,649			16,500	13,200	16.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	1.200	151,468	126,223			21,384	17,820	18.38
Program 21 Instructional	23.466	2,194,327	93,511	117,616	5,012	310,055	13,213	18.47
Program 21 Administrative	1.000	166,864	166,864			13,200	13,200	17.41
K-12 Program 21 Instructional	20.750	1,891,841	91,173	22,004	1,060	273,900	13,200	18.49
Program 26, 56, and 59 Instructional	1.000	117,151	117,151	1,953	1,953	13,200	13,200	18.37
Program 31 Instructional	9.900	1,180,730	119,266	84,671	8,553	180,840	18,267	18.54
Program 31 Administrative	0.700	116,805	166,864			9,240	13,200	17.41
Program 34 Instructional	5.800	433,213	74,692	13,526	2,332	89,760	15,476	18.61
Program 34 Administrative	0.200	33,373	166,865			2,640	13,200	17.41
K-3 BEA Instructional	49.655	4,624,377	93,130	7,391	149	680,011	13,695	18.48
4-6 BEA Instructional	13.914	1,316,788	94,638			183,665	13,200	18.37
7-8 BEA Instructional	27.420	2,629,087	95,882	29,109	1,062	383,064	13,970	18.36
9-12 BEA Instructional	39.850	4,156,286	104,298	93,924	2,357	592,284	14,863	18.37
K-12 BEA Instructional	130.839	12,726,538	97,269	139,714	1,068	1,839,024	14,056	18.40
K-12 BEA Administrative	7.500	1,176,866	156,915			99,000	13,200	17.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	142.169	14,540,622	102,277	477,664	3,360	1,988,580	13,987	18.31
Instructional	199.372	19,138,042	95,992	825,026	4,138	2,758,906	13,838	18.43
Administrative	14.992	2,344,291	156,369			197,894	13,200	17.66
Active	214.364	21,482,333	100,214	825,026	3,849	2,956,800	13,793	18.35
K-12 Program 21 Contracted	11.000	1,346,833	122,439					
Certificated Total	226.364	22,938,606	101,335	825,026	3,645	2,956,800	13,062	17.24
Instructional for Funding Purposes	210.372	20,477,164	97,338	823,073	3,912	2,745,706	13,052	17.19
Instructional for Compliance Purposes	198.372	19,020,891	95,885	823,073	4,149	2,745,706	13,841	18.44
K-3 Program 01 Teacher	45.805	4,244,006	92,654			629,191	13,736	18.48
K-3 Program 21 Teacher	1.860	170,090	91,446			24,552	13,200	18.50

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	27.912	2,618,113	93,799	106,174	3,804	384,912	13,790	17.97
13	2.000	213,560	106,780			39,600	19,800	18.13
21	2.450	197,782	80,727			13,200	5,388	6.94
31	3.670	331,149	90,231	28,768	7,839	48,444	13,200	17.96
34	0.670	60,768	90,699	2,867	4,279	8,844	13,200	17.95
51	0.125	10,413	83,304			3,300	26,400	18.38
52				16,094				
55	0.125	10,413	83,304			3,300	26,400	18.38
58				19,818				
74				3,381				
79				5,376				
97	1.000	147,187	147,187			13,200	13,200	17.31
Program 21 Instructional	1.000	74,532	74,532			13,200	13,200	18.09
K-12 Program 21 Instructional	1.000	74,532	74,532			13,200	13,200	18.09
Program 31 Instructional	3.670	331,149	90,231	20,768	5,659	48,444	13,200	17.96
Program 31 Administrative				8,000				
Program 34 Instructional	0.670	60,768	90,699	2,867	4,279	8,844	13,200	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	10.920	950,521	87,044	39,660	3,632	147,418	13,500	18.00
4-6 BEA Instructional	3.332	289,258	86,812	5,022	1,507	43,982	13,200	18.00
7-8 BEA Instructional	1.000	153,835	153,835	4,447	4,447	26,400	26,400	18.07
9-12 BEA Instructional	14.500	1,308,878	90,267	63,612	4,387	191,400	13,200	17.94
K-12 BEA Instructional	29.752	2,702,492	90,834	112,741	3,789	409,200	13,754	17.98
BEA	33.252	3,157,217	94,948	137,809	4,144	455,400	13,695	17.94
Instructional	33.002	3,011,410	91,249	166,009	5,030	468,600	14,199	17.99
Administrative	3.000	404,922	134,974	8,000	2,667	39,600	13,200	17.68
Other	0.500	49,803	99,606	8,469	16,938	6,600	13,200	17.91
Active	36.502	3,466,135	94,957	182,478	4,999	514,800	14,103	17.96
K-12 Program 21 Contracted	1.450	123,250	85,000					
Certificated Total	37.952	3,589,385	94,577	182,478	4,808	514,800	13,565	17.37
Instructional for Funding Purposes	34.452	3,134,660	90,986	166,009	4,819	468,600	13,602	17.33
Instructional for Compliance Purposes	33.002	3,011,410	91,249	166,009	5,030	468,600	14,199	17.99
K-3 Program 01 Teacher	10.920	950,521	87,044			147,418	13,500	18.00
K-3 Program 21 Teacher	0.668	49,788	74,533			8,818	13,200	18.09

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	9.881	731,733	74,055	33,718	3,412	141,240	14,294	29.21
13	0.250	11,854	47,416			6,600	26,400	18.30
21	1.300	90,625	69,712			17,160	13,200	17.87
31	0.500	28,823	57,646			6,600	13,200	18.17
55	0.250	11,854	47,416			6,600	26,400	18.30
97	1.140	59,543	52,231			19,800	17,368	18.28
Program 21 Instructional	1.000	58,115	58,115			13,200	13,200	17.97
Program 21 Administrative	0.300	32,510	108,367			3,960	13,200	17.68
K-12 Program 21 Instructional	1.000	58,115	58,115			13,200	13,200	17.97
Program 31 Administrative	0.500	28,823	57,646			6,600	13,200	18.17
K-3 BEA Instructional	2.533	162,412	64,118			35,548	14,034	17.94
4-6 BEA Instructional	3.576	285,132	79,735			49,315	13,791	15.11
7-8 BEA Instructional	3.072	208,332	67,816			47,137	15,344	58.83
K-12 BEA Instructional	9.181	655,876	71,438			132,000	14,378	30.47
K-12 BEA Administrative	0.500	28,823	57,646			6,600	13,200	18.17
BEA	11.521	820,099	71,183	33,718	2,927	167,640	14,551	27.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	10.681	737,699	69,066			158,400	14,830	28.97
Administrative	2.640	196,733	74,520	17,280	6,545	39,600	15,000	17.96
Other				16,438				
Active	13.321	934,432	70,147	33,718	2,531	198,000	14,864	26.61
Certificated Total	13.321	934,432	70,147	33,718	2,531	198,000	14,864	26.61
Instructional for Funding Purposes	10.681	737,699	69,066			158,400	14,830	28.97
Instructional for Compliance Purposes	10.681	737,699	69,066			158,400	14,830	28.97
K-3 Program 01 Teacher	2.533	162,412	64,118			35,548	14,034	17.94

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	134.229	14,613,352	108,869	1,168,804	8,708	1,815,660	13,527	22.62
02	2.200	219,799	99,909	23,524	10,693	29,040	13,200	22.64
21	22.103	2,388,207	108,049	41,814	1,892	310,200	14,034	22.57
24	2.000	233,985	116,993			26,400	13,200	22.71
31	5.779	576,482	99,755	12,252	2,120	81,840	14,162	22.78
34	1.300	150,655	115,888	3,387	2,605	17,160	13,200	22.71
51	2.000	218,619	109,310			26,400	13,200	22.73
52				58,900				
55	1.500	171,950	114,633	3,856	2,571	19,800	13,200	22.72
58	0.300	27,374	91,247			13,200	44,000	22.83
65	0.730	79,010	108,233	902	1,236	9,636	13,200	22.75
74	0.520	58,192	111,908			6,864	13,200	22.73
97	1.500	339,028	226,019	6,500	4,333	19,800	13,200	20.12
K-12 Program 02 Instructional	2.000	184,485	92,243	17,928	8,964	26,400	13,200	22.81
Program 21 Instructional	20.603	2,105,173	102,178	41,814	2,030	290,400	14,095	22.78
Program 21 Administrative	1.500	283,034	188,689			19,800	13,200	20.96
K-12 Program 21 Instructional	20.103	2,061,337	102,539	10,660	530	283,800	14,117	22.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	5.446	536,927	98,591	12,252	2,250	77,444	14,220	22.78
Program 31 Administrative	0.333	39,555	118,784			4,396	13,200	22.70
Program 34 Instructional	1.300	150,655	115,888	3,387	2,605	17,160	13,200	22.71
K-3 BEA Instructional	47.169	4,939,723	104,724	250,445	5,310	628,201	13,318	22.70
4-6 BEA Instructional	22.851	2,309,370	101,062	72,714	3,182	315,850	13,822	22.77
7-8 BEA Instructional	24.304	2,636,252	108,470	297,194	12,228	326,357	13,428	22.74
9-12 BEA Instructional	40.851	4,283,303	104,852	301,624	7,384	563,297	13,789	22.75
K-12 BEA Instructional	135.175	14,168,648	104,817	921,977	6,821	1,833,704	13,565	22.73
K-12 BEA Administrative	2.333	362,689	155,460			30,796	13,200	21.86
BEA	145.008	15,899,316	109,644	1,214,467	8,375	1,963,500	13,541	22.58
Instructional	162.828	17,062,951	104,791	1,297,489	7,968	2,226,404	13,673	22.74
Administrative	11.333	2,013,702	177,685	22,450	1,981	149,596	13,200	21.22
Active	174.161	19,076,653	109,535	1,319,939	7,579	2,376,000	13,643	22.59
Certificated Total	174.161	19,076,653	109,535	1,319,939	7,579	2,376,000	13,643	22.59
Instructional for Funding Purposes	162.828	17,062,951	104,791	1,297,489	7,968	2,226,404	13,673	22.74
Instructional for Compliance Purposes	162.828	17,062,951	104,791	1,297,489	7,968	2,226,404	13,673	22.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	45.164	4,754,708	105,277	247,217	5,474	596,165	13,200	22.69
K-3 Program 21 Teacher	2.197	219,010	99,686			33,370	15,189	22.77

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	256.044	29,305,884	114,456	2,886,926	11,275	3,391,582	13,246	17.58
02	9.556	891,954	93,340	73,109	7,651	131,419	13,753	17.62
03	1.380	133,135	96,475	12,731	9,225	18,216	13,200	17.75
21	49.340	5,124,304	103,857	661,465	13,406	660,000	13,377	17.42
24	6.500	708,572	109,011	109,951	16,916	92,400	14,215	17.73
31	19.630	2,151,042	109,579	303,507	15,461	259,116	13,200	17.55
34	2.100	183,582	87,420	26,431	12,586	27,720	13,200	17.88
51	2.500	241,960	96,784	24,930	9,972	33,000	13,200	17.86
52	0.496	63,253	127,526	44,914	90,552	6,547	13,200	17.68
55	7.400	785,305	106,122	80,923	10,936	100,320	13,557	17.83
58				136,326				
64	0.470	54,031	114,960	5,567	11,845	6,204	13,200	17.80
65	1.530	175,731	114,857	18,107	11,835	20,196	13,200	17.80
74	1.000	115,167	115,167	11,867	11,867	13,200	13,200	17.80
78	0.400	42,208	105,520	7,716	19,290	5,280	13,200	17.52
97	2.500	567,328	226,931	2,500	1,000	33,000	13,200	15.25
98	0.500	92,197	184,394			6,600	13,200	16.22
K-12 Program 02 Instructional	8.556	709,494	82,924	73,109	8,545	118,219	13,817	17.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	47.400	4,777,803	100,798	661,465	13,955	633,600	13,367	17.48
Program 21 Administrative	1.940	346,501	178,609			26,400	13,608	16.54
K-12 Program 21 Instructional	45.400	4,576,974	100,814	633,088	13,945	607,200	13,374	17.47
Program 31 Instructional	18.730	1,985,087	105,984	303,507	16,204	247,236	13,200	17.64
Program 31 Administrative	0.900	165,955	184,394			11,880	13,200	16.22
Program 34 Instructional	2.100	183,582	87,420	26,431	12,586	27,720	13,200	17.88
K-3 BEA Instructional	94.656	10,138,466	107,109	1,052,486	11,119	1,253,736	13,245	17.77
4-6 BEA Instructional	40.560	4,350,359	107,257	447,310	11,028	535,920	13,213	17.78
7-8 BEA Instructional	53.382	5,716,476	107,086	624,545	11,700	708,998	13,282	17.72
9-12 BEA Instructional	78.512	8,546,308	108,854	1,159,397	14,767	1,038,998	13,234	17.66
K-12 BEA Instructional	267.110	28,751,609	107,640	3,283,738	12,294	3,537,653	13,244	17.73
K-12 BEA Administrative	14.000	2,498,897	178,493			184,800	13,200	16.38
BEA Instructional	291.210	33,232,925	114,120	3,305,204	11,350	3,861,053	13,259	17.54
BEA Administrative	26.540	4,920,014	185,381	2,500	94	356,400	13,429	16.24
Active	361.346	40,635,653	112,456	4,406,970	12,196	4,804,800	13,297	17.54
Certificated Total	361.346	40,635,653	112,456	4,406,970	12,196	4,804,800	13,297	17.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	334.806	35,715,639	106,676	4,404,470	13,155	4,448,400	13,287	17.70
Instructional for Compliance Purposes	334.806	35,715,639	106,676	4,404,470	13,155	4,448,400	13,287	17.70
K-3 Program 01 Teacher	84.060	9,015,222	107,247	921,791	10,966	1,111,757	13,226	17.77
K-3 Program 21 Teacher	7.398	714,912	96,636	93,207	12,599	97,654	13,200	17.80

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	32.104	2,848,698	88,733	166,385	5,183	415,628	12,946	19.09
09	1.000	81,040	81,040	66,576	66,576	13,200	13,200	19.12
13	4.000	226,340	56,585	58,824	14,706	52,800	13,200	20.10
21	4.301	317,006	73,705	13,795	3,207	59,413	13,814	19.43
24	0.400	65,820	164,550			5,280	13,200	18.59
31	2.794	262,531	93,962	41,485	14,848	36,881	13,200	18.94
34	0.218	21,059	96,601	634	2,908	2,878	13,200	18.10
51	0.550	53,720	97,673	758	1,378	7,260	13,200	19.12
52				16,981				
55	0.550	53,722	97,676	2,274	4,135	7,260	13,200	19.12
58				18,280				
74				6,000				
97	0.500	82,276	164,552			6,600	13,200	18.59
Program 21 Instructional	4.301	317,006	73,705	13,795	3,207	59,413	13,814	19.43
K-12 Program 21 Instructional	4.301	317,006	73,705	11,201	2,604	59,413	13,814	19.43
Program 31 Instructional	2.633	242,723	92,185	41,485	15,756	34,756	13,200	18.98
Program 31 Administrative	0.161	19,808	123,031			2,125	13,200	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.200	19,044	95,220	634	3,170	2,640	13,200	18.01
Program 34 Administrative	0.018	2,015	111,944			238	13,200	19.06
K-3 BEA Instructional	10.499	902,131	85,925	27,439	2,613	125,387	11,943	19.24
4-6 BEA Instructional	5.630	470,194	83,516	7,374	1,310	74,316	13,200	19.23
7-8 BEA Instructional	4.093	357,244	87,282	76,894	18,787	55,044	13,448	19.11
9-12 BEA Instructional	11.894	1,034,153	86,947	43,365	3,646	161,040	13,540	18.92
K-12 BEA Instructional	32.116	2,763,722	86,054	155,072	4,828	415,787	12,946	19.10
K-12 BEA Administrative	3.000	368,566	122,855			39,600	13,200	18.79
BEA	35.616	3,214,564	90,256	208,504	5,854	461,987	12,971	19.05
Instructional	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20
Administrative	4.000	533,118	133,280			52,800	13,200	18.73
Active	46.417	4,012,212	86,438	391,992	8,445	607,200	13,081	19.14
Certificated Total	46.417	4,012,212	86,438	391,992	8,445	607,200	13,081	19.14
Instructional for Funding Purposes	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20
Instructional for Compliance Purposes	42.417	3,479,094	82,021	391,992	9,241	554,400	13,070	19.20
K-3 Program 01 Teacher	10.000	855,455	85,546	19,642	1,964	118,800	11,880	19.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.500	30,517	61,034			6,600	13,200	20.00

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	952.455	90,856,395	95,392	14,270,373	14,983	12,823,166	13,463	17.77
02	8.050	844,436	104,899	114,852	14,267	108,900	13,528	17.91
09	7.000	642,213	91,745	92,406	13,201	92,400	13,200	17.91
14	1.000	81,812	81,812	10,689	10,689	13,200	13,200	17.92
21	180.385	16,190,287	89,754	3,170,130	17,574	2,466,169	13,672	17.84
24	9.135	1,036,958	113,515	148,717	16,280	121,440	13,294	17.59
31	42.100	3,983,881	94,629	753,945	17,908	567,310	13,475	17.83
34	9.450	986,647	104,407	169,192	17,904	124,740	13,200	17.68
51	19.481	2,049,541	105,207	287,441	14,755	261,479	13,422	17.77
52	2.227	298,051	133,835	33,309	14,957	29,396	13,200	17.03
55	38.988	4,080,414	104,658	599,224	15,369	524,555	13,454	17.82
58				5,000				
64	1.194	127,498	106,782	14,224	11,913	15,761	13,200	17.91
65	59.132	4,914,671	83,114	695,626	11,764	792,026	13,394	17.79
68	0.200	22,079	110,395	3,735	18,675	2,640	13,200	17.91
69	1.000	110,396	110,396	50,792	50,792	13,200	13,200	17.85
74	2.788	292,069	104,759	40,581	14,556	36,802	13,200	17.72
79	0.680	69,018	101,497	8,131	11,957	15,576	22,906	17.43
97	4.200	927,614	220,860	164,489	39,164	55,440	13,200	15.42

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
98	0.250	51,997	207,988	7,115	28,460	3,300	13,200	15.83
99	0.250	51,997	207,988	7,115	28,460	3,300	13,200	15.83
K-12 Program 02 Instructional	7.250	704,004	97,104			95,700	13,200	17.91
Program 21 Instructional	177.351	15,688,074	88,458	3,114,224	17,560	2,430,120	13,702	17.88
Program 21 Administrative	2.634	482,129	183,041	55,906	21,225	36,049	13,686	16.61
K-12 Program 21 Instructional	160.468	14,244,061	88,766	22,079	138	2,187,240	13,630	17.88
Program 31 Instructional	40.299	3,672,856	91,140	717,336	17,800	543,536	13,488	17.91
Program 31 Administrative	1.801	311,025	172,696	36,609	20,327	23,773	13,200	16.81
Program 34 Instructional	7.800	711,260	91,187	139,812	17,925	102,960	13,200	17.91
Program 34 Administrative	1.650	275,387	166,901	29,380	17,806	21,780	13,200	17.05
K-3 BEA Instructional	346.854	31,142,929	89,787			4,778,189	13,776	17.83
4-6 BEA Instructional	156.675	14,124,357	90,151			2,091,540	13,350	17.91
7-8 BEA Instructional	164.462	14,707,367	89,427			2,212,109	13,451	17.85
9-12 BEA Instructional	267.185	24,743,488	92,608			3,574,652	13,379	17.91
K-12 BEA Instructional	935.176	84,718,141	90,591			12,656,490	13,534	17.87
BEA	1,016.255	97,598,973	96,038	15,472,851	15,225	13,679,556	13,461	17.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	1,245.381	112,633,043	90,441	18,912,875	15,186	16,896,000	13,567	17.88
Administrative	87.650	14,493,533	165,357	1,714,844	19,565	1,164,240	13,283	17.04
Other	6.934	491,398	70,868	19,367	2,793	10,560	1,523	12.08
Active	1,339.965	127,617,974	95,240	20,647,086	15,409	18,070,800	13,486	17.76
Certificated Total	1,339.965	127,617,974	95,240	20,647,086	15,409	18,070,800	13,486	17.76
Instructional for Funding Purposes	1,245.381	112,633,043	90,441	18,912,875	15,186	16,896,000	13,567	17.88
Instructional for Compliance Purposes	1,245.381	112,633,043	90,441	18,912,875	15,186	16,896,000	13,567	17.88
K-3 Program 01 Teacher	299.089	26,487,040	88,559			4,055,014	13,558	17.80
K-3 Program 21 Teacher	27.156	2,157,308	79,441			352,598	12,984	17.80
Grade T Program 09 Teacher	7.000	642,213	91,745			92,400	13,200	17.91

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	182.021	19,587,425	107,611	1,409,787	7,745	2,553,065	14,026	18.38
02	1.816	163,363	89,958	7,400	4,075	31,944	17,590	18.57
21	34.254	3,562,044	103,989	125,251	3,657	477,906	13,952	19.24
24	3.600	422,805	117,446			47,520	13,200	17.96
31	16.844	1,731,648	102,805	113,140	6,717	233,323	13,852	17.83
34	3.200	314,078	98,149	24,155	7,548	43,230	13,509	17.97
51	0.720	86,585	120,257	1,444	2,006	9,504	13,200	17.95
52	0.200	24,052	120,260			3,300	16,500	18.02
55	1.170	140,705	120,261	8,361	7,146	15,444	13,200	17.94
58				23,900				
65	0.400	32,397	80,993	675	1,688	6,600	16,500	18.21
74	0.904	82,160	90,885	2,908	3,217	10,164	11,243	20.75
97	2.000	408,328	204,164	19,264	9,632	26,400	13,200	16.29
K-12 Program 02 Instructional	1.656	135,799	82,004	3,136	1,894	29,832	18,014	18.77
Program 21 Instructional	32.254	3,240,340	100,463	125,251	3,883	451,506	13,998	19.36
Program 21 Administrative	2.000	321,704	160,852			26,400	13,200	17.95
K-12 Program 21 Instructional	28.961	2,869,367	99,077	97,084	3,352	406,085	14,022	19.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	15.844	1,557,240	98,286	113,140	7,141	220,123	13,893	17.87
Program 31 Administrative	1.000	174,408	174,408			13,200	13,200	17.42
Program 34 Instructional	3.000	282,734	94,245	24,155	8,052	40,590	13,530	17.97
Program 34 Administrative	0.200	31,344	156,720			2,640	13,200	17.98
K-3 BEA Instructional	62.027	6,258,687	100,903	447,052	7,207	893,495	14,405	18.79
4-6 BEA Instructional	38.154	3,912,756	102,552	145,611	3,816	522,034	13,682	18.44
7-8 BEA Instructional	28.380	2,985,733	105,206	180,944	6,376	395,459	13,934	17.91
9-12 BEA Instructional	63.320	6,564,003	103,664	398,049	6,286	892,175	14,090	18.04
K-12 BEA Instructional	191.881	19,721,179	102,778	1,171,656	6,106	2,703,162	14,088	18.34
K-12 BEA Administrative	8.800	1,510,618	171,661	584	66	116,160	13,200	18.65
BEA	205.881	22,204,842	107,853	1,573,746	7,644	2,887,962	14,027	18.30
Instructional	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	18.47
Administrative	16.000	2,805,367	175,335	21,048	1,316	211,200	13,200	17.95
Active	247.129	26,555,590	107,456	1,736,285	7,026	3,458,400	13,994	18.42
Certificated Total	247.129	26,555,590	107,456	1,736,285	7,026	3,458,400	13,994	18.42
Instructional for Funding Purposes	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	18.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	231.129	23,750,223	102,757	1,715,237	7,421	3,247,200	14,049	18.47
K-3 Program 01 Teacher	52.424	5,285,506	100,822	198,147	3,780	747,094	14,251	18.93
K-3 Program 21 Teacher	5.340	474,250	88,811			72,125	13,507	19.87

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	533.153	50,272,285	94,292	4,770,226	8,947	7,060,456	13,243	17.95
02	87.611	8,886,434	101,431	756,849	8,639	1,166,576	13,315	17.89
03	0.590	57,169	96,897	3,657	6,198	7,788	13,200	17.77
09	2.000	161,275	80,638	9,185	4,593	26,400	13,200	17.97
13	26.000	3,482,685	133,949	183,329	7,051	343,200	13,200	17.73
21	136.673	11,885,004	86,959	1,704,452	12,471	1,816,320	13,290	17.94
31	51.573	4,630,951	89,794	930,399	18,040	712,444	13,814	17.91
34	3.300	288,236	87,344	28,947	8,772	43,560	13,200	18.02
38	1.177	99,532	84,564			15,536	13,200	17.87
51	7.500	783,784	104,505	98,013	13,068	99,000	13,200	17.87
52	1.000	108,917	108,917	21,889	21,889	13,200	13,200	17.85
55	13.500	1,396,985	103,480	133,773	9,909	178,200	13,200	17.88
58				270,557				
64	1.000	98,712	98,712	16,192	16,192	13,200	13,200	17.88
65	8.500	750,205	88,259	57,239	6,734	112,200	13,200	17.96
74	1.600	149,764	93,603	16,703	10,439	21,120	13,200	17.91
79				1,567				
97	4.750	908,100	191,179	18,300	3,853	62,700	13,200	16.61
99	0.250	42,068	168,272			3,300	13,200	17.39

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	82.681	8,091,738	97,867	164,416	1,989	1,101,500	13,322	17.93
Program 21 Instructional	129.673	11,195,324	86,335	1,654,918	12,762	1,723,920	13,294	17.94
Program 21 Administrative	2.000	334,169	167,085	49,534	24,767	26,400	13,200	17.48
K-12 Program 21 Instructional	123.573	10,656,869	86,239	79,285	642	1,643,400	13,299	17.95
Program 31 Instructional	48.673	4,222,757	86,758	928,479	19,076	674,164	13,851	17.92
Program 31 Administrative	2.900	408,194	140,757	1,920	662	38,280	13,200	17.69
Program 34 Instructional	3.200	271,409	84,815	28,947	9,046	42,240	13,200	18.05
Program 34 Administrative	0.100	16,827	168,270			1,320	13,200	17.43
K-3 BEA Instructional	217.618	19,387,035	89,087	264,793	1,217	2,880,412	13,236	17.95
4-6 BEA Instructional	127.744	11,917,689	93,294	175,643	1,375	1,687,910	13,213	17.97
7-8 BEA Instructional	99.641	9,072,408	91,051	233,689	2,345	1,322,521	13,273	18.00
9-12 BEA Instructional	197.224	18,580,208	94,209	478,208	2,425	2,651,180	13,442	17.96
K-12 BEA Instructional	642.227	58,957,340	91,801	1,152,333	1,794	8,542,024	13,301	17.96
K-12 BEA Administrative	3.000	513,943	171,314	8,760	2,920	39,600	13,200	17.27
BEA Instructional	680.977	65,043,175	95,514	6,508,378	9,557	9,053,524	13,295	17.92
BEA Instructional	814.177	74,174,716	91,104	8,815,617	10,828	10,824,000	13,294	17.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	59.000	9,311,257	157,818	202,974	3,440	778,800	13,200	17.54
Other	1.000	57,872	57,872	2,686	2,686	13,200	13,200	18.21
Active	874.177	83,543,845	95,569	9,021,277	10,320	11,616,000	13,288	17.91
K-12 Program 21 Contracted	5.000	355,511	71,102			66,000	13,200	18.17
On Leave	1.000	102,750	102,750			13,200	13,200	17.84
Certificated Total	880.177	84,002,106	95,438	9,021,277	10,249	11,695,200	13,287	17.92
Instructional for Funding Purposes	819.177	74,530,227	90,982	8,815,617	10,762	10,890,000	13,294	17.96
Instructional for Compliance Purposes	814.177	74,174,716	91,104	8,815,617	10,828	10,824,000	13,294	17.96
K-3 Program 01 Teacher	185.885	16,513,317	88,836	248,773	1,338	2,458,896	13,228	17.95
K-3 Program 21 Teacher	20.033	1,500,417	74,897	9,217	460	264,660	13,211	18.00

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	970.381	107,667,331	110,954	10,686,311	11,012	12,172,296	12,544	18.99
02	3.700	371,448	100,391	66,608	18,002	46,170	12,478	19.53
13	25.698	2,211,034	86,039	262,667	10,221	326,243	12,695	19.03
14	8.000	739,454	92,432	58,778	7,347	98,496	12,312	19.13
21	237.313	22,120,492	93,212	2,591,932	10,922	2,967,881	12,506	18.78
24	23.996	2,414,185	100,608	286,232	11,928	295,439	12,312	19.35
31	30.500	3,043,419	99,784	471,929	15,473	396,446	12,998	18.67
34	11.918	1,069,856	89,768	136,084	11,418	145,676	12,223	17.62
51	12.400	1,106,892	89,265	113,866	9,183	153,900	12,411	18.64
52	0.800	92,077	115,096	9,338	11,673	9,850	12,312	18.97
55	13.122	1,282,289	97,721	122,454	9,332	188,226	14,344	18.81
58	1.700	238,909	140,535	20,388	11,993	20,930	12,312	18.08
64	2.696	274,582	101,848	39,225	14,549	35,656	13,225	18.50
65	34.233	3,534,264	103,241	274,889	8,030	412,784	12,058	19.21
73				3,500				
74	4.995	613,563	122,835	64,156	12,844	61,486	12,310	18.56
79	5.100	486,620	95,416	27,608	5,413	62,791	12,312	18.34
88	1.998	285,724	143,005	24,812	12,418	24,599	12,312	19.86
97	2.000	860,775	430,388	89,263	44,632	24,624	12,312	17.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
CP		119,255		17,700				
K-12 Program 02 Instructional	3.700	371,448	100,391			46,170	12,478	19.53
Program 21 Instructional	237.313	21,236,620	89,488	2,584,732	10,892	2,967,881	12,506	18.78
Program 21 Administrative		883,872		7,200				
K-12 Program 21 Instructional	235.313	21,072,902	89,553			2,930,945	12,456	18.76
Program 31 Instructional	30.500	2,899,974	95,081	471,929	15,473	396,446	12,998	18.67
Program 31 Administrative		143,445						
Program 34 Instructional	11.918	1,069,856	89,768	136,084	11,418	145,676	12,223	17.62
K-3 BEA Instructional	327.943	31,916,836	97,324			4,105,720	12,520	18.66
4-6 BEA Instructional	185.949	18,414,971	99,032			2,342,210	12,596	18.63
7-8 BEA Instructional	159.613	15,337,170	96,090			2,003,618	12,553	19.01
9-12 BEA Instructional	340.994	33,742,066	98,952			4,272,104	12,528	19.41
K-12 BEA Instructional	1,014.499	99,411,043	97,990			12,723,652	12,542	18.97
BEA	1,018.499	113,012,829	110,960	11,450,195	11,242	12,785,212	12,553	18.97
Instructional	1,387.550	133,171,145	95,976	14,844,872	10,699	17,406,558	12,545	18.94
Administrative		15,126,271		500,500				
Other	1.000	43,448	43,448	7,715	7,715	12,312	12,312	19.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,388.550	148,340,864	106,831	15,353,087	11,057	17,418,870	12,545	18.94
On Leave	2.000	191,305	95,653	14,653	7,327	24,624	12,312	17.64
Certificated Total	1,390.550	148,532,169	106,815	15,367,740	11,052	17,443,494	12,544	18.94
Instructional for Funding Purposes	1,387.550	133,171,145	95,976	14,844,872	10,699	17,406,558	12,545	18.94
Instructional for Compliance Purposes	1,387.550	133,171,145	95,976	14,844,872	10,699	17,406,558	12,545	18.94
K-3 Program 01 Teacher	268.125	26,232,472	97,837			3,332,588	12,429	18.62
K-3 Program 21 Teacher	38.286	3,178,334	83,016			474,701	12,399	19.31

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	559.920	61,816,692	110,403	3,825,643	6,832	7,749,353	13,840	17.90
02	15.206	1,870,149	122,988	53,650	3,528	219,278	14,421	17.69
09	18.050	1,528,634	84,689	48,103	2,665	238,260	13,200	19.58
21	127.284	12,496,252	98,176	689,093	5,414	1,790,655	14,068	18.49
24	15.994	1,651,221	103,240	86,062	5,381	232,241	14,520	18.75
31	43.028	4,209,841	97,840	110,365	2,565	646,457	15,024	18.48
34	4.087	389,264	95,244	12,575	3,077	65,316	15,981	18.79
38	0.334	39,625	118,638			4,409	13,200	18.11
51	13.482	1,554,323	115,289	36,326	2,694	189,592	14,063	18.07
52	1.350	169,248	125,369	5,374	3,981	19,800	14,667	17.80
55	19.879	2,073,987	104,331	73,427	3,694	293,977	14,788	18.55
58	0.604	55,417	91,750	1,973	3,267	4,409	7,299	17.95
65	15.132	1,659,788	109,687	69,052	4,563	228,796	15,120	17.86
71	0.867	96,248	111,013	3,091	3,565	14,084	16,245	18.60
74	2.143	246,417	114,987	20,344	9,493	29,713	13,865	18.25
79	2.099	231,616	110,346	6,732	3,207	34,201	16,294	21.13
97	3.800	824,443	216,959	44,600	11,737	50,160	13,200	15.07
K-12 Program 02 Instructional	14.206	1,700,218	119,683	4,595	323	206,078	14,506	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
Program 21 Instructional	125.281	12,146,583	96,955	689,093	5,500	1,775,255	14,170	18.55
Program 21 Administrative	2.003	349,669	174,573			15,400	7,688	16.24
K-12 Program 21 Instructional	122.866	11,943,452	97,207	53,127	432	1,743,377	14,189	18.56
Program 31 Instructional	41.848	4,012,805	95,890	110,365	2,637	630,881	15,076	18.19
Program 31 Administrative	1.180	197,036	166,980			15,576	13,200	24.79
Program 34 Instructional	4.087	389,264	95,244	12,575	3,077	65,316	15,981	18.79
K-3 BEA Instructional	201.823	20,972,128	103,913	76,684	380	2,741,055	13,581	18.13
4-6 BEA Instructional	110.641	11,926,853	107,798	9,191	83	1,506,252	13,614	17.93
7-8 BEA Instructional	88.422	9,216,574	104,234	20,058	227	1,241,451	14,040	18.08
9-12 BEA Instructional	173.663	18,326,358	105,528	53,541	308	2,551,811	14,694	18.15
K-12 BEA Instructional	576.537	60,633,853	105,169	159,474	277	8,068,368	13,995	18.09
K-12 BEA Administrative	15.900	2,682,159	168,689	3,000	189	209,880	13,200	16.41
BEA	626.041	69,110,389	110,393	4,046,833	6,464	8,730,564	13,946	17.90
Instructional	785.652	81,173,446	103,320	4,923,718	6,267	11,047,304	14,061	18.23
Administrative	53.941	9,291,335	172,250	147,915	2,742	712,800	13,214	16.51
Other	2.666	323,015	121,161	14,777	5,543	37,396	14,027	17.81
Active	842.259	90,787,796	107,791	5,086,410	6,039	11,797,500	14,007	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	125,369	125,369			13,200	13,200	17.79
Certificated Total	843.259	90,913,165	107,812	5,086,410	6,032	11,810,700	14,006	18.05
Instructional for Funding Purposes	785.652	81,173,446	103,320	4,923,718	6,267	11,047,304	14,061	18.23
Instructional for Compliance Purposes	785.652	81,173,446	103,320	4,923,718	6,267	11,047,304	14,061	18.23
K-3 Program 01 Teacher	167.545	17,168,101	102,469	37,592	224	2,285,655	13,642	18.14
K-3 Program 21 Teacher	24.983	2,388,292	95,597			334,052	13,371	18.58
Grade T Program 09 Teacher	18.050	1,528,634	84,689			238,260	13,200	19.58

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	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
K-3 BEA Instructional	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.59
4-6 BEA Instructional	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.59
K-12 BEA Instructional	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
BEA	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
Instructional	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
Active	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
Certificated Total	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
Instructional for Funding Purposes	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
Instructional for Compliance Purposes	2.000	140,000	70,000	5,186	2,593	26,400	13,200	17.59
K-3 Program 01 Teacher	1.000	70,000	70,000	2,593	2,593	13,200	13,200	17.59

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	986.889	91,602,176	92,819	5,709,273	5,785	13,103,191	13,277	8.59
02	38.200	4,000,989	104,738	208,276	5,452	504,240	13,200	8.40
03	8.000	615,394	76,924			105,600	13,200	8.78
09	4.332	352,609	81,396	23,392	5,400	57,182	13,200	8.69
13	5.000	555,154	111,031	35,432	7,086	66,000	13,200	8.60
14	3.800	336,413	88,530	22,680	5,968	50,160	13,200	8.68
21	190.689	16,031,614	84,072	914,281	4,795	2,526,942	13,252	8.67
24	12.200	1,062,384	87,081	60,480	4,957	161,040	13,200	8.66
31	61.557	5,422,321	88,086	357,775	5,812	853,697	13,868	8.63
34	15.460	1,473,889	95,336	89,379	5,781	206,712	13,371	8.59
45	15.000	1,277,487	85,166	91,043	6,070	198,000	13,200	9.02
51	15.285	1,630,212	106,654	84,971	5,559	201,762	13,200	8.55
52	4.000	421,686	105,422	21,600	5,400	52,800	13,200	8.55
55	36.385	3,488,018	95,864	195,671	5,378	488,862	13,436	8.57
58	1.000	105,077	105,077	5,400	5,400	13,200	13,200	8.55
64	1.000	108,124	108,124	5,400	5,400	13,200	13,200	8.54
65	16.000	1,432,935	89,558	84,616	5,289	211,200	13,200	8.67
68	0.780	72,221	92,591	4,212	5,400	10,296	13,200	8.62
74	7.000	730,759	104,394	37,800	5,400	92,400	13,200	8.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	0.800	66,039	82,549	4,320	5,400	10,560	13,200	8.69
88	8.733	685,479	78,493	47,158	5,400	115,276	13,200	8.73
97	1.400	343,603	245,431	34,598	24,713	18,480	13,200	5.72
K-12 Program 02 Instructional	35.100	3,508,546	99,959			463,320	13,200	8.46
Program 21 Instructional	167.635	13,879,365	82,795	836,110	4,988	2,224,662	13,271	8.70
Program 21 Administrative	8.054	1,119,018	138,939	78,171	9,706	104,280	12,948	8.26
K-12 Program 21 Instructional	154.200	12,839,383	83,264			2,047,320	13,277	8.69
Program 31 Instructional	60.557	5,256,087	86,796	345,829	5,711	840,497	13,879	8.65
Program 31 Administrative	1.000	166,234	166,234	11,946	11,946	13,200	13,200	7.84
Program 34 Instructional	14.060	1,279,056	90,971	74,790	5,319	188,232	13,388	8.64
Program 34 Administrative	1.400	194,833	139,166	14,589	10,421	18,480	13,200	8.25
K-3 BEA Instructional	392.815	34,498,262	87,823			5,191,996	13,217	8.65
4-6 BEA Instructional	207.305	17,953,465	86,604			2,754,272	13,286	8.66
7-8 BEA Instructional	140.164	12,683,771	90,492			1,877,779	13,397	8.63
9-12 BEA Instructional	282.072	24,875,020	88,187	13,300	47	3,791,093	13,440	8.66
K-12 BEA Instructional	1,022.356	90,010,518	88,042	13,300	13	13,615,140	13,317	8.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	28.000	4,182,645	149,380	36,581	1,306	369,600	13,200	8.30
BEA	1,126.506	104,735,859	92,974	6,490,344	5,761	14,989,920	13,307	8.58
Instructional	1,302.356	114,417,289	87,854	6,975,770	5,356	17,331,600	13,308	8.65
Administrative	106.154	15,577,618	146,745	1,061,987	10,004	1,399,200	13,181	8.13
Active	1,408.510	129,994,907	92,292	8,037,757	5,707	18,730,800	13,298	8.59
K-12 Program 21 Contracted	11.800	810,175	68,659			155,760	13,200	8.82
K-12 BEA Contracted	9.000	674,024	74,892			118,800	13,200	8.80
On Leave	1.000	112,421	112,421			13,200	13,200	8.52
Certificated Total	1,433.510	131,814,583	91,952	8,037,757	5,607	19,060,800	13,297	8.59
Instructional for Funding Purposes	1,326.356	116,124,544	87,552	6,975,770	5,259	17,648,400	13,306	8.66
Instructional for Compliance Purposes	1,302.356	114,417,289	87,854	6,975,770	5,356	17,331,600	13,308	8.65
K-3 Program 01 Teacher	343.072	29,792,978	86,842			4,533,408	13,214	8.66
K-3 Program 21 Teacher	36.871	3,020,711	81,926			486,697	13,200	8.69
Grade T Program 09 Teacher	4.332	352,609	81,396			57,182	13,200	8.69

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	13.700	1,156,157	84,391	250	18	184,800	13,489	17.71
97	0.500	71,353	142,706	125	250	6,600	13,200	17.71
99	0.500	71,353	142,706	125	250	6,600	13,200	17.71
K-3 BEA Instructional	3.890	303,170	77,936			53,328	13,709	17.71
4-6 BEA Instructional	1.970	170,060	86,325			27,984	14,205	17.71
7-8 BEA Instructional	2.330	191,832	82,331			30,756	13,200	17.71
9-12 BEA Instructional	4.510	348,389	77,248			59,532	13,200	17.70
K-12 BEA Instructional	12.700	1,013,451	79,799			171,600	13,512	17.71
BEA	14.200	1,227,510	86,444	375	26	191,400	13,479	17.71
Instructional	12.700	1,013,451	79,799			171,600	13,512	17.71
Administrative	1.500	214,059	142,706	375	250	19,800	13,200	17.71
Other	0.500	71,353	142,706	125	250	6,600	13,200	17.71
Active	14.700	1,298,863	88,358	500	34	198,000	13,469	17.71
Certificated Total	14.700	1,298,863	88,358	500	34	198,000	13,469	17.71
Instructional for Funding Purposes	12.700	1,013,451	79,799			171,600	13,512	17.71
Instructional for Compliance Purposes	12.700	1,013,451	79,799			171,600	13,512	17.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	3.890	303,170	77,936			53,328	13,709	17.71

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	96.403	9,870,270	102,386	578,468	6,001	1,439,248	14,929	17.87
02	2.015	190,386	94,484	13,002	6,453	39,959	19,831	15.64
03	0.060	6,909	115,150	380	6,333	882	14,695	17.88
09	3.450	264,001	76,522	14,383	4,169	57,555	16,683	17.89
21	22.427	2,044,982	91,184	127,452	5,683	329,959	14,713	17.77
24	3.250	310,480	95,532	19,648	6,046	47,759	14,695	17.88
31	5.950	620,025	104,206	54,454	9,152	87,442	14,696	17.87
34	1.834	182,004	99,239	15,018	8,189	26,951	14,695	17.88
51	1.750	188,828	107,902	11,235	6,420	25,716	14,695	17.88
52	0.100	9,887	98,870	695	6,950	2,454	24,541	17.89
55	5.000	567,868	113,574	23,636	4,727	73,515	14,703	17.88
65	2.000	172,871	86,436	9,594	4,797	29,390	14,695	17.88
74	0.200	31,000	155,000	13,347	66,735	2,946	14,731	17.74
79	0.250	24,729	98,916	12,139	48,556	6,128	24,511	17.89
89				2,400				
97	1.400	288,069	205,764	15,573	11,124	20,623	14,731	16.18
K-12 Program 02 Instructional	1.815	159,386	87,816			37,013	20,393	15.24
Program 21 Instructional	21.577	1,913,232	88,670	119,917	5,558	317,438	14,712	17.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.850	131,750	155,000	7,535	8,865	12,521	14,731	17.74
K-12 Program 21 Instructional	19.356	1,723,290	89,031	4,821	249	285,004	14,724	17.77
Program 31 Instructional	5.750	589,025	102,439	52,732	9,171	84,496	14,695	17.88
Program 31 Administrative	0.200	31,000	155,000	1,722	8,610	2,946	14,731	17.74
Program 34 Instructional	1.834	182,004	99,239	15,018	8,189	26,951	14,695	17.88
K-3 BEA Instructional	32.975	2,967,474	89,992			499,487	15,147	17.78
4-6 BEA Instructional	20.993	2,105,800	100,310			312,282	14,876	17.86
7-8 BEA Instructional	14.544	1,444,224	99,300			218,087	14,995	17.84
9-12 BEA Instructional	29.300	3,077,421	105,031			440,150	15,022	17.88
K-12 BEA Instructional	97.812	9,594,919	98,096			1,470,005	15,029	17.84
BEA	107.662	11,157,663	103,636	676,895	6,287	1,615,105	15,002	17.79
Instructional	134.089	12,900,142	96,206	814,544	6,075	2,013,755	15,018	17.83
Administrative	12.000	1,872,167	156,014	41,962	3,497	176,772	14,731	17.54
Other				54,918				
Active	146.089	14,772,309	101,119	911,424	6,239	2,190,527	14,994	17.80
Certificated Total	146.089	14,772,309	101,119	911,424	6,239	2,190,527	14,994	17.80
Instructional for Funding Purposes	134.089	12,900,142	96,206	814,544	6,075	2,013,755	15,018	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
Instructional for Compliance Purposes	134.089	12,900,142	96,206	814,544	6,075	2,013,755	15,018	17.83
K-3 Program 01 Teacher	29.308	2,637,532	89,994			433,301	14,784	17.88
K-3 Program 21 Teacher	2.154	169,517	78,699	4,821	2,238	31,829	14,777	17.88
Grade T Program 09 Teacher	3.450	264,001	76,522			57,555	16,683	17.89

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	4.500	329,908	73,313	15,943	3,543	59,400	13,200	17.90
21	1.330	100,645	75,673			17,556	13,200	17.93
51	0.340	29,586	87,018			4,488	13,200	17.89
55	0.330	28,716	87,018			4,356	13,200	17.89
97	0.500	65,000	130,000	15,000	30,000	6,600	13,200	17.78
Program 21 Instructional	1.330	100,645	75,673			17,556	13,200	17.93
K-12 Program 21 Instructional	1.330	100,645	75,673			17,556	13,200	17.93
K-3 BEA Instructional	2.666	162,218	60,847			35,191	13,200	17.95
4-6 BEA Instructional	1.334	102,690	76,979	943	707	17,609	13,200	17.92
K-12 BEA Instructional	4.000	264,908	66,227	943	236	52,800	13,200	17.94
BEA	5.000	394,908	78,982	30,943	6,189	66,000	13,200	17.88
Instructional	6.000	423,855	70,643	943	157	79,200	13,200	17.93
Administrative	1.000	130,000	130,000	30,000	30,000	13,200	13,200	17.78
Active	7.000	553,855	79,122	30,943	4,420	92,400	13,200	17.89
Certificated Total	7.000	553,855	79,122	30,943	4,420	92,400	13,200	17.89
Instructional for Funding Purposes	6.000	423,855	70,643	943	157	79,200	13,200	17.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	6.000	423,855	70,643	943	157	79,200	13,200	17.93
K-3 Program 01 Teacher	2.666	162,218	60,847			35,191	13,200	17.95
K-3 Program 21 Teacher	0.598	45,143	75,490			7,894	13,200	17.93

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	200.396	20,837,437	103,981	334,462	1,669	2,699,189	13,469	18.04
02	8.104	912,742	112,629	15,979	1,972	112,147	13,838	18.07
13	6.600	700,312	106,108	36,735	5,566	87,120	13,200	18.04
14	9.601	1,004,533	104,628	10,977	1,143	132,000	13,749	18.07
21	49.616	5,166,758	104,135	89,161	1,797	658,891	13,280	18.03
24	9.426	976,181	103,563	11,043	1,172	124,423	13,200	18.07
31	19.585	1,936,769	98,890	99,154	5,063	277,385	14,163	18.08
34	4.500	416,980	92,662	11,282	2,507	64,680	14,373	18.11
45	16.000	1,579,031	98,689	17,467	1,092	224,400	14,025	19.26
51	11.198	1,282,178	114,501	14,573	1,301	153,120	13,674	18.03
52	1.000	107,449	107,449	7,046	7,046	13,200	13,200	18.04
55	13.503	1,480,774	109,663	16,183	1,198	178,240	13,200	18.05
65	4.501	491,749	109,253	5,652	1,256	59,413	13,200	18.04
74	0.660	64,598	97,876	706	1,070	8,712	13,200	18.09
79	0.700	675,932	965,617	16,600	23,714	101,640	145,200	18.12
89	0.200	24,490	122,450	268	1,340	2,640	13,200	18.01
97	1.000	217,771	217,771	19,735	19,735	13,200	13,200	15.53
K-12 Program 02 Instructional	7.104	755,290	106,319			98,947	13,928	18.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	47.616	4,838,856	101,622	83,161	1,746	632,491	13,283	18.07
Program 21 Administrative	2.000	327,902	163,951	6,000	3,000	26,400	13,200	17.36
K-12 Program 21 Instructional	40.815	4,143,751	101,525			542,560	13,293	18.07
Program 31 Instructional	18.100	1,711,695	94,569	97,154	5,368	246,840	13,638	18.08
Program 31 Administrative	1.485	225,074	151,565	2,000	1,347	30,545	20,569	18.06
Program 34 Instructional	4.400	401,835	91,326	11,282	2,564	63,360	14,400	18.11
Program 34 Administrative	0.100	15,145	151,450			1,320	13,200	18.03
K-3 BEA Instructional	84.478	8,035,419	95,118			1,139,266	13,486	18.10
4-6 BEA Instructional	41.723	3,982,548	95,452			550,770	13,201	18.12
7-8 BEA Instructional	27.359	2,687,259	98,222			366,445	13,394	18.10
9-12 BEA Instructional	73.308	7,542,852	102,893	30,138	411	1,012,440	13,811	18.32
K-12 BEA Instructional	226.868	22,248,078	98,066	30,138	133	3,068,921	13,527	18.18
K-12 BEA Administrative	11.100	1,709,788	154,035			146,520	13,200	18.00
BEA	249.585	25,900,730	103,775	498,079	1,996	3,391,001	13,587	18.10
Instructional	331.273	33,665,297	101,624	649,969	1,962	4,540,800	13,707	18.14
Administrative	24.044	4,067,817	169,182	47,686	1,983	343,200	14,274	17.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.000	122,450	122,450	9,368	9,368	13,200	13,200	17.96
Active	356.317	37,855,564	106,241	707,023	1,984	4,897,200	13,744	18.08
On Leave	0.273	20,120	73,700			13,200	48,352	18.21
Certificated Total	356.590	37,875,684	106,216	707,023	1,983	4,910,400	13,770	18.08
Instructional for Funding Purposes	331.273	33,665,297	101,624	649,969	1,962	4,540,800	13,707	18.14
Instructional for Compliance Purposes	331.273	33,665,297	101,624	649,969	1,962	4,540,800	13,707	18.14
K-3 Program 01 Teacher	75.319	7,144,098	94,851			1,005,536	13,350	18.11
K-3 Program 21 Teacher	6.624	636,666	96,115			87,437	13,200	18.10

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	52.886	3,946,788	74,628	158,480	2,997	706,094	13,351	18.77
02	0.622	58,658	94,305	1,972	3,170	13,200	21,222	8.85
09	2.906	202,071	69,536	3,030	1,043	39,600	13,627	22.35
21	6.476	458,822	70,850	23,754	3,668	92,400	14,268	17.18
31	3.160	249,366	78,913	2,955	935	41,712	13,200	18.13
51	1.755	126,406	72,026	5,950	3,390	23,166	13,200	21.31
52	0.794	55,476	69,869			13,200	16,625	18.43
53	0.325	22,551	69,388	6,199	19,074	4,290	13,200	21.90
55	2.995	207,857	69,401	7,107	2,373	39,534	13,200	20.34
58				15,750				
64	0.020	1,251	62,550	2,104	105,200	264	13,200	23.56
65	2.151	174,236	81,002	6,094	2,833	28,393	13,200	18.73
74	0.102	9,240	90,588	308	3,020	1,346	13,200	18.23
97	1.000	156,090	156,090			13,200	13,200	18.08
K-12 Program 02 Instructional	0.622	58,658	94,305			13,200	21,222	8.85
Program 21 Instructional	6.476	458,822	70,850	13,754	2,124	92,400	14,268	17.18
Program 21 Administrative				10,000				
K-12 Program 21 Instructional	6.476	458,822	70,850	6,905	1,066	92,400	14,268	17.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.160	249,366	78,913	2,955	935	41,712	13,200	18.13
K-3 BEA Instructional	18.660	1,201,523	64,390	50,265	2,694	254,311	13,629	18.49
4-6 BEA Instructional	10.302	757,449	73,524	25,681	2,493	135,986	13,200	20.23
7-8 BEA Instructional	8.173	697,072	85,290	26,703	3,267	107,884	13,200	18.69
9-12 BEA Instructional	15.533	1,146,212	73,792	10,395	669	210,025	13,521	17.75
K-12 BEA Instructional	52.668	3,802,256	72,193	113,044	2,146	708,206	13,447	18.64
K-12 BEA Administrative	2.750	309,257	112,457			36,300	13,200	18.19
BEA	57.668	4,410,902	76,488	163,407	2,834	774,206	13,425	18.58
Instructional	69.192	4,997,607	72,228	203,661	2,943	937,200	13,545	18.74
Administrative	5.750	638,798	111,095	30,042	5,225	75,900	13,200	18.86
Other	0.250	32,407	129,628			3,300	13,200	18.11
Active	75.192	5,668,812	75,391	233,703	3,108	1,016,400	13,517	18.75
Certificated Total	75.192	5,668,812	75,391	233,703	3,108	1,016,400	13,517	18.75
Instructional for Funding Purposes	69.192	4,997,607	72,228	203,661	2,943	937,200	13,545	18.74
Instructional for Compliance Purposes	69.192	4,997,607	72,228	203,661	2,943	937,200	13,545	18.74
K-3 Program 01 Teacher	17.660	1,126,269	63,775	41,904	2,373	241,111	13,653	18.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.666	38,808	58,270			8,791	13,200	18.56

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	40.449	3,078,515	76,109	88,664	2,192	533,927	13,200	18.20
09	2.000	122,270	61,135			26,400	13,200	18.47
13	4.000	294,171	73,543	51,045	12,761	52,800	13,200	18.37
21	2.000	158,467	79,234			26,400	13,200	18.30
31	1.250	112,264	89,811	9,050	7,240	16,500	13,200	19.21
34	0.857	45,436	53,018	5,736	6,693	11,312	13,200	18.88
51	2.101	152,229	72,455	34,097	16,229	24,328	11,579	17.44
55	2.985	269,336	90,230			46,213	15,482	18.35
65	2.100	194,304	92,526			27,720	13,200	18.21
97	1.000	148,402	148,402	500	500	13,200	13,200	17.93
98				7,000				
Program 21 Instructional	2.000	158,467	79,234			26,400	13,200	18.30
K-12 Program 21 Instructional	2.000	158,467	79,234			26,400	13,200	18.30
Program 31 Instructional	1.000	81,451	81,451	9,050	9,050	13,200	13,200	19.54
Program 31 Administrative	0.250	30,813	123,252			3,300	13,200	18.08
Program 34 Instructional	0.857	45,436	53,018	5,736	6,693	11,312	13,200	18.88
K-3 BEA Instructional	13.070	899,380	68,813			172,524	13,200	18.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	5.930	421,487	71,077			78,276	13,200	18.53
7-8 BEA Instructional	6.050	419,171	69,284	15,225	2,517	79,860	13,200	18.87
9-12 BEA Instructional	14.256	1,110,707	77,912	54,782	3,843	188,179	13,200	17.77
K-12 BEA Instructional	39.306	2,850,745	72,527	70,007	1,781	518,839	13,200	18.28
K-12 BEA Administrative	2.000	236,438	118,219			26,400	13,200	18.11
BEA	43.556	3,384,617	77,707	103,950	2,387	574,939	13,200	18.24
Instructional	53.742	3,949,084	73,482	117,649	2,189	712,800	13,263	18.27
Administrative	5.000	626,310	125,262	45,000	9,000	66,000	13,200	18.06
Other				33,443				
Active	58.742	4,575,394	77,890	196,092	3,338	778,800	13,258	18.24
Certificated Total	58.742	4,575,394	77,890	196,092	3,338	778,800	13,258	18.24
Instructional for Funding Purposes	53.742	3,949,084	73,482	117,649	2,189	712,800	13,263	18.27
Instructional for Compliance Purposes	53.742	3,949,084	73,482	117,649	2,189	712,800	13,263	18.27
K-3 Program 01 Teacher	12.670	863,065	68,119			167,244	13,200	18.54
Grade T Program 09 Teacher	2.000	122,270	61,135			26,400	13,200	18.47

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	3.449	217,884	63,173	1,752	508	58,872	17,069	16.60
09	0.556	49,378	88,809			7,339	13,200	13.70
13	0.984	61,651	62,653			12,989	13,200	17.70
21	0.610	47,209	77,392	535	877	8,136	13,337	17.69
51	0.197	13,119	66,594			2,600	13,200	17.70
58				11,919				
97	1.195	139,940	117,105	4,811	4,026	16,764	14,028	17.66
Program 21 Instructional	0.510	33,845	66,363			6,706	13,148	17.70
Program 21 Administrative	0.100	13,364	133,640	535	5,350	1,430	14,300	17.65
K-12 Program 21 Instructional	0.510	33,845	66,363			6,706	13,148	17.70
K-3 BEA Instructional	2.092	132,533	63,352			27,614	13,200	16.52
4-6 BEA Instructional	0.927	58,251	62,838			19,853	21,416	16.89
7-8 BEA Instructional	0.430	27,100	63,023			11,405	26,523	16.38
K-12 BEA Instructional	3.449	217,884	63,173	1,272	369	58,872	17,069	16.60
K-12 BEA Administrative	1.195	139,940	117,105	4,811	4,026	16,764	14,028	17.66
BEA	4.644	357,824	77,051	6,563	1,413	75,636	16,287	17.02
Instructional	5.696	375,877	65,990	11,896	2,088	88,506	15,538	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
Administrative	1.295	153,304	118,381	7,121	5,499	18,194	14,049	17.66
Active	6.991	529,181	75,695	19,017	2,720	106,700	15,262	16.87
Certificated Total	6.991	529,181	75,695	19,017	2,720	106,700	15,262	16.87
Instructional for Funding Purposes	5.696	375,877	65,990	11,896	2,088	88,506	15,538	16.54
Instructional for Compliance Purposes	5.696	375,877	65,990	11,896	2,088	88,506	15,538	16.54
K-3 Program 01 Teacher	2.092	132,533	63,352			27,614	13,200	16.52
K-3 Program 21 Teacher	0.292	19,334	66,212			3,841	13,155	17.70
Grade T Program 09 Teacher	0.556	49,378	88,809			7,339	13,200	13.70

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	172.849	18,578,103	107,482	1,262,382	7,303	2,570,739	14,873	17.73
09	0.530	43,098	81,317			14,238	26,864	17.93
13	1.400	209,922	149,944	8,457	6,041	18,913	13,509	17.52
21	37.321	3,895,536	104,379	226,283	6,063	531,444	14,240	17.78
24	5.000	549,294	109,859	12,273	2,455	71,190	14,238	17.80
31	17.643	1,738,329	98,528	181,985	10,315	278,372	15,778	18.06
34	3.021	306,626	101,498	15,242	5,045	47,410	15,694	17.83
51	4.944	550,043	111,255	24,928	5,042	77,492	15,674	17.79
52	0.940	113,153	120,376	16,330	17,372	13,384	14,238	17.75
53	0.300	25,526	85,087	3,208	10,693	4,271	14,238	17.91
55	9.723	1,127,210	115,932	63,718	6,553	142,055	14,610	17.74
58				359,784				
64	0.700	59,560	85,086	7,485	10,693	9,967	14,238	17.91
65	7.100	739,007	104,085	20,276	2,856	101,090	14,238	17.82
74	0.860	98,230	114,221	11,087	12,892	10,130	11,779	16.04
97	1.000	230,000	230,000	6,000	6,000	13,218	13,218	15.39
Program 21 Instructional	36.416	3,758,998	103,224	222,253	6,103	522,285	14,342	17.82
Program 21 Administrative	0.620	115,583	186,424	4,030	6,500	8,195	13,218	16.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	32.170	3,298,305	102,527	59,813	1,859	461,830	14,356	17.82
Program 31 Instructional	17.043	1,635,793	95,980	179,765	10,548	270,441	15,868	18.11
Program 31 Administrative	0.600	102,536	170,893	2,220	3,700	7,931	13,218	17.12
Program 34 Instructional	2.800	292,105	104,323	15,242	5,444	46,985	16,781	17.82
K-3 BEA Instructional	56.239	5,743,091	102,119	193,715	3,444	844,164	15,010	17.82
4-6 BEA Instructional	38.075	3,782,428	99,342	107,300	2,818	552,263	14,505	17.84
7-8 BEA Instructional	30.271	3,051,920	100,820	105,527	3,486	451,105	14,902	17.83
9-12 BEA Instructional	55.187	5,776,811	104,677	202,004	3,660	850,633	15,414	17.89
K-12 BEA Instructional	179.772	18,354,250	102,097	608,546	3,385	2,698,165	15,009	17.85
BEA	194.513	20,853,058	107,207	1,465,609	7,535	2,909,740	14,959	17.74
Instructional	246.505	25,432,963	103,174	2,128,796	8,636	3,667,582	14,878	17.83
Administrative	14.000	2,537,345	181,239	59,505	4,250	185,052	13,218	16.76
Other	1.000	120,376	120,376	31,137	31,137	14,238	14,238	17.75
Active	261.505	28,090,684	107,419	2,219,438	8,487	3,866,872	14,787	17.74
On Leave	1.826	172,953	94,717			37,041	20,285	17.85
Certificated Total	263.331	28,263,637	107,331	2,219,438	8,428	3,903,913	14,825	17.74
Instructional for Funding Purposes	246.505	25,432,963	103,174	2,128,796	8,636	3,667,582	14,878	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
Instructional for Compliance Purposes	246.505	25,432,963	103,174	2,128,796	8,636	3,667,582	14,878	17.83
K-3 Program 01 Teacher	49.566	5,041,479	101,712	152,951	3,086	746,510	15,061	17.82
K-3 Program 21 Teacher	5.711	562,926	98,569	18,213	3,189	81,271	14,231	17.83
Grade T Program 09 Teacher	0.530	43,098	81,317			14,238	26,864	17.93

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	358.769	37,236,991	103,791	3,941,776	10,987	4,737,916	13,206	18.60
13	2.000	213,840	106,920			26,400	13,200	18.59
21	63.844	6,162,136	96,519	564,847	8,847	836,880	13,108	18.65
24	8.000	718,700	89,838	60,213	7,527	105,600	13,200	18.77
31	26.500	2,555,945	96,451	177,699	6,706	341,880	12,901	18.52
34	2.440	243,866	99,945	13,219	5,418	32,564	13,346	18.51
51	1.650	150,677	91,319	6,451	3,910	21,780	13,200	18.80
55	4.043	435,057	107,607	21,203	5,244	61,380	15,182	18.80
58				384,772				
65	0.500	53,460	106,920	3,740	7,480	6,600	13,200	18.66
74	1.300	137,633	105,872	17,484	13,449	19,800	15,231	18.52
97	1.000	220,000	220,000			13,200	13,200	16.18
Program 21 Instructional	61.644	5,767,380	93,559	564,847	9,163	807,840	13,105	18.74
Program 21 Administrative	2.200	394,756	179,435			29,040	13,200	17.27
K-12 Program 21 Instructional	59.144	5,522,834	93,379	6,954	118	774,840	13,101	18.74
Program 31 Instructional	24.700	2,230,299	90,296	177,699	7,194	318,120	12,879	18.69
Program 31 Administrative	1.800	325,646	180,914			23,760	13,200	17.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.240	204,877	91,463	13,219	5,901	29,924	13,359	18.80
Program 34 Administrative	0.200	38,989	194,945			2,640	13,200	16.80
K-3 BEA Instructional	115.643	11,325,684	97,937	89,259	772	1,552,307	13,423	18.76
4-6 BEA Instructional	65.721	6,371,698	96,951	359,450	5,469	857,908	13,054	18.75
7-8 BEA Instructional	60.868	6,081,359	99,911	26,963	443	788,581	12,956	18.69
9-12 BEA Instructional	115.919	11,365,950	98,051	74,140	640	1,517,314	13,089	18.65
K-12 BEA Instructional	358.151	35,144,691	98,128	549,812	1,535	4,716,109	13,168	18.71
K-12 BEA Administrative	21.530	3,595,332	166,992			283,681	13,176	17.67
BEA	388.709	40,256,802	103,565	4,132,694	10,632	5,125,560	13,186	18.58
Instructional	436.988	42,571,076	97,419	5,173,561	11,839	5,761,549	13,185	18.72
Administrative	32.008	5,397,097	168,617	3,000	94	428,591	13,390	17.56
Other	0.750	128,056	170,741	14,843	19,791	9,900	13,200	17.57
Active	469.746	48,096,229	102,388	5,191,404	11,052	6,200,040	13,199	18.59
On Leave	0.300	32,076	106,920			3,960	13,200	18.39
Certificated Total	470.046	48,128,305	102,391	5,191,404	11,044	6,204,000	13,199	18.59
Instructional for Funding Purposes	436.988	42,571,076	97,419	5,173,561	11,839	5,761,549	13,185	18.72
Instructional for Compliance Purposes	436.988	42,571,076	97,419	5,173,561	11,839	5,761,549	13,185	18.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	100.842	9,820,909	97,389	83,817	831	1,334,520	13,234	18.77
K-3 Program 21 Teacher	11.759	1,036,868	88,177	4,515	384	162,294	13,802	18.77

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	38.888	3,460,358	88,983	148,926	3,830	513,480	13,204	17.98
21	5.017	501,712	100,002	12,234	2,439	66,000	13,155	18.05
29	1.000	70,536	70,536			13,200	13,200	18.26
31	1.000	110,795	110,795	1,231	1,231	13,200	13,200	18.00
55	1.100	102,151	92,865	1,497	1,361	14,520	13,200	18.12
58				22,038				
68	1.000	57,190	57,190			13,200	13,200	18.42
97	1.000	146,257	146,257			13,200	13,200	18.09
Program 21 Instructional	5.017	501,712	100,002	12,234	2,439	66,000	13,155	18.05
K-12 Program 21 Instructional	5.017	501,712	100,002	7,426	1,480	66,000	13,155	18.05
Program 31 Instructional	1.000	110,795	110,795	1,231	1,231	13,200	13,200	18.00
K-3 BEA Instructional	12.248	967,970	79,031	12,021	981	161,832	13,213	18.19
4-6 BEA Instructional	5.314	428,342	80,606	6,708	1,262	70,145	13,200	18.16
7-8 BEA Instructional	4.696	389,796	83,006	6,160	1,312	61,987	13,200	18.17
9-12 BEA Instructional	13.730	1,267,048	92,283	35,748	2,604	181,236	13,200	17.67
K-12 BEA Instructional	35.988	3,053,156	84,838	60,637	1,685	475,200	13,204	17.96
BEA	40.888	3,717,410	90,917	150,157	3,672	539,880	13,204	17.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	44.005	3,772,432	85,727	185,926	4,225	580,800	13,199	17.99
Administrative	5.000	676,567	135,313			66,000	13,200	18.09
Active	49.005	4,448,999	90,787	185,926	3,794	646,800	13,199	18.01
Certificated Total	49.005	4,448,999	90,787	185,926	3,794	646,800	13,199	18.01
Instructional for Funding Purposes	44.005	3,772,432	85,727	185,926	4,225	580,800	13,199	17.99
Instructional for Compliance Purposes	44.005	3,772,432	85,727	185,926	4,225	580,800	13,199	17.99
K-3 Program 01 Teacher	10.488	776,583	74,045	5,460	521	138,600	13,215	18.24
K-3 Program 21 Teacher	1.532	162,743	106,229			20,222	13,200	18.03

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	11.128	1,024,420	92,058			150,657	13,539	17.78
21	0.850	67,754	79,711			11,086	13,042	17.72
51	0.400	39,477	98,693			5,059	12,648	17.73
55	0.150	11,955	79,700			1,956	13,042	17.72
97	1.000	135,200	135,200			13,042	13,042	17.73
Program 21 Instructional	0.850	67,754	79,711			11,086	13,042	17.72
K-12 Program 21 Instructional	0.850	67,754	79,711			11,086	13,042	17.72
K-3 BEA Instructional	4.514	402,431	89,152			61,717	13,672	17.79
4-6 BEA Instructional	3.600	328,598	91,277			48,967	13,602	17.79
7-8 BEA Instructional	3.014	288,060	95,574			39,973	13,262	17.75
K-12 BEA Instructional	11.128	1,019,089	91,579			150,657	13,539	17.78
BEA	12.128	1,159,620	95,615			163,699	13,498	17.77
Instructional	12.528	1,138,275	90,858			168,758	13,470	17.77
Administrative	1.000	135,200	135,200			13,042	13,042	17.73
Other		5,331						
Active	13.528	1,278,806	94,530			181,800	13,439	17.77
Certificated Total	13.528	1,278,806	94,530			181,800	13,439	17.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	12.528	1,138,275	90,858			168,758	13,470	17.77
Instructional for Compliance Purposes	12.528	1,138,275	90,858			168,758	13,470	17.77
K-3 Program 01 Teacher	4.514	402,431	89,152			61,717	13,672	17.79
K-3 Program 21 Teacher	0.300	23,913	79,710			3,913	13,042	17.72

Cascade School District (04228)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	58.233	6,124,486	105,172	450,993	7,745	919,156	15,784	18.87
02	2.000	127,889	63,945	4,973	2,487	26,400	13,200	24.47
09	1.000	66,935	66,935			13,200	13,200	18.96
21	11.300	979,320	86,665	28,292	2,504	158,400	14,018	18.87
24		53,670				6,600		18.81
31	7.037	570,414	81,059	152,328	21,647	97,244	13,819	18.79
34	1.500	131,533	87,689	6,365	4,243	26,400	17,600	18.80
51	2.500	208,998	83,599	4,197	1,679	33,000	13,200	18.84
52	1.000	98,150	98,150			13,200	13,200	18.73
53	0.333	28,988	87,051	10,000	30,030	4,396	13,200	18.84
55	1.200	95,453	79,544	7,460	6,217	15,840	13,200	18.88
58				118,598				
65	2.467	203,120	82,335	1,935	784	32,564	13,200	18.87
74	0.250	24,538	98,152	24,538	98,152	13,200	52,800	18.69
97	1.000	173,000	173,000	14,650	14,650	15,408	15,408	17.02
K-12 Program 02 Instructional	2.000	127,889	63,945	4,973	2,487	26,400	13,200	24.47
Program 21 Instructional	11.300	925,650	81,916	28,292	2,504	151,800	13,434	18.87
Program 21 Administrative		53,670				6,600		18.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	10.500	847,130	80,679	20,658	1,967	138,600	13,200	18.86
Program 31 Instructional	7.037	570,414	81,059	152,328	21,647	97,244	13,819	18.79
Program 34 Instructional	1.500	131,533	87,689	6,365	4,243	26,400	17,600	18.80
K-3 BEA Instructional	22.000	1,818,107	82,641	174,241	7,920	290,400	13,200	18.84
4-6 BEA Instructional	6.000	795,138	132,523	31,847	5,308	118,800	19,800	19.65
7-8 BEA Instructional	14.100	1,379,729	97,853	150,355	10,663	231,000	16,383	19.09
9-12 BEA Instructional	20.670	2,068,613	100,078	222,981	10,788	336,600	16,284	18.82
K-12 BEA Instructional	62.770	6,061,587	96,568	596,363	9,501	976,800	15,562	18.99
K-12 BEA Administrative	5.000	758,560	151,712	7,353	1,471	79,200	15,840	18.73
BEA	69.770	7,127,322	102,155	629,309	9,020	1,084,608	15,545	18.91
Instructional	82.820	7,713,419	93,135	802,326	9,688	1,254,000	15,141	18.96
Administrative	7.000	1,173,075	167,582	22,003	3,143	121,008	17,287	18.44
Active	89.820	8,886,494	98,937	824,329	9,178	1,375,008	15,308	18.90
Certificated Total	89.820	8,886,494	98,937	824,329	9,178	1,375,008	15,308	18.90
Instructional for Funding Purposes	82.820	7,713,419	93,135	802,326	9,688	1,254,000	15,141	18.96
Instructional for Compliance Purposes	82.820	7,713,419	93,135	802,326	9,688	1,254,000	15,141	18.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	19.000	1,562,851	82,255	63,646	3,350	250,800	13,200	18.84
K-3 Program 21 Teacher	4.500	321,722	71,494	2,050	456	59,400	13,200	18.93
Grade T Program 09 Teacher	1.000	66,935	66,935			13,200	13,200	18.96

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	85.409	7,375,282	86,353	324,150	3,795	1,150,142	13,466	18.02
13	2.600	159,449	61,327	2,657	1,022	39,600	15,231	18.34
21	13.519	1,072,289	79,317	52,349	3,872	185,856	13,748	18.07
24	1.260	94,971	75,374	4,219	3,348	16,632	13,200	18.11
31	6.167	530,848	86,079	98,218	15,926	79,200	12,843	18.42
34	2.917	269,076	92,244	23,843	8,174	38,504	13,200	18.01
51	1.768	156,472	88,502	2,609	1,476	23,338	13,200	18.08
52				6,825				
53	0.300	17,710	59,033	295	983	3,960	13,200	18.10
55	3.340	310,136	92,855	5,168	1,547	46,068	13,793	18.06
65	1.468	132,368	90,169	2,911	1,983	25,978	17,696	18.23
74	0.300	26,102	87,007	435	1,450	3,960	13,200	18.01
79	0.325	31,171	95,911	1,159	3,566	4,290	13,200	17.93
88	0.460	42,245	91,837	2,112	4,591	6,072	13,200	18.05
97	1.000	183,693	183,693	8,513	8,513	13,200	13,200	16.60
Program 21 Instructional	12.619	976,968	77,420	52,349	4,148	173,976	13,787	18.11
Program 21 Administrative	0.900	95,321	105,912			11,880	13,200	17.63
K-12 Program 21 Instructional	11.989	923,865	77,059			165,660	13,818	18.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	5.917	506,870	85,663	88,986	15,039	75,900	12,827	18.44
Program 31 Administrative	0.250	23,978	95,912	9,232	36,928	3,300	13,200	17.91
Program 34 Instructional	2.917	269,076	92,244	21,343	7,317	38,504	13,200	18.01
Program 34 Administrative				2,500				
K-3 BEA Instructional	29.215	2,326,712	79,641			401,122	13,730	18.10
4-6 BEA Instructional	17.639	1,544,918	87,585			239,435	13,574	18.09
7-8 BEA Instructional	14.127	1,139,421	80,656			186,476	13,200	18.07
9-12 BEA Instructional	26.262	2,264,736	86,236			345,114	13,141	18.15
K-12 BEA Instructional	87.243	7,275,787	83,397			1,172,147	13,435	18.11
K-12 BEA Administrative	0.250	23,978	95,912			3,300	13,200	17.91
BEA	95.493	8,358,899	87,534	454,724	4,762	1,281,047	13,415	18.02
Instructional	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	18.11
Administrative	8.450	1,112,294	131,632	115,486	13,667	111,540	13,200	17.44
Other	1.000	95,912	95,912	1,598	1,598	13,200	13,200	17.55
Active	120.833	10,401,812	86,084	535,463	4,431	1,636,800	13,546	18.03
Certificated Total	120.833	10,401,812	86,084	535,463	4,431	1,636,800	13,546	18.03
Instructional for Funding Purposes	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	18.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	111.383	9,193,606	82,540	418,379	3,756	1,512,060	13,575	18.11
K-3 Program 01 Teacher	27.577	2,186,723	79,295			381,322	13,828	18.16
K-3 Program 21 Teacher	1.550	95,323	61,499			20,460	13,200	18.72

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	79.345	6,674,227	84,117	208,698	2,630	912,133	11,496	18.52
02	0.250	14,661	58,644	640	2,560	3,300	13,200	19.13
21	11.000	1,042,140	94,740	69,533	6,321	145,200	13,200	18.51
24	3.000	254,534	84,845			39,600	13,200	18.80
31	5.835	451,092	77,308	79,141	13,563	77,022	13,200	20.52
34	0.501	35,891	71,639	11,630	23,214	4,409	8,800	18.14
51	0.880	65,340	74,250			11,616	13,200	18.91
52				3,048				
55	4.305	387,063	89,910	1,674	389	60,720	14,105	18.74
65				5,934				
97	1.000	185,900	185,900	10,000	10,000	13,200	13,200	16.78
K-12 Program 02 Instructional	0.250	14,661	58,644	640	2,560	3,300	13,200	19.13
Program 21 Instructional	10.000	921,034	92,103	69,533	6,953	132,000	13,200	18.55
Program 21 Administrative	1.000	121,106	121,106			13,200	13,200	18.18
K-12 Program 21 Instructional	9.730	893,443	91,824	15,278	1,570	128,436	13,200	18.56
Program 31 Instructional	5.835	451,092	77,308	79,141	13,563	77,022	13,200	20.52
Program 34 Instructional	0.501	35,891	71,639	11,630	23,214	4,409	8,800	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	27.221	2,287,461	84,033	44,461	1,633	321,130	11,797	18.47
4-6 BEA Instructional	14.276	1,230,630	86,203	22,937	1,607	184,034	12,891	18.70
7-8 BEA Instructional	9.999	862,717	86,280	31,425	3,143	95,700	9,571	18.61
9-12 BEA Instructional	23.168	1,876,552	80,998	137,517	5,936	305,818	13,200	19.39
K-12 BEA Instructional	74.664	6,257,360	83,807	236,340	3,165	906,682	12,143	18.82
K-12 BEA Administrative	4.501	695,251	154,466	19,000	4,221	72,600	16,130	18.11
BEA	86.931	7,361,771	84,685	310,109	3,567	1,010,064	11,619	18.61
Instructional	92.349	7,819,130	84,669	331,298	3,587	1,144,018	12,388	18.79
Administrative	7.751	1,199,757	154,787	59,000	7,612	118,800	15,327	17.92
Other	6.016	91,961	15,286			4,382	728	12.68
Active	106.116	9,110,848	85,857	390,298	3,678	1,267,200	11,942	18.61
Certificated Total	106.116	9,110,848	85,857	390,298	3,678	1,267,200	11,942	18.61
Instructional for Funding Purposes	92.349	7,819,130	84,669	331,298	3,587	1,144,018	12,388	18.79
Instructional for Compliance Purposes	92.349	7,819,130	84,669	331,298	3,587	1,144,018	12,388	18.79
K-3 Program 01 Teacher	27.505	2,216,062	80,569	38,452	1,398	307,930	11,195	18.38
K-3 Program 21 Teacher	1.340	127,568	95,200	2,481	1,851	17,688	13,200	18.73

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	30.771	2,013,742	65,443			413,332	13,433	17.89
21	3.451	260,500	75,485			45,958	13,317	17.50
51	1.420	102,176	71,955			18,744	13,200	17.93
74	0.084	11,295	134,464			1,109	13,200	17.50
79	0.866	53,364	61,621			13,226	15,273	17.96
97	0.866	151,367	174,789			11,431	13,200	17.20
99	0.942	56,538	60,019			13,200	14,013	12.99
Program 21 Instructional	2.651	173,308	65,375			35,398	13,353	17.45
Program 21 Administrative	0.800	87,192	108,990			10,560	13,200	17.61
K-12 Program 21 Instructional	2.651	173,308	65,375			35,398	13,353	17.45
K-3 BEA Instructional	14.860	872,362	58,705			200,389	13,485	17.96
4-6 BEA Instructional	7.652	498,540	65,152			101,006	13,200	17.95
7-8 BEA Instructional	6.509	393,378	60,436			88,836	13,648	17.96
K-12 BEA Instructional	29.021	1,764,280	60,793			390,232	13,447	17.96
K-12 BEA Administrative	0.850	92,225	108,500			11,220	13,200	17.81
BEA Instructional	31.637	2,165,109	68,436			424,763	13,426	17.84
Instructional	33.958	2,093,128	61,639			457,600	13,475	17.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	4.442	555,854	125,136			59,400	13,372	16.95
Active	38.400	2,648,982	68,984			517,000	13,464	17.71
Certificated Total	38.400	2,648,982	68,984			517,000	13,464	17.71
Instructional for Funding Purposes	33.958	2,093,128	61,639			457,600	13,475	17.91
Instructional for Compliance Purposes	33.958	2,093,128	61,639			457,600	13,475	17.91
K-3 Program 01 Teacher	13.417	787,879	58,722			177,104	13,200	17.96
K-3 Program 21 Teacher	0.015	849	56,600			198	13,200	17.96

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	6.000	516,181	86,030	17,145	2,858	79,200	13,200	17.83
52				2,786				
97	0.169	38,646	228,675	1,000	5,917			8.18
K-3 BEA Instructional	2.500	211,107	84,443	500	200	33,000	13,200	17.88
4-6 BEA Instructional	1.500	102,587	68,391			19,800	13,200	17.88
7-8 BEA Instructional	1.000	95,542	95,542	500	500	13,200	13,200	17.88
K-12 BEA Instructional	5.000	409,236	81,847	1,000	200	66,000	13,200	17.88
BEA	6.169	554,827	89,938	18,145	2,941	79,200	12,838	17.18
Instructional	5.000	409,236	81,847	17,351	3,470	66,000	13,200	17.88
Administrative	1.169	145,591	124,543	3,580	3,062	13,200	11,292	15.13
Active	6.169	554,827	89,938	20,931	3,393	79,200	12,838	17.18
Certificated Total	6.169	554,827	89,938	20,931	3,393	79,200	12,838	17.18
Instructional for Funding Purposes	5.000	409,236	81,847	17,351	3,470	66,000	13,200	17.88
Instructional for Compliance Purposes	5.000	409,236	81,847	17,351	3,470	66,000	13,200	17.88
K-3 Program 01 Teacher	2.500	211,107	84,443	500	200	33,000	13,200	17.88

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	548.022	58,509,952	106,766			7,352,938	13,417	17.93
02	14.800	1,770,723	119,643			198,000	13,378	17.85
09	0.600	50,349	83,915			7,920	13,200	18.11
13	7.695	1,063,379	138,191			101,574	13,200	17.27
21	155.656	15,494,731	99,545			2,071,120	13,306	18.00
29	4.000	372,006	93,002			52,800	13,200	18.05
31	29.909	3,181,044	106,357			401,359	13,419	17.95
34	5.170	633,547	122,543			69,340	13,412	17.86
51	6.940	826,425	119,081			91,608	13,200	17.95
52	1.248	156,312	125,250			16,474	13,200	17.93
55	10.007	1,209,107	120,826			132,092	13,200	17.94
65	2.000	205,061	102,531			26,400	13,200	18.01
69	1.000	161,319	161,319			13,200	13,200	17.38
74	1.000	116,865	116,865			13,200	13,200	17.77
79	2.000	250,099	125,050			26,400	13,200	17.93
89	1.000	125,050	125,050			13,200	13,200	17.93
97	2.000	463,745	231,873	5,000	2,500	83,343	41,672	15.44
K-12 Program 02 Instructional	13.800	1,592,975	115,433			184,800	13,391	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	111.855	11,008,330	98,416			1,490,320	13,324	18.03
Program 21 Administrative	6.000	967,313	161,219			79,200	13,200	17.38
K-12 Program 21 Instructional	103.844	10,169,353	97,929			1,383,941	13,327	18.03
Program 31 Instructional	28.219	2,892,309	102,495			377,507	13,378	18.01
Program 31 Administrative	1.690	288,735	170,849			23,852	14,114	17.33
Program 34 Instructional	4.400	501,363	113,946			58,080	13,200	17.96
Program 34 Administrative	0.770	132,184	171,668			11,260	14,623	17.46
K-3 BEA Instructional	215.217	21,628,839	100,498			2,873,772	13,353	18.01
4-6 BEA Instructional	113.097	11,668,215	103,170			1,502,965	13,289	17.99
7-8 BEA Instructional	77.172	8,134,185	105,403			1,039,051	13,464	18.01
9-12 BEA Instructional	155.396	16,541,573	106,448			2,090,431	13,452	18.00
K-12 BEA Instructional	560.882	57,972,812	103,360			7,506,220	13,383	18.00
K-12 BEA Administrative	3.330	546,005	163,965			43,956	13,200	17.27
BEA	599.901	64,559,011	107,616	5,000	8	8,104,979	13,511	17.91
Instructional	705.181	72,668,413	103,049			9,424,800	13,365	18.01
Administrative	48.065	8,152,113	169,606	5,000	104	718,167	14,942	17.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	753.246	80,820,526	107,296	5,000	7	10,142,967	13,466	17.91
K-12 Program 21 Contracted	35.259	3,281,621	93,072			467,861	13,269	18.05
On Leave	2.000	250,100	125,050			26,400	13,200	17.93
Certificated Total	793.047	84,589,714	106,664	5,000	6	10,670,967	13,456	17.92
Instructional for Funding Purposes	742.982	76,187,501	102,543			9,926,400	13,360	18.01
Instructional for Compliance Purposes	705.181	72,668,413	103,049			9,424,800	13,365	18.01
K-3 Program 01 Teacher	184.419	18,345,855	99,479			2,464,598	13,364	18.01
K-3 Program 21 Teacher	22.593	2,133,051	94,412			298,228	13,200	18.05

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	718.754	71,621,371	99,647	4,514,410	6,281	10,139,141	14,107	15.09
02	11.019	1,065,935	96,736	181,547	16,476	170,392	15,464	14.07
21	168.594	14,728,848	87,363	759,305	4,504	2,405,627	14,269	15.39
24	19.344	1,993,118	103,035	88,804	4,591	279,161	14,431	15.50
31	35.930	3,381,922	94,125	234,992	6,540	515,364	14,344	15.48
34	19.900	1,859,046	93,419	82,070	4,124	289,445	14,545	15.45
45	3.640	334,106	91,787	15,203	4,177	51,599	14,176	15.18
51	20.689	2,009,473	97,128	96,653	4,672	298,055	14,406	15.53
52	2.800	302,786	108,138	35,911	12,825	42,871	15,311	15.62
55	23.890	2,484,207	103,985	145,326	6,083	342,029	14,317	15.38
58	0.210	16,379	77,995	2,023	9,633	3,019	14,374	15.83
65	4.000	399,900	99,975	18,242	4,561	57,543	14,386	15.50
74	2.170	233,577	107,639	9,968	4,594	29,817	13,741	14.52
88	2.600	236,592	90,997	27,077	10,414	42,709	16,427	15.52
89	1.000	129,278	129,278			14,400	14,400	15.51
97	4.000	773,475	193,369	42,156	10,539	50,377	12,594	12.45
K-12 Program 02 Instructional	9.189	757,860	82,475			153,359	16,689	15.62
Program 21 Instructional	166.594	14,423,868	86,581	731,993	4,394	2,381,627	14,296	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
Program 21 Administrative	2.000	304,980	152,490	27,312	13,656	24,000	12,000	12.81
K-12 Program 21 Instructional	158.844	13,720,341	86,376			2,270,033	14,291	15.43
Program 31 Instructional	35.100	3,259,081	92,851	228,783	6,518	505,404	14,399	15.57
Program 31 Administrative	0.830	122,841	148,001	6,209	7,481	9,960	12,000	13.16
Program 34 Instructional	19.400	1,790,738	92,306	78,417	4,042	283,445	14,611	15.52
Program 34 Administrative	0.500	68,308	136,616	3,653	7,306	6,000	12,000	13.41
K-3 BEA Instructional	258.138	24,293,694	94,111			3,663,230	14,191	15.34
4-6 BEA Instructional	154.995	14,494,642	93,517			2,240,586	14,456	15.48
7-8 BEA Instructional	110.328	10,244,301	92,853			1,598,241	14,486	15.45
9-12 BEA Instructional	206.752	19,927,365	96,383			2,972,238	14,376	15.50
K-12 BEA Instructional	730.213	68,960,002	94,438			10,474,295	14,344	15.43
BEA	793.243	79,035,855	99,636	5,070,378	6,392	11,216,318	14,140	15.07
Instructional	970.540	90,822,303	93,579	5,622,443	5,793	13,926,094	14,349	15.44
Administrative	67.000	10,618,432	158,484	630,894	9,416	791,054	11,807	12.56
Active	1,037.540	101,440,735	97,770	6,253,337	6,027	14,717,148	14,185	15.15
On Leave	1.000	129,278	129,278	350	350	14,400	14,400	15.51
Certificated Total	1,038.540	101,570,013	97,801	6,253,687	6,022	14,731,548	14,185	15.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	970.540	90,822,303	93,579	5,622,443	5,793	13,926,094	14,349	15.44
Instructional for Compliance Purposes	970.540	90,822,303	93,579	5,622,443	5,793	13,926,094	14,349	15.44
K-3 Program 01 Teacher	233.346	21,961,838	94,117			3,312,136	14,194	15.33
K-3 Program 21 Teacher	21.478	1,722,687	80,207			303,861	14,148	15.40

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	154.591	14,229,365	92,045	1,089,850	7,050	2,035,361	13,166	18.10
13	15.803	1,058,332	66,970	20,576	1,302	167,640	10,608	14.76
21	28.782	2,472,320	85,898	233,042	8,097	374,616	13,016	18.00
31	11.150	1,148,671	103,020	117,785	10,564	149,820	13,437	18.05
34	3.150	277,951	88,238	17,405	5,525	41,580	13,200	18.12
51	10.599	933,574	88,081	23,805	2,246	137,755	12,997	18.10
52	0.555	58,402	105,229	6,043	10,888	7,326	13,200	18.03
53	0.160	12,904	80,650	1,954	12,213	2,112	13,200	18.11
55	10.847	894,970	82,509	47,711	4,399	141,557	13,050	18.13
58	0.267	27,111	101,539	125,111	468,581	3,524	13,200	18.06
64	0.180	14,517	80,650	2,197	12,206	2,376	13,200	18.11
65	3.904	320,599	82,121	30,393	7,785	51,533	13,200	18.13
74	1.000	59,615	59,615	2,733	2,733	13,200	13,200	18.31
97	1.000	210,000	210,000			13,200	13,200	16.44
Program 21 Instructional	27.782	2,316,783	83,392	225,265	8,108	361,416	13,009	18.01
Program 21 Administrative	1.000	155,537	155,537	7,777	7,777	13,200	13,200	17.91
K-12 Program 21 Instructional	26.782	2,254,587	84,183	186,502	6,964	348,216	13,002	18.00
Program 31 Instructional	10.400	1,054,030	101,349	116,079	11,161	139,920	13,454	18.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.750	94,641	126,188	1,706	2,275	9,900	13,200	18.11
Program 34 Instructional	2.900	246,404	84,967	16,836	5,806	38,280	13,200	18.13
Program 34 Administrative	0.250	31,547	126,188	569	2,276	3,300	13,200	18.11
K-3 BEA Instructional	65.418	5,899,396	90,180	407,027	6,222	863,518	13,200	18.10
4-6 BEA Instructional	28.461	2,338,480	82,164	126,672	4,451	369,428	12,980	18.14
7-8 BEA Instructional	19.827	1,712,749	86,385	164,570	8,300	261,716	13,200	18.12
9-12 BEA Instructional	42.814	3,887,952	90,810	422,516	9,869	567,785	13,262	18.09
K-12 BEA Instructional	156.520	13,838,577	88,414	1,120,785	7,161	2,062,447	13,177	18.11
K-12 BEA Administrative	11.423	1,669,992	146,196	79,464	6,956	151,800	13,289	18.00
BEA	169.891	15,865,987	93,389	1,225,040	7,211	2,239,961	13,185	18.08
Instructional	218.562	19,000,097	86,932	1,617,289	7,400	2,877,600	13,166	18.10
Administrative	14.923	2,265,561	151,817	98,742	6,617	198,000	13,268	17.85
Other	8.503	452,673	53,237	2,574	303	66,000	7,762	9.95
Active	241.988	21,718,331	89,750	1,718,605	7,102	3,141,600	12,982	17.92
Certificated Total	241.988	21,718,331	89,750	1,718,605	7,102	3,141,600	12,982	17.92
Instructional for Funding Purposes	218.562	19,000,097	86,932	1,617,289	7,400	2,877,600	13,166	18.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	218.562	19,000,097	86,932	1,617,289	7,400	2,877,600	13,166	18.10
K-3 Program 01 Teacher	59.918	5,370,119	89,624	225,299	3,760	790,918	13,200	18.11
K-3 Program 21 Teacher	7.218	553,242	76,648			93,641	12,973	18.01

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	141.778	14,202,899	100,177	616,661	4,349	2,207,785	15,572	18.53
02	2.000	184,620	92,310	8,673	4,337	30,600	15,300	18.57
21	29.100	2,914,415	100,152	89,209	3,066	399,600	13,732	16.20
31	10.300	977,277	94,881	62,616	6,079	161,820	15,711	19.12
51	1.357	145,519	107,236			19,110	14,082	18.16
55	1.908	173,574	90,972			35,221	18,459	18.65
56	15.340	1,503,841	98,034	63,291	4,126	243,651	15,883	18.51
57	1.913	168,156	87,902			30,549	15,969	18.63
58	0.500	30,926	61,852	56,124	112,248	7,650	15,300	18.78
65	0.501	50,351	100,501	3,544	7,074	7,665	15,300	18.51
69	0.360	39,980	111,056			5,508	15,300	18.47
74	0.560	54,047	96,513			8,568	15,300	18.53
97	2.000	411,313	205,657	1,000	500	39,646	19,823	16.85
K-12 Program 02 Instructional	2.000	184,620	92,310			30,600	15,300	18.57
Program 21 Instructional	25.000	2,364,760	94,590	89,209	3,568	380,400	15,216	18.55
Program 21 Administrative	1.000	168,955	168,955			19,200	19,200	18.10
K-12 Program 21 Instructional	22.610	2,155,593	95,338			343,833	15,207	18.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Instructional	14.340	1,340,953	93,511	55,456	3,867	224,451	15,652	18.57
Program 26, 56, and 59 Administrative	1.000	162,888	162,888	7,835	7,835	19,200	19,200	18.03
Program 31 Instructional	10.000	930,811	93,081	62,616	6,262	156,060	15,606	19.15
Program 31 Administrative	0.300	46,466	154,887			5,760	19,200	18.30
K-3 BEA Instructional	47.490	4,528,133	95,349			730,525	15,383	18.55
4-6 BEA Instructional	30.561	2,772,050	90,705			458,558	15,005	18.57
7-8 BEA Instructional	18.144	1,818,572	100,230			277,843	15,313	18.52
9-12 BEA Instructional	46.700	4,533,334	97,074	5,536	119	719,027	15,397	18.66
K-12 BEA Instructional	142.895	13,652,089	95,539	5,536	39	2,185,953	15,298	18.59
BEA	156.078	15,776,109	101,078	688,950	4,414	2,439,851	15,632	18.52
Instructional	189.334	18,020,355	95,178	883,443	4,666	2,905,075	15,344	18.58
Administrative	14.000	2,274,722	162,480	14,335	1,024	270,046	19,289	18.06
Other	1.183	181,141	153,120	3,340	2,823	22,252	18,810	18.49
Active	204.517	20,476,218	100,120	901,118	4,406	3,197,373	15,634	18.52
K-12 Program 21 Contracted	3.100	380,700	122,806					
Certificated Total	207.617	20,856,918	100,459	901,118	4,340	3,197,373	15,400	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	178.094	17,060,102	95,793	827,987	4,649	2,680,624	15,052	18.19
Instructional for Compliance Purposes	174.994	16,679,402	95,314	827,987	4,732	2,680,624	15,318	18.58
K-3 Program 01 Teacher	45.730	4,388,960	95,976			703,597	15,386	18.55
K-3 Program 21 Teacher	4.846	442,207	91,252			74,144	15,300	18.57

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	267.252	21,811,727	81,615	1,154,373	4,319	3,534,076	13,224	18.13
02	10.431	880,759	84,437	23,587	2,261	141,240	13,540	18.13
13	7.300	587,153	80,432	16,816	2,304	96,360	13,200	18.56
14	2.882	235,858	81,838	11,515	3,995	45,078	15,641	18.25
21	63.150	5,076,954	80,395	180,340	2,856	844,800	13,378	17.94
24	9.200	649,833	70,634	27,273	2,964	121,440	13,200	18.20
31	16.416	1,383,451	84,275	116,392	7,090	216,691	13,200	18.06
34	6.444	523,217	81,194	35,281	5,475	85,061	13,200	18.11
51	6.600	582,971	88,329	20,245	3,067	87,120	13,200	18.07
55	11.100	1,009,879	90,980	30,924	2,786	146,520	13,200	18.01
58				158,437				
65	8.450	611,296	72,343	39,796	4,710	111,540	13,200	18.18
74	0.834	86,507	103,725	4,664	5,592	11,114	13,327	17.99
79	2.000	190,386	95,193	6,288	3,144	26,400	13,200	18.05
88	1.800	142,167	78,982	5,873	3,263	23,760	13,200	18.13
97	2.000	423,540	211,770	12,900	6,450	26,400	13,200	15.84
K-12 Program 02 Instructional	8.731	661,692	75,787			118,800	13,607	18.19
Program 21 Instructional	60.200	4,622,978	76,794	168,835	2,805	805,860	13,386	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.950	453,976	153,890	11,505	3,900	38,940	13,200	17.55
K-12 Program 21 Instructional	55.150	4,237,733	76,840	3,823	69	739,200	13,403	17.96
Program 31 Instructional	16.416	1,383,451	84,275	116,392	7,090	216,691	13,200	18.06
Program 34 Instructional	6.444	523,217	81,194	35,281	5,475	85,061	13,200	18.11
K-3 BEA Instructional	97.515	7,617,183	78,113	3,011	31	1,288,399	13,212	18.18
4-6 BEA Instructional	39.423	2,857,168	72,475	1,800	46	521,413	13,226	18.20
7-8 BEA Instructional	62.823	4,845,319	77,127	2,915	46	830,122	13,214	18.15
9-12 BEA Instructional	76.970	5,986,121	77,772			1,016,466	13,206	18.17
K-12 BEA Instructional	276.731	21,305,791	76,991	7,726	28	3,656,400	13,213	18.17
K-12 BEA Administrative	2.000	284,706	142,353			26,400	13,200	17.78
BEA	302.543	25,022,694	82,708	1,342,533	4,437	4,003,468	13,233	18.09
Instructional	385.615	29,788,210	77,249	1,790,154	4,642	5,111,594	13,256	18.15
Administrative	28.566	4,241,172	148,469	53,950	1,889	379,606	13,289	17.58
Other	1.678	166,316	99,116	600	358	26,400	15,733	18.02
Active	415.859	34,195,698	82,229	1,844,704	4,436	5,517,600	13,268	18.08
Certificated Total	415.859	34,195,698	82,229	1,844,704	4,436	5,517,600	13,268	18.08
Instructional for Funding Purposes	385.615	29,788,210	77,249	1,790,154	4,642	5,111,594	13,256	18.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	385.615	29,788,210	77,249	1,790,154	4,642	5,111,594	13,256	18.15
K-3 Program 01 Teacher	88.570	6,928,958	78,231			1,172,186	13,235	18.15
K-3 Program 21 Teacher	9.260	646,293	69,794			122,232	13,200	18.22

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	33.809	2,583,426	76,412	250,773	7,417	446,860	13,217	18.84
02	5.150	451,559	87,681	47,655	9,253	73,260	14,225	18.79
03	0.950	77,050	81,105	5,989	6,304	12,540	13,200	18.81
09	1.089	73,824	67,791	2,208	2,028	14,375	13,200	18.94
13	1.392	175,765	126,268			23,760	17,069	18.89
21	6.179	534,925	86,571	50,767	8,216	81,563	13,200	18.80
24	1.895	150,553	79,447			25,014	13,200	18.82
31	2.943	237,380	80,659	42,733	14,520	38,848	13,200	18.80
34	0.717	68,236	95,169	4,172	5,819	9,464	13,200	18.71
51	2.780	222,358	79,985			36,696	13,200	18.80
55	3.536	252,337	71,362			46,675	13,200	18.88
58	0.500	39,343	78,686	34,824	69,648	6,600	13,200	18.82
74	0.208	13,366	64,260			2,746	13,200	18.91
97	1.000	160,671	160,671			13,200	13,200	18.58
K-12 Program 02 Instructional	4.950	425,057	85,870	6,334	1,280	70,620	14,267	18.80
Program 21 Instructional	5.179	418,743	80,854	50,767	9,802	68,363	13,200	18.80
Program 21 Administrative	1.000	116,182	116,182			13,200	13,200	18.77
K-12 Program 21 Instructional	5.179	418,743	80,854	1,200	232	68,363	13,200	18.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	2.893	230,754	79,763	42,733	14,771	38,188	13,200	18.80
Program 31 Administrative	0.050	6,626	132,520			660	13,200	18.69
Program 34 Instructional	0.667	61,610	92,369	4,172	6,255	8,804	13,200	18.71
Program 34 Administrative	0.050	6,626	132,520			660	13,200	18.69
K-3 BEA Instructional	12.662	881,032	69,581	3,600	284	167,719	13,246	18.90
4-6 BEA Instructional	6.800	499,236	73,417			89,760	13,200	18.84
7-8 BEA Instructional	5.499	428,840	77,985	2,400	436	74,936	13,627	18.82
9-12 BEA Instructional	15.608	1,225,425	78,513	18,523	1,187	208,956	13,388	18.81
K-12 BEA Instructional	40.569	3,034,533	74,799	24,523	604	541,372	13,344	18.84
K-12 BEA Administrative	1.250	162,285	129,828			16,500	13,200	18.70
BEA	44.569	3,578,322	80,287	351,322	7,883	594,172	13,331	18.82
Instructional	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.84
Administrative	6.192	815,767	131,745	1,633	264	87,120	14,070	18.73
Other	0.400	46,473	116,183			5,280	13,200	18.77
Active	62.148	5,040,793	81,109	439,121	7,066	831,600	13,381	18.82
Certificated Total	62.148	5,040,793	81,109	439,121	7,066	831,600	13,381	18.82
Instructional for Funding Purposes	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	55.556	4,178,553	75,213	437,488	7,875	739,200	13,305	18.84
K-3 Program 01 Teacher	10.793	722,087	66,903	1,200	111	143,048	13,254	18.93
K-3 Program 21 Teacher	0.832	66,401	79,809			10,982	13,200	18.82
Grade T Program 09 Teacher	1.089	73,824	67,791			14,375	13,200	18.94

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	47.494	4,223,427	88,925	19,480	410	588,387	12,389	19.69
21	5.200	590,952	113,645	2,476	476	81,220	15,619	18.44
24	2.553	185,127	72,514	4,089	1,602	31,259	12,244	18.58
31	1.000	155,560	155,560			12,518	12,518	18.97
34	1.000	91,159	91,159			12,520	12,520	19.57
38	1.040	84,722	81,463			13,019	12,518	19.27
51	4.250	418,947	98,576	21,194	4,987	66,326	15,606	17.97
52				8,512				
55	1.800	200,592	111,440	9,906	5,503	22,532	12,518	18.97
58				8,778				
68	15.976	1,706,148	106,794	26,625	1,667	220,329	13,791	19.10
76	0.600	95,654	159,423			7,511	12,518	19.81
88	4.253	404,288	95,059	12,656	2,976	53,145	12,496	18.64
97	2.000	362,434	181,217			26,905	13,453	17.96
Program 21 Instructional	4.200	442,839	105,438	2,476	590	67,513	16,074	18.49
Program 21 Administrative	1.000	148,113	148,113			13,707	13,707	18.30
K-12 Program 21 Instructional	2.600	309,934	119,205			46,888	18,034	18.39
Program 31 Administrative	1.000	155,560	155,560			12,518	12,518	18.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.000	91,159	91,159			12,520	12,520	19.57
K-3 BEA Instructional	13.330	1,061,713	79,648			166,137	12,463	18.71
4-6 BEA Instructional	6.670	628,368	94,208			89,970	13,489	18.80
7-8 BEA Instructional	11.000	986,783	89,708			138,896	12,627	19.74
9-12 BEA Instructional	15.144	1,263,385	83,425			176,483	11,654	20.12
K-12 BEA Instructional	46.144	3,940,249	85,390			571,486	12,385	19.44
BEA	51.494	4,832,580	93,847	19,480	378	640,330	12,435	19.53
Instructional	76.390	6,868,159	89,909	113,716	1,489	997,261	13,055	19.08
Administrative	10.776	1,650,851	153,197			138,410	12,844	19.80
Active	87.166	8,519,010	97,733	113,716	1,305	1,135,671	13,029	19.22
Certificated Total	87.166	8,519,010	97,733	113,716	1,305	1,135,671	13,029	19.22
Instructional for Funding Purposes	76.390	6,868,159	89,909	113,716	1,489	997,261	13,055	19.08
Instructional for Compliance Purposes	76.390	6,868,159	89,909	113,716	1,489	997,261	13,055	19.08
K-3 Program 01 Teacher	11.330	861,454	76,033			141,097	12,453	18.69
K-3 Program 21 Teacher		73,550				9,463		17.81

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	36.200	3,350,463	92,554	255,477	7,057	512,820	14,166	18.69
02	1.799	144,657	80,410	4,380	2,435	28,802	16,010	18.47
09	1.500	89,249	59,499	2,974	1,983	19,800	13,200	18.58
13	3.780	272,310	72,040	13,834	3,660	50,398	13,333	18.41
21	7.150	596,107	83,372	31,984	4,473	107,580	15,046	19.40
24	1.850	171,003	92,434	5,700	3,081	24,420	13,200	18.23
31	0.800	57,133	71,416	8,335	10,419	21,780	27,225	24.25
51	2.500	239,631	95,852	11,598	4,639	39,600	15,840	18.28
55	1.000	78,834	78,834	2,628	2,628	13,200	13,200	18.33
58				28,012				
65				1,470				
97	1.000	181,734	181,734	5,000	5,000	13,200	13,200	17.07
K-12 Program 02 Instructional	1.799	131,391	73,036			27,482	15,276	18.51
Program 21 Instructional	6.650	535,907	80,588	31,984	4,810	100,980	15,185	19.54
Program 21 Administrative	0.500	60,200	120,400			6,600	13,200	18.08
K-12 Program 21 Instructional	5.980	493,920	82,595	2,500	418	86,460	14,458	19.59
Program 31 Instructional	0.800	57,133	71,416	8,335	10,419	21,780	27,225	24.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	15.417	1,224,937	79,454	25,621	1,662	200,957	13,035	18.07
4-6 BEA Instructional	5.296	647,695	122,299	12,205	2,305	96,307	18,185	18.23
7-8 BEA Instructional	4.003	311,146	77,728			52,840	13,200	20.52
9-12 BEA Instructional	12.397	1,044,252	84,234	64,987	5,242	180,140	14,531	19.85
K-12 BEA Instructional	37.299	3,241,631	86,909	102,813	2,756	531,062	14,238	18.92
K-12 BEA Administrative	1.000	250,422	250,422			25,740	25,740	18.05
BEA	39.799	3,733,987	93,821	273,192	6,864	576,602	14,488	18.77
Instructional	54.579	4,628,565	84,805	351,283	6,436	779,460	14,281	18.89
Administrative	3.000	552,556	184,185	20,109	6,703	52,140	17,380	17.73
Active	57.579	5,181,121	89,983	371,392	6,450	831,600	14,443	18.77
Certificated Total	57.579	5,181,121	89,983	371,392	6,450	831,600	14,443	18.77
Instructional for Funding Purposes	54.579	4,628,565	84,805	351,283	6,436	779,460	14,281	18.89
Instructional for Compliance Purposes	54.579	4,628,565	84,805	351,283	6,436	779,460	14,281	18.89
K-3 Program 01 Teacher	11.818	928,952	78,605	19,367	1,639	149,714	12,668	17.99
K-3 Program 21 Teacher	1.850	108,780	58,800			24,420	13,200	24.32
Grade T Program 09 Teacher	1.500	89,249	59,499			19,800	13,200	18.58

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	119.829	10,932,717	91,236	449,513	3,751	1,593,623	13,299	8.42
02	5.300	512,480	96,694	21,458	4,049	71,280	13,449	8.41
03	1.200	115,777	96,481	965	804	15,840	13,200	8.40
13	7.000	562,149	80,307	13,014	1,859	92,400	13,200	8.49
21	22.601	2,049,853	90,697	202,640	8,966	303,613	13,434	8.41
24				73,742				
31	8.670	837,555	96,604	92,479	10,667	114,444	13,200	8.98
51	1.450	145,278	100,192	2,112	1,457	19,140	13,200	8.37
52				25,107				
55	3.750	320,489	85,464	96,895	25,839	49,500	13,200	8.44
58				8,000				
65	0.300	30,058	100,193	446	1,487	3,960	13,200	8.36
74	1.100	104,530	95,027	3,652	3,320	14,520	13,200	8.39
79	0.400	24,052	60,130			5,280	13,200	8.72
97		217,742				13,200		6.48
K-12 Program 02 Instructional	4.800	434,835	90,591	3,624	755	63,360	13,200	8.43
Program 21 Instructional	21.901	1,950,943	89,080	193,524	8,836	294,373	13,441	8.41
Program 21 Administrative	0.700	98,910	141,300	9,116	13,023	9,240	13,200	8.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	19.767	1,775,123	89,802	157,038	7,944	264,568	13,384	8.41
Program 31 Instructional	8.170	774,040	94,742	86,245	10,556	107,844	13,200	9.03
Program 31 Administrative	0.500	63,515	127,030	6,234	12,468	6,600	13,200	8.37
K-3 BEA Instructional	41.396	3,590,145	86,727	96,927	2,341	546,427	13,200	8.44
4-6 BEA Instructional	26.003	2,142,890	82,409	18,549	713	343,240	13,200	8.46
7-8 BEA Instructional	18.000	1,611,478	89,527	43,442	2,413	237,600	13,200	8.41
9-12 BEA Instructional	39.600	3,633,183	91,747	177,500	4,482	522,720	13,200	8.55
K-12 BEA Instructional	124.999	10,977,696	87,822	336,418	2,691	1,649,987	13,200	8.48
K-12 BEA Administrative	10.000	1,624,445	162,445	87,303	8,730	157,080	15,708	8.12
BEA	134.999	12,616,271	93,455	564,415	4,181	1,808,387	13,396	8.43
Instructional	160.600	14,072,805	87,626	866,488	5,395	2,125,200	13,233	8.47
Administrative	11.000	1,779,875	161,807	123,535	11,230	171,600	15,600	8.14
Active	171.600	15,852,680	92,382	990,023	5,769	2,296,800	13,385	8.43
Certificated Total	171.600	15,852,680	92,382	990,023	5,769	2,296,800	13,385	8.43
Instructional for Funding Purposes	160.600	14,072,805	87,626	866,488	5,395	2,125,200	13,233	8.47
Instructional for Compliance Purposes	160.600	14,072,805	87,626	866,488	5,395	2,125,200	13,233	8.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	39.396	3,414,625	86,674	27,246	692	520,027	13,200	8.44
K-3 Program 21 Teacher	2.634	249,508	94,726	2,144	814	34,769	13,200	8.38

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	43.190	4,366,155	101,092	172,054	3,984	699,442	16,195	18.34
02	1.000	56,235	56,235			13,200	13,200	19.69
09	2.000	212,596	106,298	4,724	2,362	26,400	13,200	18.04
21	6.758	534,245	79,054	2,000	296	113,414	16,782	19.37
24		27,159				5,280		18.26
31	3.800	305,914	80,504	13,164	3,464	61,393	16,156	18.20
34	0.600	68,525	114,208			9,887	16,478	18.03
51	1.203	79,260	65,885	2,000	1,663	19,800	16,459	18.33
55	0.500	83,832	167,664			12,540	25,080	18.14
58	1.000	60,338	60,338	6,500	6,500	13,200	13,200	18.40
65		18,071				2,244		18.03
97		180,516				13,200		17.26
K-12 Program 02 Instructional	1.000	56,235	56,235			13,200	13,200	19.69
Program 21 Instructional	5.837	405,936	69,545	2,000	343	92,400	15,830	19.71
Program 21 Administrative		89,644				7,920		17.96
K-12 Program 21 Instructional	5.337	372,714	69,836	2,000	375	85,800	16,076	19.83
Program 31 Instructional	3.800	259,302	68,237	13,164	3,464	50,160	13,200	18.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative		46,612				11,233		18.00
Program 34 Instructional	0.600	60,368	100,613			7,920	13,200	18.04
Program 34 Administrative		8,157				1,967		18.00
K-3 BEA Instructional	17.669	1,535,569	86,908	52,367	2,964	261,835	14,819	18.22
4-6 BEA Instructional	2.664	704,443	264,431	7,284	2,734	96,545	36,241	18.09
7-8 BEA Instructional	7.528	679,252	90,230	21,130	2,807	111,276	14,782	18.26
9-12 BEA Instructional	16.800	1,214,820	72,311	63,820	3,799	224,400	13,357	18.83
K-12 BEA Instructional	44.661	4,134,084	92,566	178,913	4,006	694,056	15,541	18.39
K-12 BEA Administrative	3.000	797,423	265,808			89,760	29,920	17.89
BEA	48.590	4,977,345	102,436	185,218	3,812	797,122	16,405	18.31
Instructional	55.201	5,006,335	90,693	193,614	3,507	864,600	15,663	18.47
Administrative	3.000	902,008	300,669	2,000	667	99,000	33,000	17.90
Other				4,828				
Active	58.201	5,908,343	101,516	200,442	3,444	963,600	16,556	18.38
On Leave	1.850	84,503	45,677			26,400	14,270	18.79
Certificated Total	60.051	5,992,846	99,796	200,442	3,338	990,000	16,486	18.39
Instructional for Funding Purposes	55.201	5,006,335	90,693	193,614	3,507	864,600	15,663	18.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	55.201	5,006,335	90,693	193,614	3,507	864,600	15,663	18.47
K-3 Program 01 Teacher	16.669	1,341,740	80,493	17,397	1,044	228,835	13,728	18.23
K-3 Program 21 Teacher	0.203	14,918	73,488			6,600	32,512	18.25
Grade T Program 09 Teacher				4,724				

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
01	609.840	59,112,574	96,931	5,000,261	8,199	7,949,568	13,035	20.36
02	1.000	112,249	112,249	7,756	7,756	13,200	13,200	23.58
03	7.300	726,068	99,461	44,641	6,115	100,320	13,742	21.84
12	9.500	836,893	88,094	95,738	10,078	125,400	13,200	20.99
13	21.500	2,360,466	109,789	126,297	5,874	283,800	13,200	20.07
21	124.131	13,370,276	107,711	1,058,419	8,527	1,631,903	13,147	20.83
24	17.570	2,028,313	115,442	162,903	9,272	231,924	13,200	21.41
26	11.051	1,051,365	95,138	92,871	8,404	136,620	12,363	21.28
31	32.999	3,157,847	95,695	291,235	8,826	435,587	13,200	20.29
34	16.099	1,487,840	92,418	109,489	6,801	207,227	12,872	21.10
51	21.485	2,198,163	102,312	140,743	6,551	290,202	13,507	20.86
52	1.100	114,899	104,454	7,940	7,218	13,200	12,000	20.73
55	42.244	4,074,369	96,448	280,239	6,634	569,501	13,481	21.45
56	0.800	73,974	92,468	8,740	10,925	3,960	4,950	10.59
57	0.200	16,151	80,755	2,620	13,100			4.02
58	1.200	129,030	107,525	5,813	4,844	15,840	13,200	22.90
61	0.820	111,286	135,715	3,113	3,796	10,824	13,200	17.32
64	0.500	42,848	85,696	2,961	5,922	6,600	13,200	22.11
65	27.000	2,492,291	92,307	171,485	6,351	356,400	13,200	20.70

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
74	4.000	375,372	93,843	29,938	7,485	52,800	13,200	21.84
79	7.550	571,143	75,648	39,464	5,227	87,780	11,626	17.79
88	0.980	127,432	130,033	4,670	4,765	12,936	13,200	17.33
97	1.000	542,266	542,266	700	700	13,200	13,200	10.97
Program 21 Instructional	124.131	10,976,059	88,423	1,058,419	8,527	1,631,903	13,147	20.83
Program 21 Administrative		229,026						
K-12 Program 21 Instructional	80.022	6,931,742	86,623			1,043,064	13,035	20.37
Program 26, 56, and 59 Instructional	10.751	910,995	84,736	101,611	9,451	126,060	11,725	20.55
Program 26, 56, and 59 Administrative	1.100	214,344	194,858			14,520	13,200	20.59
Program 31 Instructional	31.999	2,978,576	93,083	291,235	9,101	422,387	13,200	20.46
Program 31 Administrative	1.000	179,271	179,271			13,200	13,200	17.20
Program 34 Instructional	15.099	1,308,569	86,666	109,489	7,251	194,027	12,850	21.59
Program 34 Administrative	1.000	179,271	179,271			13,200	13,200	17.20
K-3 BEA Instructional	254.981	22,995,511	90,185			3,352,549	13,148	21.20
4-6 BEA Instructional	122.675	10,996,470	89,639			1,603,800	13,074	21.51
7-8 BEA Instructional	77.912	6,936,297	89,027			1,009,628	12,959	19.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	132.420	12,256,882	92,561			1,747,944	13,200	20.40
K-12 BEA Instructional	587.988	53,185,160	90,453			7,713,922	13,119	20.83
BEA	668.238	65,138,844	97,479	5,454,082	8,162	8,719,102	13,048	20.36
Instructional	884.369	80,045,257	90,511	7,507,169	8,489	11,565,391	13,078	20.85
Administrative	73.500	12,635,831	171,916	137,113	1,865	970,200	13,200	18.10
Other	2.000	207,282	103,641	43,754	21,877	13,200	6,600	12.62
Active	959.869	92,888,370	96,772	7,688,036	8,009	12,548,791	13,073	20.49
K-12 Program 21 Contracted		1,311,740						
K-12 BEA Contracted		59,554						
Certificated Total	959.869	95,113,115	99,090	7,688,036	8,009	12,548,791	13,073	20.49
Instructional for Funding Purposes	873.618	81,359,007	93,129	7,405,558	8,477	11,439,331	13,094	20.85
Instructional for Compliance Purposes	873.618	79,134,262	90,582	7,405,558	8,477	11,439,331	13,094	20.85
K-3 Program 01 Teacher	222.574	19,772,353	88,835			2,924,777	13,141	21.32
K-3 Program 21 Teacher	27.994	2,400,504	85,751			369,494	13,199	20.62

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	29.282	2,355,264	80,434	79,385	2,711	395,314	13,500	17.81
09	1.000	85,748	85,748			13,200	13,200	17.83
13	1.334	92,015	68,977			17,609	13,200	17.80
21	4.083	318,932	78,112	8,837	2,164	53,896	13,200	17.80
31	3.084	227,977	73,923	35,140	11,394	40,709	13,200	17.79
34	0.551	46,047	83,570	417	757	7,273	13,200	17.77
51	0.667	61,653	92,433			13,200	19,790	17.81
55	0.500	36,372	72,744			13,200	26,400	17.81
97	1.000	174,307	174,307	6,972	6,972	13,200	13,200	17.03
Program 21 Instructional	3.833	291,347	76,010	6,818	1,779	50,596	13,200	17.80
Program 21 Administrative	0.250	27,585	110,340	2,019	8,076	3,300	13,200	17.77
K-12 Program 21 Instructional	3.833	291,347	76,010			50,596	13,200	17.80
Program 31 Instructional	2.934	210,900	71,881	33,890	11,551	38,729	13,200	17.79
Program 31 Administrative	0.150	17,077	113,847	1,250	8,333	1,980	13,200	17.76
Program 34 Instructional	0.501	40,355	80,549			6,613	13,200	17.78
Program 34 Administrative	0.050	5,692	113,840	417	8,340	660	13,200	17.76
K-3 BEA Instructional	8.760	718,346	82,003			115,632	13,200	17.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	6.904	544,587	78,880			91,133	13,200	17.79
7-8 BEA Instructional	5.003	369,939	73,943			70,435	14,079	17.87
9-12 BEA Instructional	10.166	775,757	76,309			138,587	13,632	17.82
K-12 BEA Instructional	30.833	2,408,629	78,119			415,787	13,485	17.81
BEA	33.917	2,803,595	82,660	121,914	3,594	456,496	13,459	17.76
Instructional	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.81
Administrative	3.000	397,617	132,539	23,314	7,771	39,600	13,200	17.46
Other	0.334	24,934	74,653	19,470	58,293	4,409	13,200	17.76
Active	41.501	3,398,315	81,885	130,751	3,151	567,600	13,677	17.77
Certificated Total	41.501	3,398,315	81,885	130,751	3,151	567,600	13,677	17.77
Instructional for Funding Purposes	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.81
Instructional for Compliance Purposes	38.167	2,975,764	77,967	87,967	2,305	523,591	13,718	17.81
K-3 Program 01 Teacher	8.760	718,346	82,003			115,632	13,200	17.79
K-3 Program 21 Teacher	0.572	36,256	63,385			7,550	13,200	17.81
Grade T Program 09 Teacher	1.000	85,748	85,748			13,200	13,200	17.83

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	80.990	7,393,127	91,284	33,598	415	1,088,868	13,444	18.08
09	1.000	81,429	81,429			13,200	13,200	18.14
21	15.400	1,178,013	76,494	25,723	1,670	203,280	13,200	18.16
31	6.700	583,137	87,035	7,852	1,172	93,060	13,890	18.11
34	0.800	64,940	81,175	1,042	1,303	10,560	13,200	18.14
51	1.198	114,431	95,518	10,000	8,347	15,814	13,200	18.03
52	0.050	6,665	133,300	9,307	186,140	660	13,200	17.81
55	3.242	299,948	92,519	9,131	2,816	42,794	13,200	18.04
58	0.050	4,112	82,240			660	13,200	18.13
65	1.800	176,840	98,244			25,740	14,300	18.06
71	0.329	27,540	83,708					8.26
74	0.320	31,522	98,506			4,224	13,200	18.04
97	0.450	243,378	540,840	18,797	41,771	19,140	42,533	16.50
Program 21 Instructional	15.400	1,178,013	76,494	25,723	1,670	203,280	13,200	18.16
K-12 Program 21 Instructional	14.400	1,088,888	75,617	25,723	1,786	190,080	13,200	18.16
Program 31 Instructional	6.700	529,647	79,052	7,852	1,172	88,440	13,200	18.15
Program 31 Administrative		53,490				4,620		17.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.800	64,940	81,175	1,042	1,303	10,560	13,200	18.14
K-3 BEA Instructional	30.720	2,602,745	84,725			405,504	13,200	18.12
4-6 BEA Instructional	16.040	1,527,693	95,243			211,728	13,200	18.06
7-8 BEA Instructional	13.750	1,248,284	90,784	580	42	181,500	13,200	18.08
9-12 BEA Instructional	24.680	1,984,293	80,401	28,909	1,171	325,776	13,200	18.14
K-12 BEA Instructional	85.190	7,363,015	86,431	29,489	346	1,124,508	13,200	18.11
K-12 BEA Administrative	3.000	821,595	273,865	9,300	3,100	77,220	25,740	17.41
BEA	88.940	8,284,582	93,148	61,289	689	1,211,628	13,623	18.03
Instructional	108.329	9,226,651	85,172	63,114	583	1,425,600	13,160	18.08
Administrative	4.000	978,431	244,608	52,336	13,084	92,400	23,100	17.47
Active	112.329	10,205,082	90,850	115,450	1,028	1,518,000	13,514	18.02
Certificated Total	112.329	10,205,082	90,850	115,450	1,028	1,518,000	13,514	18.02
Instructional for Funding Purposes	108.329	9,226,651	85,172	63,114	583	1,425,600	13,160	18.08
Instructional for Compliance Purposes	108.329	9,226,651	85,172	63,114	583	1,425,600	13,160	18.08
K-3 Program 01 Teacher	27.920	2,362,784	84,627			368,544	13,200	18.12
K-3 Program 21 Teacher	3.600	275,891	76,636			47,520	13,200	18.14

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	13.467	964,226	71,599	55,603	4,129	175,560	13,036	17.73
09	1.083	60,234	55,618			14,296	13,200	17.85
13	0.500	30,628	61,256			6,600	13,200	17.85
21	0.817	71,656	87,706	3,393	4,153	10,784	13,200	17.83
31	0.900	44,098	48,998	13,684	15,204	11,880	13,200	17.80
34	0.100	4,900	49,000			1,320	13,200	17.80
51	0.100	8,772	87,720			1,320	13,200	17.83
52	0.100	6,126	61,260			1,320	13,200	17.85
55	0.100	6,881	68,810			1,320	13,200	17.84
58				18,618				
97	0.340	42,500	125,000			11,220	33,000	8.16
99	0.060	7,500	125,000			1,980	33,000	8.16
Program 21 Instructional	0.817	71,656	87,706			10,784	13,200	17.83
Program 21 Administrative				3,393				
K-12 Program 21 Instructional	0.817	71,656	87,706			10,784	13,200	17.83
Program 31 Instructional	0.900	44,098	48,998	12,184	13,538	11,880	13,200	17.80
Program 31 Administrative				1,500				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.100	4,900	49,000			1,320	13,200	17.80
K-3 BEA Instructional	4.278	287,223	67,140	4,811	1,125	56,470	13,200	17.84
4-6 BEA Instructional	2.888	165,303	57,238	2,742	949	38,122	13,200	17.84
7-8 BEA Instructional	1.564	116,191	74,291	7,768	4,967	20,645	13,200	17.82
9-12 BEA Instructional	4.787	339,660	70,955	49,730	10,389	60,984	12,740	17.55
K-12 BEA Instructional	13.517	908,377	67,203	65,051	4,813	176,220	13,037	17.73
K-12 BEA Administrative	0.950	104,847	110,365	1,500	1,579	12,540	13,200	17.84
BEA	14.807	1,055,724	71,299	69,287	4,679	199,980	13,506	17.38
Instructional	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.74
Administrative	1.400	160,365	114,546	4,893	3,495	26,400	18,857	14.82
Active	17.567	1,247,521	71,015	91,298	5,197	237,600	13,525	17.39
Certificated Total	17.567	1,247,521	71,015	91,298	5,197	237,600	13,525	17.39
Instructional for Funding Purposes	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.74
Instructional for Compliance Purposes	16.167	1,087,156	67,245	86,405	5,345	211,200	13,064	17.74
K-3 Program 01 Teacher	4.166	280,369	67,299	3,463	831	54,991	13,200	17.84
K-3 Program 21 Teacher	0.067	5,868	87,582			884	13,200	17.83

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Grade T Program 09 Teacher	1.033	54,716	52,968			13,636	13,200	17.85

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	11.492	776,666	67,583	6,787	591	152,856	13,301	17.89
09	0.500	26,238	52,476			6,600	13,200	17.88
21	1.000	80,440	80,440			13,200	13,200	17.88
31	1.180	70,974	60,147			15,576	13,200	17.86
34	0.140	6,892	49,229			1,848	13,200	17.88
58								
68								
97	0.400	51,500	128,750					17.88
Program 21 Instructional	1.000	80,440	80,440			13,200	13,200	17.88
K-12 Program 21 Instructional	1.000	80,440	80,440			13,200	13,200	17.88
Program 31 Instructional	1.180	70,974	60,147			15,576	13,200	17.86
Program 34 Instructional	0.140	6,892	49,229			1,848	13,200	17.88
K-3 BEA Instructional	3.178	220,597	69,414			42,583	13,399	17.91
4-6 BEA Instructional	1.500	90,118	60,079			19,800	13,200	17.88
7-8 BEA Instructional	2.537	154,619	60,946			33,660	13,268	17.88
9-12 BEA Instructional	4.597	277,698	60,409			61,037	13,278	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	11.812	743,032	62,905			157,080	13,298	17.89
BEA	13.212	906,032	68,576	6,787	514	170,280	12,888	17.89
Instructional	13.312	849,710	63,830	1,660	125	176,880	13,287	17.89
Administrative	1.400	163,000	116,429			13,200	9,429	17.87
Other				5,127				
Active	14.712	1,012,710	68,836	6,787	461	190,080	12,920	17.89
Certificated Total	14.712	1,012,710	68,836	6,787	461	190,080	12,920	17.89
Instructional for Funding Purposes	13.312	849,710	63,830	1,660	125	176,880	13,287	17.89
Instructional for Compliance Purposes	13.312	849,710	63,830	1,660	125	176,880	13,287	17.89
K-3 Program 01 Teacher	2.000	155,940	77,970			26,400	13,200	17.85
K-3 Program 21 Teacher	0.400	32,176	80,440			5,280	13,200	17.88
Grade T Program 09 Teacher	0.500	26,238	52,476			6,600	13,200	17.88

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	39.070	3,787,324	96,937	321,252	8,222	596,408	15,265	18.55
09	1.160	86,872	74,890	4,172	3,597	16,514	14,236	18.40
13	5.000	372,634	74,527	11,074	2,215	70,137	14,027	18.39
14	1.870	104,233	55,740			25,826	13,811	23.74
21	5.750	521,931	90,771	18,711	3,254	81,246	14,130	18.29
31	3.000	302,390	100,797	58,378	19,459	43,660	14,553	18.16
51	1.130	106,560	94,301	4,169	3,689	16,285	14,411	19.10
55	1.940	171,740	88,526	4,232	2,181	30,685	15,817	18.35
65	0.250	31,295	125,180			3,126	12,502	18.21
74	0.130	11,154	85,800	1,000	7,692	1,872	14,399	18.31
97	1.000	177,461	177,461	26,273	26,273	15,093	15,093	16.73
Program 21 Instructional	5.000	428,046	85,609	18,711	3,742	71,869	14,374	18.30
Program 21 Administrative	0.750	93,885	125,180			9,377	12,502	18.21
K-12 Program 21 Instructional	5.000	428,046	85,609	3,140	628	71,869	14,374	18.30
Program 31 Instructional	3.000	302,390	100,797	58,378	19,459	43,660	14,553	18.16
K-3 BEA Instructional	14.170	1,235,777	87,211	49,380	3,485	204,197	14,411	18.30
4-6 BEA Instructional	6.730	552,675	82,121	17,996	2,674	95,924	14,253	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	7.040	575,787	81,788	4,766	677	108,282	15,381	20.19
9-12 BEA Instructional	12.170	1,184,226	97,307	99,446	8,171	177,117	14,554	18.19
K-12 BEA Instructional	40.110	3,548,465	88,468	171,588	4,278	585,519	14,598	18.58
K-12 BEA Administrative		87,626		18,610		9,566		18.17
BEA	43.070	4,267,175	99,075	405,903	9,424	655,161	15,212	18.44
Instructional	56.300	4,824,202	85,687	361,408	6,419	818,157	14,532	18.65
Administrative	4.000	811,838	202,960	83,563	20,891	78,595	19,649	17.81
Other		37,554		4,290		4,100		18.17
Active	60.300	5,673,594	94,089	449,261	7,450	900,851	14,939	18.52
Certificated Total	60.300	5,673,594	94,089	449,261	7,450	900,851	14,939	18.52
Instructional for Funding Purposes	56.300	4,824,202	85,687	361,408	6,419	818,157	14,532	18.65
Instructional for Compliance Purposes	56.300	4,824,202	85,687	361,408	6,419	818,157	14,532	18.65
K-3 Program 01 Teacher	13.340	1,164,562	87,299	47,072	3,529	192,246	14,411	18.29
K-3 Program 21 Teacher	1.420	115,470	81,317			20,324	14,313	18.35

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	79.460	6,516,073	82,004	187,865	2,364	1,048,872	13,200	18.09
02	2.600	237,560	91,369	5,276	2,029	34,320	13,200	18.04
09	4.500	285,515	63,448	6,448	1,433	66,000	14,667	18.25
13	10.800	777,409	71,982	22,221	2,058	142,560	13,200	18.15
21	12.813	998,169	77,903	69,413	5,417	175,692	13,712	18.10
24	4.290	317,874	74,097	17,809	4,151	56,628	13,200	18.13
31	6.900	587,489	85,143	22,342	3,238	91,080	13,200	18.06
34	1.300	115,913	89,164	2,576	1,982	17,160	13,200	18.06
45	0.800	59,498	74,373	2,975	3,719	10,560	13,200	18.14
51	3.200	285,062	89,082	6,332	1,979	42,240	13,200	18.05
55	3.340	256,513	76,800	5,700	1,707	44,088	13,200	18.12
58				85,854				
65	0.127	12,086	95,165	535	4,213	3,274	25,776	18.20
74	0.376	36,421	96,864	1,621	4,311	9,926	26,400	18.20
97	1.000	180,147	180,147			13,200	13,200	17.16
K-12 Program 02 Instructional	2.600	237,560	91,369	5,276	2,029	34,320	13,200	18.04
Program 21 Instructional	12.813	998,169	77,903	69,413	5,417	175,692	13,712	18.10
K-12 Program 21 Instructional	12.628	982,193	77,779	67,632	5,356	172,880	13,690	18.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	6.200	501,941	80,958	22,342	3,604	81,840	13,200	18.07
Program 31 Administrative	0.700	85,548	122,211			9,240	13,200	17.97
Program 34 Instructional	1.300	115,913	89,164	2,576	1,982	17,160	13,200	18.06
K-3 BEA Instructional	32.746	2,368,768	72,338	57,837	1,766	432,247	13,200	18.16
4-6 BEA Instructional	10.450	867,794	83,042	19,381	1,855	137,940	13,200	18.08
7-8 BEA Instructional	14.224	1,213,249	85,296	31,042	2,182	187,757	13,200	18.06
9-12 BEA Instructional	26.640	2,201,755	82,648	112,774	4,233	351,648	13,200	18.07
K-12 BEA Instructional	84.060	6,651,566	79,129	221,034	2,629	1,109,592	13,200	18.10
K-12 BEA Administrative	6.000	766,407	127,735			79,200	13,200	17.96
BEA	92.060	7,696,680	83,605	221,034	2,401	1,215,192	13,200	18.06
Instructional	123.434	9,618,535	77,925	436,967	3,540	1,649,050	13,360	18.11
Administrative	7.000	946,554	135,222			92,400	13,200	17.80
Other	1.072	100,640	93,881			14,150	13,200	18.10
Active	131.506	10,665,729	81,105	436,967	3,323	1,755,600	13,350	18.08
Certificated Total	131.506	10,665,729	81,105	436,967	3,323	1,755,600	13,350	18.08
Instructional for Funding Purposes	123.434	9,618,535	77,925	436,967	3,540	1,649,050	13,360	18.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	123.434	9,618,535	77,925	436,967	3,540	1,649,050	13,360	18.11
K-3 Program 01 Teacher	26.347	1,854,356	70,382	41,208	1,564	347,780	13,200	18.17
K-3 Program 21 Teacher	4.876	369,399	75,759	22,698	4,655	65,842	13,503	18.12
Grade T Program 09 Teacher	4.500	285,515	63,448	6,448	1,433	66,000	14,667	18.25

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	22.021	2,016,799	91,585	148,821	6,758	309,144	14,039	17.85
09	2.104	168,547	80,108			27,852	13,238	18.01
13	4.000	453,666	113,417			52,800	13,200	17.77
21	5.800	511,320	88,159	8,213	1,416	76,560	13,200	17.98
31	2.180	202,774	93,016	12,002	5,506	28,776	13,200	17.68
34	0.200	25,049	125,245	787	3,935	2,640	13,200	17.56
51	1.140	117,516	103,084			15,048	13,200	17.74
52				30,566				
55	0.791	107,743	136,211			10,692	13,517	17.60
58				28,618				
74	0.140	11,293	80,664			1,848	13,200	17.98
97	0.200	35,000	175,000			2,640	13,200	17.32
Program 21 Instructional	5.000	394,160	78,832	8,213	1,643	66,000	13,200	17.99
Program 21 Administrative	0.800	117,160	146,450			10,560	13,200	17.93
K-12 Program 21 Instructional	4.880	386,069	79,113			64,416	13,200	17.99
Program 31 Instructional	2.060	181,774	88,240	12,002	5,826	27,192	13,200	17.72
Program 31 Administrative	0.120	21,000	175,000			1,584	13,200	17.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.120	11,049	92,075	787	6,558	1,584	13,200	17.84
Program 34 Administrative	0.080	14,000	175,000			1,056	13,200	17.32
K-3 BEA Instructional	10.125	870,978	86,023			135,168	13,350	17.95
4-6 BEA Instructional	3.670	321,082	87,488			48,444	13,200	17.94
7-8 BEA Instructional	2.885	249,910	86,624			45,804	15,877	17.63
9-12 BEA Instructional	6.521	615,817	94,436	2,492	382	95,304	14,615	17.72
K-12 BEA Instructional	23.201	2,057,787	88,694	2,492	107	324,720	13,996	17.84
K-12 BEA Administrative	0.880	133,615	151,835			11,616	13,200	17.84
BEA	24.601	2,279,622	92,664	161,610	6,569	343,200	13,951	17.82
Instructional	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.86
Administrative	3.000	473,286	157,762			39,600	13,200	17.68
Active	38.576	3,649,707	94,611	229,007	5,937	528,000	13,687	17.84
Certificated Total	38.576	3,649,707	94,611	229,007	5,937	528,000	13,687	17.84
Instructional for Funding Purposes	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.86
Instructional for Compliance Purposes	35.576	3,176,421	89,286	229,007	6,437	488,400	13,728	17.86
K-3 Program 01 Teacher	9.463	818,104	86,453			125,796	13,293	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	1.020	70,839	69,450			13,464	13,200	18.05
Grade T Program 09 Teacher	2.104	168,547	80,108			27,852	13,238	18.01

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	25.716	2,713,151	105,504	172,665	6,714	341,375	13,275	18.17
02	0.045	5,390	119,778			1,096	24,350	18.15
21	0.984	119,256	121,195	19,563	19,881	12,115	12,312	18.14
51	0.100	9,911	99,110	767	7,670	1,231	12,312	18.35
52	0.100	9,911	99,110	4,367	43,670	1,231	12,312	18.35
58				19,218				
69				1,000				
74				4,254				
97	1.000	181,370	181,370			12,312	12,312	17.43
K-12 Program 02 Instructional	0.045	5,390	119,778			1,096	24,350	18.15
Program 21 Instructional	0.984	119,256	121,195	19,563	19,881	12,115	12,312	18.14
K-12 Program 21 Instructional	0.984	119,256	121,195			12,115	12,312	18.14
K-3 BEA Instructional	13.101	1,281,402	97,809			178,253	13,606	18.19
4-6 BEA Instructional	6.033	621,805	103,067			74,414	12,334	18.15
7-8 BEA Instructional	5.283	628,008	118,873			65,180	12,338	18.15
K-12 BEA Instructional	24.417	2,531,215	103,666			317,847	13,017	18.17
BEA	26.761	2,899,911	108,363	172,665	6,452	354,783	13,257	18.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	25.601	2,670,293	104,304	213,380	8,335	332,424	12,985	18.17
Administrative	2.000	335,728	167,864	8,454	4,227	24,624	12,312	17.76
Active	27.601	3,006,021	108,910	221,834	8,037	357,048	12,936	18.13
On Leave	0.344	32,968	95,837			12,312	35,791	18.15
Certificated Total	27.945	3,038,989	108,749	221,834	7,938	369,360	13,217	18.13
Instructional for Funding Purposes	25.601	2,670,293	104,304	213,380	8,335	332,424	12,985	18.17
Instructional for Compliance Purposes	25.601	2,670,293	104,304	213,380	8,335	332,424	12,985	18.17
K-3 Program 01 Teacher	11.178	1,098,990	98,317			143,225	12,813	18.19

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	13.154	1,040,354	79,090			176,220	13,397	18.02
09	1.000	99,492	99,492			13,200	13,200	17.88
13	0.870	84,858	97,538			11,484	13,200	17.89
21	1.228	102,689	83,623			13,200	10,749	15.15
51	0.050	4,877	97,540			660	13,200	17.89
52	0.150	10,795	71,967			1,980	13,200	18.07
55	0.080	7,803	97,538			1,056	13,200	17.89
97	0.500	65,590	131,180			6,600	13,200	17.82
Program 21 Instructional	1.000	86,655	86,655			13,200	13,200	17.96
K-12 Program 21 Instructional	1.000	86,655	86,655			13,200	13,200	17.96
K-3 BEA Instructional	9.310	712,228	76,501			124,370	13,359	18.04
4-6 BEA Instructional	3.344	262,536	78,510			45,250	13,532	18.03
K-12 BEA Instructional	12.654	974,764	77,032			169,620	13,404	18.04
BEA	13.654	1,105,944	80,998			182,820	13,389	18.01
Instructional	15.804	1,269,244	80,312			211,200	13,364	18.01
Administrative	1.000	131,180	131,180			13,200	13,200	17.82
Active	16.804	1,400,424	83,339			224,400	13,354	17.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	0.228	16,034	70,325					
Certificated Total	17.032	1,416,458	83,165			224,400	13,175	17.79
Instructional for Funding Purposes	16.032	1,285,278	80,170			211,200	13,174	17.78
Instructional for Compliance Purposes	15.804	1,269,244	80,312			211,200	13,364	18.01
K-3 Program 01 Teacher	8.460	651,059	76,957			113,150	13,375	18.04
K-3 Program 21 Teacher	0.572	49,506	86,549			7,550	13,200	17.96
Grade T Program 09 Teacher	1.000	99,492	99,492			13,200	13,200	17.88

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	10.839	970,492	89,537	3,609	333	188,100	17,354	18.30
13	1.145	82,646	72,180			16,632	14,526	18.05
14		37,816				5,993		17.97
21	0.940	70,278	74,764			12,408	13,200	18.02
31	1.928	100,105	51,922	8,466	4,391	27,720	14,378	18.22
51	0.255	21,785	85,431			3,366	13,200	17.95
55	0.225	19,218	85,413			2,970	13,200	17.95
74		1,524				211		17.97
88	0.477	29,300	61,426			13,200	27,673	18.10
97	0.500	62,282	124,564			6,600	13,200	17.92
Program 21 Instructional	0.840	57,822	68,836			11,088	13,200	18.04
Program 21 Administrative	0.100	12,456	124,560			1,320	13,200	17.92
K-12 Program 21 Instructional	0.840	57,822	68,836			11,088	13,200	18.04
Program 31 Instructional	1.928	100,105	51,922	2,826	1,466	27,720	14,378	18.22
Program 31 Administrative				5,640				
K-3 BEA Instructional	3.040	268,003	88,159			54,754	18,011	18.09
4-6 BEA Instructional	1.880	194,917	103,679			32,366	17,216	19.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.447	508,562	68,291	2,826	379	116,424	15,634	18.11
K-12 BEA Instructional	12.367	971,482	78,554	2,826	229	203,544	16,459	18.32
K-12 BEA Administrative	0.400	99,115	247,788	5,640	14,100	12,276	30,690	17.95
BEA	13.267	1,132,879	85,391	12,075	910	222,420	16,765	18.27
Instructional	15.154	1,206,827	79,638	6,435	425	254,747	16,811	18.26
Administrative	1.155	188,619	163,306	5,640	4,883	22,453	19,440	17.94
Active	16.309	1,395,446	85,563	12,075	740	277,200	16,997	18.22
Certificated Total	16.309	1,395,446	85,563	12,075	740	277,200	16,997	18.22
Instructional for Funding Purposes	15.154	1,206,827	79,638	6,435	425	254,747	16,811	18.26
Instructional for Compliance Purposes	15.154	1,206,827	79,638	6,435	425	254,747	16,811	18.26
K-3 Program 01 Teacher	3.040	268,003	88,159			54,754	18,011	18.09
K-3 Program 21 Teacher	0.252	17,346	68,833			3,326	13,200	18.04

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	53.178	5,698,184	107,153	337,181	6,341	728,664	13,702	17.70
03	0.220	27,661	125,732			3,062	13,920	17.75
21	9.772	1,040,478	106,475	19,929	2,039	140,568	14,385	17.72
24	0.750	63,955	85,273			16,008	21,344	17.75
31	1.350	140,218	103,865	1,865	1,381	18,792	13,920	17.74
51	1.200	100,441	83,701			16,704	13,920	17.74
53	0.210	24,137	114,938			4,872	23,200	17.75
55	0.500	55,864	111,728			6,960	13,920	17.75
56	0.780	98,072	125,733	27,941	35,822	10,858	13,920	17.75
58				24,076				
65	0.390	44,827	114,941			9,048	23,200	17.75
74	0.200	25,147	125,735			2,784	13,920	17.75
97	1.000	198,523	198,523	1,200	1,200	13,200	13,200	16.42
Program 21 Instructional	8.772	890,328	101,497	18,729	2,135	127,368	14,520	17.73
Program 21 Administrative	1.000	150,150	150,150	1,200	1,200	13,200	13,200	17.67
K-12 Program 21 Instructional	7.922	817,664	103,214	13,297	1,678	115,536	14,584	17.73
Program 26, 56, and 59 Instructional	0.780	98,072	125,733	27,941	35,822	10,858	13,920	17.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	1.350	140,218	103,865	1,865	1,381	18,792	13,920	17.74
K-3 BEA Instructional	17.980	1,733,698	96,424	95,224	5,296	250,282	13,920	17.75
4-6 BEA Instructional	11.900	1,266,892	106,462	23,860	2,005	165,648	13,920	17.74
7-8 BEA Instructional	6.648	758,126	114,038	52,024	7,826	96,326	14,490	17.74
9-12 BEA Instructional	15.050	1,594,542	105,950	131,332	8,726	209,496	13,920	17.74
K-12 BEA Instructional	51.578	5,353,258	103,790	302,440	5,864	721,752	13,993	17.74
K-12 BEA Administrative	3.000	492,640	164,213			26,400	8,800	17.28
BEA	55.748	6,064,586	108,786	340,246	6,103	763,718	13,699	17.66
Instructional	64.380	6,656,029	103,387	396,192	6,154	916,354	14,234	17.74
Administrative	5.000	841,313	168,263	6,000	1,200	52,800	10,560	17.15
Other	0.170	20,165	118,618	10,000	58,824	2,366	13,920	17.73
Active	69.550	7,517,507	108,088	412,192	5,927	971,520	13,969	17.68
On Leave								
Certificated Total	69.550	7,517,507	108,088	412,192	5,927	971,520	13,969	17.68
Instructional for Funding Purposes	63.600	6,557,957	103,113	368,251	5,790	905,496	14,237	17.74
Instructional for Compliance Purposes	63.600	6,557,957	103,113	368,251	5,790	905,496	14,237	17.74
K-3 Program 01 Teacher	16.150	1,571,532	97,308	88,053	5,452	224,808	13,920	17.75

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	1.790	177,419	99,117	2,938	1,641	24,917	13,920	17.75

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	18.450	1,565,267	84,838	111,948	6,068	250,140	13,558	18.01
02	3.564	342,945	96,225	37,821	10,612	54,793	15,374	18.04
13	0.356	38,856	109,146			11,748	33,000	18.24
14				2,489				
21	1.200	99,534	82,945	7,623	6,353	15,840	13,200	18.06
31	0.400	23,668	59,170			6,600	16,500	18.45
51	0.044	4,802	109,136			1,452	33,000	18.24
52				8,331				
55	0.782	63,777	81,556			5,280	6,752	14.35
58				22,412				
74				9,535				
97	0.799	110,916	138,819			10,547	13,200	18.01
K-12 Program 02 Instructional	2.413	213,003	88,273			39,600	16,411	18.11
Program 21 Instructional	1.000	76,232	76,232	7,623	7,623	13,200	13,200	18.09
Program 21 Administrative	0.200	23,302	116,510			2,640	13,200	17.94
K-12 Program 21 Instructional	1.000	76,232	76,232	7,623	7,623	13,200	13,200	18.09
Program 31 Instructional	0.400	23,668	59,170			6,600	16,500	18.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	6.131	500,362	81,612			88,730	14,472	18.07
4-6 BEA Instructional	4.294	354,634	82,588			56,641	13,191	18.03
7-8 BEA Instructional	2.710	248,457	91,682	9,535	3,518	36,419	13,439	17.95
9-12 BEA Instructional	7.278	598,343	82,213	3,976	546	103,330	14,198	18.05
K-12 BEA Instructional	20.413	1,701,796	83,368	13,511	662	285,120	13,968	18.04
BEA	23.213	2,042,796	88,002	149,769	6,452	322,080	13,875	18.02
Instructional	22.595	1,885,463	83,446	176,799	7,825	316,800	14,021	17.92
Administrative	3.000	364,302	121,434	23,360	7,787	39,600	13,200	17.95
Active	25.595	2,249,765	87,899	200,159	7,820	356,400	13,925	17.92
Certificated Total	25.595	2,249,765	87,899	200,159	7,820	356,400	13,925	17.92
Instructional for Funding Purposes	22.595	1,885,463	83,446	176,799	7,825	316,800	14,021	17.92
Instructional for Compliance Purposes	22.595	1,885,463	83,446	176,799	7,825	316,800	14,021	17.92
K-3 Program 01 Teacher	4.576	365,013	79,767			60,403	13,200	18.04
K-3 Program 21 Teacher	0.120	9,147	76,225			1,584	13,200	18.09

Creston School District (22073)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.750	793,224	90,654	5,234	598	142,848	16,325	17.89
21		81,974		4,322		13,200		17.82
52	0.250	13,195	52,780			3,300	13,200	18.10
97	1.000	141,909	141,909	5,000	5,000	13,200	13,200	17.70
Program 21 Instructional		81,974		4,322		13,200		17.82
K-12 Program 21 Instructional		81,974		4,322		13,200		17.82
K-3 BEA Instructional	3.321	236,377	71,176			43,837	13,200	17.91
4-6 BEA Instructional	2.304	173,787	75,428			30,413	13,200	17.88
7-8 BEA Instructional	3.125	272,482	87,194	2,441	781	54,450	17,424	17.95
K-12 BEA Instructional	8.750	682,646	78,017	4,984	570	128,700	14,709	17.92
K-12 BEA Administrative		110,578				14,148		17.71
BEA	9.750	935,133	95,911	10,234	1,050	156,048	16,005	17.86
Instructional	9.000	777,815	86,424	9,556	1,062	145,200	16,133	17.91
Administrative	1.000	252,487	252,487	5,000	5,000	27,348	27,348	17.71
Active	10.000	1,030,302	103,030	14,556	1,456	172,548	17,255	17.86
Certificated Total	10.000	1,030,302	103,030	14,556	1,456	172,548	17,255	17.86
Instructional for Funding Purposes	9.000	777,815	86,424	9,556	1,062	145,200	16,133	17.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	9.000	777,815	86,424	9,556	1,062	145,200	16,133	17.91
K-3 Program 01 Teacher	3.321	236,377	71,176			43,837	13,200	17.91
K-3 Program 21 Teacher		23,428				3,762		17.82

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	14.973	1,130,272	75,487	24,019	1,604	199,531	13,326	17.84
03	0.500	47,753	95,506			6,600	13,200	17.82
21	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.82
31	1.000	47,273	47,273			13,200	13,200	17.85
51	1.000	61,047	61,047			13,200	13,200	17.85
55	2.000	115,030	57,515			26,400	13,200	17.85
97	0.384	33,750	87,891			5,069	13,200	17.85
Program 21 Instructional	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.82
K-12 Program 21 Instructional	1.000	69,048	69,048	7,116	7,116	13,200	13,200	17.82
Program 31 Instructional	1.000	47,273	47,273			13,200	13,200	17.85
K-3 BEA Instructional	5.470	347,525	63,533	6,000	1,097	72,204	13,200	17.84
4-6 BEA Instructional	3.000	199,775	66,592			39,600	13,200	17.85
7-8 BEA Instructional	1.357	136,266	100,417			19,800	14,591	17.83
9-12 BEA Instructional	5.500	395,887	71,979	8,019	1,458	72,600	13,200	17.83
K-12 BEA Instructional	15.327	1,079,453	70,428	14,019	915	204,204	13,323	17.84
K-12 BEA Administrative	1.530	132,948	86,894			20,196	13,200	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
BEA	16.857	1,259,048	74,690	24,019	1,425	224,400	13,312	17.84
Instructional	19.327	1,324,578	68,535	21,135	1,094	257,004	13,298	17.84
Administrative	1.530	132,948	86,894			20,196	13,200	17.85
Other		46,647		10,000				
Active	20.857	1,504,173	72,118	31,135	1,493	277,200	13,291	17.84
Certificated Total	20.857	1,504,173	72,118	31,135	1,493	277,200	13,291	17.84
Instructional for Funding Purposes	19.327	1,324,578	68,535	21,135	1,094	257,004	13,298	17.84
Instructional for Compliance Purposes	19.327	1,324,578	68,535	21,135	1,094	257,004	13,298	17.84
K-3 Program 01 Teacher	4.000	271,450	67,863			52,800	13,200	17.85

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	17.279	1,408,129	81,494	41,327	2,392	236,280	13,674	18.11
02	3.000	163,656	54,552			39,600	13,200	18.28
13	2.000	159,627	79,814			26,400	13,200	18.13
14	0.667	41,081	61,591			8,804	13,200	18.30
21	2.566	242,668	94,571			42,900	16,719	14.95
24	1.000	92,303	92,303			13,200	13,200	18.07
31	1.666	114,884	68,958	3,026	1,816	21,991	13,200	18.20
51	1.902	168,963	88,834			25,106	13,200	18.07
55	0.282	28,060	99,504			3,722	13,200	17.98
58				11,019				
74	0.333	31,861	95,679			4,396	13,200	18.05
97	1.000	155,955	155,955	1,000	1,000	13,200	13,200	17.92
K-12 Program 02 Instructional	3.000	163,656	54,552			39,600	13,200	18.28
Program 21 Instructional	2.316	214,112	92,449			39,600	17,098	14.55
Program 21 Administrative	0.250	28,556	114,224			3,300	13,200	18.00
K-12 Program 21 Instructional	2.076	190,976	91,992			36,432	17,549	14.12
Program 31 Instructional	1.666	114,884	68,958	3,026	1,816	21,991	13,200	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	5.380	426,402	79,257			74,831	13,909	18.10
4-6 BEA Instructional	4.591	330,965	72,090			61,327	13,358	18.18
7-8 BEA Instructional	2.640	200,767	76,048			36,313	13,755	18.16
9-12 BEA Instructional	7.988	567,165	71,002	18,432	2,307	107,633	13,474	18.16
K-12 BEA Instructional	20.599	1,525,299	74,047	18,432	895	280,104	13,598	18.15
BEA	22.945	1,842,624	80,306	45,353	1,977	311,071	13,557	18.11
Instructional	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	17.79
Administrative	3.000	397,109	132,370	20,950	6,983	39,600	13,200	17.95
Other	1.000	92,303	92,303			13,200	13,200	18.07
Active	31.695	2,607,187	82,259	56,372	1,779	435,600	13,743	17.82
Certificated Total	31.695	2,607,187	82,259	56,372	1,779	435,600	13,743	17.82
Instructional for Funding Purposes	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	17.79
Instructional for Compliance Purposes	27.695	2,117,775	76,468	35,422	1,279	382,800	13,822	17.79
K-3 Program 01 Teacher	5.380	426,402	79,257			74,831	13,909	18.10
K-3 Program 21 Teacher	0.520	50,128	96,400			6,864	13,200	18.05

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	2.555	189,883	74,318	5,000	1,957	39,600	15,499	17.10
21	0.042	4,200	100,000					7.64
97	0.610	116,400	190,820			16,788	27,521	17.40
Program 21 Instructional	0.042	4,200	100,000					7.64
K-12 Program 21 Instructional	0.042	4,200	100,000					7.64
K-3 BEA Instructional	1.929	130,869	67,843	5,000	2,592	32,063	16,621	17.35
4-6 BEA Instructional	0.571	53,974	94,525			7,537	13,200	17.35
K-12 BEA Instructional	2.500	184,843	73,937	5,000	2,000	39,600	15,840	17.35
BEA	3.165	306,283	96,772	5,000	1,580	56,388	17,816	17.18
Instructional	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90
Administrative	0.610	116,400	190,820			16,788	27,521	17.40
Active	3.207	310,483	96,814	5,000	1,559	56,388	17,583	17.03
Certificated Total	3.207	310,483	96,814	5,000	1,559	56,388	17,583	17.03
Instructional for Funding Purposes	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90
Instructional for Compliance Purposes	2.597	194,083	74,734	5,000	1,925	39,600	15,248	16.90
K-3 Program 01 Teacher	1.429	104,703	73,270			18,863	13,200	17.35

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	26.680	2,377,983	89,130	92,355	3,462			17.53
09	1.000	63,936	63,936					17.55
13	0.020	3,392	169,600					17.19
21	1.500	143,874	95,916	15,866	10,577			20.56
24	0.700	65,882	94,117	2,196	3,137			17.55
31	1.500	155,085	103,390	15,754	10,503			17.55
55	1.320	103,508	78,415	3,239	2,454			21.57
74	0.050	7,024	140,480					17.55
97	0.480	81,396	169,575					17.19
Program 21 Instructional	1.000	73,637	73,637	15,866	15,866			23.19
Program 21 Administrative	0.500	70,237	140,474					17.55
K-12 Program 21 Instructional	1.000	73,637	73,637					23.19
Program 31 Instructional	1.400	141,038	100,741	15,754	11,253			17.55
Program 31 Administrative	0.100	14,047	140,470					17.55
K-3 BEA Instructional	8.819	704,664	79,903					17.53
4-6 BEA Instructional	5.509	481,500	87,402					17.55
7-8 BEA Instructional	4.255	417,789	98,188					17.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	8.647	781,114	90,334					17.55
K-12 BEA Instructional	27.230	2,385,067	87,590					17.54
K-12 BEA Administrative	0.850	133,954	157,593					17.32
BEA	28.660	2,614,464	91,223	108,109	3,772			17.52
Instructional	31.250	2,692,030	86,145	113,959	3,647			17.86
Administrative	2.000	310,050	155,025					17.35
Other				15,451				
Active	33.250	3,002,080	90,288	129,410	3,892			17.81
Certificated Total	33.250	3,002,080	90,288	129,410	3,892			17.81
Instructional for Funding Purposes	31.250	2,692,030	86,145	113,959	3,647			17.86
Instructional for Compliance Purposes	31.250	2,692,030	86,145	113,959	3,647			17.86
K-3 Program 01 Teacher	8.819	704,664	79,903					17.53
K-3 Program 21 Teacher	0.320	22,792	71,225					17.55

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	35.344	2,967,673	83,965	53,873	1,524	479,780	13,575	17.94
02	1.000	93,783	93,783			13,200	13,200	17.94
09	0.980	84,443	86,166			12,936	13,200	17.98
21	2.980	196,072	65,796	16,805	5,639	39,600	13,289	18.07
24	1.430	115,268	80,607			26,400	18,462	18.21
31	3.983	309,764	77,772	37,035	9,298	52,576	13,200	17.95
34	0.390	35,867	91,967			5,148	13,200	17.89
52	0.295	24,759	83,929	678	2,298	3,960	13,424	17.98
79				4,042				
97	1.000	156,248	156,248			13,200	13,200	17.80
K-12 Program 02 Instructional	1.000	93,783	93,783			13,200	13,200	17.94
Program 21 Instructional	2.980	196,072	65,796	9,595	3,220	39,600	13,289	18.07
Program 21 Administrative				7,210				
K-12 Program 21 Instructional	2.980	196,072	65,796	9,595	3,220	39,600	13,289	18.07
Program 31 Instructional	3.983	309,764	77,772	37,035	9,298	52,576	13,200	17.95
Program 34 Instructional	0.390	35,867	91,967			5,148	13,200	17.89
K-3 BEA Instructional	13.761	1,040,656	75,624			189,974	13,805	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	4.705	386,624	82,173			62,608	13,307	18.01
7-8 BEA Instructional	6.618	594,642	89,852	500	76	91,423	13,814	17.98
9-12 BEA Instructional	13.633	1,144,142	83,924	56,718	4,160	180,299	13,225	17.95
K-12 BEA Instructional	38.717	3,166,064	81,775	57,218	1,478	524,304	13,542	17.94
K-12 BEA Administrative	2.000	241,023	120,512	5,900	2,950	26,400	13,200	17.86
BEA	41.717	3,563,335	85,417	90,908	2,179	563,904	13,517	17.93
Instructional	44.402	3,586,606	80,776	79,073	1,781	607,200	13,675	17.96
Administrative	3.000	397,271	132,424	14,010	4,670	39,600	13,200	17.84
Other				19,350				
Active	47.402	3,983,877	84,044	112,433	2,372	646,800	13,645	17.95
Certificated Total	47.402	3,983,877	84,044	112,433	2,372	646,800	13,645	17.95
Instructional for Funding Purposes	44.402	3,586,606	80,776	79,073	1,781	607,200	13,675	17.96
Instructional for Compliance Purposes	44.402	3,586,606	80,776	79,073	1,781	607,200	13,675	17.96
K-3 Program 01 Teacher	13.761	1,040,656	75,624			189,974	13,805	17.89
K-3 Program 21 Teacher	0.668	32,312	48,371			8,818	13,200	18.30

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	25.694	2,081,303	81,003	76,614	2,982	335,491	13,057	18.48
31	2.666	186,993	70,140	9,037	3,390	39,547	14,834	18.62
34	0.837	58,200	69,534			11,048	13,200	18.53
51	0.622	50,443	81,098			8,210	13,200	18.45
55	1.255	100,770	80,295			16,566	13,200	18.46
58				18,618				
65	0.040	3,197	79,925			528	13,200	18.47
74	0.334	23,207	69,482			4,409	13,200	18.60
79				4,100				
97	0.415	80,000	192,771					8.74
Program 31 Instructional	2.666	186,993	70,140	9,037	3,390	39,547	14,834	18.62
Program 34 Instructional	0.837	58,200	69,534			11,048	13,200	18.53
K-3 BEA Instructional	7.809	627,981	80,418	21,939	2,809	99,409	12,730	18.47
4-6 BEA Instructional	3.666	283,864	77,432	2,899	791	48,391	13,200	18.47
7-8 BEA Instructional	3.977	308,621	77,601	10,624	2,671	52,496	13,200	18.46
9-12 BEA Instructional	11.745	868,557	73,951	50,189	4,273	159,390	13,571	18.60
K-12 BEA Instructional	27.197	2,089,023	76,811	85,651	3,149	359,687	13,225	18.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	2.000	237,473	118,737			26,400	13,200	18.25
BEA	29.612	2,406,496	81,268	85,651	2,892	386,087	13,038	18.19
Instructional	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	18.52
Administrative	2.415	317,473	131,459			26,400	10,932	15.86
Active	31.863	2,584,113	81,101	108,369	3,401	415,800	13,050	18.21
Certificated Total	31.863	2,584,113	81,101	108,369	3,401	415,800	13,050	18.21
Instructional for Funding Purposes	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	18.52
Instructional for Compliance Purposes	29.448	2,266,640	76,971	108,369	3,680	389,400	13,223	18.52
K-3 Program 01 Teacher	7.479	603,132	80,643	11,943	1,597	95,053	12,709	18.47

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	112.089	9,154,598	81,673	410,102	3,659	1,782,874	15,906	17.97
02	12.400	1,038,995	83,790	46,461	3,747	197,124	15,897	17.62
13	9.700	824,616	85,012	25,233	2,601	176,784	18,225	17.96
21	21.800	1,806,217	82,854	71,460	3,278	310,416	14,239	17.97
24	1.000	53,732	53,732	2,150	2,150	13,920	13,920	18.21
31	5.400	484,002	89,630	19,357	3,585	75,168	13,920	17.94
51	1.501	128,718	85,755	5,247	3,496	41,400	27,582	18.09
55	4.627	392,690	84,869	23,898	5,165	77,174	16,679	18.00
65	0.600	43,317	72,195	770	1,283	27,120	45,200	18.35
K-12 Program 02 Instructional	12.400	1,038,995	83,790	5,750	464	197,124	15,897	17.62
Program 21 Instructional	21.800	1,806,217	82,854	71,460	3,278	310,416	14,239	17.97
K-12 Program 21 Instructional	19.440	1,615,213	83,087	2,803	144	277,565	14,278	17.97
Program 31 Instructional	5.400	484,002	89,630	19,357	3,585	75,168	13,920	17.94
K-3 BEA Instructional	47.496	3,784,092	79,672	33,139	698	723,845	15,240	17.92
4-6 BEA Instructional	26.703	2,179,503	81,620	1,126	42	449,950	16,850	17.96
7-8 BEA Instructional	21.130	1,655,435	78,345	18,161	859	393,027	18,600	17.98
9-12 BEA Instructional	34.560	3,058,565	88,500	5,249	152	488,344	14,130	17.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	129.889	10,677,595	82,206	57,675	444	2,055,166	15,822	17.93
BEA	129.889	10,677,595	82,206	475,920	3,664	2,055,166	15,822	17.93
Instructional	169.117	13,926,885	82,351	604,678	3,576	2,701,980	15,977	17.95
Active	169.117	13,926,885	82,351	604,678	3,576	2,701,980	15,977	17.95
Certificated Total	169.117	13,926,885	82,351	604,678	3,576	2,701,980	15,977	17.95
Instructional for Funding Purposes	169.117	13,926,885	82,351	604,678	3,576	2,701,980	15,977	17.95
Instructional for Compliance Purposes	169.117	13,926,885	82,351	604,678	3,576	2,701,980	15,977	17.95
K-3 Program 01 Teacher	38.352	2,969,378	77,424	9,434	246	574,957	14,992	17.95
K-3 Program 21 Teacher	3.334	270,915	81,258			53,369	16,008	17.98

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	80.637	7,906,183	98,047	1,434,772	17,793	1,063,102	13,184	17.97
21	14.029	1,252,218	89,259	71,376	5,088	190,300	13,565	18.17
24	3.000	322,920	107,640					
34	3.798	398,130	104,826	78,789	20,745	50,134	13,200	17.88
51	0.810	55,328	68,306	6,174	7,622	13,332	16,459	17.98
52	0.200	12,640	63,200			2,640	13,200	18.11
55	1.322	131,106	99,172			15,761	11,922	17.95
58	0.080	7,678	95,975	10,250	128,125	1,056	13,200	17.97
64	0.032	3,437	107,406					17.94
65	0.560	60,154	107,418			7,392	13,200	17.89
74	0.120	7,649	63,742	1,500	12,500	1,584	13,200	17.93
88	1.000	97,406	97,406			13,200	13,200	17.95
97	1.000	198,409	198,409	1,500	1,500	13,200	13,200	16.25
99				300				
Program 21 Instructional	13.218	1,200,054	90,789	71,376	5,400	178,640	13,515	18.18
Program 21 Administrative	0.800	50,996	63,745			10,560	13,200	17.93
K-12 Program 21 Instructional	12.218	1,102,648	90,248			165,440	13,541	18.20
Program 34 Instructional	3.698	380,529	102,901	78,789	21,306	48,814	13,200	17.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	0.100	17,601	176,010			1,320	13,200	16.43
K-3 BEA Instructional	43.904	4,120,540	93,853	80,197	1,827	586,872	13,367	18.29
4-6 BEA Instructional	20.968	1,997,843	95,281	16,509	787	270,917	12,920	17.92
7-8 BEA Instructional	15.282	1,476,673	96,628	41,376	2,707	201,722	13,200	17.90
K-12 BEA Instructional	80.154	7,595,056	94,756	138,082	1,723	1,059,511	13,218	18.12
K-12 BEA Administrative	2.000	334,421	167,211			26,400	13,200	16.78
BEA	85.435	8,502,722	99,523	1,515,061	17,733	1,126,435	13,185	17.93
Instructional	97.366	9,162,222	94,101	1,551,696	15,937	1,291,400	13,263	18.12
Administrative	6.000	941,556	156,926	52,965	8,828	79,200	13,200	16.68
Active	103.366	10,103,778	97,748	1,604,661	15,524	1,370,600	13,260	18.00
K-12 BEA Contracted	0.200	24,605	123,025					
On Leave	0.022	1,955	88,864			1,100	50,000	18.06
Certificated Total	106.588	10,453,258	98,072	1,604,661	15,055	1,371,700	12,869	17.48
Instructional for Funding Purposes	100.566	9,509,747	94,562	1,551,696	15,430	1,291,400	12,841	17.56
Instructional for Compliance Purposes	97.366	9,162,222	94,101	1,551,696	15,937	1,291,400	13,263	18.12
K-3 Program 01 Teacher	37.611	3,458,471	91,954	5,110	136	503,804	13,395	18.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	4.000	369,691	92,423			52,800	13,200	18.03

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	2.130	131,528	61,750			22,800	10,704	17.70
51	0.200	16,137	80,685			2,400	12,000	17.70
97	0.670	23,819	35,551					17.70
K-3 BEA Instructional	1.250	75,419	60,335			16,200	12,960	17.70
4-6 BEA Instructional	0.550	44,377	80,685			6,600	12,000	17.70
K-12 BEA Instructional	1.800	119,796	66,553			22,800	12,667	17.70
BEA	2.800	155,347	55,481			22,800	8,143	17.70
Instructional	2.000	135,933	67,967			25,200	12,600	17.70
Administrative	1.000	35,551	35,551					17.70
Active	3.000	171,484	57,161			25,200	8,400	17.70
Certificated Total	3.000	171,484	57,161			25,200	8,400	17.70
Instructional for Funding Purposes	2.000	135,933	67,967			25,200	12,600	17.70
Instructional for Compliance Purposes	2.000	135,933	67,967			25,200	12,600	17.70
K-3 Program 01 Teacher	1.250	75,419	60,335			16,200	12,960	17.70

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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	147.704	15,784,509	106,866	244,654	1,656	2,339,170	15,837	17.71
02	8.745	856,462	97,937	10,328	1,181	126,552	14,471	17.75
13	8.800	1,010,746	114,858			154,272	17,531	17.11
14	2.000	264,434	132,217			42,120	21,060	17.60
21	49.000	4,777,408	97,498	121,814	2,486	730,440	14,907	17.42
31	13.689	1,252,178	91,473	12,356	903	189,960	13,877	18.19
34	3.701	405,591	109,590	1,800	486	52,070	14,069	16.90
51	6.600	834,534	126,445	8,844	1,340	107,424	16,276	17.85
52	1.000	82,825	82,825	6,752	6,752	14,040	14,040	16.73
55	6.400	721,898	112,797	8,844	1,382	104,616	16,346	17.89
58				364,139				
65	2.000	173,870	86,935			28,080	14,040	18.07
74	2.000	216,978	108,489			28,080	14,040	17.96
88	0.500	65,400	130,800			7,200	14,400	15.87
97	2.000	400,339	200,170	20,400	10,200	27,600	13,800	15.83
K-12 Program 02 Instructional	7.745	709,131	91,560	9,128	1,179	112,152	14,481	17.73
Program 21 Instructional	48.000	4,612,305	96,090	115,814	2,413	716,040	14,918	17.43
Program 21 Administrative	1.000	165,103	165,103	6,000	6,000	14,400	14,400	17.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	46.000	4,411,564	95,904	115,814	2,518	687,960	14,956	17.41
Program 31 Instructional	12.989	1,136,606	87,505	8,156	628	179,880	13,849	18.29
Program 31 Administrative	0.700	115,572	165,103	4,200	6,000	10,080	14,400	17.14
Program 34 Instructional	3.401	356,060	104,693			47,750	14,040	16.87
Program 34 Administrative	0.300	49,531	165,103	1,800	6,000	4,320	14,400	17.14
K-3 BEA Instructional	55.387	5,744,600	103,717	55,545	1,003	896,504	16,186	17.74
4-6 BEA Instructional	29.180	3,297,721	113,013			520,122	17,825	17.95
7-8 BEA Instructional	27.208	2,558,387	94,031	24,042	884	402,273	14,785	17.59
9-12 BEA Instructional	47.564	4,463,215	93,836	157,113	3,303	680,053	14,298	17.66
K-12 BEA Instructional	159.339	16,063,923	100,816	236,700	1,486	2,498,952	15,683	17.73
K-12 BEA Administrative	11.000	1,714,792	155,890	6,000	545	158,400	14,400	17.79
BEA	175.839	18,699,079	106,342	289,538	1,647	2,735,352	15,556	17.69
Instructional	236.139	23,981,513	101,557	745,931	3,159	3,693,624	15,642	17.66
Administrative	18.000	2,865,659	159,203	54,000	3,000	258,000	14,333	17.34
Active	254.139	26,847,172	105,640	799,931	3,148	3,951,624	15,549	17.62
Certificated Total	254.139	26,847,172	105,640	799,931	3,148	3,951,624	15,549	17.62
Instructional for Funding Purposes	236.139	23,981,513	101,557	745,931	3,159	3,693,624	15,642	17.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	236.139	23,981,513	101,557	745,931	3,159	3,693,624	15,642	17.66
K-3 Program 01 Teacher	50.416	5,154,103	102,231			791,379	15,697	17.74
K-3 Program 21 Teacher	9.270	822,072	88,681			130,151	14,040	17.83

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	170.186	14,605,562	85,821	2,428,997	14,273	2,502,136	14,702	18.19
09	3.410	253,022	74,200	40,441	11,860	49,906	14,635	18.13
13	4.000	309,245	77,311	88,242	22,061	59,200	14,800	18.23
21	28.017	2,466,553	88,038	325,714	11,626	351,326	12,540	16.19
24	0.201	28,339	140,990	1,327	6,602	2,751	13,686	17.75
31	8.585	766,096	89,237	144,334	16,812	125,909	14,666	18.10
34	0.933	82,098	87,994	11,151	11,952	13,648	14,629	18.11
51	2.400	227,937	94,974	37,990	15,829	35,520	14,800	18.13
55	7.863	616,187	78,365	119,905	15,249	116,372	14,800	18.22
64				15,666				
65	1.100	111,569	101,426	11,061	10,055	15,800	14,364	17.98
74	0.167	16,100	96,407	5,365	32,126	2,472	14,800	18.14
76	1.700	137,913	81,125	22,985	13,521	32,560	19,153	18.34
79				7,500				
97	1.000	254,565	254,565	3,480	3,480	13,200	13,200	15.39
Program 21 Instructional	23.195	1,833,480	79,046	323,650	13,953	339,974	14,657	17.99
Program 21 Administrative	0.860	141,980	165,093	2,064	2,400	11,352	13,200	17.63
K-12 Program 21 Instructional	20.862	1,648,583	79,023			305,446	14,641	17.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	7.867	647,633	82,323	142,610	18,128	116,432	14,800	18.18
Program 31 Administrative	0.718	118,463	164,990	1,724	2,401	9,478	13,200	17.60
Program 34 Instructional	0.833	65,473	78,599	10,912	13,100	12,328	14,800	18.23
Program 34 Administrative	0.100	16,625	166,250	239	2,390	1,320	13,200	17.53
K-3 BEA Instructional	55.782	4,447,029	79,722			829,570	14,872	18.24
4-6 BEA Instructional	39.403	3,008,657	76,356			584,763	14,841	18.26
7-8 BEA Instructional	25.352	2,084,678	82,229			375,210	14,800	18.20
9-12 BEA Instructional	44.467	3,519,201	79,142			658,112	14,800	18.35
K-12 BEA Instructional	165.004	13,059,565	79,147			2,447,654	14,834	18.27
BEA	180.704	15,708,321	86,928	2,587,962	14,322	2,654,894	14,692	18.14
Instructional	207.062	16,397,105	79,189	3,203,603	15,472	3,066,800	14,811	18.23
Administrative	18.500	2,982,628	161,223	60,555	3,273	254,000	13,730	17.47
Active	225.562	19,379,733	85,918	3,264,158	14,471	3,320,800	14,722	18.13
K-12 Program 21 Contracted	3.962	491,093	123,951					7.87
Certificated Total	229.562	19,875,186	86,579	3,264,158	14,219	3,320,800	14,466	17.91
Instructional for Funding Purposes	211.062	16,892,558	80,036	3,203,603	15,178	3,066,800	14,530	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	207.062	16,397,105	79,189	3,203,603	15,472	3,066,800	14,811	18.23
K-3 Program 01 Teacher	52.782	4,199,237	79,558			785,170	14,876	18.24
K-3 Program 21 Teacher	3.186	251,775	79,025			47,153	14,800	18.24
Grade T Program 09 Teacher	3.372	248,662	73,743			49,906	14,800	18.28

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	289.091	26,785,145	92,653	587,858	2,033	3,853,608	13,330	18.50
02	7.303	658,526	90,172	1,145	157	96,400	13,200	18.48
09	4.000	327,310	81,828			62,225	15,556	18.73
13	4.499	287,273	63,853	4,616	1,026	59,387	13,200	18.72
14	2.800	288,590	103,068			39,600	14,143	18.57
21	55.001	4,645,626	84,464	140,086	2,547	744,506	13,536	18.61
31	20.497	1,870,454	91,255	170,033	8,296	270,560	13,200	18.50
34	7.703	609,558	79,133	55,802	7,244	101,680	13,200	18.62
51	7.403	708,386	95,689	3,599	486	110,920	14,983	18.63
53	3.850	332,601	86,390	9,999	2,597	56,100	14,571	18.66
55	18.533	1,681,822	90,747	45,437	2,452	257,836	13,912	18.61
56	0.850	87,608	103,068			11,220	13,200	18.54
57	0.150	15,460	103,067			1,980	13,200	18.54
64	0.800	71,565	89,456	3,170	3,963	13,860	17,325	18.74
65	8.717	805,144	92,365	3,170	364	118,879	13,638	18.61
74	1.000	75,119	75,119	4,173	4,173	13,200	13,200	18.66
88	1.700	150,235	88,374	2,807	1,651	22,440	13,200	18.60
89				1,108				
97	1.000	223,020	223,020	44,993	44,993	13,200	13,200	15.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	6.953	593,965	85,426			91,780	13,200	18.61
Program 21 Instructional	53.001	4,336,483	81,819	124,966	2,358	718,106	13,549	18.64
Program 21 Administrative	2.000	309,143	154,572	15,120	7,560	26,400	13,200	18.17
K-12 Program 21 Instructional	46.401	3,769,737	81,243	8,340	180	630,986	13,599	18.65
Program 26, 56, and 59 Instructional	0.850	87,608	103,068			11,220	13,200	18.54
Program 31 Instructional	19.193	1,663,973	86,697	162,473	8,465	253,348	13,200	18.57
Program 31 Administrative	1.304	206,481	158,344	7,560	5,798	17,213	13,200	17.90
Program 34 Instructional	7.400	573,540	77,505	55,802	7,541	97,680	13,200	18.62
Program 34 Administrative	0.303	36,018	118,871			4,000	13,200	18.59
K-3 BEA Instructional	95.744	7,995,744	83,512	5,829	61	1,287,607	13,448	18.64
4-6 BEA Instructional	63.923	5,506,115	86,137			851,004	13,313	18.62
7-8 BEA Instructional	48.719	4,203,830	86,287			643,091	13,200	18.60
9-12 BEA Instructional	90.895	8,063,945	88,717			1,199,814	13,200	18.58
K-12 BEA Instructional	299.281	25,769,634	86,105	5,829	19	3,981,516	13,304	18.61
BEA Instructional	325.594	30,146,703	92,590	859,831	2,641	4,335,448	13,316	18.47
Instructional	402.085	34,574,050	85,987	807,103	2,007	5,407,882	13,450	18.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	28.713	4,774,779	166,293	270,893	9,435	385,612	13,430	17.74
Other	3.499	218,032	62,313			46,187	13,200	18.73
Active	434.297	39,566,861	91,106	1,077,996	2,482	5,839,680	13,446	18.51
On Leave	0.600	56,581	94,302			7,920	13,200	18.58
Certificated Total	434.897	39,623,442	91,110	1,077,996	2,479	5,847,600	13,446	18.51
Instructional for Funding Purposes	401.235	34,486,442	85,951	807,103	2,012	5,396,662	13,450	18.62
Instructional for Compliance Purposes	401.235	34,486,442	85,951	807,103	2,012	5,396,662	13,450	18.62
K-3 Program 01 Teacher	87.871	7,337,177	83,499			1,182,799	13,461	18.64
K-3 Program 21 Teacher	8.446	611,723	72,428			111,487	13,200	18.71
Grade T Program 09 Teacher	4.000	327,310	81,828			62,225	15,556	18.73

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	9.073	654,813	72,172	17,348	1,912	126,364	13,927	18.51
21	1.000	52,247	52,247			13,200	13,200	18.39
51	0.050	3,238	64,760			660	13,200	18.07
55	0.377	22,996	60,997			4,976	13,200	18.15
Program 21 Instructional	1.000	52,247	52,247			13,200	13,200	18.39
K-12 Program 21 Instructional	1.000	52,247	52,247			13,200	13,200	18.39
K-3 BEA Instructional	2.812	212,664	75,627	1,000	356	37,118	13,200	17.99
4-6 BEA Instructional	2.195	179,283	81,678			31,152	14,192	18.54
7-8 BEA Instructional	1.358	91,017	67,023			20,830	15,338	19.58
9-12 BEA Instructional	2.708	171,849	63,460	1,000	369	37,264	13,761	18.54
K-12 BEA Instructional	9.073	654,813	72,172	2,000	220	126,364	13,927	18.51
BEA Instructional	9.073	654,813	72,172	17,348	1,912	126,364	13,927	18.51
Other				7,180				
Active	10.500	733,294	69,838	17,348	1,652	145,200	13,829	18.49
Certificated Total	10.500	733,294	69,838	17,348	1,652	145,200	13,829	18.49
Instructional for Funding Purposes	10.500	733,294	69,838	10,168	968	145,200	13,829	18.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.500	733,294	69,838	10,168	968	145,200	13,829	18.49
K-3 Program 01 Teacher	2.362	183,523	77,698			31,178	13,200	17.98
K-3 Program 21 Teacher	0.308	16,092	52,247			4,066	13,200	18.39

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	100.985	9,137,081	90,480	789,834	7,821	1,340,689	13,276	18.19
02	0.600	53,030	88,383			7,933	13,222	18.27
09	1.000	109,178	109,178	6,005	6,005	13,222	13,222	18.17
13	1.400	135,985	97,132	2,964	2,117	18,511	13,222	18.21
21	20.914	1,755,588	83,943	86,493	4,136	242,910	11,615	14.94
31	6.940	623,249	89,805	57,429	8,275	93,215	13,432	17.97
34	3.950	373,256	94,495	9,687	2,452	60,160	15,230	18.09
51	0.100	17,327	173,270	6,890	68,900	1,322	13,222	16.29
52				14,000				
55	2.000	181,081	90,541	20,397	10,199	26,444	13,222	18.16
58				28,900				
65	0.030	5,198	173,267			397	13,222	16.29
68				10,000				
74	0.412	27,287	66,231			22	53	16.97
88	1.500	97,303	64,869			19,833	13,222	18.63
97	1.000	184,500	184,500	6,200	6,200	13,222	13,222	16.33
K-12 Program 02 Instructional	0.600	53,030	88,383			7,933	13,222	18.27
Program 21 Instructional	18.774	1,412,424	75,233	81,153	4,323	235,374	12,537	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
Program 21 Administrative	0.570	98,764	173,270	5,340	9,368	7,537	13,222	16.29
K-12 Program 21 Instructional	16.654	1,262,405	75,802	49,938	2,999	208,665	12,529	17.15
Program 31 Instructional	6.790	599,477	88,288	36,429	5,365	91,232	13,436	18.02
Program 31 Administrative	0.150	23,772	158,480	21,000	140,000	1,983	13,222	16.68
Program 34 Instructional	3.700	337,598	91,243	9,687	2,618	56,855	15,366	18.14
Program 34 Administrative	0.250	35,658	142,632			3,306	13,222	17.61
K-3 BEA Instructional	39.359	3,204,765	81,424	43,915	1,116	534,135	13,571	18.40
4-6 BEA Instructional	22.513	2,025,795	89,983	8,097	360	296,047	13,150	18.27
7-8 BEA Instructional	16.213	1,421,350	87,667	114,598	7,068	220,923	13,626	18.20
9-12 BEA Instructional	25.090	2,246,968	89,556	157,069	6,260	327,928	13,070	18.09
K-12 BEA Instructional	103.175	8,898,878	86,250	323,679	3,137	1,379,033	13,366	18.26
K-12 BEA Administrative	3.750	499,739	133,264	12,440	3,317	49,583	13,222	17.56
BEA	113.475	10,371,116	91,396	863,150	7,607	1,515,219	13,353	18.14
Instructional	128.161	10,844,809	84,619	922,649	7,199	1,691,116	13,195	18.11
Administrative	10.500	1,545,347	147,176	116,150	11,062	138,831	13,222	17.29
Other	0.600	65,507	109,178			7,933	13,222	18.08
Active	139.261	12,455,663	89,441	1,038,799	7,459	1,837,880	13,197	18.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	1.570	244,400	155,669					
Certificated Total	140.831	12,700,063	90,179	1,038,799	7,376	1,837,880	13,050	17.70
Instructional for Funding Purposes	129.731	11,089,209	85,478	922,649	7,112	1,691,116	13,036	17.75
Instructional for Compliance Purposes	128.161	10,844,809	84,619	922,649	7,199	1,691,116	13,195	18.11
K-3 Program 01 Teacher	34.485	2,823,096	81,864	35,257	1,022	453,481	13,150	18.24
K-3 Program 21 Teacher	4.754	334,654	70,394			62,857	13,222	18.55
Grade T Program 09 Teacher	1.000	109,178	109,178			13,222	13,222	18.17

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	973.759	116,195,215	119,326	920,511	945	13,695,557	14,065	18.93
02	31.930	3,903,002	122,236	37,657	1,179	467,610	14,645	18.60
11	0.600	57,447	95,745			13,200	22,000	19.24
13	12.931	1,514,360	117,111			179,296	13,866	19.21
14								
21	216.323	24,672,672	114,055	217,018	1,003	3,087,995	14,275	18.90
22				6,062				
24	24.943	2,841,800	113,932	58,556	2,348	326,766	13,101	19.05
31	42.268	4,876,732	115,376	31,670	749	629,785	14,900	19.10
34	5.132	632,092	123,167			67,848	13,221	19.20
51	17.077	1,992,440	116,674			262,772	15,388	18.96
52	1.594	207,907	130,431			26,400	16,562	19.21
55	36.263	4,284,313	118,146			560,762	15,464	19.08
58	1.083	136,230	125,789			14,441	13,334	19.09
61	0.698	55,983	80,205			9,900	14,183	19.23
64	2.000	208,537	104,269			26,400	13,200	19.21
65	35.333	4,182,436	118,372	4,448	126	485,760	13,748	19.05
71				7,935				
74	2.200	299,422	136,101	869	395	29,040	13,200	18.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	4.311	592,125	137,352	4,246,092	984,944	67,980	15,769	18.39
88	0.850	156,399	183,999	10,494	12,346	11,220	13,200	16.85
97	2.000	503,999	252,000	56,093	28,047	26,400	13,200	15.27
CP	0.750	131,093	174,791	11,802	15,736	9,900	13,200	17.36
K-12 Program 02 Instructional	29.930	3,551,900	118,674			441,210	14,741	18.75
Program 21 Instructional	208.679	23,330,831	111,802	144,507	692	2,987,094	14,314	19.01
Program 21 Administrative	7.644	1,341,841	175,542	72,511	9,486	100,901	13,200	17.03
K-12 Program 21 Instructional	198.698	22,267,926	112,069	28,933	146	2,828,694	14,236	19.02
Program 31 Instructional	42.268	4,876,732	115,376	31,670	749	629,785	14,900	19.10
Program 34 Instructional	5.132	632,092	123,167			67,848	13,221	19.20
K-3 BEA Instructional	387.484	43,993,365	113,536	22,471	58	5,415,870	13,977	19.10
4-6 BEA Instructional	201.702	23,439,802	116,210			2,835,307	14,057	19.14
7-8 BEA Instructional	124.213	14,481,264	116,584	5,660	46	1,774,397	14,285	19.11
9-12 BEA Instructional	280.320	33,184,112	118,379	8,144	29	4,047,767	14,440	19.11
K-12 BEA Instructional	993.719	115,098,543	115,826	36,275	37	14,073,341	14,162	19.11
K-12 BEA Administrative	3.000	522,065	174,022	230	77	39,600	13,200	17.26
BEA	1,055.089	126,111,040	119,526	1,045,931	991	14,887,200	14,110	18.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	19.10
Administrative	69.988	12,731,293	181,907	696,918	9,958	936,461	13,380	16.81
Other	2.520	296,648	117,717			35,640	14,143	19.21
Active	1,410.045	167,181,582	118,565	5,609,207	3,978	19,972,632	14,165	18.92
On Leave	2.000	262,622	131,311			26,400	13,200	19.20
Certificated Total	1,412.045	167,444,204	118,583	5,609,207	3,972	19,999,032	14,163	18.92
Instructional for Funding Purposes	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	19.10
Instructional for Compliance Purposes	1,337.537	154,153,641	115,252	4,912,289	3,673	19,000,531	14,206	19.10
K-3 Program 01 Teacher	332.088	37,794,183	113,808			4,598,948	13,849	19.14
K-3 Program 21 Teacher	48.378	5,432,272	112,288			661,320	13,670	18.93

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	158.351	15,732,597	99,353	1,041,617	6,578	2,246,700	14,188	18.04
02	4.885	448,447	91,801	17,643	3,612	67,800	13,879	18.10
09	1.800	95,681	53,156	4,625	2,569	26,400	14,667	18.52
13	6.600	649,925	98,473	10,411	1,577	99,600	15,091	18.13
21	28.530	2,630,626	92,206	185,491	6,502	304,920	10,688	12.98
24	2.600	274,539	105,592	19,010	7,312	52,800	20,308	18.20
31	10.339	929,896	89,941	296,899	28,716	137,827	13,331	17.78
34	1.661	145,420	87,550	17,481	10,524	22,013	13,253	18.04
51	5.032	467,111	92,828	14,634	2,908	66,480	13,211	18.04
52				13,000				
55	1.000	78,235	78,235	3,782	3,782	13,200	13,200	18.14
58				6,500				
65	3.000	278,537	92,846	10,388	3,463	39,600	13,200	18.04
74	0.797	54,654	68,575	2,636	3,307	13,200	16,562	18.40
88	0.978	63,278	64,701	6,389	6,533	13,200	13,497	18.26
97	1.500	256,730	171,153	2,076	1,384	20,700	13,800	17.30
K-12 Program 02 Instructional	4.000	327,447	81,862	8,473	2,118	52,800	13,200	18.11
Program 21 Instructional	21.378	1,684,953	78,817	183,111	8,565	290,400	13,584	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.968	153,673	158,753	2,380	2,459	14,520	15,000	17.92
K-12 Program 21 Instructional	18.195	1,448,745	79,623	76,380	4,198	245,454	13,490	18.12
Program 31 Instructional	9.532	827,238	86,785	295,359	30,986	126,012	13,220	17.75
Program 31 Administrative	0.807	102,658	127,209	1,540	1,908	11,814	14,640	17.99
Program 34 Instructional	1.600	137,693	86,058	17,365	10,853	21,120	13,200	18.04
Program 34 Administrative	0.061	7,727	126,672	116	1,902	893	14,640	17.99
K-3 BEA Instructional	61.672	5,496,906	89,131	85,466	1,386	827,112	13,411	18.07
4-6 BEA Instructional	34.424	2,985,588	86,730	136,209	3,957	458,581	13,322	18.07
7-8 BEA Instructional	23.605	2,027,896	85,910	28,703	1,216	314,332	13,316	18.09
9-12 BEA Instructional	41.332	4,680,348	113,238	80,945	1,958	659,108	15,947	17.96
K-12 BEA Instructional	161.033	15,190,738	94,333	346,247	2,150	2,259,132	14,029	18.04
BEA	176.736	17,513,090	99,092	1,375,716	7,784	2,495,040	14,117	18.02
Instructional	200.186	18,334,808	91,589	1,605,636	8,021	2,813,532	14,055	18.06
Administrative	19.903	2,864,101	143,903	44,424	2,232	298,908	15,018	17.90
Other	0.800	114,767	143,459	2,522	3,153	12,000	15,000	17.96
Active	220.889	21,313,676	96,490	1,652,582	7,482	3,124,440	14,145	18.04
K-12 Program 21 Contracted	6.184	792,000	128,072					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	227.073	22,105,676	97,351	1,652,582	7,278	3,124,440	13,760	17.43
Instructional for Funding Purposes	206.370	19,126,808	92,682	1,605,636	7,780	2,813,532	13,633	17.37
Instructional for Compliance Purposes	200.186	18,334,808	91,589	1,605,636	8,021	2,813,532	14,055	18.06
K-3 Program 01 Teacher	57.672	5,166,132	89,578	65,118	1,129	774,312	13,426	18.07
K-3 Program 21 Teacher	4.096	321,805	78,566	6,148	1,501	54,067	13,200	18.12
Grade T Program 09 Teacher				1,606				

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	65.181	6,332,107	97,147	268,397	4,118	859,320	13,184	18.25
02	1.704	162,722	95,494	321	188	22,493	13,200	13.14
03	0.860	91,503	106,399	802	933	11,352	13,200	18.20
09	1.000	60,915	60,915			13,200	13,200	18.57
13	0.823	120,053	145,872	4,000	4,860	10,864	13,200	17.96
21	12.504	1,279,974	102,365	65,595	5,246	165,053	13,200	18.41
24	0.160	12,240	76,500			2,112	13,200	18.40
31	14.517	1,284,811	88,504	113,102	7,791	190,516	13,124	18.44
34	4.512	423,881	93,945	35,131	7,786	59,558	13,200	18.52
51	1.255	141,327	112,611			16,566	13,200	18.18
55	3.535	381,329	107,872	4,913	1,390	47,929	13,558	18.25
65	1.457	128,263	88,032	1,254	861	21,120	14,496	18.38
88	0.650	49,725	76,500			8,580	13,200	18.40
97	1.768	272,898	154,354	29,008	16,407	23,338	13,200	17.21
K-12 Program 02 Instructional	1.600	147,849	92,406	321	201	21,120	13,200	12.66
Program 21 Instructional	11.590	1,155,539	99,701	65,595	5,660	152,988	13,200	18.45
Program 21 Administrative	0.914	124,435	136,143			12,065	13,200	17.99
K-12 Program 21 Instructional	10.727	1,073,975	100,119	64,346	5,999	141,596	13,200	18.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	12.943	1,059,235	81,838	110,624	8,547	169,739	13,114	18.53
Program 31 Administrative	1.574	225,576	143,314	2,478	1,574	20,777	13,200	17.97
Program 34 Instructional	3.930	341,737	86,956	34,609	8,806	51,876	13,200	18.64
Program 34 Administrative	0.582	82,144	141,141	522	897	7,682	13,200	17.97
K-3 BEA Instructional	28.178	2,469,281	87,632	91,821	3,259	371,950	13,200	18.31
4-6 BEA Instructional	11.022	1,041,892	94,528	19,140	1,737	145,490	13,200	18.27
7-8 BEA Instructional	15.200	1,436,208	94,487	75,710	4,981	200,640	13,200	18.35
9-12 BEA Instructional	24.878	2,269,282	91,216	201,082	8,083	326,370	13,119	18.04
K-12 BEA Instructional	79.278	7,216,663	91,030	387,753	4,891	1,044,450	13,175	18.23
K-12 BEA Administrative	6.319	924,164	146,252	22,200	3,513	83,252	13,175	17.97
BEA	88.542	8,567,922	96,767	446,761	5,046	1,166,576	13,175	18.16
Instructional	98.839	9,134,367	92,417	463,515	4,690	1,305,810	13,211	18.26
Administrative	10.087	1,478,915	146,616	56,008	5,552	132,990	13,184	17.82
Other	1.000	128,466	128,466	3,000	3,000	13,200	13,200	18.02
Active	109.926	10,741,748	97,718	522,523	4,753	1,452,000	13,209	18.20
Certificated Total	109.926	10,741,748	97,718	522,523	4,753	1,452,000	13,209	18.20
Instructional for Funding Purposes	98.839	9,134,367	92,417	463,515	4,690	1,305,810	13,211	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
Instructional for Compliance Purposes	98.839	9,134,367	92,417	463,515	4,690	1,305,810	13,211	18.26
K-3 Program 01 Teacher	27.178	2,389,077	87,905	30,521	1,123	358,750	13,200	18.31
K-3 Program 21 Teacher	1.667	156,815	94,070	1,645	987	22,004	13,200	18.52

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	11.584	860,770	74,307	18,926	1,634	156,763	13,533	17.88
21	1.000	85,494	85,494	2,374	2,374	13,200	13,200	17.88
55	0.130	8,438	64,908			1,716	13,200	17.90
88	0.496	27,299	55,038			6,547	13,200	17.91
97	0.498	65,000	130,522			6,574	13,200	17.87
Program 21 Instructional	1.000	85,494	85,494	2,374	2,374	13,200	13,200	17.88
K-12 Program 21 Instructional	1.000	85,494	85,494	2,374	2,374	13,200	13,200	17.88
K-3 BEA Instructional	2.947	207,278	70,335	1,216	413	42,755	14,508	17.90
4-6 BEA Instructional	1.000	62,468	62,468			13,200	13,200	17.91
7-8 BEA Instructional	4.735	356,412	75,272	3,421	722	62,502	13,200	17.88
9-12 BEA Instructional	2.400	169,612	70,672	1,125	469	31,680	13,200	17.89
K-12 BEA Instructional	11.082	795,770	71,807	5,762	520	150,137	13,548	17.89
K-12 BEA Administrative	0.502	65,000	129,482			6,626	13,200	17.87
BEA	12.082	925,770	76,624	18,926	1,566	163,337	13,519	17.88
Instructional	12.708	917,001	72,159	8,136	640	171,600	13,503	17.89
Administrative	1.000	130,000	130,000			13,200	13,200	17.87
Other				13,164				

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	13.708	1,047,001	76,379	21,300	1,554	184,800	13,481	17.88
Certificated Total	13.708	1,047,001	76,379	21,300	1,554	184,800	13,481	17.88
Instructional for Funding Purposes	12.708	917,001	72,159	8,136	640	171,600	13,503	17.89
Instructional for Compliance Purposes	12.708	917,001	72,159	8,136	640	171,600	13,503	17.89
K-3 Program 01 Teacher	2.212	155,934	70,495			33,053	14,942	17.91
K-3 Program 21 Teacher	0.340	29,068	85,494			4,488	13,200	17.88

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	24.928	2,134,102	85,611	22,260	893	329,116	13,203	18.77
13	1.000	99,122	99,122	7,156	7,156	13,200	13,200	18.70
21	1.400	141,456	101,040	8,996	6,426	26,400	18,857	19.49
51	0.140	13,287	94,907	8,150	58,214	1,848	13,200	18.76
55	1.308	109,021	83,349	8,150	6,231	17,266	13,200	18.93
58				6,206				
65	1.724	106,544	61,800	6,000	3,480	22,757	13,200	13.93
74				2,000				
97	0.850	106,832	125,685			11,814	13,899	18.69
Program 21 Instructional	1.000	73,456	73,456	1,650	1,650	13,200	13,200	18.86
Program 21 Administrative				7,346				
K-12 Program 21 Instructional	0.929	68,211	73,424			12,263	13,200	18.86
K-3 BEA Instructional	8.870	660,435	74,457			117,084	13,200	18.94
4-6 BEA Instructional	5.372	496,463	92,417			70,910	13,200	18.82
7-8 BEA Instructional	2.931	266,591	90,956			38,689	13,200	18.89
9-12 BEA Instructional	5.655	479,467	84,786			74,646	13,200	18.49
K-12 BEA Instructional	22.828	1,902,956	83,361			301,330	13,200	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
BEA	25.778	2,240,934	86,932	22,260	864	340,930	13,226	18.77
Instructional	28.000	2,304,386	82,300	31,922	1,140	369,600	13,200	18.57
Administrative	2.850	325,410	114,179	36,996	12,981	38,214	13,408	18.68
Other	0.100	12,568	125,680			1,386	13,860	18.69
Active	30.950	2,642,364	85,375	68,918	2,227	409,200	13,221	18.58
K-12 Program 21 Contracted	0.400	68,000	170,000			13,200	33,000	20.24
Certificated Total	31.350	2,710,364	86,455	68,918	2,198	422,400	13,474	18.62
Instructional for Funding Purposes	28.400	2,372,386	83,535	31,922	1,124	382,800	13,479	18.61
Instructional for Compliance Purposes	28.000	2,304,386	82,300	31,922	1,140	369,600	13,200	18.57
K-3 Program 01 Teacher	8.870	660,435	74,457			117,084	13,200	18.94
K-3 Program 21 Teacher	0.286	20,994	73,406			3,775	13,200	18.86

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	203.439	20,576,386	101,143	1,087,792	5,347	2,681,567	13,181	18.12
09	2.200	216,145	98,248	8,107	3,685	29,040	13,200	18.07
21	50.050	5,068,301	101,265	168,036	3,357	520,740	10,404	13.69
24	8.000	743,353	92,919	51,562	6,445	105,600	13,200	18.12
31	21.511	2,120,138	98,561	144,006	6,695	289,080	13,439	18.09
34	3.801	426,855	112,301	24,515	6,450	55,453	14,589	18.03
51	1.400	141,767	101,262	4,944	3,531	18,480	13,200	18.09
55	4.200	459,230	109,340	20,223	4,815	55,440	13,200	18.04
64	0.201	20,764	103,303			2,653	13,200	18.07
65	2.899	281,481	97,096	12,679	4,374	38,267	13,200	18.09
69	1.000	63,533	63,533	2,824	2,824	13,200	13,200	18.32
74	1.000	110,616	110,616	4,917	4,917	13,200	13,200	18.05
88	0.400	67,474	168,685			5,280	13,200	17.71
97	4.000	752,113	188,028			52,800	13,200	17.03
Program 21 Instructional	47.750	4,698,797	98,404	168,036	3,519	490,380	10,270	13.38
Program 21 Administrative	2.300	369,504	160,654			30,360	13,200	17.84
K-12 Program 21 Instructional	39.750	3,937,279	99,051			397,980	10,012	13.12
Program 31 Instructional	20.311	1,928,101	94,929	144,006	7,090	273,240	13,453	18.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.200	192,037	160,031			15,840	13,200	17.86
Program 34 Instructional	3.301	345,728	104,734	24,515	7,427	48,853	14,800	18.06
Program 34 Administrative	0.500	81,127	162,254			6,600	13,200	17.90
K-3 BEA Instructional	80.039	7,658,025	95,679			1,052,159	13,146	18.23
4-6 BEA Instructional	41.038	3,882,986	94,619			539,801	13,154	18.11
7-8 BEA Instructional	31.309	3,114,850	99,487			419,008	13,383	18.09
9-12 BEA Instructional	60.465	5,971,940	98,767			805,253	13,318	18.09
K-12 BEA Instructional	212.851	20,627,801	96,912			2,816,220	13,231	18.14
K-12 BEA Administrative	1.000	123,762	123,762			13,200	13,200	18.08
BEA	232.751	23,875,492	102,580	1,256,313	5,398	3,078,900	13,228	18.09
Instructional	281.101	27,296,126	97,104	1,529,605	5,441	3,577,200	12,726	17.34
Administrative	23.000	3,752,030	163,132			303,600	13,200	17.72
Active	304.101	31,048,156	102,098	1,529,605	5,030	3,880,800	12,762	17.38
Certificated Total	304.101	31,048,156	102,098	1,529,605	5,030	3,880,800	12,762	17.38
Instructional for Funding Purposes	281.101	27,296,126	97,104	1,529,605	5,441	3,577,200	12,726	17.34
Instructional for Compliance Purposes	281.101	27,296,126	97,104	1,529,605	5,441	3,577,200	12,726	17.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	73.591	6,987,914	94,956			967,045	13,141	18.24
K-3 Program 21 Teacher	8.970	860,219	95,900			117,836	13,137	16.01
Grade T Program 09 Teacher	2.000	182,408	91,204			26,400	13,200	18.13

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	125.445	11,616,494	92,602	636,117	5,071	1,709,532	13,628	17.83
02				16,684				
14	1.100	73,052	66,411	2,614	2,376	14,652	13,320	18.31
21	13.573	1,504,013	110,809	83,890	6,181	246,022	18,126	18.88
24	0.168	12,267	73,018			2,218	13,200	18.23
31	13.650	1,191,195	87,267	175,216	12,836	186,780	13,684	18.23
34	2.470	233,410	94,498	22,616	9,156	32,604	13,200	18.23
51	3.099	305,100	98,451	16,532	5,335	40,907	13,200	18.03
55	10.020	901,569	89,977	66,994	6,686	133,201	13,294	18.01
58				35,095				
64	0.205	20,564	100,312	1,799	8,776	3,366	16,420	18.14
65	2.074	191,010	92,097	10,339	4,985	29,357	14,155	18.12
74	0.515	45,923	89,171	5,177	10,052	6,798	13,200	18.02
88	1.270	118,180	93,055	4,108	3,235	16,764	13,200	18.10
97	2.500	468,965	187,586			19,800	7,920	10.38
Program 21 Instructional	12.623	1,368,378	108,404	83,890	6,646	233,482	18,497	18.97
Program 21 Administrative	0.950	135,635	142,774			12,540	13,200	17.97
K-12 Program 21 Instructional	11.791	1,307,494	110,889	37,223	3,157	222,499	18,870	19.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	13.300	1,139,420	85,671	158,532	11,920	182,160	13,696	18.24
Program 31 Administrative	0.350	51,775	147,929	16,684	47,669	4,620	13,200	17.95
Program 34 Instructional	2.320	211,221	91,044	22,616	9,748	30,624	13,200	18.26
Program 34 Administrative	0.150	22,189	147,927			1,980	13,200	17.95
K-3 BEA Instructional	44.538	3,755,024	84,311	66,740	1,498	595,043	13,360	17.94
4-6 BEA Instructional	25.824	2,174,134	84,190	21,767	843	364,544	14,116	18.00
7-8 BEA Instructional	19.561	1,795,161	91,772	46,697	2,387	264,805	13,537	17.83
9-12 BEA Instructional	42.697	3,805,313	89,124	112,770	2,641	573,250	13,426	17.77
K-12 BEA Instructional	132.620	11,529,632	86,937	247,974	1,870	1,797,642	13,555	17.87
K-12 BEA Administrative	4.500	854,955	189,990			72,600	16,133	17.79
BEA	144.065	13,510,064	93,778	850,633	5,905	1,948,716	13,527	17.63
Instructional	163.089	14,472,381	88,739	1,060,497	6,503	2,270,400	13,921	18.00
Administrative	12.500	2,132,707	170,617	16,684	1,335	165,000	13,200	16.23
Other	0.500	76,654	153,308			6,600	13,200	17.94
Active	176.089	16,681,742	94,735	1,077,181	6,117	2,442,000	13,868	17.79
Certificated Total	176.089	16,681,742	94,735	1,077,181	6,117	2,442,000	13,868	17.79
Instructional for Funding Purposes	163.089	14,472,381	88,739	1,060,497	6,503	2,270,400	13,921	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
Instructional for Compliance Purposes	163.089	14,472,381	88,739	1,060,497	6,503	2,270,400	13,921	18.00
K-3 Program 01 Teacher	40.429	3,388,359	83,810	51,802	1,281	533,663	13,200	17.95
K-3 Program 21 Teacher	2.579	207,755	80,556	5,135	1,991	34,043	13,200	18.01

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	3.718	246,721	66,359	14,865	3,998	50,820	13,669	18.18
09	0.295	18,763	63,603			3,894	13,200	18.19
21	0.491	28,188	57,409	478	974	6,481	13,200	18.19
51	0.364	20,722	56,929	2,549	7,003	4,805	13,200	18.19
52				2,500				
55				1,044				
74				1,090				
Program 21 Instructional	0.491	28,188	57,409	478	974	6,481	13,200	18.19
K-12 Program 21 Instructional	0.491	28,188	57,409	478	974	6,481	13,200	18.19
K-3 BEA Instructional	2.702	187,184	69,276	10,855	4,017	37,409	13,845	18.17
4-6 BEA Instructional	1.016	59,537	58,599	925	910	13,411	13,200	18.19
K-12 BEA Instructional	3.718	246,721	66,359	11,780	3,168	50,820	13,669	18.18
K-12 BEA Administrative				945				
BEA	3.718	246,721	66,359	14,865	3,998	50,820	13,669	18.18
Instructional	4.868	314,394	64,584	15,966	3,280	66,000	13,558	18.18
Administrative				6,560				
Active	4.868	314,394	64,584	22,526	4,627	66,000	13,558	18.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	4.868	314,394	64,584	22,526	4,627	66,000	13,558	18.18
Instructional for Funding Purposes	4.868	314,394	64,584	15,966	3,280	66,000	13,558	18.18
Instructional for Compliance Purposes	4.868	314,394	64,584	15,966	3,280	66,000	13,558	18.18
K-3 Program 01 Teacher	2.573	179,737	69,855			35,706	13,877	18.17
K-3 Program 21 Teacher	0.281	16,122	57,374			3,709	13,200	18.19
Grade T Program 09 Teacher	0.295	18,763	63,603			3,894	13,200	18.19

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	934.738	98,042,443	104,888	26,003,496	27,819	12,691,034	13,577	18.04
02	19.633	2,167,370	110,394	597,707	30,444	255,196	12,998	17.60
03	0.200	46,106	230,530	2,961	14,805	2,640	13,200	11.49
09	0.408	59,674	146,260	17,715	43,419	11,088	27,176	2.20
13	4.200	365,885	87,115	117,259	27,919	55,440	13,200	18.04
14	3.000	302,499	100,833	87,237	29,079	39,600	13,200	17.83
21	191.733	18,626,491	97,148	5,224,990	27,251	2,676,775	13,961	18.32
23	0.092	15,459	168,033			1,320	14,348	19.26
24	23.708	2,460,841	103,798	760,440	32,075	327,360	13,808	18.62
31	62.929	6,559,362	104,234	1,900,311	30,198	861,010	13,682	17.71
34	24.532	2,627,512	107,105	727,609	29,660	327,281	13,341	18.10
51	7.911	866,273	109,502	240,207	30,364	114,154	14,430	17.93
52	3.100	345,201	111,355	117,484	37,898	40,920	13,200	17.69
55	25.967	2,795,786	107,667	824,738	31,761	349,391	13,455	17.82
58	0.900	102,854	114,282	37,220	41,356	11,880	13,200	17.66
64	1.917	219,078	114,282	78,030	40,704	25,304	13,200	17.72
65	20.024	1,880,001	93,887	534,378	26,687	276,197	13,793	18.43
69	1.000	102,860	102,860	41,649	41,649	13,200	13,200	17.51
74	0.333	74,473	223,643	370	1,111	5,280	15,856	17.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	1.400	159,478	113,913	49,986	35,704	18,480	13,200	17.77
88	0.423	70,637	166,991	7,830	18,511	6,178	14,604	17.68
97	3.000	712,661	237,554	42,810	14,270	39,600	13,200	7.99
CP	1.000	192,586	192,586	1,115	1,115	13,873	13,873	17.45
K-12 Program 02 Instructional	18.633	1,986,243	106,598			241,996	12,987	17.60
Program 21 Instructional	187.902	17,896,310	95,243	5,210,038	27,727	2,625,295	13,972	18.40
Program 21 Administrative	3.831	730,181	190,598	14,952	3,903	51,480	13,438	16.00
K-12 Program 21 Instructional	180.402	17,275,841	95,763			2,517,055	13,952	18.40
Program 31 Instructional	60.469	6,027,373	99,677	1,890,398	31,262	823,654	13,621	17.80
Program 31 Administrative	2.460	531,989	216,256	9,913	4,030	37,356	15,185	16.28
Program 34 Instructional	23.434	2,393,514	102,139	725,253	30,949	310,451	13,248	18.33
Program 34 Administrative	1.098	233,998	213,113	2,356	2,146	16,830	15,328	14.97
K-3 BEA Instructional	387.183	37,552,374	96,989			5,218,712	13,479	18.08
4-6 BEA Instructional	192.748	19,268,949	99,970			2,624,609	13,617	18.12
7-8 BEA Instructional	150.369	14,964,105	99,516			2,031,282	13,509	18.24
9-12 BEA Instructional	246.633	24,932,981	101,093			3,342,755	13,554	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	976.933	96,718,409	99,002			13,217,358	13,529	18.14
BEA	1,045.032	110,155,454	105,409	29,274,894	28,013	14,176,760	13,566	17.96
Instructional	1,256.156	123,892,013	98,628	36,988,748	29,446	17,095,320	13,609	18.18
Administrative	72.692	14,558,727	200,280	320,879	4,414	1,029,600	14,164	16.17
Other	1.799	173,367	96,369	55,000	30,573	18,467	10,265	17.42
Active	1,330.647	138,624,107	104,178	37,364,627	28,080	18,143,387	13,635	18.01
On Leave	1.501	171,423	114,206	50,915	33,921	19,813	13,200	17.63
Certificated Total	1,332.148	138,795,530	104,189	37,415,542	28,087	18,163,200	13,635	18.01
Instructional for Funding Purposes	1,256.156	123,892,013	98,628	36,988,748	29,446	17,095,320	13,609	18.18
Instructional for Compliance Purposes	1,256.156	123,892,013	98,628	36,988,748	29,446	17,095,320	13,609	18.18
K-3 Program 01 Teacher	355.113	34,332,826	96,681			4,767,523	13,425	18.12
K-3 Program 21 Teacher	33.501	3,000,211	89,556			457,842	13,667	18.95
Grade T Program 09 Teacher	0.408	59,674	146,260			11,088	27,176	2.20

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	1,004.741	101,937,937	101,457	7,906,043	7,869	13,386,899	13,324	18.65
02	19.830	2,014,929	101,610	132,046	6,659	274,956	13,866	18.64
03	1.000	90,304	90,304	7,947	7,947	13,200	13,200	18.81
09	6.000	576,991	96,165	50,776	8,463	79,200	13,200	18.78
13	48.000	5,500,170	114,587	264,215	5,504	633,600	13,200	18.44
14	6.000	741,486	123,581	9,184	1,531	79,200	13,200	18.38
21	261.455	24,319,652	93,017	1,998,196	7,643	3,549,335	13,575	18.77
31	109.416	10,429,421	95,319	820,962	7,503	1,487,042	13,591	18.72
34	10.235	967,090	94,489	85,104	8,315	136,422	13,329	18.79
45	34.580	3,295,592	95,303	230,130	6,655	475,200	13,742	18.59
51	24.892	2,392,017	96,096	196,500	7,894	346,540	13,922	18.78
52	3.615	375,008	103,737	33,002	9,129	47,718	13,200	18.75
55	56.988	5,896,043	103,461	497,066	8,722	775,223	13,603	18.73
65	20.522	2,074,451	101,084	129,571	6,314	278,771	13,584	18.65
74	47.100	4,736,606	100,565	416,452	8,842	628,096	13,335	18.77
97	3.000	647,823	215,941	9,395	3,132	39,600	13,200	15.96
K-12 Program 02 Instructional	17.980	1,693,082	94,165			250,536	13,934	18.82
Program 21 Instructional	252.455	22,929,705	90,827	1,998,196	7,915	3,430,535	13,589	18.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	9.000	1,389,947	154,439			118,800	13,200	17.88
K-12 Program 21 Instructional	233.789	21,178,324	90,587			3,170,363	13,561	18.82
Program 31 Instructional	102.416	9,301,756	90,823	820,962	8,016	1,394,642	13,617	18.83
Program 31 Administrative	7.000	1,127,665	161,095			92,400	13,200	17.77
Program 34 Instructional	10.235	967,090	94,489	85,104	8,315	136,422	13,329	18.79
K-3 BEA Instructional	395.409	38,180,260	96,559			5,267,755	13,322	18.78
4-6 BEA Instructional	201.546	19,330,634	95,912	3,621	18	2,682,108	13,308	18.79
7-8 BEA Instructional	143.581	13,764,399	95,865	12,878	90	1,934,513	13,473	18.79
9-12 BEA Instructional	359.266	33,506,746	93,264	23,505	65	4,833,343	13,453	18.81
K-12 BEA Instructional	1,099.802	104,782,039	95,274	40,004	36	14,717,718	13,382	18.79
K-12 BEA Administrative	16.000	2,725,092	170,318			211,200	13,200	17.53
BEA	1,182.802	119,383,096	100,932	9,191,627	7,771	15,813,318	13,369	18.64
Instructional	1,545.374	146,872,664	95,040	12,777,194	8,268	20,752,600	13,429	18.79
Administrative	111.000	18,951,714	170,736	9,395	85	1,465,200	13,200	17.58
Other	1.000	171,142	171,142			13,200	13,200	17.71
Active	1,657.374	165,995,520	100,156	12,786,589	7,715	22,231,000	13,413	18.66
Certificated Total	1,657.374	165,995,520	100,156	12,786,589	7,715	22,231,000	13,413	18.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	1,545.374	146,872,664	95,040	12,777,194	8,268	20,752,600	13,429	18.79
Instructional for Compliance Purposes	1,545.374	146,872,664	95,040	12,777,194	8,268	20,752,600	13,429	18.79
K-3 Program 01 Teacher	344.156	33,264,394	96,655			4,564,903	13,264	18.78
K-3 Program 21 Teacher	43.638	3,754,313	86,033			590,858	13,540	18.85
Grade T Program 09 Teacher	6.000	576,991	96,165			79,200	13,200	18.78

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	2.648	185,198	69,939			43,164	16,301	14.91
21	0.113	13,953	123,478			3,036	26,867	14.92
51	0.230	12,977	56,422			3,036	13,200	17.94
97	0.108	16,200	150,000			3,564	33,000	17.95
Program 21 Instructional	0.049	4,353	88,837			924	18,857	8.24
Program 21 Administrative	0.064	9,600	150,000			2,112	33,000	17.95
K-12 Program 21 Instructional	0.049	4,353	88,837			924	18,857	8.24
K-3 BEA Instructional	1.466	96,630	65,914			23,496	16,027	13.57
4-6 BEA Instructional	1.074	72,368	67,382			16,104	14,994	16.03
K-12 BEA Instructional	2.540	168,998	66,535			39,600	15,591	14.62
BEA	2.756	201,398	73,076			46,728	16,955	15.16
Instructional	2.819	186,328	66,097			43,560	15,452	14.71
Administrative	0.280	42,000	150,000			9,240	33,000	17.95
Active	3.099	228,328	73,678			52,800	17,038	15.30
Certificated Total	3.099	228,328	73,678			52,800	17,038	15.30
Instructional for Funding Purposes	2.819	186,328	66,097			43,560	15,452	14.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	2.819	186,328	66,097			43,560	15,452	14.71
K-3 Program 01 Teacher	1.398	86,334	61,755			21,226	15,183	13.05
K-3 Program 21 Teacher	0.037	3,265	88,243			700	18,908	8.24

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	1,056.778	95,879,836	90,728	13,942,590	13,193	14,119,269	13,361	18.21
02	19.320	1,976,898	102,324	307,037	15,892	249,316	12,905	17.90
03	4.320	400,509	92,710	41,711	9,655	56,640	13,111	18.31
09	6.000	457,219	76,203	65,653	10,942	79,182	13,197	17.70
14	1.000	192,367	192,367			13,197	13,197	15.19
21	194.972	16,885,029	86,602	3,088,268	15,840	2,570,768	13,185	18.34
24	38.123	3,223,745	84,562	489,849	12,849	505,882	13,270	19.44
31	62.353	5,687,114	91,208	880,571	14,122	825,494	13,239	18.33
34	6.089	528,641	86,819	80,441	13,211	85,451	14,034	17.63
51	45.315	4,217,575	93,072	653,243	14,416	597,860	13,193	18.13
52	2.000	215,028	107,514	35,176	17,588	26,394	13,197	18.20
55	51.660	4,741,995	91,792	758,901	14,690	690,870	13,373	18.10
58	3.000	288,078	96,026	49,965	16,655	39,591	13,197	17.78
64				250				
65	64.765	5,929,231	91,550	894,714	13,815	910,523	14,059	18.16
74	0.600	98,681	164,468			7,918	13,197	18.09
79	3.500	296,147	84,613	63,026	18,007	46,190	13,197	19.95
97	8.335	1,812,444	217,450	35,195	4,223	107,772	12,930	12.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	18.660	1,866,872	100,047			240,606	12,894	17.89
Program 21 Instructional	193.972	16,698,265	86,086	3,088,268	15,921	2,557,571	13,185	18.34
Program 21 Administrative	1.000	186,764	186,764			13,197	13,197	18.18
K-12 Program 21 Instructional	177.472	15,379,222	86,657			2,339,820	13,184	18.40
Program 31 Instructional	57.678	4,921,052	85,319	878,546	15,232	763,798	13,242	18.40
Program 31 Administrative	4.675	766,062	163,864	2,025	433	61,696	13,197	17.77
Program 34 Instructional	6.014	514,634	85,573	80,216	13,338	84,461	14,044	17.67
Program 34 Administrative	0.075	14,007	186,760	225	3,000	990	13,197	15.91
K-3 BEA Instructional	403.485	33,876,282	83,959			5,409,300	13,406	18.02
4-6 BEA Instructional	183.108	15,201,166	83,017	6,331	35	2,445,310	13,354	18.27
7-8 BEA Instructional	170.872	15,014,308	87,869	12,856	75	2,292,414	13,416	18.59
9-12 BEA Instructional	302.564	26,157,003	86,451	2,610	9	4,016,812	13,276	18.37
K-12 BEA Instructional	1,060.029	90,248,759	85,138	21,797	21	14,163,835	13,362	18.26
BEA	1,157.195	106,285,442	91,847	15,287,545	13,211	15,443,941	13,346	18.13
Instructional	1,463.464	125,767,344	85,938	21,201,422	14,487	19,553,233	13,361	18.28
Administrative	97.166	16,369,293	168,467	54,445	560	1,280,106	13,174	17.24

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	5.000	432,753	86,551	107,697	21,539	65,985	13,197	18.24
Active	1,565.630	142,569,390	91,062	21,363,564	13,645	20,899,324	13,349	18.18
On Leave	2.500	261,147	104,459	23,026	9,210	32,993	13,197	20.03
Certificated Total	1,568.130	142,830,537	91,083	21,386,590	13,638	20,932,316	13,349	18.18
Instructional for Funding Purposes	1,463.464	125,767,344	85,938	21,201,422	14,487	19,553,233	13,361	18.28
Instructional for Compliance Purposes	1,463.464	125,767,344	85,938	21,201,422	14,487	19,553,233	13,361	18.28
K-3 Program 01 Teacher	346.136	28,956,239	83,656			4,582,036	13,238	17.99
K-3 Program 21 Teacher	33.841	2,827,386	83,549			433,303	12,804	18.43

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	237.207	23,365,589	98,503	1,706,542	7,194	3,202,663	13,502	18.37
02	2.000	223,271	111,636	18,611	9,306	26,400	13,200	18.20
09	6.799	600,798	88,366	50,080	7,366	90,380	13,293	18.45
14	8.000	836,776	104,597	69,749	8,719	105,600	13,200	18.21
21	60.375	5,497,471	91,055	437,207	7,242	817,740	13,544	18.98
24	0.500	53,245	106,490	4,438	8,876	6,600	13,200	18.21
31	14.610	1,469,321	100,570	115,780	7,925	206,052	14,103	18.53
34	0.760	73,001	96,054	6,085	8,007	13,200	17,368	18.24
51	5.617	544,047	96,857	35,054	6,241	77,444	13,788	18.03
52	0.600	92,977	154,962	1,397	2,328	7,920	13,200	17.06
55	15.036	1,371,727	91,230	114,338	7,604	237,600	15,802	18.27
65	5.000	426,011	85,202	35,510	7,102	66,000	13,200	18.68
74	0.904	91,002	100,666	7,585	8,390	13,200	14,602	18.22
97	1.000	239,200	239,200	7,800	7,800	13,200	13,200	15.19
K-12 Program 02 Instructional	2.000	223,271	111,636			26,400	13,200	18.20
Program 21 Instructional	59.625	5,354,559	89,804	437,207	7,333	807,840	13,549	19.03
Program 21 Administrative	0.750	142,912	190,549			9,900	13,200	16.76
K-12 Program 21 Instructional	54.686	4,901,017	89,621	271,978	4,973	731,042	13,368	19.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	14.110	1,389,680	98,489	115,780	8,206	199,452	14,136	18.57
Program 31 Administrative	0.500	79,641	159,282			6,600	13,200	17.80
Program 34 Instructional	0.760	73,001	96,054	6,085	8,007	13,200	17,368	18.24
K-3 BEA Instructional	86.417	7,832,316	90,634	596,568	6,903	1,178,773	13,641	18.46
4-6 BEA Instructional	45.250	4,288,200	94,767	188,995	4,177	598,871	13,235	18.33
7-8 BEA Instructional	43.377	4,007,277	92,383	394,608	9,097	587,836	13,552	18.43
9-12 BEA Instructional	61.433	6,022,228	98,029	471,711	7,678	843,916	13,737	18.65
K-12 BEA Instructional	236.477	22,150,021	93,667	1,651,882	6,985	3,209,395	13,572	18.48
K-12 BEA Administrative	14.500	2,357,721	162,601			191,400	13,200	17.63
BEA	255.577	25,370,382	99,267	1,854,818	7,257	3,461,515	13,544	18.35
Instructional	337.908	31,397,306	92,917	2,602,376	7,701	4,613,400	13,653	18.55
Administrative	20.500	3,487,130	170,104	7,800	380	270,600	13,200	17.33
Active	358.408	34,884,436	97,332	2,610,176	7,283	4,884,000	13,627	18.44
Certificated Total	358.408	34,884,436	97,332	2,610,176	7,283	4,884,000	13,627	18.44
Instructional for Funding Purposes	337.908	31,397,306	92,917	2,602,376	7,701	4,613,400	13,653	18.55
Instructional for Compliance Purposes	337.908	31,397,306	92,917	2,602,376	7,701	4,613,400	13,653	18.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	80.349	7,379,271	91,840	396,810	4,939	1,090,756	13,575	18.46
K-3 Program 21 Teacher	11.539	916,153	79,396	20,299	1,759	141,332	12,248	19.24
Grade T Program 09 Teacher	3.799	346,521	91,214			50,780	13,367	18.57

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	192.325	20,747,401	107,877	1,702,771	8,854	2,609,966	13,571	22.66
21	38.583	4,072,791	105,559	264,795	6,863	522,720	13,548	22.52
24	2.900	279,277	96,302			38,280	13,200	22.83
31	17.241	1,887,996	109,506	100,454	5,826	235,673	13,669	22.72
34	2.958	334,787	113,180	18,585	6,283	38,993	13,182	22.76
51	2.900	320,672	110,577	950	328	38,280	13,200	22.78
52				3,328				
55	7.100	816,380	114,983	33,603	4,733	93,720	13,200	22.76
65	4.000	483,975	120,994	29,391	7,348	52,800	13,200	22.73
79	0.500	80,002	160,004	3,000	6,000	6,600	13,200	21.96
97	1.400	267,298	190,927	72,587	51,848	18,480	13,200	19.92
Program 21 Instructional	36.883	3,799,011	103,002	254,145	6,891	500,280	13,564	22.57
Program 21 Administrative	1.700	273,780	161,047	10,650	6,265	22,440	13,200	21.91
K-12 Program 21 Instructional	33.883	3,502,963	103,384	20,087	593	460,680	13,596	22.55
Program 31 Instructional	16.141	1,711,993	106,065	93,854	5,815	221,153	13,701	22.80
Program 31 Administrative	1.100	176,003	160,003	6,600	6,000	14,520	13,200	21.96
Program 34 Instructional	2.958	334,787	113,180	18,585	6,283	38,993	13,182	22.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	70.299	7,116,113	101,226	3,253	46	961,752	13,681	22.81
4-6 BEA Instructional	37.502	3,883,845	103,564			498,564	13,294	22.80
7-8 BEA Instructional	31.743	3,183,256	100,282	96,158	3,029	420,763	13,255	22.82
9-12 BEA Instructional	52.718	5,529,856	104,895			726,317	13,777	22.80
K-12 BEA Instructional	192.262	19,713,070	102,532	99,411	517	2,607,396	13,562	22.80
BEA	213.924	23,237,482	108,625	1,894,397	8,855	2,903,112	13,571	22.63
Instructional	246.045	25,412,385	103,283	1,975,792	8,030	3,330,756	13,537	22.77
Administrative	23.192	3,797,128	163,726	225,829	9,737	315,912	13,622	21.67
Other	0.670	81,066	120,994	27,843	41,557	8,844	13,200	22.57
Active	269.907	29,290,579	108,521	2,229,464	8,260	3,655,512	13,544	22.62
Certificated Total	269.907	29,290,579	108,521	2,229,464	8,260	3,655,512	13,544	22.62
Instructional for Funding Purposes	246.045	25,412,385	103,283	1,975,792	8,030	3,330,756	13,537	22.77
Instructional for Compliance Purposes	246.045	25,412,385	103,283	1,975,792	8,030	3,330,756	13,537	22.77
K-3 Program 01 Teacher	61.299	6,145,027	100,247			836,352	13,644	22.81
K-3 Program 21 Teacher	4.920	505,617	102,768			64,944	13,200	22.80

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	43.950	3,859,710	87,820	74,139	1,687	582,780	13,260	18.08
12				363				
13	1.000	65,961	65,961	674	674	13,200	13,200	17.93
21	8.150	736,065	90,315	19,862	2,437	112,860	13,848	18.13
31	4.475	437,242	97,708	63,928	14,286	59,070	13,200	16.19
34	0.225	25,513	113,391	93	413	2,970	13,200	14.39
51	0.950	102,463	107,856	904	952	12,540	13,200	18.01
55	1.550	162,643	104,931	1,463	944	20,460	13,200	18.01
58				51,035				
65	1.100	107,047	97,315	4,551	4,137	14,520	13,200	26.51
74				6,000				
97	0.875	135,625	155,000			11,550	13,200	17.99
99	0.125	19,375	155,000			1,650	13,200	17.99
Program 21 Instructional	7.600	659,292	86,749	19,862	2,613	105,600	13,895	18.14
Program 21 Administrative	0.550	76,773	139,587			7,260	13,200	18.00
K-12 Program 21 Instructional	7.000	618,856	88,408	19,188	2,741	92,400	13,200	18.10
Program 31 Instructional	4.100	385,857	94,111	63,928	15,592	54,120	13,200	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
Program 31 Administrative	0.375	51,385	137,027			4,950	13,200	18.01
Program 34 Instructional	0.100	8,385	83,850	93	930	1,320	13,200	8.37
Program 34 Administrative	0.125	17,128	137,024			1,650	13,200	18.01
K-3 BEA Instructional	14.430	1,187,234	82,275	26,416	1,831	191,796	13,291	18.16
4-6 BEA Instructional	8.970	721,641	80,451	5,607	625	118,404	13,200	18.16
7-8 BEA Instructional	7.000	550,297	78,614	13,702	1,957	93,720	13,389	17.97
9-12 BEA Instructional	14.200	1,281,169	90,223	81,229	5,720	187,440	13,200	17.27
K-12 BEA Instructional	44.600	3,740,341	83,864	126,954	2,847	591,360	13,259	17.82
K-12 BEA Administrative	2.000	289,569	144,785			26,400	13,200	17.98
BEA	49.525	4,458,090	90,017	138,160	2,790	656,370	13,253	17.84
Instructional	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	18.06
Administrative	5.500	801,218	145,676			72,600	13,200	17.99
Other	0.500	68,514	137,028			6,600	13,200	18.01
Active	62.400	5,651,644	90,571	223,012	3,574	831,600	13,327	18.05
Certificated Total	62.400	5,651,644	90,571	223,012	3,574	831,600	13,327	18.05
Instructional for Funding Purposes	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	56.400	4,781,912	84,786	223,012	3,954	752,400	13,340	18.06
K-3 Program 01 Teacher	14.030	1,146,675	81,730	14,834	1,057	185,196	13,200	18.16
K-3 Program 21 Teacher	1.680	120,805	71,908	3,574	2,127	22,176	13,200	18.23

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	383.717	35,769,597	93,219	2,778,562	7,241	5,146,997	13,414	17.86
12				1,500				
13	10.337	938,074	90,749	17,455	1,689	136,448	13,200	18.05
14	7.883	838,196	106,330			107,250	13,605	17.60
21	98.451	8,974,391	91,156	730,952	7,425	1,334,520	13,555	18.00
31	39.119	3,426,597	87,594	192,364	4,917	522,456	13,356	18.04
34	4.810	385,346	80,114	15,524	3,227	63,492	13,200	18.09
51	12.186	1,138,990	93,467	68,818	5,647	168,630	13,838	18.06
52	3.249	360,232	110,875	25,931	7,981	42,887	13,200	18.03
55	27.069	2,604,482	96,216	172,340	6,367	370,920	13,703	17.95
58	0.850	88,477	104,091	23,842	28,049	8,580	10,094	18.04
64	0.750	78,852	105,136	4,466	5,955	9,900	13,200	18.04
65	18.000	1,687,298	93,739	122,100	6,783	237,600	13,200	18.06
74	2.000	212,702	106,351	11,090	5,545	26,400	13,200	18.04
79	0.600	46,698	77,830	13,603	22,672	7,920	13,200	18.06
97	1.000	214,146	214,146	66,278	66,278	13,200	13,200	14.44
Program 21 Instructional	96.151	8,612,885	89,577	677,097	7,042	1,304,160	13,564	18.07
Program 21 Administrative	2.300	361,506	157,177	35,560	15,461	30,360	13,200	16.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	86.033	7,710,950	89,628	4,000	46	1,169,388	13,592	18.07
Program 31 Instructional	38.119	3,286,631	86,220	174,176	4,569	509,256	13,360	18.07
Program 31 Administrative	1.000	139,966	139,966	11,844	11,844	13,200	13,200	17.35
Program 34 Instructional	4.810	385,346	80,114	15,524	3,227	63,492	13,200	18.09
K-3 BEA Instructional	141.784	12,066,699	85,106	8,000	56	1,880,604	13,264	18.07
4-6 BEA Instructional	78.772	6,748,536	85,672	20,000	254	1,077,701	13,681	18.07
7-8 BEA Instructional	53.346	4,762,585	89,277	4,000	75	704,167	13,200	18.06
9-12 BEA Instructional	117.937	10,662,995	90,413	1,589	13	1,595,273	13,526	18.06
K-12 BEA Instructional	391.839	34,240,815	87,385	33,589	86	5,257,745	13,418	18.07
K-12 BEA Administrative	0.915	126,930	138,721			13,200	14,426	17.31
BEA Instructional	428.646	39,795,686	92,840	3,052,728	7,122	5,746,145	13,405	17.86
BEA Administrative	568.214	50,439,170	88,768	3,229,889	5,684	7,642,800	13,451	18.07
BEA Active	41.807	6,324,908	151,288	689,101	16,483	554,400	13,261	16.67
BEA On Leave	610.021	56,764,078	93,053	3,918,990	6,424	8,197,200	13,438	17.90
BEA On Leave				325,835				
Certificated Total	610.021	56,764,078	93,053	4,244,825	6,958	8,197,200	13,438	17.90
Instructional for Funding Purposes	568.214	50,439,170	88,768	3,229,889	5,684	7,642,800	13,451	18.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	568.214	50,439,170	88,768	3,229,889	5,684	7,642,800	13,451	18.07
K-3 Program 01 Teacher	118.500	9,724,039	82,059			1,572,199	13,268	18.08
K-3 Program 21 Teacher	11.267	896,797	79,595			148,724	13,200	18.09

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	47.262	4,063,386	85,976	41,513	878	634,920	13,434	18.02
02	0.200	17,300	86,500			2,640	13,200	17.91
09	1.500	84,328	56,219			19,800	13,200	18.25
21	7.670	581,434	75,806			98,604	12,856	18.10
24	1.030	112,137	108,871			13,596	13,200	18.00
31	6.590	558,215	84,706	40,920	6,209	94,380	14,322	17.37
34	1.011	83,480	82,572			20,460	20,237	16.73
51	0.300	17,161	57,203			6,600	22,000	18.64
52				3,971				
55	0.500	48,302	96,604			6,600	13,200	17.97
97	1.000	169,725	169,725	68,521	68,521	13,200	13,200	16.02
K-12 Program 02 Instructional	0.200	17,300	86,500			2,640	13,200	17.91
Program 21 Instructional	7.070	517,927	73,257			98,604	13,947	18.12
K-12 Program 21 Instructional	7.070	517,927	73,257			98,604	13,947	18.12
Program 31 Instructional	6.340	523,864	82,628	28,420	4,483	91,080	14,366	17.34
Program 31 Administrative	0.250	34,351	137,404	12,500	50,000	3,300	13,200	17.88
Program 34 Instructional	0.861	63,258	73,470			18,480	21,463	16.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	0.150	20,222	134,813			1,980	13,200	17.91
K-3 BEA Instructional	15.297	1,212,696	79,277	10,734	702	205,603	13,441	18.10
4-6 BEA Instructional	9.934	858,902	86,461			131,129	13,200	18.01
7-8 BEA Instructional	7.672	643,006	83,812	4,000	521	114,708	14,952	17.76
9-12 BEA Instructional	18.160	1,487,719	81,923	55,199	3,040	248,160	13,665	17.80
K-12 BEA Instructional	51.063	4,202,323	82,297	69,933	1,370	699,600	13,701	17.92
K-12 BEA Administrative	3.500	463,541	132,440	12,500	3,571	46,200	13,200	17.90
BEA	56.063	4,892,106	87,261	150,954	2,693	765,600	13,656	17.84
Instructional	60.463	4,871,980	80,578	69,933	1,157	831,600	13,754	17.95
Administrative	5.500	743,464	135,175	84,992	15,453	72,600	13,200	17.41
Other	0.500	56,517	113,034			6,600	13,200	17.98
Active	66.463	5,671,961	85,340	154,925	2,331	910,800	13,704	17.88
K-12 Program 21 Contracted	0.600	63,507	105,845					17.93
Certificated Total	67.063	5,735,468	85,524	154,925	2,310	910,800	13,581	17.88
Instructional for Funding Purposes	61.063	4,935,487	80,826	69,933	1,145	831,600	13,619	17.95
Instructional for Compliance Purposes	60.463	4,871,980	80,578	69,933	1,157	831,600	13,754	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	14.266	1,140,305	79,932			190,951	13,385	18.06
K-3 Program 21 Teacher	1.838	155,325	84,508			24,262	13,200	18.03
Grade T Program 09 Teacher	1.500	84,328	56,219			19,800	13,200	18.25

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	9.250	673,823	72,846	23,373	2,527	110,616	11,958	17.80
13	1.125	100,835	89,631			14,652	13,024	17.65
14	0.375	25,647	68,392			4,356	11,616	17.80
21	1.000	59,074	59,074	9,500	9,500	11,616	11,616	17.77
31	1.000	50,902	50,902	2,687	2,687	13,200	13,200	17.82
51	0.750	48,222	64,296			8,712	11,616	17.81
97	0.500	70,000	140,000			5,808	11,616	17.78
Program 21 Instructional	1.000	59,074	59,074	9,500	9,500	11,616	11,616	17.77
K-12 Program 21 Instructional	1.000	59,074	59,074			11,616	11,616	17.77
Program 31 Instructional	1.000	50,902	50,902	2,687	2,687	13,200	13,200	17.82
K-3 BEA Instructional	2.862	194,718	68,036			34,829	12,169	17.81
4-6 BEA Instructional	1.305	82,708	63,378			15,159	11,616	17.80
7-8 BEA Instructional	4.083	291,750	71,455			49,012	12,004	17.79
9-12 BEA Instructional	1.500	85,549	57,033	11,894	7,929	19,008	12,672	17.81
K-12 BEA Instructional	9.750	654,725	67,151	11,894	1,220	118,008	12,103	17.80
BEA Instructional	10.750	794,725	73,928	26,060	2,424	129,624	12,058	17.80
Instructional	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.150	149,644	130,125			13,358	11,616	17.79
Other				1,662				
Active	14.000	1,028,503	73,465	35,560	2,540	168,960	12,069	17.78
Certificated Total	14.000	1,028,503	73,465	35,560	2,540	168,960	12,069	17.78
Instructional for Funding Purposes	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.78
Instructional for Compliance Purposes	12.850	878,859	68,394	33,898	2,638	155,602	12,109	17.78
K-3 Program 01 Teacher	2.612	177,620	68,002			31,925	12,222	17.82
K-3 Program 21 Teacher	0.444	26,258	59,140			5,158	11,616	17.77

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	11.500	1,012,411	88,036	46,544	4,047	154,704	13,452	18.35
73				14,446				
97	0.500	72,590	145,180			9,504	19,007	19.80
K-3 BEA Instructional	3.609	303,876	84,200			47,639	13,200	18.07
4-6 BEA Instructional	1.907	159,615	83,700			25,172	13,200	18.05
7-8 BEA Instructional	2.700	223,511	82,782			35,640	13,200	18.87
9-12 BEA Instructional	2.784	252,819	90,811	8,947	3,214	36,749	13,200	18.01
K-12 BEA Instructional	11.000	939,821	85,438	8,947	813	145,200	13,200	18.24
BEA	12.000	1,085,001	90,417	46,544	3,879	164,207	13,684	18.44
Instructional	11.000	939,821	85,438	60,990	5,545	145,200	13,200	18.24
Administrative	1.000	145,180	145,180			19,007	19,007	19.80
Active	12.000	1,085,001	90,417	60,990	5,083	164,207	13,684	18.44
Certificated Total	12.000	1,085,001	90,417	60,990	5,083	164,207	13,684	18.44
Instructional for Funding Purposes	11.000	939,821	85,438	60,990	5,545	145,200	13,200	18.24
Instructional for Compliance Purposes	11.000	939,821	85,438	60,990	5,545	145,200	13,200	18.24
K-3 Program 01 Teacher	3.140	261,844	83,390			41,448	13,200	18.08

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	42.841	3,639,264	84,948	116,899	2,729	585,948	13,677	19.12
02	75.500	4,274,733	56,619					
31	3.920	324,949	82,895	49,762	12,694	57,024	14,547	18.89
34	0.880	64,997	73,860	10,857	12,338	11,616	13,200	19.48
51	1.730	140,138	81,005	1,081	625	22,836	13,200	19.18
53	0.050	4,599	91,980	3,500	70,000	660	13,200	19.06
55	6.950	569,537	81,948	12,489	1,797	93,456	13,447	17.59
58				32,674				
65				11,059				
74	0.350	29,601	84,574	3,155	9,014	4,620	13,200	19.14
79	0.200	15,570	77,850	866	4,330	2,640	13,200	19.16
97	1.000	175,376	175,376			13,200	13,200	17.92
K-12 Program 02 Instructional	75.500	4,274,733	56,619					
Program 31 Instructional	3.720	302,035	81,192	49,762	13,377	54,384	14,619	18.89
Program 31 Administrative	0.200	22,914	114,570			2,640	13,200	18.90
Program 34 Instructional	0.880	64,997	73,860	10,857	12,338	11,616	13,200	19.48
K-3 BEA Instructional	14.360	1,172,431	81,646	3,500	244	193,512	13,476	19.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	5.271	390,075	74,004			81,444	15,451	19.57
7-8 BEA Instructional	7.790	611,382	78,483	21,294	2,734	107,448	13,793	19.30
9-12 BEA Instructional	16.370	1,361,058	83,143	73,527	4,492	221,364	13,523	18.91
K-12 BEA Instructional	43.791	3,534,946	80,723	98,321	2,245	603,768	13,787	19.15
K-12 BEA Administrative	1.600	214,801	134,251			21,120	13,200	18.71
BEA	124.141	8,479,319	68,304	177,518	1,430	667,788	5,379	9.69
Instructional	52.921	4,274,972	80,780	223,552	4,224	726,000	13,719	18.95
Administrative	4.600	643,231	139,833			60,720	13,200	18.52
Other	0.400	45,828	114,570	18,790	46,975	5,280	13,200	18.90
Active	57.921	4,964,031	85,703	242,342	4,184	792,000	13,674	18.90
K-12 BEA Contracted	75.500	4,274,733	56,619					
Certificated Total	133.421	9,238,764	69,245	242,342	1,816	792,000	5,936	10.37
Instructional for Funding Purposes	128.421	8,549,705	66,576	223,552	1,741	726,000	5,653	9.73
Instructional for Compliance Purposes	52.921	4,274,972	80,780	223,552	4,224	726,000	13,719	18.95
K-3 Program 01 Teacher	13.660	1,108,044	81,116			184,272	13,490	19.23

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	40.118	3,059,790	76,270	109,728	2,735	514,166	12,816	18.44
02	0.850	90,981	107,036			11,220	13,200	18.24
21	3.002	200,263	66,710	11,680	3,891	39,626	13,200	18.45
24	1.798	117,589	65,400			23,734	13,200	18.52
29	0.200	13,924	69,620			2,640	13,200	18.31
31	3.048	200,517	65,786	14,498	4,757	42,887	14,070	18.27
34	0.994	67,014	67,419			11,180	11,248	17.61
51	0.426	35,877	84,218			5,623	13,200	18.29
53	0.150	13,891	92,607			1,980	13,200	18.20
55	1.493	122,361	81,956	2,776	1,859	19,708	13,200	18.32
58	0.293	14,419	49,212	43,824	149,570			11.17
74	0.033	3,056	92,606	4,000	121,212	436	13,200	18.20
97	1.000	142,000	142,000			13,200	13,200	18.18
K-12 Program 02 Instructional	0.850	90,981	107,036			11,220	13,200	18.24
Program 21 Instructional	3.002	200,263	66,710	1,680	560	39,626	13,200	18.45
Program 21 Administrative				10,000				
K-12 Program 21 Instructional	2.874	192,219	66,882			37,937	13,200	18.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	2.948	189,813	64,387	14,498	4,918	41,567	14,100	18.28
Program 31 Administrative	0.100	10,704	107,040			1,320	13,200	18.24
Program 34 Instructional	0.944	61,662	65,320			10,520	11,144	17.55
Program 34 Administrative	0.050	5,352	107,040			660	13,200	18.24
K-3 BEA Instructional	11.435	867,824	75,892	2,410	211	143,246	12,527	18.32
4-6 BEA Instructional	7.067	464,443	65,720			85,589	12,111	18.79
7-8 BEA Instructional	6.296	476,186	75,633	8,160	1,296	83,107	13,200	18.43
9-12 BEA Instructional	15.832	1,157,513	73,112	8,152	515	209,695	13,245	18.36
K-12 BEA Instructional	40.630	2,965,966	72,999	18,722	461	521,638	12,839	18.43
BEA	46.010	3,560,302	77,381	124,226	2,700	592,654	12,881	18.40
Instructional	47.581	3,446,230	72,429	166,506	3,499	609,523	12,810	18.40
Administrative	5.824	635,452	109,109	20,000	3,434	76,877	13,200	18.24
Active	53.405	4,081,682	76,429	186,506	3,492	686,400	12,853	18.37
Certificated Total	53.405	4,081,682	76,429	186,506	3,492	686,400	12,853	18.37
Instructional for Funding Purposes	47.581	3,446,230	72,429	166,506	3,499	609,523	12,810	18.40
Instructional for Compliance Purposes	47.581	3,446,230	72,429	166,506	3,499	609,523	12,810	18.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	11.435	867,824	75,892	2,410	211	143,246	12,527	18.32
K-3 Program 21 Teacher	0.312	19,608	62,846			4,118	13,200	18.57

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	173.118	15,241,640	88,042	681,094	3,934	2,285,224	13,200	17.99
02	1.350	143,178	106,058	27,988	20,732	17,820	13,200	17.60
09	6.011	515,550	85,768	18,815	3,130	79,200	13,176	16.93
13	8.000	643,458	80,432	386,399	48,300	105,600	13,200	17.28
21	30.904	2,407,785	77,912	220,461	7,134	408,540	13,220	16.12
31	14.766	1,331,196	90,153	149,339	10,114	194,911	13,200	17.98
34	2.860	236,346	82,638	10,722	3,749	37,752	13,200	20.67
51	2.101	192,981	91,852	122,722	58,411	27,733	13,200	17.88
52				27,000				
53	0.150	23,407	156,047	2,516	16,773	1,980	13,200	17.13
55	10.400	903,105	86,837	261,730	25,166	137,280	13,200	17.34
58				145,678				
64				63,084				
65	7.250	689,410	95,091	16,853	2,325	95,700	13,200	17.20
74	0.048	7,037	146,604	509	10,604	660	13,750	17.52
97	1.081	232,653	215,220	53,001	49,030	13,200	12,211	15.21
K-12 Program 02 Instructional	1.350	143,178	106,058	27,988	20,732	17,820	13,200	17.60
Program 21 Instructional	24.000	1,823,832	75,993	207,400	8,642	316,800	13,200	17.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.904	133,700	147,898	9,669	10,696	12,540	13,872	17.52
K-12 Program 21 Instructional	23.000	1,717,774	74,686	200,568	8,720	303,600	13,200	17.61
Program 31 Instructional	13.416	1,129,675	84,204	140,231	10,453	177,091	13,200	17.99
Program 31 Administrative	1.350	201,521	149,275	9,108	6,747	17,820	13,200	17.91
Program 34 Instructional	2.710	214,116	79,010	9,700	3,579	35,772	13,200	20.94
Program 34 Administrative	0.150	22,230	148,200	1,022	6,813	1,980	13,200	18.02
K-3 BEA Instructional	65.992	5,534,742	83,870	219,116	3,320	876,810	13,287	18.16
4-6 BEA Instructional	30.781	2,577,021	83,721	62,086	2,017	406,890	13,219	18.30
7-8 BEA Instructional	31.189	2,446,758	78,449	124,354	3,987	412,500	13,226	18.15
9-12 BEA Instructional	46.499	3,862,600	83,068	330,400	7,106	613,787	13,200	17.91
K-12 BEA Instructional	174.461	14,421,121	82,661	735,956	4,218	2,309,987	13,241	18.11
K-12 BEA Administrative	13.363	1,955,055	146,304	103,020	7,709	176,880	13,237	17.85
BEA Instructional	193.175	17,185,013	88,961	922,144	4,774	2,548,907	13,195	17.98
BEA Administrative	231.473	19,072,424	82,396	1,926,206	8,322	3,062,400	13,230	17.94
BEA Other	18.246	2,802,308	153,585	222,202	12,178	242,880	13,311	17.40
BEA Active	1.239	124,050	100,121	4,161	3,358	7,920	6,392	15.54
BEA Total	250.958	21,998,782	87,659	2,152,569	8,577	3,313,200	13,202	17.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	6.000	450,253	75,042			79,200	13,200	8.55
On Leave	1.081	118,711	109,816	35,342	32,694	13,200	12,211	16.94
Certificated Total	258.039	22,567,746	87,459	2,187,911	8,479	3,405,600	13,198	17.68
Instructional for Funding Purposes	237.473	19,522,677	82,210	1,926,206	8,111	3,141,600	13,229	17.74
Instructional for Compliance Purposes	231.473	19,072,424	82,396	1,926,206	8,322	3,062,400	13,230	17.94
K-3 Program 01 Teacher	60.381	5,003,591	82,867	122,316	2,026	797,610	13,210	18.19
K-3 Program 21 Teacher	4.845	329,449	67,998	10,548	2,177	63,954	13,200	18.05
Grade T Program 09 Teacher	6.011	515,550	85,768	8,137	1,354	79,200	13,176	16.93

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	75.336	6,720,567	89,208	124,777	1,656	992,684	13,177	18.10
21	12.489	1,038,736	83,172	6,000	480	165,660	13,264	18.16
31	9.810	848,192	86,462	28,913	2,947	129,492	13,200	18.11
34	2.130	224,929	105,600			28,116	13,200	17.99
51	3.250	226,199	69,600			42,900	13,200	18.24
52	0.050	7,426	148,520			660	13,200	17.96
53	0.200	29,703	148,515			2,640	13,200	17.96
55	1.260	146,107	115,958			16,632	13,200	17.71
64	0.340	35,504	104,424			4,488	13,200	18.02
65	1.790	176,258	98,468			23,628	13,200	17.84
74	0.050	7,426	148,520			660	13,200	17.96
88	1.000	97,919	97,919	5,440	5,440	13,200	13,200	18.02
97	1.200	225,244	187,703	7,800	6,500	15,840	13,200	16.79
Program 21 Instructional	10.939	817,064	74,693	6,000	548	145,200	13,274	18.20
Program 21 Administrative	1.550	221,672	143,014			20,460	13,200	17.98
K-12 Program 21 Instructional	9.939	760,542	76,521			132,000	13,281	18.19
Program 31 Instructional	9.450	802,379	84,908	28,913	3,060	124,740	13,200	18.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.360	45,813	127,258			4,752	13,200	18.03
Program 34 Instructional	2.130	224,929	105,600			28,116	13,200	17.99
K-3 BEA Instructional	31.000	2,492,885	80,416			409,200	13,200	18.15
4-6 BEA Instructional	12.600	1,065,539	84,567			166,320	13,200	18.12
7-8 BEA Instructional	13.150	1,228,503	93,422			173,580	13,200	18.06
9-12 BEA Instructional	24.820	2,221,809	89,517	5,615	226	327,624	13,200	18.08
K-12 BEA Instructional	81.570	7,008,736	85,923	5,615	69	1,076,724	13,200	18.11
K-12 BEA Administrative	2.640	378,164	143,244	1,500	568	33,748	12,783	17.97
BEA	88.476	8,018,932	90,634	161,490	1,825	1,166,132	13,180	18.06
Instructional	98.299	8,260,570	84,035	46,641	474	1,298,352	13,208	18.12
Administrative	10.606	1,523,640	143,658	27,625	2,605	138,248	13,035	17.74
Other				98,664				
Active	108.905	9,784,210	89,842	172,930	1,588	1,436,600	13,191	18.06
Certificated Total	108.905	9,784,210	89,842	172,930	1,588	1,436,600	13,191	18.06
Instructional for Funding Purposes	98.299	8,260,570	84,035	46,641	474	1,298,352	13,208	18.12
Instructional for Compliance Purposes	98.299	8,260,570	84,035	46,641	474	1,298,352	13,208	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	28.000	2,234,018	79,786			369,600	13,200	18.16
K-3 Program 21 Teacher	2.400	183,576	76,490			31,680	13,200	18.19

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	98.550	9,631,485	97,732	772,188	7,835	1,372,536	13,927	18.57
02	11.680	1,182,825	101,269	112,604	9,641	178,860	15,313	19.09
03	2.100	235,029	111,919	16,470	7,843	33,660	16,029	17.76
21	19.950	1,854,757	92,970	210,194	10,536	263,340	13,200	17.90
24	4.000	433,110	108,278	64,975	16,244	52,800	13,200	17.89
31	5.350	547,453	102,328	76,493	14,298	73,920	13,817	18.50
34	2.950	252,265	85,514	31,067	10,531	38,940	13,200	18.37
51	0.790	87,240	110,430	12,347	15,629	10,428	13,200	17.89
55	1.290	177,000	137,209	14,972	11,606	17,028	13,200	17.44
58	0.290	33,998	117,234	14,406	49,676	3,828	13,200	17.87
79	0.050	8,896	177,920	1,500	30,000	660	13,200	17.16
97	1.000	223,365	223,365			13,200	13,200	16.01
K-12 Program 02 Instructional	10.430	985,608	94,497	7,678	736	155,760	14,934	19.39
Program 21 Instructional	19.000	1,685,742	88,723	208,694	10,984	250,800	13,200	17.97
Program 21 Administrative	0.950	169,015	177,911	1,500	1,579	12,540	13,200	17.16
K-12 Program 21 Instructional	16.000	1,432,577	89,536	25,484	1,593	211,200	13,200	17.97
Program 31 Instructional	5.100	502,975	98,623	65,743	12,891	67,320	13,200	18.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.250	44,478	177,912	10,750	43,000	6,600	26,400	16.84
Program 34 Instructional	2.950	252,265	85,514	31,067	10,531	38,940	13,200	18.37
K-3 BEA Instructional	37.896	3,304,763	87,206	62,220	1,642	511,474	13,497	18.32
4-6 BEA Instructional	16.054	1,404,360	87,477	16,743	1,043	214,394	13,355	19.27
7-8 BEA Instructional	15.859	1,548,143	97,619	23,279	1,468	233,508	14,724	18.34
9-12 BEA Instructional	36.630	3,610,003	98,553	6,136	168	514,800	14,054	19.27
K-12 BEA Instructional	106.439	9,867,269	92,704	112,793	1,060	1,474,176	13,850	18.81
K-12 BEA Administrative	3.000	535,352	178,451	10,000	3,333	39,600	13,200	17.14
BEA	121.630	12,072,422	99,255	1,008,822	8,294	1,711,116	14,068	18.56
Instructional	131.359	12,200,461	92,879	1,277,830	9,728	1,803,120	13,727	18.64
Administrative	12.865	2,216,122	172,260	45,596	3,544	184,800	14,365	17.20
Other	2.776	133,604	48,128	3,790	1,365	58,080	20,922	18.50
Active	147.000	14,550,187	98,981	1,327,216	9,029	2,046,000	13,918	18.44
On Leave	1.000	117,236	117,236			13,200	13,200	17.87
Certificated Total	148.000	14,667,423	99,104	1,327,216	8,968	2,059,200	13,914	18.43
Instructional for Funding Purposes	131.359	12,200,461	92,879	1,277,830	9,728	1,803,120	13,727	18.64
Instructional for Compliance Purposes	131.359	12,200,461	92,879	1,277,830	9,728	1,803,120	13,727	18.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	34.816	3,066,673	88,082	46,652	1,340	470,818	13,523	18.10
K-3 Program 21 Teacher	6.001	553,702	92,268			79,213	13,200	17.95

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	12.800	1,052,836	82,253	3,905	305	166,505	13,008	16.69
09	1.000	54,475	54,475			13,200	13,200	18.84
14		16,833				3,960		18.85
21	1.000	109,150	109,150			13,200	13,200	18.37
51	0.200	58,467	292,335	10,153	50,765	9,900	49,500	18.26
55		13,242				3,115		18.85
79		8,000		1,562		1,320		18.10
97	0.730	130,500	178,767			13,200	18,082	17.71
Program 21 Instructional	1.000	109,150	109,150			13,200	13,200	18.37
K-12 Program 21 Instructional	1.000	109,150	109,150			13,200	13,200	18.37
K-3 BEA Instructional	4.944	453,398	91,707	3,905	790	76,006	15,373	18.68
4-6 BEA Instructional	2.374	174,784	73,624			31,337	13,200	18.84
7-8 BEA Instructional	3.482	254,265	73,023			45,962	13,200	18.76
K-12 BEA Instructional	10.800	882,447	81,708	3,905	362	153,305	14,195	18.73
BEA	13.530	1,183,336	87,460	3,905	289	179,705	13,282	16.80
Instructional	13.000	1,142,614	87,893	15,620	1,202	198,000	15,231	18.67
Administrative	1.730	248,000	143,353			13,200	7,630	9.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.000	52,889	52,889			13,200	13,200	19.41
Active	15.730	1,443,503	91,768	15,620	993	224,400	14,266	17.11
Certificated Total	15.730	1,443,503	91,768	15,620	993	224,400	14,266	17.11
Instructional for Funding Purposes	13.000	1,142,614	87,893	15,620	1,202	198,000	15,231	18.67
Instructional for Compliance Purposes	13.000	1,142,614	87,893	15,620	1,202	198,000	15,231	18.67
K-3 Program 01 Teacher	4.944	453,398	91,707			76,006	15,373	18.68
K-3 Program 21 Teacher	0.480	52,392	109,150			6,336	13,200	18.37
Grade T Program 09 Teacher	1.000	54,475	54,475			13,200	13,200	18.84

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	3.409	212,024	62,195			39,600	11,616	16.37
21	0.216	19,935	92,292	2,000	9,259			17.87
51	0.215	19,937	92,730					17.87
55	0.070	6,491	92,729					17.87
97	1.000	37,400	37,400					8.18
Program 21 Instructional	0.216	19,935	92,292	2,000	9,259			17.87
K-12 Program 21 Instructional	0.216	19,935	92,292					17.87
K-3 BEA Instructional	2.234	138,432	61,966			26,400	11,817	16.55
4-6 BEA Instructional	1.175	73,592	62,631			13,200	11,234	16.01
K-12 BEA Instructional	3.409	212,024	62,195			39,600	11,616	16.37
BEA	4.409	249,424	56,572			39,600	8,982	15.14
Instructional	3.910	258,387	66,084	2,000	512	39,600	10,128	16.64
Administrative	1.000	37,400	37,400					8.18
Active	4.910	295,787	60,242	2,000	407	39,600	8,065	15.58
Certificated Total	4.910	295,787	60,242	2,000	407	39,600	8,065	15.58
Instructional for Funding Purposes	3.910	258,387	66,084	2,000	512	39,600	10,128	16.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.910	258,387	66,084	2,000	512	39,600	10,128	16.64
K-3 Program 01 Teacher	2.234	138,432	61,966			26,400	11,817	16.55
K-3 Program 21 Teacher	0.123	11,363	92,382					17.87

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	11.083	816,589	73,679	25,502	2,301	146,296	13,200	17.88
51	0.233	21,933	94,133			3,076	13,200	17.88
52	0.293	23,905	81,587			3,868	13,200	17.88
55	0.367	32,183	87,692			4,844	13,200	17.88
74	0.024	3,185	132,708			317	13,200	17.88
97	0.567	89,584	157,996			12,104	21,348	17.88
99	0.051	8,140	159,608			1,096	21,482	17.88
K-3 BEA Instructional	5.132	394,788	76,927	12,286	2,394	67,742	13,200	17.88
4-6 BEA Instructional	3.232	193,235	59,788	8,774	2,715	42,662	13,200	17.88
7-8 BEA Instructional	2.100	146,550	69,786	4,442	2,115	27,720	13,200	17.88
K-12 BEA Instructional	10.464	734,573	70,200	25,502	2,437	138,125	13,200	17.88
BEA	11.650	906,173	77,783	25,502	2,189	158,400	13,597	17.88
Instructional	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.88
Administrative	1.319	190,623	144,521			22,453	17,023	17.88
Active	12.618	995,519	78,897	25,502	2,021	171,600	13,600	17.88
Certificated Total	12.618	995,519	78,897	25,502	2,021	171,600	13,600	17.88
Instructional for Funding Purposes	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	11.299	804,896	71,236	25,502	2,257	149,147	13,200	17.88
K-3 Program 01 Teacher	4.933	368,245	74,649	12,286	2,491	65,116	13,200	17.88

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	35.626	3,502,640	98,317	100,284	2,815	463,954	13,023	18.21
09	0.963	110,941	115,204			12,712	13,200	18.01
21	2.889	228,703	79,163			38,135	13,200	18.21
58				6,206				
74				6,000				
97	1.000	154,600	154,600			13,200	13,200	17.99
Program 21 Instructional	2.889	228,703	79,163			38,135	13,200	18.21
K-12 Program 21 Instructional	2.408	196,333	81,534			31,786	13,200	18.19
K-3 BEA Instructional	14.608	1,376,016	94,196			188,720	12,919	18.57
4-6 BEA Instructional	11.163	1,107,874	99,245			142,507	12,766	17.92
7-8 BEA Instructional	7.855	743,444	94,646			106,326	13,536	18.05
K-12 BEA Instructional	33.626	3,227,334	95,977			437,554	13,012	18.23
BEA	36.626	3,657,240	99,854	100,284	2,738	477,154	13,028	18.21
Instructional	37.478	3,566,978	95,175	112,490	3,001	488,400	13,032	18.22
Administrative	3.000	429,906	143,302			39,600	13,200	18.03
Active	40.478	3,996,884	98,742	112,490	2,779	528,000	13,044	18.20
Certificated Total	40.478	3,996,884	98,742	112,490	2,779	528,000	13,044	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	37.478	3,566,978	95,175	112,490	3,001	488,400	13,032	18.22
Instructional for Compliance Purposes	37.478	3,566,978	95,175	112,490	3,001	488,400	13,032	18.22
K-3 Program 01 Teacher	13.645	1,280,523	93,846			176,009	12,899	18.61
K-3 Program 21 Teacher	0.907	66,129	72,910			11,972	13,200	18.26
Grade T Program 09 Teacher	0.963	110,941	115,204			12,712	13,200	18.01

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	13.421	1,100,229	81,978	32,947	2,455	187,378	13,962	17.66
21	2.000	76,793	38,397	3,600	1,800	26,400	13,200	17.83
31	1.663	112,712	67,776			21,952	13,200	17.61
34	0.169	15,956	94,414			2,231	13,200	17.62
97	1.000	75,000	75,000			13,200	13,200	8.15
Program 21 Instructional	2.000	76,793	38,397	3,600	1,800	26,400	13,200	17.83
K-12 Program 21 Instructional	2.000	76,793	38,397			26,400	13,200	17.83
Program 31 Instructional	1.663	112,712	67,776			21,952	13,200	17.61
Program 34 Instructional	0.169	15,956	94,414			2,231	13,200	17.62
K-3 BEA Instructional	5.502	385,935	70,144	2,068	376	77,326	14,054	17.70
4-6 BEA Instructional	1.875	154,654	82,482			28,274	15,080	17.67
7-8 BEA Instructional	1.731	151,758	87,671			23,668	13,673	17.62
9-12 BEA Instructional	5.145	425,920	82,783	3,968	771	68,732	13,359	17.64
K-12 BEA Instructional	14.253	1,118,267	78,458	6,036	423	198,000	13,892	17.66
BEA	16.253	1,303,897	80,225	32,947	2,027	224,760	13,829	17.12
Instructional	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.000	185,630	92,815	6,300	3,150	26,760	13,380	13.90
Active	18.253	1,380,690	75,642	36,547	2,002	251,160	13,760	17.17
Certificated Total	18.253	1,380,690	75,642	36,547	2,002	251,160	13,760	17.17
Instructional for Funding Purposes	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.67
Instructional for Compliance Purposes	16.253	1,195,060	73,529	30,247	1,861	224,400	13,807	17.67
K-3 Program 01 Teacher	5.002	353,549	70,682			70,726	14,139	17.69
K-3 Program 21 Teacher	0.292	15,176	51,973			3,854	13,200	17.84

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	51.530	4,715,741	91,514			681,000	13,216	18.29
09	2.000	117,286	58,643			26,400	13,200	18.61
13	2.580	187,922	72,838			34,056	13,200	18.43
14	1.420	86,307	60,780			18,744	13,200	18.58
21	6.256	530,001	84,719	5,358	856	82,579	13,200	16.85
24	0.154	16,225	105,357			2,033	13,200	18.20
31	3.020	294,542	97,530			39,864	13,200	18.25
51	1.490	132,264	88,768			19,668	13,200	18.32
52	0.160	12,710	79,438			2,640	16,500	18.54
53	0.150	21,347	142,313			1,980	13,200	18.16
55	3.190	341,505	107,055			44,220	13,862	18.27
65	1.650	191,919	116,315			21,780	13,200	18.20
74	0.200	18,907	94,535			2,640	13,200	18.26
97	1.000	193,528	193,528			13,200	13,200	16.95
Program 21 Instructional	5.606	440,631	78,600	5,358	956	73,999	13,200	16.58
Program 21 Administrative	0.650	89,370	137,492			8,580	13,200	18.18
K-12 Program 21 Instructional	5.000	376,992	75,398	1,454	291	66,000	13,200	16.31
Program 31 Instructional	3.000	291,636	97,212			39,600	13,200	18.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.020	2,906	145,300			264	13,200	18.14
K-3 BEA Instructional	17.500	1,499,135	85,665			231,804	13,246	18.32
4-6 BEA Instructional	7.100	644,443	90,767			93,720	13,200	18.29
7-8 BEA Instructional	8.000	609,057	76,132			105,600	13,200	18.40
9-12 BEA Instructional	17.000	1,572,509	92,501			224,400	13,200	18.28
K-12 BEA Instructional	49.600	4,325,144	87,200			655,524	13,216	18.31
K-12 BEA Administrative	1.370	185,214	135,193			18,084	13,200	18.15
BEA	55.550	5,203,811	93,678			734,064	13,214	18.24
Instructional	65.800	5,552,702	84,388	5,358	81	872,004	13,252	18.19
Administrative	8.450	1,234,246	146,065			111,540	13,200	17.97
Other	0.550	73,256	133,193			7,260	13,200	18.10
Active	74.800	6,860,204	91,714	5,358	72	990,804	13,246	18.15
Certificated Total	74.800	6,860,204	91,714	5,358	72	990,804	13,246	18.15
Instructional for Funding Purposes	65.800	5,552,702	84,388	5,358	81	872,004	13,252	18.19
Instructional for Compliance Purposes	65.800	5,552,702	84,388	5,358	81	872,004	13,252	18.19
K-3 Program 01 Teacher	16.500	1,432,955	86,846			218,604	13,249	18.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	1.000	105,084	105,084			13,200	13,200	18.20
Grade T Program 09 Teacher	2.000	117,286	58,643			26,400	13,200	18.61

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	972.019	95,118,202	97,856	8,816,237	9,070	10,954,274	11,270	18.79
02	0.497	48,550	97,686	7,788	15,670	27,026	54,378	48.66
03	0.500	57,670	115,340	6,775	13,550	4,131	8,262	20.60
13	17.891	1,857,921	103,847	153,701	8,591	193,014	10,788	19.17
14	4.009	282,766	70,533			57,299	14,293	21.94
21	225.001	20,881,393	92,806	2,451,579	10,896	2,706,077	12,027	20.27
24	16.195	1,486,317	91,776	102,389	6,322	198,520	12,258	20.56
31	42.338	3,951,141	93,324	435,425	10,284	507,662	11,991	19.79
34	6.990	624,370	89,323	63,721	9,116	102,637	14,683	18.78
45	28.490	2,596,618	91,141	270,115	9,481	319,300	11,207	18.82
51	34.174	3,440,407	100,673	375,191	10,979	369,901	10,824	18.54
52	4.150	473,361	114,063	52,256	12,592	38,554	9,290	18.96
55	60.488	5,921,848	97,901	605,178	10,005	702,233	11,609	19.12
58	1.895	197,850	104,406	19,289	10,179	29,910	15,784	24.01
64	3.874	419,065	108,174	51,761	13,361	45,849	11,835	18.42
65	33.983	3,449,899	101,518	343,152	10,098	369,041	10,860	18.66
69	0.300	52,271	174,237			1,432	4,774	17.82
74	1.700	221,996	130,586	22,883	13,461	14,821	8,718	17.47
79	3.050	358,436	117,520	47,371	15,531	23,427	7,681	18.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	0.500	51,894	103,788	4,972	9,944	9,100	18,200	17.63
97	11.950	2,467,836	206,513	66,608	5,574	144,578	12,099	14.27
CP	0.050	10,604	212,080	9,000	180,000	660	13,200	13.45
K-12 Program 02 Instructional	0.497	48,550	97,686			27,026	54,378	48.66
Program 21 Instructional	221.466	20,300,615	91,665	2,447,379	11,051	2,673,281	12,071	20.33
Program 21 Administrative	3.200	543,767	169,927	4,200	1,313	17,814	5,567	17.70
K-12 Program 21 Instructional	209.802	19,195,611	91,494			2,520,295	12,013	20.39
Program 31 Instructional	41.438	3,764,070	90,836	433,025	10,450	495,782	11,964	19.87
Program 31 Administrative	0.900	187,071	207,857	2,400	2,667	11,880	13,200	17.85
Program 34 Instructional	6.990	624,370	89,323	63,721	9,116	102,637	14,683	18.78
K-3 BEA Instructional	349.064	31,520,700	90,301			3,903,198	11,182	18.71
4-6 BEA Instructional	177.919	16,313,862	91,693			2,042,033	11,477	18.61
7-8 BEA Instructional	126.456	11,515,950	91,067			1,470,485	11,628	19.12
9-12 BEA Instructional	310.477	28,548,716	91,951			3,636,086	11,711	19.41
K-12 BEA Instructional	963.916	87,899,228	91,190			11,051,803	11,466	18.97
BEA Instructional	1,062.784	104,864,387	98,670	9,666,669	9,096	12,059,609	11,347	18.74
Instructional	1,354.623	124,525,259	91,926	13,691,990	10,108	15,647,054	11,551	19.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	99.199	18,181,847	183,287	134,335	1,354	916,582	9,240	17.27
Other	14.887	1,110,959	74,626	47,273	3,175	233,376	15,677	19.53
Active	1,468.709	143,818,065	97,921	13,873,598	9,446	16,797,012	11,437	19.01
On Leave	1.335	152,350	114,120	31,793	23,815	22,435	16,805	18.08
Certificated Total	1,470.044	143,970,415	97,936	13,905,391	9,459	16,819,447	11,441	19.01
Instructional for Funding Purposes	1,354.623	124,525,259	91,926	13,691,990	10,108	15,647,054	11,551	19.23
Instructional for Compliance Purposes	1,354.623	124,525,259	91,926	13,691,990	10,108	15,647,054	11,551	19.23
K-3 Program 01 Teacher	306.847	27,446,398	89,447			3,400,128	11,081	18.64
K-3 Program 21 Teacher	21.746	1,833,971	84,336			260,936	11,999	21.05

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	98.815	9,607,600	97,228	280,049	2,834	1,228,726	12,435	18.69
09	4.000	339,966	84,992	5,666	1,417	49,248	12,312	18.56
12	1.000	104,306	104,306			12,100	12,100	18.60
21	14.572	1,290,088	88,532	63,790	4,378	167,443	11,491	18.99
24	1.000	110,406	110,406			12,312	12,312	18.42
31	3.600	280,110	77,808	26,159	7,266	44,323	12,312	18.58
34	0.800	88,324	110,405	3,900	4,875	9,850	12,312	18.86
51	1.100	125,411	114,010	1,840	1,673	13,543	12,312	18.38
55	1.250	138,717	110,974	1,840	1,472	15,337	12,270	18.46
58				86,886				
64	0.069	7,607	110,246			850	12,312	18.44
65	0.769	85,010	110,546	1,417	1,843	9,468	12,312	18.44
74	0.400	32,472	81,180	1,353	3,383			19.41
97	1.000	185,420	185,420	7,788	7,788	12,312	12,312	16.72
Program 21 Instructional	13.572	1,137,162	83,787	63,790	4,700	155,131	11,430	19.11
Program 21 Administrative	1.000	152,926	152,926			12,312	12,312	18.02
K-12 Program 21 Instructional	12.770	1,068,248	83,653	61,776	4,838	145,257	11,375	19.15
Program 31 Instructional	3.600	280,110	77,808	21,159	5,878	44,323	12,312	18.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative				5,000				
Program 34 Instructional	0.800	88,324	110,405	3,900	4,875	9,850	12,312	18.86
K-3 BEA Instructional	32.750	2,993,807	91,414	86,345	2,636	403,218	12,312	18.60
4-6 BEA Instructional	19.869	1,811,152	91,155	32,281	1,625	244,615	12,311	18.69
7-8 BEA Instructional	14.700	1,423,366	96,828	54,920	3,736	180,962	12,310	18.61
9-12 BEA Instructional	29.246	2,806,509	95,962	121,962	4,170	372,389	12,733	18.97
K-12 BEA Instructional	96.565	9,034,834	93,562	295,508	3,060	1,201,183	12,439	18.74
K-12 BEA Administrative	3.000	417,063	139,021	12,000	4,000	36,936	12,312	18.35
BEA	104.215	10,161,454	97,505	317,896	3,050	1,295,211	12,428	18.66
Instructional	118.375	10,968,267	92,657	458,300	3,872	1,452,816	12,273	18.76
Administrative	10.000	1,427,170	142,717	19,788	1,979	122,696	12,270	18.03
Other				2,600				
Active	128.375	12,395,437	96,556	480,688	3,744	1,575,512	12,273	18.68
Certificated Total	128.375	12,395,437	96,556	480,688	3,744	1,575,512	12,273	18.68
Instructional for Funding Purposes	118.375	10,968,267	92,657	458,300	3,872	1,452,816	12,273	18.76
Instructional for Compliance Purposes	118.375	10,968,267	92,657	458,300	3,872	1,452,816	12,273	18.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	31.050	2,830,971	91,175	44,163	1,422	382,288	12,312	18.61
K-3 Program 21 Teacher	2.331	200,726	86,112	6,494	2,786	28,699	12,312	21.74
Grade T Program 09 Teacher	4.000	339,966	84,992	5,666	1,417	49,248	12,312	18.56

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	21.800	1,831,127	83,997	79,843	3,663	303,474	13,921	18.48
09	1.000	55,115	55,115	1,531	1,531	14,460	14,460	18.88
21	3.000	223,407	74,469	6,204	2,068	43,380	14,460	15.05
51	1.000	90,654	90,654			15,906	15,906	18.79
52				2,114				
55	1.000	100,576	100,576	2,793	2,793	14,460	14,460	18.26
74				4,228				
79				10,040				
97	1.000	165,000	165,000	10,000	10,000	13,200	13,200	17.59
Program 21 Instructional	3.000	223,407	74,469	6,204	2,068	43,380	14,460	15.05
K-12 Program 21 Instructional	2.000	143,652	71,826			28,920	14,460	13.06
K-3 BEA Instructional	10.272	807,136	78,576	15,716	1,530	136,461	13,285	18.55
4-6 BEA Instructional	5.660	479,468	84,712	11,983	2,117	81,844	14,460	18.46
7-8 BEA Instructional	4.868	409,523	84,126	9,562	1,964	70,709	14,525	18.46
K-12 BEA Instructional	20.800	1,696,127	81,545	37,261	1,791	289,014	13,895	18.50
BEA	22.800	1,996,127	87,549	89,843	3,940	316,674	13,889	18.41
Instructional	26.800	2,165,879	80,816	106,753	3,983	377,220	14,075	18.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.000	300,000	150,000	10,000	5,000	27,660	13,830	17.87
Active	28.800	2,465,879	85,621	116,753	4,054	404,880	14,058	18.12
Certificated Total	28.800	2,465,879	85,621	116,753	4,054	404,880	14,058	18.12
Instructional for Funding Purposes	26.800	2,165,879	80,816	106,753	3,983	377,220	14,075	18.16
Instructional for Compliance Purposes	26.800	2,165,879	80,816	106,753	3,983	377,220	14,075	18.16
K-3 Program 01 Teacher	8.880	698,593	78,670	15,716	1,770	115,205	12,974	18.50
K-3 Program 21 Teacher	0.800	66,036	82,545			11,568	14,460	8.82
Grade T Program 09 Teacher	1.000	55,115	55,115	1,531	1,531	14,460	14,460	18.88

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	74.196	6,907,311	93,095	159,132	2,145	970,640	13,082	18.21
02	2.700	303,616	112,450	7,663	2,838	35,640	13,200	17.92
09	1.000	94,546	94,546	1,838	1,838	13,200	13,200	17.96
13	4.000	403,774	100,944	42,000	10,500	52,800	13,200	20.62
14	2.400	204,596	85,248			31,680	13,200	18.01
21	11.567	1,120,916	96,906	75,713	6,546	152,684	13,200	17.96
24	4.000	382,732	95,683			52,800	13,200	17.95
31	6.900	658,376	95,417	42,471	6,155	91,080	13,200	18.20
34	1.600	149,779	93,612	10,946	6,841	21,120	13,200	18.44
51	3.461	383,974	110,943	3,334	963	45,685	13,200	17.93
52				25,957				
55	4.839	494,210	102,131	1,134	234	63,875	13,200	17.95
58				70,102				
74				6,198				
88	1.333	101,580	76,204	2,687	2,016	17,596	13,200	18.05
97	1.000	202,276	202,276			13,200	13,200	16.25
K-12 Program 02 Instructional	2.200	234,220	106,464	4,234	1,925	29,040	13,200	17.92
Program 21 Instructional	10.667	982,104	92,069	75,713	7,098	140,804	13,200	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.900	138,812	154,236			11,880	13,200	17.90
K-12 Program 21 Instructional	10.000	930,978	93,098	26,833	2,683	132,000	13,200	17.96
Program 31 Instructional	6.400	577,298	90,203	42,471	6,636	84,480	13,200	18.26
Program 31 Administrative	0.500	81,078	162,156			6,600	13,200	17.79
Program 34 Instructional	1.600	149,779	93,612	10,946	6,841	21,120	13,200	18.44
K-3 BEA Instructional	27.755	2,254,784	81,239	23,559	849	362,754	13,070	18.34
4-6 BEA Instructional	12.312	1,038,924	84,383	19,141	1,555	162,518	13,200	18.01
7-8 BEA Instructional	13.440	1,260,063	93,755	9,214	686	177,408	13,200	18.73
9-12 BEA Instructional	24.400	2,383,545	97,686	12,199	500	322,080	13,200	18.03
K-12 BEA Instructional	77.907	6,937,316	89,046	64,113	823	1,024,760	13,154	18.25
K-12 BEA Administrative	4.250	622,647	146,505			56,100	13,200	17.88
BEA	86.396	8,221,358	95,159	220,212	2,549	1,131,680	13,099	18.16
Instructional	108.607	9,830,597	90,515	447,975	4,125	1,430,000	13,167	18.28
Administrative	10.000	1,554,791	155,479	1,200	120	132,000	13,200	17.67
Other	0.389	22,298	57,321					18.20
Active	118.996	11,407,686	95,866	449,175	3,775	1,562,000	13,126	18.20
Certificated Total	118.996	11,407,686	95,866	449,175	3,775	1,562,000	13,126	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	108.607	9,830,597	90,515	447,975	4,125	1,430,000	13,167	18.28
Instructional for Compliance Purposes	108.607	9,830,597	90,515	447,975	4,125	1,430,000	13,167	18.28
K-3 Program 01 Teacher	26.220	2,127,500	81,140	21,567	823	336,354	12,828	18.36
K-3 Program 21 Teacher	2.000	210,243	105,122	297	149	26,400	13,200	17.92

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	8.630	538,088	62,351			113,916	13,200	19.40
21	1.030	181,757	176,463			11,880	11,534	12.30
51	0.190	15,598	82,095			2,508	13,200	18.69
55	0.100	13,244	132,440			1,320	13,200	17.75
58	0.080	3,379	42,238			1,056	13,200	19.56
79	1.100	83,401	75,819			14,520	13,200	12.48
Program 21 Instructional	0.250	15,251	61,004			3,300	13,200	3.15
Program 21 Administrative	0.650	66,666	102,563			8,580	13,200	19.18
K-3 BEA Instructional	7.730	429,609	55,577			102,036	13,200	20.13
K-12 BEA Instructional	7.730	429,609	55,577			102,036	13,200	20.13
BEA	8.630	538,088	62,351			113,916	13,200	19.40
Instructional	9.000	509,588	56,621			118,800	13,200	18.05
Administrative	2.000	226,039	113,020			26,400	13,200	18.59
Active	11.000	735,627	66,875			145,200	13,200	18.22
Certificated Total	11.130	835,467	75,064			145,200	13,046	17.60
Instructional for Funding Purposes	9.130	609,428	66,750			118,800	13,012	17.18
Instructional for Compliance Purposes	9.000	509,588	56,621			118,800	13,200	18.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	7.730	429,609	55,577			102,036	13,200	20.13

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	19.970	1,179,671	59,072			263,604	13,200	15.38
21	2.665	471,121	176,781			20,460	7,677	5.98
51	1.300	77,678	59,752			17,160	13,200	18.42
55	1.850	126,254	68,245			24,420	13,200	17.22
58	0.180	7,563	42,017			2,376	13,200	17.44
65	0.480	36,656	76,367			6,336	13,200	18.51
70	0.350	21,351	61,003			4,620	13,200	18.72
74	0.080	10,595	132,438			1,056	13,200	17.86
79	0.480	44,928	93,600			6,336	13,200	18.13
Program 21 Instructional	1.255	82,471	65,714			17,160	13,673	19.58
Program 21 Administrative	0.250	29,226	116,904			3,300	13,200	17.95
K-3 BEA Instructional	18.080	1,009,343	55,826			238,656	13,200	14.89
K-12 BEA Instructional	18.080	1,009,343	55,826			238,656	13,200	14.89
BEA	19.970	1,179,671	59,072			263,604	13,200	15.38
Instructional	24.195	1,390,354	57,465			319,968	13,225	15.84
Administrative	2.000	226,039	113,020			26,400	13,200	17.97
Active	26.195	1,616,393	61,706			346,368	13,223	16.14
Certificated Total	27.355	1,975,817	72,229			346,368	12,662	14.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	25.355	1,749,778	69,011			319,968	12,620	13.57
Instructional for Compliance Purposes	24.195	1,390,354	57,465			319,968	13,225	15.84
K-3 Program 01 Teacher	17.080	966,911	56,611			225,456	13,200	15.48

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	30.400	1,926,897	63,385			401,280	13,200	18.14
13	0.750	52,674	70,232	64,799	86,399	9,900	13,200	18.73
21	3.770	490,329	130,061			39,600	10,504	8.86
51	2.530	167,141	66,064			33,396	13,200	17.61
55	2.660	202,631	76,177			35,112	13,200	17.47
58	0.180	7,590	42,167			2,376	13,200	19.70
65	0.380	29,119	76,629			5,016	13,200	20.92
73				86,839				
74	0.100	12,984	129,840			1,320	13,200	17.93
Program 21 Instructional	3.000	190,809	63,603			39,600	13,200	16.00
K-12 Program 21 Instructional	1.000	41,600	41,600			13,200	13,200	3.20
K-3 BEA Instructional	20.300	1,122,554	55,298			267,960	13,200	18.34
4-6 BEA Instructional	5.290	380,639	71,954			69,828	13,200	17.38
K-12 BEA Instructional	25.590	1,503,193	58,741			337,788	13,200	18.10
BEA	30.400	1,926,897	63,385			401,280	13,200	18.14
Instructional	37.000	2,267,149	61,274	151,638	4,098	488,400	13,200	17.94
Administrative	3.000	322,696	107,565			39,600	13,200	17.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	40.000	2,589,845	64,746	151,638	3,791	528,000	13,200	17.94
Certificated Total	40.770	2,889,365	70,870	151,638	3,719	528,000	12,951	16.93
Instructional for Funding Purposes	37.770	2,566,669	67,955	151,638	4,015	488,400	12,931	16.80
Instructional for Compliance Purposes	37.000	2,267,149	61,274	151,638	4,098	488,400	13,200	17.94
K-3 Program 01 Teacher	20.300	1,122,554	55,298			267,960	13,200	18.34
K-3 Program 21 Teacher	1.000	41,600	41,600			13,200	13,200	3.20

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	20.530	1,755,919	85,529			270,996	13,200	15.09
21	2.610	454,669	174,203			21,120	8,092	7.39
51	1.250	76,432	61,146			16,500	13,200	15.42
55	1.520	122,296	80,458			20,064	13,200	15.58
58	0.140	5,858	41,843			1,848	13,200	20.02
65	0.760	51,556	67,837			10,032	13,200	15.24
73	0.250	53,779	215,116			6,600	26,400	9.52
74	0.080	10,184	127,300			1,056	13,200	17.78
79	0.140	12,849	91,779			1,848	13,200	18.30
Program 21 Instructional	1.500	102,483	68,322			19,800	13,200	20.65
Program 21 Administrative	0.100	12,730	127,300			1,320	13,200	17.78
K-3 BEA Instructional	15.830	890,423	56,249			208,956	13,200	16.80
4-6 BEA Instructional	0.850	528,889	622,222			11,220	13,200	6.02
K-12 BEA Instructional	16.680	1,419,312	85,091			220,176	13,200	16.19
BEA	20.530	1,755,919	85,529			270,996	13,200	15.09
Instructional	23.270	1,883,860	80,957			310,464	13,342	15.91
Administrative	3.000	320,226	106,742			39,600	13,200	13.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	26.270	2,204,086	83,901			350,064	13,326	15.38
Certificated Total	27.280	2,543,542	93,238			350,064	12,832	13.77
Instructional for Funding Purposes	24.280	2,223,316	91,570			310,464	12,787	13.92
Instructional for Compliance Purposes	23.270	1,883,860	80,957			310,464	13,342	15.91
K-3 Program 01 Teacher	15.830	890,423	56,249			208,956	13,200	16.80

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	16.190	1,393,810	86,091	14,642	904	213,708	13,200	18.24
13	1.459	122,279	83,810	2,258	1,548	19,536	13,390	18.24
14	0.497	44,208	88,950			6,864	13,811	18.26
21	1.670	113,149	67,754	9,720	5,820	22,044	13,200	18.33
51	1.300	123,144	94,726			17,160	13,200	18.19
55	0.840	81,459	96,975			11,088	13,200	18.17
58				11,019				
68	1.000	54,842	54,842			13,200	13,200	18.50
97	1.000	145,000	145,000			13,200	13,200	18.01
Program 21 Instructional	1.670	113,149	67,754	9,720	5,820	22,044	13,200	18.33
K-12 Program 21 Instructional	1.670	113,149	67,754	9,720	5,820	22,044	13,200	18.33
K-3 BEA Instructional	4.438	342,202	77,107	1,400	315	58,582	13,200	18.29
4-6 BEA Instructional	2.964	254,894	85,997			39,125	13,200	18.25
7-8 BEA Instructional	3.530	295,758	83,784	1,100	312	46,596	13,200	18.26
9-12 BEA Instructional	4.258	374,956	88,059	12,142	2,852	56,206	13,200	18.22
K-12 BEA Instructional	15.190	1,267,810	83,463	14,642	964	200,508	13,200	18.25
K-12 BEA Administrative	1.000	126,000	126,000			13,200	13,200	18.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	17.190	1,538,810	89,518	14,642	852	226,908	13,200	18.22
Instructional	21.156	1,728,155	81,686	37,639	1,779	279,840	13,227	18.26
Administrative	2.800	349,736	124,906			36,960	13,200	18.07
Active	23.956	2,077,891	86,738	37,639	1,571	316,800	13,224	18.23
Certificated Total	23.956	2,077,891	86,738	37,639	1,571	316,800	13,224	18.23
Instructional for Funding Purposes	21.156	1,728,155	81,686	37,639	1,779	279,840	13,227	18.26
Instructional for Compliance Purposes	21.156	1,728,155	81,686	37,639	1,779	279,840	13,227	18.26
K-3 Program 01 Teacher	4.268	329,844	77,283			56,338	13,200	18.29
K-3 Program 21 Teacher	0.198	13,143	66,379			2,614	13,200	18.31

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	2.776	232,655	83,809	1,530	551	41,026	14,779	16.07
21	0.302	15,926	52,735	262	868			7.86
55	0.040	3,895	97,375			465	11,616	17.56
79	0.180	17,528	97,378			2,091	11,616	17.56
97	0.496	36,104	72,790			7,150	14,415	7.86
Program 21 Instructional	0.302	15,926	52,735	262	868			7.86
K-12 Program 21 Instructional	0.302	15,926	52,735	262	868			7.86
K-3 BEA Instructional	1.015	88,974	87,659			15,264	15,039	17.56
4-6 BEA Instructional	0.842	71,638	85,081			12,368	14,689	17.56
7-8 BEA Instructional	0.423	35,939	84,962	1,530	3,617	6,244	14,762	17.56
K-12 BEA Instructional	2.280	196,551	86,207	1,530	671	33,876	14,858	17.56
BEA	3.272	268,759	82,139	1,530	468	48,176	14,724	14.97
Instructional	2.802	233,900	83,476	1,792	640	36,432	13,002	16.90
Administrative	0.992	72,208	72,790			14,300	14,415	7.86
Active	3.794	306,108	80,682	1,792	472	50,732	13,372	14.78
Certificated Total	3.794	306,108	80,682	1,792	472	50,732	13,372	14.78
Instructional for Funding Purposes	2.802	233,900	83,476	1,792	640	36,432	13,002	16.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	2.802	233,900	83,476	1,792	640	36,432	13,002	16.90
K-3 Program 01 Teacher	1.015	88,974	87,659			15,264	15,039	17.56
K-3 Program 21 Teacher	0.138	7,240	52,464	262	1,899			7.86

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	943.099	95,244,187	100,991	12,103,291	12,834	12,661,651	13,426	18.23
09	3.000	278,994	92,998	22,010	7,337	39,600	13,200	17.96
21	136.578	12,761,700	93,439	969,012	7,095	1,803,120	13,202	18.79
24	39.756	3,741,155	94,103	292,530	7,358	541,200	13,613	18.50
31	49.848	4,930,547	98,912	562,879	11,292	679,404	13,630	18.30
34	4.230	449,318	106,222	35,448	8,380	62,885	14,866	20.20
38	1.500	154,364	102,909	12,179	8,119	26,400	17,600	21.37
51	5.000	579,916	115,983	45,750	9,150	69,960	13,992	17.91
52	3.000	354,372	118,124	27,957	9,319	39,600	13,200	17.88
55	13.500	1,433,384	106,177	106,489	7,888	213,840	15,840	17.49
56	11.000	1,057,526	96,139	83,427	7,584	145,200	13,200	18.55
57	1.000	118,124	118,124	9,319	9,319	13,200	13,200	17.88
64	1.000	96,053	96,053	7,577	7,577	13,200	13,200	17.95
65	27.660	2,693,212	97,368	217,999	7,881	394,020	14,245	18.12
74	10.780	1,132,366	105,043	89,334	8,287	153,120	14,204	17.94
79	1.000	118,124	118,124			13,200	13,200	17.91
97	5.000	1,177,654	235,531	75,218	15,044	66,000	13,200	15.46
Program 21 Instructional	131.578	11,902,584	90,460	908,654	6,906	1,737,120	13,202	18.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	5.000	859,116	171,823	60,358	12,072	66,000	13,200	16.98
K-12 Program 21 Instructional	126.622	11,540,650	91,143			1,671,120	13,198	18.88
Program 26, 56, and 59 Instructional	11.000	1,057,526	96,139	83,427	7,584	145,200	13,200	18.55
Program 31 Instructional	48.548	4,711,981	97,058	549,535	11,319	662,244	13,641	18.36
Program 31 Administrative	1.300	218,566	168,128	13,344	10,265	17,160	13,200	17.04
Program 34 Instructional	4.230	449,318	106,222	35,448	8,380	62,885	14,866	20.20
K-3 BEA Instructional	352.205	34,829,388	98,890	11,715	33	4,693,445	13,326	18.23
4-6 BEA Instructional	198.842	19,560,302	98,371			2,677,844	13,467	18.47
7-8 BEA Instructional	147.110	15,105,057	102,679	7,874	54	1,982,231	13,474	18.29
9-12 BEA Instructional	287.096	29,019,629	101,080	105,148	366	3,892,020	13,557	18.18
K-12 BEA Instructional	985.253	98,514,376	99,989	124,737	127	13,245,540	13,444	18.27
BEA	1,002.177	101,801,706	101,581	12,776,836	12,749	13,469,940	13,441	18.21
Instructional	1,234.027	122,056,426	98,909	14,392,638	11,663	16,632,000	13,478	18.33
Administrative	21.000	3,997,774	190,370	258,741	12,321	277,200	13,200	16.41
Other	0.924	148,672	160,900	9,040	9,784	13,200	14,286	17.59
Active	1,255.951	126,202,872	100,484	14,660,419	11,673	16,922,400	13,474	18.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	118,124	118,124			13,200	13,200	17.91
Certificated Total	1,256.951	126,320,996	100,498	14,660,419	11,663	16,935,600	13,474	18.27
Instructional for Funding Purposes	1,223.027	120,998,900	98,934	14,309,211	11,700	16,486,800	13,480	18.33
Instructional for Compliance Purposes	1,223.027	120,998,900	98,934	14,309,211	11,700	16,486,800	13,480	18.33
K-3 Program 01 Teacher	292.494	28,614,777	97,830			3,883,981	13,279	18.28
K-3 Program 21 Teacher	18.846	1,592,876	84,521			236,557	12,552	18.45
Grade T Program 09 Teacher	3.000	278,994	92,998			39,600	13,200	17.96

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	8.500	716,106	84,248	29,896	3,517	112,200	13,200	17.75
21	0.500	39,666	79,332			6,600	13,200	17.76
31	1.000	91,769	91,769	9,622	9,622	13,200	13,200	17.73
97	1.000	130,000	130,000			13,200	13,200	17.76
Program 21 Instructional	0.500	39,666	79,332			6,600	13,200	17.76
K-12 Program 21 Instructional	0.500	39,666	79,332			6,600	13,200	17.76
Program 31 Instructional	1.000	91,769	91,769	9,622	9,622	13,200	13,200	17.73
K-3 BEA Instructional	1.750	146,193	83,539	3,015	1,723	23,100	13,200	17.75
4-6 BEA Instructional	1.500	120,162	80,108	2,671	1,781	19,800	13,200	17.76
7-8 BEA Instructional	0.854	83,332	97,578			11,273	13,200	17.73
9-12 BEA Instructional	5.348	452,911	84,688	33,832	6,326	70,594	13,200	17.75
K-12 BEA Instructional	9.452	802,598	84,913	39,518	4,181	124,766	13,200	17.75
BEA	10.500	937,875	89,321	39,518	3,764	138,600	13,200	17.75
Instructional	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.75
Administrative	1.048	135,277	129,081			13,834	13,200	17.76
Active	11.000	977,541	88,867	39,518	3,593	145,200	13,200	17.75
Certificated Total	11.000	977,541	88,867	39,518	3,593	145,200	13,200	17.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.75
Instructional for Compliance Purposes	9.952	842,264	84,633	39,518	3,971	131,366	13,200	17.75
K-3 Program 01 Teacher	1.750	146,193	83,539	1,816	1,038	23,100	13,200	17.75

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	64.376	5,404,059	83,945	127,995	1,988	1,036,404	16,099	8.87
02	2.000	116,161	58,081	1,000	500	31,287	15,644	9.18
09	1.000	98,097	98,097			17,328	17,328	8.75
31	2.171	191,783	88,339	35,475	16,340	35,656	16,424	9.36
34	2.022	172,570	85,346	3,000	1,484	32,122	15,886	9.05
51	0.973	95,634	98,288			16,994	17,466	8.35
97	1.000	158,322	158,322			20,795	20,795	8.65
K-12 Program 02 Instructional	2.000	116,161	58,081			31,287	15,644	9.18
Program 31 Instructional	2.171	191,783	88,339	35,475	16,340	35,656	16,424	9.36
Program 34 Instructional	2.022	172,570	85,346	3,000	1,484	32,122	15,886	9.05
K-3 BEA Instructional	25.072	1,982,138	79,058	27,471	1,096	412,170	16,439	9.01
4-6 BEA Instructional	9.351	827,713	88,516	13,867	1,483	150,590	16,104	8.71
7-8 BEA Instructional	13.807	1,071,437	77,601	3,000	217	197,405	14,297	8.70
9-12 BEA Instructional	17.853	1,446,817	81,041	25,782	1,444	288,266	16,147	9.06
K-12 BEA Instructional	66.083	5,328,105	80,627	70,120	1,061	1,048,432	15,865	8.91
BEA Instructional	71.569	6,042,895	84,435	167,470	2,340	1,156,265	16,156	8.90
Instructional	68.056	5,521,836	81,137	142,325	2,091	1,082,754	15,910	8.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	5.000	669,890	133,978	8,168	1,634	99,417	19,883	8.78
Other	0.486	44,900	92,387	16,977	34,932	8,416	17,317	8.52
Active	73.542	6,236,626	84,804	167,470	2,277	1,190,587	16,189	8.88
Certificated Total	73.542	6,236,626	84,804	167,470	2,277	1,190,587	16,189	8.88
Instructional for Funding Purposes	68.056	5,521,836	81,137	142,325	2,091	1,082,754	15,910	8.90
Instructional for Compliance Purposes	68.056	5,521,836	81,137	142,325	2,091	1,082,754	15,910	8.90
K-3 Program 01 Teacher	24.061	1,888,702	78,496	8,836	367	394,891	16,412	9.02
Grade T Program 09 Teacher	1.000	98,097	98,097			17,328	17,328	8.75

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	1.650	135,066	81,858			21,780	13,200	17.63
21	0.350	30,520	87,200	8,720	24,914	4,620	13,200	17.60
51	1.000	59,289	59,289	5,000	5,000	13,200	13,200	17.65
97	1.000	86,418	86,418			13,200	13,200	7.94
Program 21 Instructional	0.350	30,520	87,200	8,720	24,914	4,620	13,200	17.60
K-12 Program 21 Instructional	0.350	30,520	87,200			4,620	13,200	17.60
K-3 BEA Instructional	1.650	135,066	81,858			21,780	13,200	17.63
K-12 BEA Instructional	1.650	135,066	81,858			21,780	13,200	17.63
BEA	2.650	221,484	83,579			34,980	13,200	13.99
Instructional	3.000	224,875	74,958	13,720	4,573	39,600	13,200	17.63
Administrative	1.000	86,418	86,418			13,200	13,200	7.94
Active	4.000	311,293	77,823	13,720	3,430	52,800	13,200	15.07
Certificated Total	4.000	311,293	77,823	13,720	3,430	52,800	13,200	15.07
Instructional for Funding Purposes	3.000	224,875	74,958	13,720	4,573	39,600	13,200	17.63
Instructional for Compliance Purposes	3.000	224,875	74,958	13,720	4,573	39,600	13,200	17.63
K-3 Program 01 Teacher	1.650	135,066	81,858			21,780	13,200	17.63

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.200	17,440	87,200			2,640	13,200	17.60

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	263.552	22,912,692	86,938	129,000	489	3,430,918	13,018	18.34
02	9.105	753,020	82,704			132,000	14,498	18.45
09	7.902	677,812	85,777			104,306	13,200	18.37
13	0.070	7,367	105,243					
21	49.586	3,969,235	80,047			647,900	13,066	18.35
24	7.800	646,358	82,866			102,960	13,200	18.39
31	17.380	1,490,649	85,768			229,416	13,200	19.04
34	2.900	305,865	105,471			38,280	13,200	19.23
51	5.005	482,771	96,458			75,900	15,165	18.35
52	1.401	144,656	103,252			19,800	14,133	18.30
55	16.152	1,553,433	96,176			201,355	12,466	18.38
58	0.430	45,254	105,242					
64	0.400	41,724	104,310			5,280	13,200	18.26
65	1.500	155,481	103,654			17,985	11,990	18.22
74	1.202	101,776	84,672			19,800	16,473	18.53
97	3.000	576,313	192,104	5,100	1,700	27,500	9,167	16.29
K-12 Program 02 Instructional	9.105	753,020	82,704			132,000	14,498	18.45
Program 21 Instructional	39.586	3,048,125	77,000			528,000	13,338	18.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.000	316,055	158,028			14,300	7,150	17.34
K-12 Program 21 Instructional	38.586	2,975,191	77,105			514,800	13,342	18.45
Program 31 Instructional	16.580	1,379,838	83,223			218,856	13,200	19.11
Program 31 Administrative	0.800	110,811	138,514			10,560	13,200	18.16
Program 34 Instructional	2.700	278,162	103,023			35,640	13,200	19.34
Program 34 Administrative	0.200	27,703	138,515			2,640	13,200	18.16
K-3 BEA Instructional	103.123	8,323,527	80,715			1,396,058	13,538	18.52
4-6 BEA Instructional	45.385	3,653,178	80,493			615,938	13,571	18.58
7-8 BEA Instructional	50.274	4,247,552	84,488			663,617	13,200	18.63
9-12 BEA Instructional	72.805	6,189,172	85,010			953,040	13,090	18.22
K-12 BEA Instructional	271.587	22,413,429	82,528			3,628,654	13,361	18.47
K-12 BEA Administrative	2.500	341,777	136,711			26,950	10,780	18.15
BEA	295.937	26,038,539	87,987	134,100	453	3,858,114	13,037	18.34
Instructional	352.385	29,223,096	82,929			4,700,300	13,339	18.42
Administrative	26.500	4,009,261	151,293	134,100	5,060	240,900	9,091	17.54
Other	0.500	26,994	53,988			6,600	13,200	22.40
Active	379.385	33,259,351	87,666	134,100	353	4,947,800	13,042	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	8.000	605,055	75,632			105,600	13,200	18.43
Certificated Total	387.385	33,864,406	87,418	134,100	346	5,053,400	13,045	18.32
Instructional for Funding Purposes	360.385	29,828,151	82,767			4,805,900	13,335	18.42
Instructional for Compliance Purposes	352.385	29,223,096	82,929			4,700,300	13,339	18.42
K-3 Program 01 Teacher	89.280	7,080,976	79,312			1,191,023	13,340	18.54
K-3 Program 21 Teacher	6.409	455,417	71,059			84,810	13,233	18.49

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	865.693	82,344,098	95,119	3,680,503	4,252	11,587,660	13,385	23.49
02	13.631	1,283,155	94,135	27,879	2,045	240,926	17,675	23.68
09	1.480	107,349	72,533			26,400	17,838	18.89
13	74.920	7,014,682	93,629	197,383	2,635	996,864	13,306	23.63
21	151.907	13,039,045	85,836	709,302	4,669	2,039,532	13,426	24.00
22	0.160	17,605	110,031			2,112	13,200	23.62
24	10.000	904,509	90,451	94,580	9,458	132,000	13,200	21.51
26	0.140	12,259	87,564			1,848	13,200	25.50
31	44.204	4,306,061	97,413	268,871	6,083	597,036	13,506	23.09
34	6.742	614,088	91,084	20,171	2,992	89,628	13,294	23.70
39				11,895				
45	21.454	2,018,495	94,085	15,077	703	264,000	12,305	21.61
51	29.573	2,738,172	92,590	50,346	1,702	390,364	13,200	24.75
52	0.880	93,297	106,019	1,881	2,138	11,616	13,200	28.03
53	12.995	1,101,905	84,795	3,234	249	174,900	13,459	22.05
55	41.302	3,922,130	94,962	221,512	5,363	548,486	13,280	24.46
56	2.649	277,571	104,783	18,253	6,891	34,967	13,200	22.88
59	0.101	16,169	160,089	100	990	1,333	13,200	17.64
64	1.630	140,121	85,964			21,516	13,200	22.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
65	16.712	1,579,072	94,487	47,093	2,818	223,212	13,356	24.52
74	3.000	281,380	93,793	14,567	4,856	39,600	13,200	24.39
79	1.000	106,058	106,058			13,200	13,200	25.09
97	1.875	338,327	180,441	139,078	74,175	24,750	13,200	14.25
99	0.125	21,429	171,432	3,068	24,544	1,650	13,200	17.30
K-12 Program 02 Instructional	12.417	1,097,116	88,356			224,902	18,112	24.77
Program 21 Instructional	147.907	12,429,514	84,036	620,239	4,193	1,986,732	13,432	24.25
Program 21 Administrative	4.000	609,531	152,383	89,063	22,266	52,800	13,200	18.63
K-12 Program 21 Instructional	133.809	11,202,392	83,719			1,800,480	13,456	24.14
Program 26, 56, and 59 Instructional	2.540	250,245	98,522	18,003	7,088	33,528	13,200	23.78
Program 26, 56, and 59 Administrative	0.350	55,754	159,297	350	1,000	4,620	13,200	17.64
Program 31 Instructional	40.200	3,751,157	93,312	268,871	6,688	538,560	13,397	23.65
Program 31 Administrative	4.004	554,904	138,587			58,476	14,604	19.11
Program 34 Instructional	6.680	605,164	90,593	20,171	3,020	88,704	13,279	23.76
Program 34 Administrative	0.062	8,924	143,935			924	14,903	19.70
K-3 BEA Instructional	334.635	29,257,916	87,432			4,478,364	13,383	24.24

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	190.973	17,038,524	89,220			2,560,087	13,405	24.11
7-8 BEA Instructional	125.826	11,610,654	92,275			1,689,032	13,424	24.15
9-12 BEA Instructional	225.701	21,738,040	96,313	8,097	36	3,083,546	13,662	23.80
K-12 BEA Instructional	877.135	79,645,134	90,801	8,097	9	11,811,030	13,465	24.08
BEA Instructional	953.599	90,904,224	95,328	4,151,579	4,354	12,804,000	13,427	23.39
Administrative	1,217.934	109,821,600	90,170	5,356,979	4,398	16,368,000	13,439	24.09
Active	81.239	12,180,592	149,935	167,814	2,066	1,082,400	13,324	18.61
K-12 BEA Contracted	1,299.173	122,002,192	93,908	5,524,793	4,253	17,450,400	13,432	23.56
On Leave	2.000	168,727	84,364					
Certificated Total	1,000	106,058	106,058			13,200	13,200	23.40
Instructional for Funding Purposes	1,302.173	122,276,977	93,902	5,524,793	4,243	17,463,600	13,411	23.52
Instructional for Compliance Purposes	1,217.394	109,740,082	90,143	5,338,976	4,386	16,334,472	13,418	24.05
K-3 Program 01 Teacher	1,215.394	109,571,355	90,153	5,338,976	4,393	16,334,472	13,440	24.09
K-3 Program 21 Teacher	307.786	26,872,646	87,310			4,107,695	13,346	24.26
Grade T Program 09 Teacher	31.262	2,424,824	77,565			412,658	13,200	24.18
	1.480	107,349	72,533			26,400	17,838	18.89

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	1,351.633	136,052,985	100,658	11,613,178	8,592	21,146,989	15,646	18.85
02	9.198	1,019,649	110,856	78,844	8,572	145,046	15,769	18.10
03	9.700	1,064,073	109,698	78,179	8,060	177,559	18,305	18.09
11	58.282	6,006,860	103,065	486,841	8,353	892,223	15,309	18.61
13				7,559				
21	338.871	31,527,807	93,038	4,384,259	12,938	5,620,648	16,586	18.76
24	0.696	66,675	95,797	13,549	19,467	21,886	31,446	24.57
31	77.356	7,407,727	95,762	615,397	7,955	1,288,728	16,660	18.88
34	11.200	1,065,735	95,155	107,335	9,583	172,850	15,433	18.72
51	31.394	3,004,264	95,695	237,661	7,570	529,145	16,855	18.73
52	4.750	558,479	117,575	61,674	12,984	75,723	15,942	18.24
55	55.450	5,417,398	97,699	418,260	7,543	891,620	16,080	19.13
58	1.900	227,566	119,772	29,152	15,343	29,017	15,272	18.23
64	1.000	122,618	122,618	15,554	15,554	14,610	14,610	18.19
65	47.742	4,989,963	104,519	407,279	8,531	899,312	18,837	18.55
74	2.000	271,997	135,999	15,109	7,555	29,528	14,764	18.26
97	1.000	355,000	355,000	3,750	3,750			14.39
K-12 Program 02 Instructional	8.198	832,504	101,550	32,525	3,967	129,694	15,820	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	319.083	29,294,687	91,809	4,358,312	13,659	5,333,684	16,716	18.79
Program 21 Administrative	6.788	1,083,491	159,619	25,947	3,822	103,160	15,197	17.98
K-12 Program 21 Instructional	298.713	27,498,237	92,056	1,011,886	3,387	5,040,205	16,873	18.77
Program 31 Instructional	75.356	7,078,543	93,935	611,047	8,109	1,258,543	16,701	18.92
Program 31 Administrative	2.000	329,184	164,592	4,350	2,175	30,185	15,093	17.86
Program 34 Instructional	11.200	1,065,735	95,155	107,335	9,583	172,850	15,433	18.72
K-3 BEA Instructional	522.029	47,859,062	91,679	1,626,965	3,117	8,013,089	15,350	19.36
4-6 BEA Instructional	283.748	26,788,336	94,409	441,009	1,554	4,370,200	15,402	18.87
7-8 BEA Instructional	196.912	19,057,611	96,782	660,589	3,355	3,171,792	16,108	18.68
9-12 BEA Instructional	345.058	34,109,611	98,852	1,518,069	4,399	5,683,334	16,471	18.77
K-12 BEA Instructional	1,347.747	127,814,620	94,836	4,246,632	3,151	21,238,414	15,758	19.00
K-12 BEA Administrative	31.804	5,339,671	167,893	618,257	19,440	479,999	15,092	17.66
BEA Instructional	1,460.087	146,965,169	100,655	12,496,683	8,559	22,931,171	15,705	18.83
BEA Administrative	121.438	20,732,374	170,724	1,127,826	9,287	1,832,140	15,087	17.65
BEA Other	9.482	777,030	81,948	60,691	6,401	150,563	15,879	19.23
BEA Active	1,987.172	197,792,208	99,535	18,573,580	9,347	31,722,185	15,963	18.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	12.000	1,061,196	88,433			169,587	14,132	18.46
On Leave	2.000	216,959	108,480			28,895	14,448	18.22
Certificated Total	2,002.172	199,158,796	99,471	18,573,580	9,277	31,934,884	15,950	18.81
Instructional for Funding Purposes	1,869.252	177,432,433	94,922	17,385,063	9,301	29,923,286	16,008	18.93
Instructional for Compliance Purposes	1,856.252	176,282,804	94,967	17,385,063	9,366	29,739,482	16,021	18.94
K-3 Program 01 Teacher	456.486	41,375,355	90,639	1,072,704	2,350	6,930,477	15,182	19.50
K-3 Program 21 Teacher	45.932	3,915,056	85,236	66,723	1,453	688,802	14,996	19.69

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	45.000	3,431,440	76,254	100,449	2,232	594,000	13,200	18.09
02	9.400	826,262	87,900	2,746	292	125,400	13,340	18.00
09	1.000	93,319	93,319			13,200	13,200	18.11
21	6.950	596,061	85,764			97,020	13,960	18.10
24	0.650	39,853	61,312			8,580	13,200	18.38
31	2.000	186,638	93,319			26,400	13,200	17.94
51	1.100	79,896	72,633			14,520	13,200	17.76
55	3.400	299,381	88,053			44,880	13,200	17.94
74				4,000				
97	1.000	180,948	180,948			13,200	13,200	17.18
K-12 Program 02 Instructional	8.900	768,921	86,396			118,800	13,348	17.99
Program 21 Instructional	6.650	558,399	83,970			90,420	13,597	18.08
Program 21 Administrative	0.300	37,662	125,540			6,600	22,000	18.41
K-12 Program 21 Instructional	6.650	558,399	83,970			90,420	13,597	18.08
Program 31 Instructional	2.000	186,638	93,319			26,400	13,200	17.94
K-3 BEA Instructional	15.100	1,018,775	67,469			199,320	13,200	18.20
4-6 BEA Instructional	8.400	658,967	78,448			110,880	13,200	18.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	5.900	381,788	64,710			77,880	13,200	18.06
9-12 BEA Instructional	22.500	1,874,158	83,296			298,320	13,259	18.00
K-12 BEA Instructional	51.900	3,933,688	75,794			686,400	13,225	18.07
BEA	57.400	4,625,288	80,580	103,195	1,798	759,000	13,223	18.04
Instructional	64.200	4,947,195	77,059	73,195	1,140	851,400	13,262	18.06
Administrative	5.300	693,284	130,808	34,000	6,415	72,600	13,698	17.85
Active	69.500	5,640,479	81,158	107,195	1,542	924,000	13,295	18.04
On Leave	1.000	93,319	93,319			13,200	13,200	18.11
Certificated Total	70.500	5,733,798	81,330	107,195	1,520	937,200	13,294	18.04
Instructional for Funding Purposes	64.200	4,947,195	77,059	73,195	1,140	851,400	13,262	18.06
Instructional for Compliance Purposes	64.200	4,947,195	77,059	73,195	1,140	851,400	13,262	18.06
K-3 Program 01 Teacher	13.600	885,910	65,140			179,520	13,200	18.24
K-3 Program 21 Teacher	1.482	113,976	76,907			19,562	13,200	18.04
Grade T Program 09 Teacher	1.000	93,319	93,319			13,200	13,200	18.11

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	71.558	6,315,028	88,250	248,181	3,468	949,254	13,266	18.74
03	0.030	3,622	120,733			394	13,141	17.55
09	1.000	82,464	82,464			13,200	13,200	19.02
21	9.000	757,805	84,201	49,287	5,476	118,713	13,190	18.69
31	4.840	473,805	97,894	51,662	10,674	63,888	13,200	18.90
34	0.200	20,830	104,150	1,157	5,785	2,640	13,200	18.88
51	1.290	139,166	107,881	6,916	5,361	17,011	13,187	18.56
52		5,294		38,989				
53	1.300	120,188	92,452	10,910	8,392	17,142	13,186	18.39
55	3.070	320,908	104,530	7,928	2,582	40,520	13,199	18.81
58				88,152				
65	2.700	252,970	93,693	10,904	4,039	35,622	13,193	18.46
79	0.050	6,036	120,720			657	13,141	17.55
88	0.490	59,154	120,722			6,439	13,141	17.55
97	1.000	148,324	148,324	44,916	44,916	13,200	13,200	15.71
Program 21 Instructional	8.600	709,516	82,502	49,287	5,731	113,457	13,193	18.76
Program 21 Administrative	0.400	48,289	120,723			5,256	13,141	17.52
K-12 Program 21 Instructional	8.489	700,705	82,543			111,999	13,193	18.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	4.840	473,805	97,894	51,662	10,674	63,888	13,200	18.90
Program 34 Instructional	0.200	20,830	104,150	1,157	5,785	2,640	13,200	18.88
K-3 BEA Instructional	24.268	1,887,267	77,768			320,101	13,190	18.90
4-6 BEA Instructional	15.260	1,353,125	88,671			201,412	13,199	18.90
7-8 BEA Instructional	11.800	1,033,337	87,571			155,695	13,194	18.69
9-12 BEA Instructional	20.200	1,860,747	92,116			271,864	13,459	18.88
K-12 BEA Instructional	71.528	6,134,476	85,763			949,072	13,269	18.86
BEA	77.628	6,961,609	89,679	345,916	4,456	1,029,376	13,260	18.68
Instructional	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	18.84
Administrative	7.570	1,004,777	132,731	21,016	2,776	99,607	13,158	17.36
Other	0.400	53,402	133,505			5,271	13,177	17.65
Active	96.528	8,705,594	90,187	513,102	5,316	1,278,681	13,247	18.67
On Leave				45,900				
Certificated Total	96.528	8,705,594	90,187	559,002	5,791	1,278,681	13,247	18.67
Instructional for Funding Purposes	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	18.84
Instructional for Compliance Purposes	88.558	7,647,415	86,355	492,086	5,557	1,173,803	13,255	18.84
K-3 Program 01 Teacher	23.268	1,783,116	76,634			306,901	13,190	18.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	1.663	126,399	76,007			21,895	13,166	18.97

Kittitas School District (19403)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.635	2,322,534	78,371	54,162	1,828	391,763	13,220	18.72
09	1.071	53,015	49,500	264	246	14,137	13,200	18.44
21	4.250	290,991	68,468	3,538	832	56,100	13,200	18.67
31	3.000	261,568	87,189	35,539	11,846	39,600	13,200	18.30
34	1.000	79,593	79,593	7,178	7,178	13,200	13,200	18.39
51				4,000				
55	1.000	83,475	83,475	4,448	4,448	13,200	13,200	17.59
56	1.000	57,149	57,149	307	307	13,200	13,200	18.88
97	0.769	115,376	150,034	720	936	13,200	17,165	30.42
Program 21 Instructional	4.000	260,297	65,074	3,538	885	52,800	13,200	18.72
Program 21 Administrative	0.250	30,694	122,776			3,300	13,200	18.26
K-12 Program 21 Instructional	4.000	260,297	65,074	2,142	536	52,800	13,200	18.72
Program 26, 56, and 59 Instructional	1.000	57,149	57,149	307	307	13,200	13,200	18.88
Program 31 Instructional	3.000	261,568	87,189	35,539	11,846	39,600	13,200	18.30
Program 34 Instructional	1.000	79,593	79,593	7,178	7,178	13,200	13,200	18.39
K-3 BEA Instructional	9.309	736,880	79,158	3,515	378	122,879	13,200	18.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	6.223	423,845	68,109	594	95	82,724	13,293	19.90
7-8 BEA Instructional	5.745	414,008	72,064	2,317	403	75,834	13,200	18.55
9-12 BEA Instructional	9.608	762,614	79,373	2,566	267	126,826	13,200	18.33
K-12 BEA Instructional	30.885	2,337,347	75,679	8,992	291	408,263	13,219	18.72
K-12 BEA Administrative				1,080				
BEA	34.404	2,779,071	80,778	97,599	2,837	457,763	13,306	19.14
Instructional	37.956	2,791,283	73,540	68,336	1,800	501,600	13,215	18.68
Administrative	3.269	419,129	128,213	10,520	3,218	46,200	14,133	21.61
Other	0.500	53,289	106,578	31,300	62,600	6,600	13,200	18.37
Active	41.725	3,263,701	78,219	110,156	2,640	554,400	13,287	19.04
Certificated Total	41.725	3,263,701	78,219	110,156	2,640	554,400	13,287	19.04
Instructional for Funding Purposes	36.956	2,734,134	73,983	68,029	1,841	488,400	13,216	18.68
Instructional for Compliance Purposes	36.956	2,734,134	73,983	68,029	1,841	488,400	13,216	18.68
K-3 Program 01 Teacher	8.675	703,380	81,081	3,515	405	114,510	13,200	18.54
K-3 Program 21 Teacher	0.450	23,331	51,847			5,940	13,200	18.96
Grade T Program 09 Teacher	1.000	49,263	49,263			13,200	13,200	18.40

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	9.497	757,872	79,801			125,413	13,206	18.46
55	0.499	49,354	98,906			6,587	13,200	18.46
97	1.000	142,589	142,589			13,200	13,200	18.46
K-3 BEA Instructional	2.546	212,957	83,644			33,607	13,200	18.46
4-6 BEA Instructional	1.834	153,634	83,770			24,209	13,200	18.46
7-8 BEA Instructional	1.387	96,486	69,565			18,308	13,200	18.46
9-12 BEA Instructional	2.734	190,603	69,716			36,089	13,200	18.46
K-12 BEA Instructional	8.501	653,680	76,894			112,213	13,200	18.46
K-12 BEA Administrative	0.996	104,192	104,610			13,200	13,253	18.46
BEA	10.497	900,461	85,783			138,613	13,205	18.46
Instructional	9.000	703,034	78,115			118,800	13,200	18.46
Administrative	1.996	246,781	123,638			26,400	13,226	18.46
Active	10.996	949,815	86,378			145,200	13,205	18.46
Certificated Total	10.996	949,815	86,378			145,200	13,205	18.46
Instructional for Funding Purposes	9.000	703,034	78,115			118,800	13,200	18.46
Instructional for Compliance Purposes	9.000	703,034	78,115			118,800	13,200	18.46

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	2.289	187,589	81,952			30,215	13,200	18.46

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	94.454	8,708,087	92,194	465,204	4,925	1,245,847	13,190	18.35
02	1.600	170,265	106,416	14,865	9,291	21,120	13,200	18.26
09	2.026	170,931	84,369	3,338	1,648	27,060	13,356	18.70
21	16.319	1,427,697	87,487	78,225	4,793	206,580	12,659	17.84
24	2.060	188,755	91,629	112	54	27,192	13,200	18.15
31	2.486	203,385	81,812	12,342	4,965	30,360	12,212	18.97
51	0.701	69,784	99,549	6,316	9,010	10,441	14,895	18.36
52				3,092				
55				3,729				
58				1,255				
97	2.500	411,177	164,471			33,000	13,200	17.90
K-12 Program 02 Instructional	1.600	170,265	106,416	14,865	9,291	21,120	13,200	18.26
Program 21 Instructional	14.650	1,261,637	86,119	78,225	5,340	193,380	13,200	18.37
Program 21 Administrative	1.000	122,378	122,378			13,200	13,200	18.36
K-12 Program 21 Instructional	14.000	1,207,231	86,231	74,672	5,334	184,800	13,200	18.37
Program 31 Instructional	2.200	177,506	80,685	7,342	3,337	29,040	13,200	19.32
Program 31 Administrative	0.286	25,879	90,486	5,000	17,483	1,320	4,615	16.37

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	31.148	2,825,647	90,717	120,139	3,857	415,787	13,349	18.40
4-6 BEA Instructional	19.766	1,737,731	87,915	79,039	3,999	264,132	13,363	18.38
7-8 BEA Instructional	14.666	1,285,684	87,664	92,292	6,293	188,606	12,860	18.28
9-12 BEA Instructional	25.985	2,337,743	89,965	192,102	7,393	343,002	13,200	18.43
K-12 BEA Instructional	91.565	8,186,805	89,410	486,421	5,312	1,211,527	13,231	18.39
K-12 BEA Administrative	6.000	825,305	137,551	5,000	833	79,200	13,200	18.30
BEA	101.040	9,492,914	93,952	492,411	4,873	1,330,327	13,166	18.34
Instructional	111.002	9,877,912	88,989	574,745	5,178	1,469,600	13,239	18.39
Administrative	10.186	1,415,050	138,921	13,733	1,348	132,000	12,959	18.16
Other	0.289	13,437	46,495					9.34
Active	121.477	11,306,399	93,074	588,478	4,844	1,601,600	13,184	18.35
K-12 Program 21 Contracted	0.669	43,682	65,294					
Certificated Total	122.146	11,350,081	92,922	588,478	4,818	1,601,600	13,112	18.28
Instructional for Funding Purposes	111.671	9,921,594	88,847	574,745	5,147	1,469,600	13,160	18.31
Instructional for Compliance Purposes	111.002	9,877,912	88,989	574,745	5,178	1,469,600	13,239	18.39
K-3 Program 01 Teacher	28.818	2,647,594	91,873	97,331	3,377	385,031	13,361	18.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	2.690	209,004	77,697	10,538	3,917	35,508	13,200	18.62
Grade T Program 09 Teacher	2.026	170,931	84,369	3,338	1,648	27,060	13,356	18.70

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	31.911	3,388,800	106,195	182,199	5,710	438,240	13,733	17.78
13	0.500	68,380	136,760			6,600	13,200	17.78
21	5.006	473,486	94,584	14,153	2,827	69,300	13,843	17.66
24	1.080	108,476	100,441	2,073	1,919	14,256	13,200	17.79
31	0.982	107,419	109,388	1,904	1,939	17,160	17,475	17.78
51	1.000	120,906	120,906	4,688	4,688	13,200	13,200	17.78
55	0.600	72,544	120,907	2,607	4,345	7,920	13,200	17.78
65	0.200	21,609	108,045	360	1,800	2,640	13,200	17.78
68	0.200	20,914	104,570	353	1,765	2,640	13,200	17.78
71				12,150				
74								
79				2,082				
97	0.670	127,233	189,900			8,844	13,200	16.78
Program 21 Instructional	4.676	410,819	87,857	14,153	3,027	64,944	13,889	17.78
Program 21 Administrative	0.330	62,667	189,900			4,356	13,200	16.78
K-12 Program 21 Instructional	4.676	410,819	87,857	14,153	3,027	64,944	13,889	17.78
Program 31 Instructional	0.982	107,419	109,388	1,904	1,939	17,160	17,475	17.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	8.940	931,588	104,204	48,438	5,418	119,328	13,348	17.78
4-6 BEA Instructional	4.060	451,621	111,237	24,215	5,964	57,552	14,175	17.78
7-8 BEA Instructional	8.329	785,815	94,347	42,360	5,086	112,200	13,471	17.78
9-12 BEA Instructional	9.064	973,082	107,357	69,090	7,622	133,320	14,709	17.78
K-12 BEA Instructional	30.393	3,142,106	103,383	184,103	6,057	422,400	13,898	17.78
K-12 BEA Administrative	2.000	285,733	142,867			26,400	13,200	17.78
BEA	33.563	3,623,452	107,960	184,103	5,485	464,244	13,832	17.75
Instructional	38.149	3,897,374	102,162	222,569	5,834	528,000	13,840	17.78
Administrative	4.000	612,393	153,098			52,800	13,200	17.47
Active	42.149	4,509,767	106,996	222,569	5,281	580,800	13,780	17.74
Certificated Total	42.149	4,509,767	106,996	222,569	5,281	580,800	13,780	17.74
Instructional for Funding Purposes	38.149	3,897,374	102,162	222,569	5,834	528,000	13,840	17.78
Instructional for Compliance Purposes	38.149	3,897,374	102,162	222,569	5,834	528,000	13,840	17.78
K-3 Program 01 Teacher	7.640	794,715	104,020	35,845	4,692	100,848	13,200	17.78
K-3 Program 21 Teacher	0.970	117,279	120,906	4,362	4,497	12,804	13,200	17.78

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	14.911	995,999	66,796	19,302	1,294	196,904	13,205	17.71
21	0.850	55,006	64,713			11,220	13,200	17.63
31	0.750	47,521	63,361	6,160	8,213	9,900	13,200	17.60
51	0.100	6,471	64,710			1,320	13,200	17.63
55	0.050	3,236	64,720			660	13,200	17.63
74				1,000				
97	1.333	93,996	70,515	10,000	7,502	17,596	13,200	10.72
Program 21 Instructional	0.850	55,006	64,713			11,220	13,200	17.63
K-12 Program 21 Instructional	0.709	45,856	64,677			9,359	13,200	17.63
Program 31 Instructional	0.750	47,521	63,361	6,160	8,213	9,900	13,200	17.60
K-3 BEA Instructional	4.383	296,046	67,544	970	221	57,856	13,200	17.69
4-6 BEA Instructional	2.216	121,864	54,993			29,330	13,236	17.63
7-8 BEA Instructional	2.517	146,197	58,084			33,224	13,200	17.63
9-12 BEA Instructional	5.545	368,498	66,456	13,570	2,447	73,194	13,200	17.78
K-12 BEA Instructional	14.661	932,605	63,611	14,540	992	193,604	13,205	17.71
K-12 BEA Administrative	1.000	110,915	110,915			13,200	13,200	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
BEA	16.994	1,137,516	66,936	35,462	2,087	224,400	13,205	17.11
Instructional	15.661	997,318	63,682	18,110	1,156	206,804	13,205	17.71
Administrative	2.333	204,911	87,832	10,000	4,286	30,796	13,200	14.22
Other				8,352				
Active	17.994	1,202,229	66,813	36,462	2,026	237,600	13,204	17.13
Certificated Total	17.994	1,202,229	66,813	36,462	2,026	237,600	13,204	17.13
Instructional for Funding Purposes	15.661	997,318	63,682	18,110	1,156	206,804	13,205	17.71
Instructional for Compliance Purposes	15.661	997,318	63,682	18,110	1,156	206,804	13,205	17.71
K-3 Program 01 Teacher	3.112	233,984	75,188	970	312	41,078	13,200	17.56
K-3 Program 21 Teacher	0.212	13,745	64,835			2,798	13,200	17.63

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	74.178	6,257,696	84,361	394,713	5,321	989,736	13,343	18.75
21	10.719	910,225	84,917	116,191	10,840	147,576	13,768	18.80
24	0.200	19,519	97,595			2,640	13,200	18.11
31	7.150	562,973	78,737	86,959	12,162	94,380	13,200	18.38
34	0.400	26,206	65,515			5,280	13,200	18.40
51	1.951	186,989	95,843			25,793	13,220	18.14
55	5.201	511,428	98,333	5,054	972	68,653	13,200	18.14
58				10,000				
65	2.800	211,087	75,388			36,960	13,200	21.44
74	0.135	11,743	86,985			1,782	13,200	18.23
97	1.000	165,000	165,000			13,200	13,200	17.84
Program 21 Instructional	9.969	815,395	81,793	111,691	11,204	137,676	13,810	18.87
Program 21 Administrative	0.750	94,830	126,440	4,500	6,000	9,900	13,200	18.09
K-12 Program 21 Instructional	9.489	769,288	81,072			131,340	13,841	18.92
Program 31 Instructional	6.900	530,572	76,894	86,959	12,603	91,080	13,200	18.40
Program 31 Administrative	0.250	32,401	129,604			3,300	13,200	18.07
Program 34 Instructional	0.400	26,206	65,515			5,280	13,200	18.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	22.944	1,805,993	78,713			304,616	13,277	18.80
4-6 BEA Instructional	13.343	1,012,490	75,882	1,951	146	179,652	13,464	20.01
7-8 BEA Instructional	14.407	1,203,424	83,531	5,013	348	190,172	13,200	18.22
9-12 BEA Instructional	25.590	2,100,394	82,079	19,215	751	343,068	13,406	18.54
K-12 BEA Instructional	76.284	6,122,301	80,257	26,179	343	1,017,509	13,338	18.79
K-12 BEA Administrative	2.444	326,313	133,516			32,287	13,211	18.06
BEA	82.728	7,011,875	84,758	481,672	5,822	1,102,596	13,328	18.69
Instructional	95.290	7,718,263	80,998	546,272	5,733	1,274,513	13,375	18.82
Administrative	8.444	1,144,603	135,552	55,300	6,549	111,487	13,203	18.04
Other				11,345				
Active	103.734	8,862,866	85,438	612,917	5,909	1,386,000	13,361	18.72
Certificated Total	103.734	8,862,866	85,438	612,917	5,909	1,386,000	13,361	18.72
Instructional for Funding Purposes	95.290	7,718,263	80,998	546,272	5,733	1,274,513	13,375	18.82
Instructional for Compliance Purposes	95.290	7,718,263	80,998	546,272	5,733	1,274,513	13,375	18.82
K-3 Program 01 Teacher	21.944	1,708,400	77,853			291,416	13,280	18.84
K-3 Program 21 Teacher	1.332	100,946	75,785			17,582	13,200	21.71

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	15.190	1,212,000	79,789	66,170	4,356	202,039	13,301	17.97
02				18,000				
31	0.300	17,710	59,033					9.80
51	0.729	64,631	88,657			13,411	18,397	12.46
55	0.687	62,021	90,278	21,024	30,603	10,336	15,045	16.24
58				33,618				
65	0.666	51,257	76,962			10,930	16,411	13.96
88	0.067	7,659	114,313			884	13,200	18.11
97	1.000	133,096	133,096			13,200	13,200	17.96
Program 31 Instructional	0.300	17,710	59,033					9.80
K-3 BEA Instructional	3.896	301,581	77,408	15,463	3,969	51,427	13,200	18.29
4-6 BEA Instructional	2.507	179,542	71,616	5,264	2,100	33,092	13,200	18.30
7-8 BEA Instructional	1.801	156,103	86,676	12,095	6,716	23,773	13,200	18.25
9-12 BEA Instructional	6.120	467,356	76,365	23,639	3,863	79,675	13,019	17.31
K-12 BEA Instructional	14.324	1,104,582	77,114	56,461	3,942	187,968	13,123	17.87
BEA	16.490	1,362,806	82,644	84,170	5,104	215,239	13,053	17.87
Instructional	16.406	1,282,491	78,172	120,812	7,364	222,644	13,571	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
Administrative	2.000	247,920	123,960	18,000	9,000	26,400	13,200	18.03
Other	0.233	17,963	77,094			1,756	7,535	15.34
Active	18.639	1,548,374	83,072	138,812	7,447	250,800	13,456	17.44
Certificated Total	18.639	1,548,374	83,072	138,812	7,447	250,800	13,456	17.44
Instructional for Funding Purposes	16.406	1,282,491	78,172	120,812	7,364	222,644	13,571	17.36
Instructional for Compliance Purposes	16.406	1,282,491	78,172	120,812	7,364	222,644	13,571	17.36
K-3 Program 01 Teacher	3.896	301,581	77,408	12,152	3,119	51,427	13,200	18.29

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	459.539	51,340,474	111,722	5,465,281	11,893	6,194,100	13,479	17.80
02	2.189	204,292	93,327	24,273	11,089	38,280	17,487	17.96
14	1.500	172,784	115,189	94,588	63,059	19,800	13,200	17.89
21	100.010	10,129,521	101,285	1,554,607	15,545	1,363,753	13,636	17.86
31	19.621	2,147,422	109,445	315,884	16,099	262,073	13,357	17.73
34	5.446	642,228	117,927	90,911	16,693	73,207	13,442	17.27
51	3.000	333,906	111,302	36,216	12,072	39,600	13,200	17.91
55	7.800	852,278	109,266	95,886	12,293	105,600	13,538	17.92
65	2.600	281,085	108,110	30,702	11,808	34,980	13,454	17.92
74	1.406	143,911	102,355	17,050	12,127	23,760	16,899	17.94
97	2.500	620,868	248,347	16,807	6,723	33,000	13,200	15.40
K-12 Program 02 Instructional	2.189	204,292	93,327			38,280	17,487	17.96
Program 21 Instructional	98.010	9,741,710	99,395	1,545,832	15,772	1,337,353	13,645	17.90
Program 21 Administrative	2.000	387,811	193,906	8,775	4,388	26,400	13,200	16.67
K-12 Program 21 Instructional	87.457	8,615,823	98,515	23,190	265	1,192,824	13,639	17.93
Program 31 Instructional	18.867	2,013,913	106,743	312,864	16,583	252,120	13,363	17.76
Program 31 Administrative	0.754	133,509	177,068	3,020	4,005	9,953	13,200	17.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	5.200	598,670	115,129	89,925	17,293	69,960	13,454	17.28
Program 34 Administrative	0.246	43,558	177,065	986	4,008	3,247	13,200	17.20
K-3 BEA Instructional	173.366	18,154,126	104,716	7,319	42	2,341,746	13,508	17.88
4-6 BEA Instructional	68.680	7,208,341	104,955			915,354	13,328	17.88
7-8 BEA Instructional	89.106	9,607,616	107,822			1,205,807	13,532	17.83
9-12 BEA Instructional	127.724	14,344,885	112,312			1,735,153	13,585	17.84
K-12 BEA Instructional	458.876	49,314,968	107,469	7,319	16	6,198,060	13,507	17.86
BEA	489.295	54,955,284	112,315	5,913,156	12,085	6,600,660	13,490	17.77
Instructional	573.192	60,840,642	106,144	7,602,777	13,264	7,759,153	13,537	17.87
Administrative	31.919	5,939,593	186,083	139,428	4,368	422,400	13,233	16.89
Other	0.500	88,534	177,068			6,600	13,200	17.20
Active	605.611	66,868,769	110,415	7,742,205	12,784	8,188,153	13,520	17.79
Certificated Total	605.611	66,868,769	110,415	7,742,205	12,784	8,188,153	13,520	17.79
Instructional for Funding Purposes	573.192	60,840,642	106,144	7,602,777	13,264	7,759,153	13,537	17.87
Instructional for Compliance Purposes	573.192	60,840,642	106,144	7,602,777	13,264	7,759,153	13,537	17.87
K-3 Program 01 Teacher	156.747	16,384,282	104,527			2,112,990	13,480	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	13.300	1,229,530	92,446	15,652	1,177	175,560	13,200	17.98

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	1,693.905	165,738,380	97,844	32,563,255	19,224	23,027,400	13,594	22.76
02	3.800	406,133	106,877	77,678	20,442	56,760	14,937	22.35
11				16,500				
21	222.667	20,628,048	92,641	3,150,758	14,150	3,127,080	14,044	23.02
24	33.894	2,890,545	85,282	522,886	15,427	459,360	13,553	23.71
31	94.414	8,645,754	91,573	1,333,228	14,121	1,285,706	13,618	22.89
34	15.850	1,530,305	96,549	225,732	14,242	226,090	14,264	22.21
45	6.000	610,073	101,679	89,471	14,912	79,200	13,200	23.51
51	3.756	380,701	101,358	92,938	24,744	59,374	15,808	21.91
52	0.699	71,031	101,618	22,617	32,356	9,227	13,200	21.69
55	14.159	1,552,412	109,641	274,360	19,377	204,996	14,478	22.26
58	0.499	54,432	109,082	16,297	32,659	6,587	13,200	21.73
64	2.149	257,043	119,611	43,301	20,149	38,161	17,758	22.09
65	39.369	3,642,268	92,516	511,942	13,004	544,830	13,839	22.48
73				22,000				
74	4.300	437,817	101,818	234,378	54,507	58,450	13,593	21.90
79				190,716				
89	1.800	201,503	111,946	80,267	44,593	23,760	13,200	22.50
97	3.162	800,529	253,172	41,446	13,108	39,600	12,524	19.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
CP	0.350	81,322	232,349	19,086	54,531	4,620	13,200	19.73
K-12 Program 02 Instructional	3.600	369,464	102,629			54,120	15,033	22.43
Program 21 Instructional	216.367	19,390,831	89,620	3,111,435	14,380	3,043,920	14,068	22.99
Program 21 Administrative	6.300	1,237,217	196,384	39,323	6,242	83,160	13,200	23.42
K-12 Program 21 Instructional	186.788	16,643,685	89,105			2,634,971	14,107	23.03
Program 31 Instructional	93.964	8,547,538	90,966	1,331,146	14,167	1,279,766	13,620	22.96
Program 31 Administrative	0.450	98,216	218,258	2,082	4,627	5,940	13,200	16.12
Program 34 Instructional	15.400	1,432,089	92,993	223,650	14,523	220,150	14,295	22.55
Program 34 Administrative	0.450	98,216	218,258	2,082	4,627	5,940	13,200	16.12
K-3 BEA Instructional	602.283	55,373,638	91,940	29,593	49	8,205,542	13,624	22.78
4-6 BEA Instructional	299.977	27,583,782	91,953			4,037,220	13,458	22.62
7-8 BEA Instructional	288.318	26,693,587	92,584			3,957,466	13,726	22.80
9-12 BEA Instructional	490.904	45,170,428	92,015	97,366	198	6,721,308	13,692	23.02
K-12 BEA Instructional	1,681.482	154,821,435	92,074	126,959	76	22,921,536	13,632	22.82
BEA	1,817.131	177,731,174	97,809	34,330,810	18,893	24,714,756	13,601	22.75
Instructional	1,996.593	183,410,702	91,862	38,869,224	19,468	27,329,042	13,688	22.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	128.775	23,179,885	180,003	418,711	3,251	1,713,598	13,307	22.15
Other	14.605	1,248,152	85,461	240,921	16,496	198,000	13,557	23.18
Active	2,139.973	207,838,739	97,122	39,528,856	18,472	29,240,640	13,664	22.77
On Leave	0.800	89,557	111,946			10,560	13,200	22.45
Certificated Total	2,140.773	207,928,296	97,128	39,528,856	18,465	29,251,200	13,664	22.77
Instructional for Funding Purposes	1,996.593	183,410,702	91,862	38,869,224	19,468	27,329,042	13,688	22.84
Instructional for Compliance Purposes	1,996.593	183,410,702	91,862	38,869,224	19,468	27,329,042	13,688	22.84
K-3 Program 01 Teacher	494.172	45,080,893	91,225	16,027	32	6,730,376	13,620	22.80
K-3 Program 21 Teacher	46.716	3,823,430	81,844			635,897	13,612	23.30

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	138.823	13,974,379	100,663	1,143,940	8,240	1,872,948	13,492	17.62
02	3.000	293,831	97,944	28,068	9,356	39,600	13,200	17.88
09	0.501	33,485	66,836	2,344	4,679	13,200	26,347	18.03
21	27.529	2,506,749	91,058	249,830	9,075	353,404	12,838	16.85
24	2.829	254,918	90,109	37,245	13,165	39,956	14,124	18.08
31	6.563	606,805	92,458	70,146	10,688	87,226	13,291	18.76
34	1.149	139,173	121,125	16,817	14,636	15,365	13,372	17.66
51	3.000	303,996	101,332	31,187	10,396	39,600	13,200	17.87
55	2.213	235,423	106,382	18,764	8,479	29,700	13,421	17.81
65	1.188	107,999	90,908	4,811	4,050	15,682	13,200	17.19
74	0.489	46,860	95,828	3,280	6,708	6,600	13,497	17.88
97	1.600	343,991	214,994	15,500	9,688	21,120	13,200	15.18
K-12 Program 02 Instructional	3.000	293,831	97,944	8,278	2,759	39,600	13,200	17.88
Program 21 Instructional	25.729	2,225,939	86,515	249,830	9,710	342,844	13,325	17.75
Program 21 Administrative	0.800	156,970	196,213			10,560	13,200	15.77
K-12 Program 21 Instructional	23.789	2,033,016	85,460	15,529	653	317,236	13,335	17.74
Program 31 Instructional	6.258	553,562	88,457	70,146	11,209	82,606	13,200	18.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.305	53,243	174,567			4,620	15,148	17.05
Program 34 Instructional	1.064	124,762	117,258	16,817	15,805	14,045	13,200	17.68
Program 34 Administrative	0.085	14,411	169,541			1,320	15,529	17.37
K-3 BEA Instructional	48.721	4,446,488	91,264	35,236	723	662,904	13,606	17.80
4-6 BEA Instructional	29.987	2,661,867	88,767	15,826	528	402,244	13,414	17.85
7-8 BEA Instructional	20.640	1,966,991	95,300	42,653	2,067	283,404	13,731	17.88
9-12 BEA Instructional	34.149	3,261,870	95,519	109,773	3,215	453,407	13,277	18.09
K-12 BEA Instructional	133.497	12,337,216	92,416	203,488	1,524	1,801,958	13,498	17.90
BEA	151.135	15,358,179	101,619	1,274,471	8,433	2,036,258	13,473	17.62
Instructional	169.033	15,469,765	91,519	1,543,263	9,130	2,283,600	13,510	17.88
Administrative	16.851	2,947,404	174,910	20,500	1,217	224,400	13,317	16.32
Other	1.000	200,218	200,218	45,722	45,722	13,200	13,200	15.68
Active	186.884	18,617,387	99,620	1,609,485	8,612	2,521,200	13,491	17.63
K-12 Program 21 Contracted	1.000	123,840	123,840					
On Leave	1.000	106,382	106,382	12,447	12,447	13,200	13,200	17.85
Certificated Total	188.884	18,847,609	99,784	1,621,932	8,587	2,534,400	13,418	17.53
Instructional for Funding Purposes	170.033	15,593,605	91,709	1,543,263	9,076	2,283,600	13,430	17.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	169.033	15,469,765	91,519	1,543,263	9,130	2,283,600	13,510	17.88
K-3 Program 01 Teacher	44.232	4,028,768	91,083	35,236	797	603,649	13,647	17.80
K-3 Program 21 Teacher	4.755	343,245	72,186			62,766	13,200	18.67
Grade T Program 09 Teacher	0.501	33,485	66,836			13,200	26,347	18.03

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	3.939	336,048	85,313	4,300	1,092	52,868	13,422	17.64
21	0.626	52,164	83,329			8,263	13,200	17.65
52								
55	0.185	16,186	87,492			2,442	13,200	17.64
97	0.100	11,717	117,170			1,436	14,364	17.63
99	0.150	17,576	117,173			2,155	14,364	17.63
Program 21 Instructional	0.626	52,164	83,329			8,263	13,200	17.65
K-12 Program 21 Instructional	0.626	52,164	83,329			8,263	13,200	17.65
4-6 BEA Instructional	1.751	137,117	78,308			23,113	13,200	17.65
7-8 BEA Instructional	1.438	111,053	77,227	4,300	2,990	18,982	13,200	17.65
K-12 BEA Instructional	3.189	248,170	77,821	4,300	1,348	42,095	13,200	17.65
K-12 BEA Administrative	0.850	99,595	117,171			12,209	14,364	17.63
BEA	4.039	347,765	86,102	4,300	1,065	54,304	13,445	17.64
Instructional	4.000	316,520	79,130	4,300	1,075	52,800	13,200	17.65
Administrative	1.000	117,171	117,171			14,364	14,364	17.63
Active	5.000	433,691	86,738	4,300	860	67,164	13,433	17.64
Certificated Total	5.000	433,691	86,738	4,300	860	67,164	13,433	17.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	4.000	316,520	79,130	4,300	1,075	52,800	13,200	17.65
Instructional for Compliance Purposes	4.000	316,520	79,130	4,300	1,075	52,800	13,200	17.65

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	35.165	2,906,141	82,643	67,778	1,927	459,413	13,064	17.97
13	1.000	59,584	59,584			13,200	13,200	18.18
21	3.875	316,512	81,681			50,820	13,115	18.13
31	2.100	181,737	86,541	23,135	11,017	27,720	13,200	18.34
51	1.000	68,137	68,137			13,200	13,200	18.09
55	1.000	54,669	54,669			13,200	13,200	18.16
58				22,500				
74	0.166	13,102	78,928			2,191	13,200	17.99
97	1.080	169,627	157,062	26,524	24,559	14,256	13,200	16.80
Program 21 Instructional	3.025	235,600	77,884			39,600	13,091	18.19
Program 21 Administrative	0.850	80,912	95,191			11,220	13,200	17.96
K-12 Program 21 Instructional	3.025	235,600	77,884			39,600	13,091	18.19
Program 31 Instructional	2.000	168,030	84,015	23,135	11,568	26,400	13,200	18.37
Program 31 Administrative	0.100	13,707	137,070			1,320	13,200	17.86
K-3 BEA Instructional	12.200	900,635	73,823			161,040	13,200	18.08
4-6 BEA Instructional	6.361	497,176	78,160			79,200	12,451	17.64
7-8 BEA Instructional	3.780	341,486	90,340			49,896	13,200	18.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	12.687	1,077,146	84,902	23,135	1,824	167,468	13,200	18.10
K-12 BEA Instructional	35.028	2,816,443	80,405	23,135	660	457,604	13,064	18.00
BEA	38.345	3,257,505	84,953	117,437	3,063	501,389	13,076	17.93
Instructional	41.219	3,247,535	78,787	45,635	1,107	538,996	13,076	18.02
Administrative	4.000	506,106	126,527	26,524	6,631	52,800	13,200	17.54
Other	0.167	15,868	95,018	67,778	405,856	2,204	13,200	17.89
Active	45.386	3,769,509	83,054	139,937	3,083	594,000	13,088	17.96
Certificated Total	45.386	3,769,509	83,054	139,937	3,083	594,000	13,088	17.96
Instructional for Funding Purposes	41.219	3,247,535	78,787	45,635	1,107	538,996	13,076	18.02
Instructional for Compliance Purposes	41.219	3,247,535	78,787	45,635	1,107	538,996	13,076	18.02
K-3 Program 01 Teacher	10.000	730,485	73,049			132,000	13,200	18.04
K-3 Program 21 Teacher	1.000	72,840	72,840			13,200	13,200	18.08

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	13.977	1,180,934	84,491	13,316	953	191,915	13,731	18.51
09	0.984	94,539	96,076			12,989	13,200	18.52
13	1.000	71,218	71,218			13,200	13,200	18.68
21	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.48
31	0.984	92,686	94,193	25,940	26,362	12,989	13,200	19.18
34	0.570	35,777	62,767			7,643	13,408	20.23
51	1.490	114,152	76,612			19,668	13,200	18.79
52				8,625				
53	0.018	2,262	125,667			238	13,200	17.96
55	0.755	94,455	125,106			15,840	20,980	18.61
58				21,184				
65	0.222	24,858	111,973			2,930	13,200	17.96
Program 21 Instructional	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.48
K-12 Program 21 Instructional	0.984	81,373	82,696	2,246	2,283	12,989	13,200	17.48
Program 31 Instructional	0.984	92,686	94,193	20,199	20,527	12,989	13,200	19.18
Program 34 Instructional	0.570	35,777	62,767			7,643	13,408	20.23
K-3 BEA Instructional	4.325	368,750	85,260	708	164	64,416	14,894	18.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	1.946	148,971	76,552	177	91	25,687	13,200	19.12
7-8 BEA Instructional	5.500	402,485	73,179	21,580	3,924	72,811	13,238	19.02
9-12 BEA Instructional	2.000	190,328	95,164	5,860	2,930	26,400	13,200	18.00
K-12 BEA Instructional	13.771	1,110,534	80,643	28,325	2,057	189,314	13,747	18.73
K-12 BEA Administrative	1.760	198,863	112,990			23,232	13,200	17.96
BEA	15.531	1,309,397	84,309	39,256	2,528	212,546	13,685	18.62
Instructional	19.002	1,568,533	82,546	60,380	3,178	264,238	13,906	18.64
Administrative	1.982	223,721	112,876			26,162	13,200	17.96
Other				10,931				
Active	20.984	1,792,254	85,411	71,311	3,398	290,400	13,839	18.56
Certificated Total	20.984	1,792,254	85,411	71,311	3,398	290,400	13,839	18.56
Instructional for Funding Purposes	19.002	1,568,533	82,546	60,380	3,178	264,238	13,906	18.64
Instructional for Compliance Purposes	19.002	1,568,533	82,546	60,380	3,178	264,238	13,906	18.64
K-3 Program 01 Teacher	4.325	332,088	76,783	708	164	57,090	13,200	18.62
K-3 Program 21 Teacher	0.328	27,116	82,671	748	2,280	4,330	13,200	17.48
Grade T Program 09 Teacher	0.984	94,539	96,076			12,989	13,200	18.52

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	327.633	29,319,434	89,489	1,470,500	4,488	7,099,910	21,670	21.80
02	2.500	216,394	86,558	90,291	36,116	33,000	13,200	20.60
09	7.786	626,967	80,525	17,052	2,190	159,350	20,466	24.19
13				3,382				
14	2.000	152,819	76,410	32,411	16,206	52,800	26,400	24.53
21	53.178	4,502,601	84,670	460,178	8,654	1,178,100	22,154	22.59
24	10.750	1,008,386	93,803	34,015	3,164	194,700	18,112	21.02
31	17.820	1,519,687	85,280	103,379	5,801	286,704	16,089	22.14
34	2.730	245,233	89,829	8,394	3,075	36,036	13,200	22.46
51	14.400	1,333,642	92,614	51,026	3,543	377,520	26,217	21.96
52	3.100	293,741	94,755	9,326	3,008	77,880	25,123	21.64
55	11.648	1,175,536	100,922	37,272	3,200	262,759	22,558	20.91
58				16,002				
65	0.059	4,512	76,475	616	10,441	13,068	221,492	97.48
74	0.710	73,357	103,320	2,329	3,280	9,372	13,200	18.04
97	2.000	350,458	175,229	10,910	5,455	26,400	13,200	14.71
K-12 Program 02 Instructional	2.400	201,480	83,950			31,680	13,200	20.87
Program 21 Instructional	50.678	4,107,203	81,045	458,678	9,051	1,145,100	22,596	23.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.500	395,398	158,159	1,500	600	33,000	13,200	16.43
K-12 Program 21 Instructional	42.748	3,445,095	80,591	116,321	2,721	1,029,864	24,092	23.20
Program 31 Instructional	16.300	1,287,652	78,997	102,389	6,282	266,640	16,358	22.99
Program 31 Administrative	1.520	232,035	152,655	990	651	20,064	13,200	16.85
Program 34 Instructional	2.500	209,735	83,894	8,334	3,334	33,000	13,200	23.38
Program 34 Administrative	0.230	35,498	154,339	60	261	3,036	13,200	16.80
K-3 BEA Instructional	119.475	9,993,830	83,648			2,789,794	23,350	22.82
4-6 BEA Instructional	70.036	5,692,521	81,280	2,676	38	1,466,982	20,946	23.36
7-8 BEA Instructional	45.663	3,956,496	86,646	1,775	39	992,508	21,735	22.21
9-12 BEA Instructional	90.552	7,879,950	87,021	34,549	382	1,889,567	20,867	21.75
K-12 BEA Instructional	325.726	27,522,797	84,497	39,000	120	7,138,850	21,917	22.53
BEA	352.683	31,651,206	89,744	1,683,474	4,773	7,482,050	21,215	21.73
Instructional	425.357	36,073,761	84,808	2,311,663	5,435	9,411,600	22,126	22.55
Administrative	30.957	4,749,006	153,407	35,420	1,144	396,000	12,792	16.19
Active	456.314	40,822,767	89,462	2,347,083	5,144	9,807,600	21,493	21.84
Certificated Total	456.314	40,822,767	89,462	2,347,083	5,144	9,807,600	21,493	21.84
Instructional for Funding Purposes	425.357	36,073,761	84,808	2,311,663	5,435	9,411,600	22,126	22.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	425.357	36,073,761	84,808	2,311,663	5,435	9,411,600	22,126	22.55
K-3 Program 01 Teacher	102.933	8,570,305	83,261			2,364,173	22,968	22.96
K-3 Program 21 Teacher	11.148	909,167	81,554			322,370	28,917	23.78

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	7.960	656,617	82,490	2,000	251	113,942	14,314	18.18
02	2.754	218,077	79,186			39,600	14,379	17.55
21	0.550	30,965	56,300	9,750	17,727	7,260	13,200	18.25
24	0.450	25,336	56,302			5,940	13,200	18.25
51	0.870	63,398	72,871			12,434	14,292	18.24
52	0.120	9,391	78,258			1,663	13,860	18.22
55	0.640	41,448	64,763			10,560	16,500	18.29
97	0.500	70,195	140,390			6,600	13,200	17.68
K-12 Program 02 Instructional	2.754	218,077	79,186			39,600	14,379	17.55
Program 21 Instructional	0.550	30,965	56,300	750	1,364	7,260	13,200	18.25
Program 21 Administrative				9,000				
K-12 Program 21 Instructional	0.550	30,965	56,300			7,260	13,200	18.25
K-3 BEA Instructional	5.739	424,523	73,972			83,965	14,631	18.06
4-6 BEA Instructional	4.087	350,575	85,778			56,945	13,933	18.11
7-8 BEA Instructional	0.388	29,401	75,776			6,032	15,547	17.34
K-12 BEA Instructional	10.214	804,499	78,764			146,942	14,386	18.05
BEA	11.214	944,889	84,260	2,000	178	160,142	14,281	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
Instructional	12.844	975,037	75,914	2,750	214	184,800	14,388	18.09
Administrative	1.000	140,390	140,390	9,000	9,000	13,200	13,200	17.68
Active	13.844	1,115,427	80,571	11,750	849	198,000	14,302	18.04
Certificated Total	13.844	1,115,427	80,571	11,750	849	198,000	14,302	18.04
Instructional for Funding Purposes	12.844	975,037	75,914	2,750	214	184,800	14,388	18.09
Instructional for Compliance Purposes	12.844	975,037	75,914	2,750	214	184,800	14,388	18.09
K-3 Program 01 Teacher	4.148	296,335	71,440			61,340	14,788	18.20
K-3 Program 21 Teacher	0.316	17,700	56,013			4,171	13,200	18.25

Lopez School District (28144)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.348	1,240,388	92,927	25,194	1,887	180,555	13,527	17.49
02	0.787	69,591	88,426			11,430	14,524	17.68
13	2.968	265,011	89,289			36,035	12,141	17.68
14	1.814	178,818	98,577			23,046	12,705	17.68
21	4.514	411,746	91,215			60,570	13,418	17.68
24	0.183	19,714	107,727			2,788	15,234	17.68
31	0.356	24,875	69,874	95	267	24,341	68,373	17.20
34	0.034	2,037	59,912			2,640	77,647	8.04
51	0.063	7,547	119,794			1,452	23,048	17.42
55	0.063	7,547	119,794			1,452	23,048	17.42
65	0.150	14,882	99,213			1,162	7,744	12.25
74	0.025	3,019	120,760			581	23,232	17.42
97	0.300	39,226	130,753			3,485	11,616	17.56
K-12 Program 02 Instructional	0.787	69,591	88,426			11,430	14,524	17.68
Program 21 Instructional	4.264	381,557	89,483			54,762	12,843	17.71
Program 21 Administrative	0.250	30,189	120,756			5,808	23,232	17.42
K-12 Program 21 Instructional	4.264	381,557	89,483			54,762	12,843	17.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	0.306	18,337	59,925			23,760	77,647	17.14
Program 31 Administrative	0.050	6,538	130,760	95	1,900	581	11,616	17.56
Program 34 Instructional	0.034	2,037	59,912			2,640	77,647	8.04
K-3 BEA Instructional	5.783	503,719	87,103			74,951	12,961	17.69
4-6 BEA Instructional	1.200	98,913	82,428			19,511	16,259	17.70
7-8 BEA Instructional	2.481	236,288	95,239	723	291	33,361	13,447	17.60
9-12 BEA Instructional	3.811	352,543	92,507	1,084	284	76,043	19,953	17.01
K-12 BEA Instructional	13.275	1,191,463	89,752	1,807	136	203,865	15,357	17.46
BEA	14.825	1,376,117	92,824	25,289	1,706	222,451	15,005	17.48
Instructional	22.604	2,045,407	90,489	18,788	831	320,496	14,179	17.51
Administrative	2.001	238,994	119,437	3,801	1,900	29,040	14,513	17.54
Other				2,700				
Active	24.605	2,284,401	92,843	25,289	1,028	349,536	14,206	17.52
Certificated Total	24.605	2,284,401	92,843	25,289	1,028	349,536	14,206	17.52
Instructional for Funding Purposes	22.604	2,045,407	90,489	18,788	831	320,496	14,179	17.51
Instructional for Compliance Purposes	22.604	2,045,407	90,489	18,788	831	320,496	14,179	17.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	5.332	454,764	85,290			66,397	12,453	17.69
K-3 Program 21 Teacher	1.968	139,827	71,050			24,419	12,408	17.71

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	5.970	504,419	84,492			77,484	12,979	18.17
21	0.640	53,880	84,188			8,448	13,200	18.14
24	0.070	5,893	84,186			924	13,200	18.14
51	0.140	10,947	78,193			1,848	13,200	18.20
55	0.280	22,412	80,043			3,696	13,200	18.12
Program 21 Instructional	0.640	53,880	84,188			8,448	13,200	18.14
K-12 Program 21 Instructional	0.640	53,880	84,188			8,448	13,200	18.14
9-12 BEA Instructional	4.970	384,419	77,348			64,284	12,934	18.23
K-12 BEA Instructional	4.970	384,419	77,348			64,284	12,934	18.23
K-12 BEA Administrative	1.000	120,000	120,000			13,200	13,200	18.00
BEA	5.970	504,419	84,492			77,484	12,979	18.17
Instructional	6.100	477,551	78,287			79,200	12,984	18.21
Administrative	1.000	120,000	120,000			13,200	13,200	18.00
Active	7.100	597,551	84,162			92,400	13,014	18.17
Certificated Total	7.100	597,551	84,162			92,400	13,014	18.17
Instructional for Funding Purposes	6.100	477,551	78,287			79,200	12,984	18.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	6.100	477,551	78,287			79,200	12,984	18.21

Lummi Tribal Agency (37903)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.000	3,261,161	72,470			691,686	15,371	17.39
21	11.000	847,960	77,087	54,000	4,909	132,969	12,088	12.11
24	1.000	91,270	91,270	6,000	6,000	16,365	16,365	11.21
58				22,038				
Program 21 Instructional	11.000	847,960	77,087	54,000	4,909	132,969	12,088	12.11
K-12 Program 21 Instructional	11.000	847,960	77,087	54,000	4,909	132,969	12,088	12.11
K-3 BEA Instructional	17.000	1,251,072	73,592			207,913	12,230	13.09
4-6 BEA Instructional	6.000	389,792	64,965			73,739	12,290	12.89
7-8 BEA Instructional	6.000	434,760	72,460			141,347	23,558	29.50
9-12 BEA Instructional	14.000	989,060	70,647			245,029	17,502	20.64
K-12 BEA Instructional	43.000	3,064,684	71,272			668,028	15,536	17.85
K-12 BEA Administrative	1.000	107,640	107,640			11,829	11,829	10.55
BEA	45.000	3,261,161	72,470			691,686	15,371	17.39
Instructional	55.000	4,003,914	72,798	82,038	1,492	817,362	14,861	16.42
Administrative	1.000	107,640	107,640			11,829	11,829	10.55
Active	56.000	4,111,554	73,421	82,038	1,465	829,191	14,807	16.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Contracted	1.000	88,837	88,837			11,829	11,829	10.05
Certificated Total	57.000	4,200,391	73,691	82,038	1,439	841,020	14,755	16.13
Instructional for Funding Purposes	56.000	4,092,751	73,085	82,038	1,465	829,191	14,807	16.28
Instructional for Compliance Purposes	55.000	4,003,914	72,798	82,038	1,492	817,362	14,861	16.42
K-3 Program 01 Teacher	7.000	441,211	63,030			85,126	12,161	14.24

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	17.000	1,354,776	79,693			224,400	13,200	18.11
09	1.000	56,813	56,813			13,200	13,200	18.17
14								
51	1.000	98,916	98,916			13,200	13,200	18.10
58								
65								
97	1.000	67,219	67,219			6,000	6,000	8.47
K-3 BEA Instructional	5.500	452,645	82,299			72,600	13,200	18.13
4-6 BEA Instructional	2.000	160,436	80,218			26,400	13,200	18.08
7-8 BEA Instructional	3.495	255,596	73,132			46,134	13,200	18.10
9-12 BEA Instructional	5.005	356,898	71,308			66,066	13,200	18.09
K-12 BEA Instructional	16.000	1,225,575	76,598			211,200	13,200	18.10
K-12 BEA Administrative	1.000	129,201	129,201			13,200	13,200	18.17
BEA	18.000	1,421,995	79,000			230,400	12,800	17.67
Instructional	18.000	1,381,304	76,739			237,600	13,200	18.11
Administrative	2.000	196,420	98,210			19,200	9,600	14.88
Active	20.000	1,577,724	78,886			256,800	12,840	17.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	20.000	1,577,724	78,886			256,800	12,840	17.72
Instructional for Funding Purposes	18.000	1,381,304	76,739			237,600	13,200	18.11
Instructional for Compliance Purposes	18.000	1,381,304	76,739			237,600	13,200	18.11
K-3 Program 01 Teacher	4.000	339,959	84,990			52,800	13,200	18.11

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	155.752	16,258,768	104,389	407,117	2,614	2,067,331	13,273	17.77
02	11.000	1,107,844	100,713	22,182	2,017	158,400	14,400	17.43
09	4.000	356,950	89,238	7,932	1,983	52,800	13,200	18.05
13	1.300	170,064	130,818	3,062	2,355	17,160	13,200	17.79
19	1.250	118,474	94,779	3,670	2,936	16,500	13,200	17.92
21	36.215	3,426,532	94,616	87,166	2,407	528,000	14,580	17.92
24	2.000	126,100	63,050	2,803	1,402	26,400	13,200	18.26
31	8.500	919,169	108,138	134,739	15,852	112,200	13,200	17.71
34	0.800	75,906	94,883	4,342	5,428	10,560	13,200	18.77
51	2.696	299,746	111,182	6,646	2,465	37,396	13,871	17.68
55	2.685	261,032	97,219	5,467	2,036	37,396	13,928	17.69
58				124,120				
65	1.397	147,839	105,826	3,089	2,211	20,249	14,494	17.80
74	0.600	43,505	72,508	886	1,477	4,409	7,348	11.40
79	1.000	80,932	80,932	12,412	12,412	13,200	13,200	18.12
97	2.000	378,797	189,399	22,308	11,154	26,400	13,200	16.58
K-12 Program 02 Instructional	10.000	957,932	95,793	3,883	388	145,200	14,520	17.36
Program 21 Instructional	34.759	3,242,208	93,277	86,566	2,490	501,600	14,431	17.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	170,931	170,931	600	600	13,200	13,200	17.50
K-12 Program 21 Instructional	29.669	2,805,628	94,564	3,475	117	417,120	14,059	17.92
Program 31 Instructional	8.000	859,777	107,472	126,945	15,868	105,600	13,200	17.76
Program 31 Administrative	0.500	59,392	118,784	7,794	15,588	6,600	13,200	16.99
Program 34 Instructional	0.800	75,906	94,883	4,342	5,428	10,560	13,200	18.77
K-3 BEA Instructional	60.586	5,982,816	98,749	6,018	99	809,081	13,354	17.97
4-6 BEA Instructional	35.671	3,645,599	102,201	6,585	185	479,952	13,455	17.89
7-8 BEA Instructional	23.945	2,334,201	97,482	1,017	42	316,958	13,237	17.59
9-12 BEA Instructional	43.900	4,605,748	104,915			584,760	13,320	17.49
K-12 BEA Instructional	164.102	16,568,364	100,964	13,620	83	2,190,751	13,350	17.76
K-12 BEA Administrative	3.500	507,025	144,864			46,200	13,200	17.77
BEA	178.052	18,740,484	105,253	590,688	3,318	2,374,891	13,338	17.72
Instructional	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78
Administrative	14.500	2,318,278	159,881	37,302	2,573	191,400	13,200	17.51
Other	1.000	118,785	118,785	7,395	7,395	13,200	13,200	16.77
Active	230.739	23,758,265	102,966	847,941	3,675	3,115,200	13,501	17.75
On Leave	0.456	13,393	29,371			13,200	28,947	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
Certificated Total	231.195	23,771,658	102,821	847,941	3,668	3,128,400	13,531	17.75
Instructional for Funding Purposes	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78
Instructional for Compliance Purposes	215.239	21,321,202	99,058	803,244	3,732	2,910,600	13,523	17.78
K-3 Program 01 Teacher	51.448	4,994,654	97,082	6,018	117	683,179	13,279	17.97
K-3 Program 21 Teacher	6.589	591,162	89,720			87,120	13,222	17.84

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	39.246	3,472,642	88,484	195,927	4,992	486,803	12,404	17.53
09	1.000	106,058	106,058			13,200	13,200	17.50
21	4.750	452,362	95,234			49,500	10,421	17.96
31	3.076	269,452	87,598	12,899	4,193	29,951	9,737	15.71
34				7,089				
51	0.582	64,770	111,289	35,210	60,498	7,682	13,200	17.66
53	1.100	83,661	76,055			14,520	13,200	18.06
55	3.935	402,196	102,210	8,999	2,287	49,764	12,647	17.47
58				46,442				
65	1.650	180,594	109,451	17,856	10,822	21,780	13,200	17.94
97	1.000	196,376	196,376			13,200	13,200	16.22
Program 21 Instructional	3.750	308,983	82,395			36,300	9,680	17.99
Program 21 Administrative	1.000	143,379	143,379			13,200	13,200	17.90
K-12 Program 21 Instructional	3.750	308,983	82,395			36,300	9,680	17.99
Program 31 Instructional	2.976	255,114	85,724	12,899	4,334	28,631	9,621	15.60
Program 31 Administrative	0.100	14,338	143,380			1,320	13,200	17.90
Program 34 Instructional				7,089				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	14.941	1,321,206	88,428	34,525	2,311	195,875	13,110	17.45
4-6 BEA Instructional	5.792	500,106	86,344	10,452	1,805	74,725	12,901	17.92
7-8 BEA Instructional	4.265	283,107	66,379			39,600	9,285	17.79
9-12 BEA Instructional	14.924	1,298,996	87,041	10,452	700	174,874	11,718	16.95
K-12 BEA Instructional	39.922	3,403,415	85,252	55,429	1,388	485,074	12,151	17.35
BEA	43.322	3,938,470	90,912	215,915	4,984	529,954	12,233	17.34
Instructional	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	17.42
Administrative	7.000	987,749	141,107	5,000	714	92,400	13,200	17.57
Active	56.339	5,228,111	92,797	324,422	5,758	686,400	12,183	17.44
Certificated Total	56.339	5,228,111	92,797	324,422	5,758	686,400	12,183	17.44
Instructional for Funding Purposes	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	17.42
Instructional for Compliance Purposes	49.339	4,240,362	85,943	319,422	6,474	594,000	12,039	17.42
K-3 Program 01 Teacher	13.441	1,184,003	88,089	26,130	1,944	176,075	13,100	17.44
K-3 Program 21 Teacher	0.572	42,596	74,469			7,550	13,200	18.15

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	12.189	1,023,217	83,946	1,000	82	163,284	13,396	17.94
31	0.630	47,725	75,754	4,500	7,143	8,316	13,200	18.82
97	0.641	82,960	129,423			13,200	20,593	17.92
Program 31 Instructional	0.630	47,725	75,754	4,500	7,143	8,316	13,200	18.82
K-3 BEA Instructional	3.650	283,018	77,539			48,180	13,200	17.93
4-6 BEA Instructional	1.710	147,236	86,103			22,572	13,200	17.90
7-8 BEA Instructional	2.298	189,045	82,265			30,360	13,211	18.09
9-12 BEA Instructional	4.358	352,373	80,857			57,552	13,206	18.02
K-12 BEA Instructional	12.016	971,672	80,865			158,664	13,204	17.99
K-12 BEA Administrative	0.803	99,270	123,624			12,936	16,110	17.87
BEA	13.460	1,153,902	85,728	5,500	409	184,800	13,730	17.97
Instructional	12.016	971,672	80,865	5,500	458	158,664	13,204	17.99
Administrative	1.444	182,230	126,198			26,136	18,100	17.90
Active	13.460	1,153,902	85,728	5,500	409	184,800	13,730	17.97
Certificated Total	13.460	1,153,902	85,728	5,500	409	184,800	13,730	17.97
Instructional for Funding Purposes	12.016	971,672	80,865	5,500	458	158,664	13,204	17.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	12.016	971,672	80,865	5,500	458	158,664	13,204	17.99
K-3 Program 01 Teacher	2.470	190,165	76,990			32,604	13,200	17.94

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	37.684	3,159,429	83,840	87,423	2,320	508,121	13,484	18.15
21	3.896	288,167	73,965	23,992	6,158	59,136	15,179	18.24
24	0.124	11,544	93,097	1,202	9,694	3,564	28,742	18.30
31	2.832	219,946	77,665	24,901	8,793	55,968	19,763	18.67
34	0.340	24,475	71,985	2,820	8,294	4,488	13,200	18.82
51	0.696	75,051	107,832	1,551	2,228	12,461	17,903	18.08
52				33,293				
55	3.121	252,902	81,032	29,451	9,436	41,527	13,306	18.16
58	0.240	23,335	97,229	3,000	12,500	3,168	13,200	18.09
64	0.284	20,798	73,232	1,860	6,549	3,749	13,200	18.25
65	1.840	162,319	88,217	4,296	2,335	32,129	17,461	18.18
74	0.252	23,277	92,369	1,551	6,155	6,587	26,138	18.57
88				852				
97	0.629	110,250	175,278			8,303	13,200	17.43
Program 21 Instructional	3.896	288,167	73,965	8,765	2,250	59,136	15,179	18.24
Program 21 Administrative				15,227				
K-12 Program 21 Instructional	3.896	288,167	73,965	3,875	995	59,136	15,179	18.24
Program 31 Instructional	2.582	195,639	75,770	24,901	9,644	52,668	20,398	18.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.250	24,307	97,228			3,300	13,200	18.09
Program 34 Instructional	0.340	24,475	71,985	2,820	8,294	4,488	13,200	18.82
K-3 BEA Instructional	11.904	901,849	75,760			157,133	13,200	18.22
4-6 BEA Instructional	5.706	471,747	82,676			75,319	13,200	18.15
7-8 BEA Instructional	7.766	560,609	72,188	496	64	111,751	14,390	18.29
9-12 BEA Instructional	12.230	1,017,342	83,184	31,168	2,548	181,474	14,838	18.21
K-12 BEA Instructional	37.606	2,951,547	78,486	31,664	842	525,677	13,979	18.22
K-12 BEA Administrative	1.250	160,418	128,334			16,500	13,200	18.03
BEA	41.485	3,514,100	84,708	115,144	2,776	576,880	13,906	18.17
Instructional	47.688	3,744,189	78,514	200,965	4,214	683,100	14,324	18.23
Administrative	4.250	627,304	147,601	15,227	3,583	56,100	13,200	17.84
Active	51.938	4,371,493	84,168	216,192	4,163	739,200	14,232	18.18
Certificated Total	51.938	4,371,493	84,168	216,192	4,163	739,200	14,232	18.18
Instructional for Funding Purposes	47.688	3,744,189	78,514	200,965	4,214	683,100	14,324	18.23
Instructional for Compliance Purposes	47.688	3,744,189	78,514	200,965	4,214	683,100	14,324	18.23
K-3 Program 01 Teacher	10.904	830,222	76,139			143,933	13,200	18.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.884	61,999	70,135			19,378	21,920	18.40

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	11.330	1,249,556	110,287	82,017	7,239	177,012	15,623	18.19
02	33.000	1,987,103	60,215					
21	1.000	104,587	104,587	6,755	6,755	13,200	13,200	18.13
31	1.340	160,104	119,481	7,522	5,613	27,720	20,687	18.36
34	0.340	50,203	147,656	2,437	7,168	8,844	26,012	18.35
51	0.680	64,319	94,587	785	1,154	8,976	13,200	18.15
55	1.310	187,397	143,051	2,461	1,879	28,248	21,563	18.25
97	1.000	157,866	157,866			13,200	13,200	17.79
K-12 Program 02 Instructional	30.000	1,679,456	55,982					
Program 21 Instructional	1.000	104,587	104,587	6,755	6,755	13,200	13,200	18.13
K-12 Program 21 Instructional	1.000	104,587	104,587	6,755	6,755	13,200	13,200	18.13
Program 31 Instructional	1.340	160,104	119,481	7,522	5,613	27,720	20,687	18.36
Program 34 Instructional	0.340	50,203	147,656	2,437	7,168	8,844	26,012	18.35
K-3 BEA Instructional	4.810	416,765	86,646	17,536	3,646	59,268	12,322	17.07
4-6 BEA Instructional	3.000	331,750	110,583	14,841	4,947	43,164	14,388	18.05
7-8 BEA Instructional	2.670	255,188	95,576	8,266	3,096	29,964	11,222	14.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	3.330	374,652	112,508	21,978	6,600	58,740	17,640	18.30
K-12 BEA Instructional	13.810	1,378,355	99,808	62,621	4,534	191,136	13,840	17.08
K-12 BEA Administrative		91,414				13,200		18.29
BEA	47.010	3,604,832	76,682	91,976	1,957	226,776	4,824	8.39
Instructional	16.500	1,699,858	103,022	73,802	4,473	237,600	14,400	17.30
Administrative	5.000	672,927	134,585			39,600	7,920	9.89
Other				28,175				
Active	21.500	2,372,785	110,362	101,977	4,743	277,200	12,893	15.25
K-12 BEA Contracted	28.500	1,588,350	55,732					
Certificated Total	50.000	3,961,135	79,223	101,977	2,040	277,200	5,544	9.29
Instructional for Funding Purposes	45.000	3,288,208	73,071	73,802	1,640	237,600	5,280	9.17
Instructional for Compliance Purposes	16.500	1,699,858	103,022	73,802	4,473	237,600	14,400	17.30
K-3 Program 01 Teacher	4.310	388,369	90,109	16,316	3,786	59,268	13,751	18.27
K-3 Program 21 Teacher	0.270	28,238	104,585	1,661	6,152	3,564	13,200	18.13

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	23.700	1,700,021	71,731	57,772	2,438	312,840	13,200	18.03
02	0.250	118,027	472,108	85,068	340,272	16,500	66,000	18.13
21	2.144	143,017	66,706	3,282	1,531	46,200	21,549	18.21
24	0.500	32,397	64,794			6,600	13,200	18.25
31	2.000	163,678	81,839	23,102	11,551	26,400	13,200	18.60
51	1.500	117,415	78,277	2,400	1,600	19,800	13,200	15.84
55	4.605	333,095	72,333	93,726	20,353	73,260	15,909	18.29
97	1.000	136,754	136,754			13,200	13,200	18.00
K-12 Program 02 Instructional		88,844				13,200		18.16
Program 21 Instructional	2.144	143,017	66,706			46,200	21,549	18.21
Program 21 Administrative				3,282				
K-12 Program 21 Instructional	2.144	143,017	66,706			46,200	21,549	18.21
Program 31 Instructional	2.000	163,678	81,839	23,102	11,551	26,400	13,200	18.60
K-3 BEA Instructional	8.951	574,641	64,199			118,153	13,200	18.24
4-6 BEA Instructional	1.890	109,884	58,140			24,948	13,200	15.81
7-8 BEA Instructional	5.159	422,317	81,860			68,099	13,200	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.950	641,420	80,682	80,874	10,173	118,140	14,860	18.33
K-12 BEA Instructional	23.950	1,748,262	72,996	80,874	3,377	329,340	13,751	18.10
K-12 BEA Administrative	0.750	87,549	116,732			9,900	13,200	18.05
BEA	26.950	2,118,480	78,608	165,942	6,157	368,940	13,690	18.08
Instructional	32.699	2,374,186	72,607	262,068	8,015	475,200	14,533	18.02
Administrative	3.000	370,218	123,406	3,282	1,094	39,600	13,200	18.02
Active	35.699	2,744,404	76,876	265,350	7,433	514,800	14,421	18.02
Certificated Total	35.699	2,744,404	76,876	265,350	7,433	514,800	14,421	18.02
Instructional for Funding Purposes	32.699	2,374,186	72,607	262,068	8,015	475,200	14,533	18.02
Instructional for Compliance Purposes	32.699	2,374,186	72,607	262,068	8,015	475,200	14,533	18.02
K-3 Program 01 Teacher	8.951	574,641	64,199			118,153	13,200	18.24
K-3 Program 21 Teacher	0.400	35,536	88,840			10,560	26,400	19.09

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	459.054	51,664,581	112,546	4,206,319	9,163	6,120,840	13,334	17.82
02	3.000	319,279	106,426	39,386	13,129	39,600	13,200	17.92
21	106.412	11,230,629	105,539	1,378,758	12,957	1,464,408	13,762	17.92
31	27.461	2,894,963	105,421	255,645	9,309	361,020	13,147	17.66
34	11.850	1,288,864	108,765	99,958	8,435	156,420	13,200	17.90
51	6.014	677,596	112,670	62,088	10,324	86,632	14,405	17.88
52	0.600	114,065	190,108	5,720	9,533	7,920	13,200	16.85
55	24.725	2,771,070	112,076	244,790	9,901	330,488	13,367	18.14
58	4.500	556,145	123,588	42,992	9,554	66,000	14,667	17.68
64	0.200	23,082	115,410	6,090	30,450	2,640	13,200	17.91
65	10.250	1,117,907	109,064	88,015	8,587	135,300	13,200	17.92
74	0.945	119,322	126,267	13,688	14,485	12,540	13,270	17.84
79	9.600	1,184,742	123,411	88,697	9,239	126,720	13,200	17.73
88	3.960	428,385	108,178	37,396	9,443	52,272	13,200	17.90
97	2.000	480,898	240,449	89,106	44,553	26,400	13,200	23.29
K-12 Program 02 Instructional	3.000	319,279	106,426			39,600	13,200	17.92
Program 21 Instructional	102.539	10,531,486	102,707	1,365,230	13,314	1,407,648	13,728	17.96
Program 21 Administrative	3.873	699,143	180,517	13,528	3,493	56,760	14,655	17.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	97.699	10,046,174	102,828			1,343,760	13,754	17.96
Program 31 Instructional	26.711	2,752,382	103,043	254,745	9,537	351,120	13,145	17.69
Program 31 Administrative	0.750	142,581	190,108	900	1,200	9,900	13,200	16.85
Program 34 Instructional	11.600	1,241,337	107,012	99,658	8,591	153,120	13,200	17.93
Program 34 Administrative	0.250	47,527	190,108	300	1,200	3,300	13,200	16.85
K-3 BEA Instructional	180.920	19,650,525	108,614			2,404,142	13,288	17.95
4-6 BEA Instructional	92.038	9,720,185	105,611			1,232,431	13,390	17.82
7-8 BEA Instructional	63.266	6,889,182	108,892			827,006	13,072	17.68
9-12 BEA Instructional	128.033	13,761,098	107,481	242,664	1,895	1,703,460	13,305	17.85
K-12 BEA Instructional	464.257	50,020,990	107,744	242,664	523	6,167,040	13,284	17.86
K-12 BEA Administrative	7.000	960,024	137,146	5,484	783	92,400	13,200	17.83
BEA	503.365	56,648,585	112,540	4,690,414	9,318	6,704,280	13,319	17.87
Instructional	623.698	66,834,296	107,158	6,457,062	10,353	8,342,400	13,376	17.89
Administrative	45.873	7,847,124	171,062	200,386	4,368	633,600	13,812	17.78
Other	1.000	190,108	190,108	1,200	1,200	13,200	13,200	16.85
Active	670.571	74,871,528	111,653	6,658,648	9,930	8,989,200	13,405	17.88
Certificated Total	670.571	74,871,528	111,653	6,658,648	9,930	8,989,200	13,405	17.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	623.698	66,834,296	107,158	6,457,062	10,353	8,342,400	13,376	17.89
Instructional for Compliance Purposes	623.698	66,834,296	107,158	6,457,062	10,353	8,342,400	13,376	17.89
K-3 Program 01 Teacher	157.720	17,119,382	108,543			2,097,902	13,301	17.96
K-3 Program 21 Teacher	19.353	1,856,205	95,913			277,055	14,316	17.97

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	18.620	1,661,527	89,233	31,472	1,690	242,880	13,044	18.52
13	0.600	41,700	69,500			7,920	13,200	18.75
14	0.500	40,408	80,816			13,200	26,400	19.23
21		156,545				26,400		22.91
51	0.500	45,998	91,996			6,600	13,200	18.46
55	0.500	45,998	91,996			6,600	13,200	18.46
88	1.000	96,084	96,084			13,200	13,200	18.42
97	1.000	158,000	158,000	1,200	1,200	13,200	13,200	18.18
Program 21 Instructional		156,545				26,400		22.91
K-12 Program 21 Instructional		156,545				26,400		22.91
K-3 BEA Instructional	8.666	729,752	84,209	13,756	1,587	109,402	12,624	18.58
4-6 BEA Instructional	5.298	486,103	91,752	9,122	1,722	69,934	13,200	18.46
7-8 BEA Instructional	3.814	319,383	83,740	4,859	1,274	50,345	13,200	18.54
K-12 BEA Instructional	17.778	1,535,238	86,356	28,781	1,619	229,680	12,919	18.53
BEA	19.620	1,819,527	92,738	32,672	1,665	256,080	13,052	18.49
Instructional	20.878	1,961,971	93,973	31,472	1,507	303,600	14,542	18.89
Administrative	1.842	284,289	154,337	1,200	651	26,400	14,332	18.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	22.720	2,246,260	98,867	32,672	1,438	330,000	14,525	18.81
Certificated Total	22.720	2,246,260	98,867	32,672	1,438	330,000	14,525	18.81
Instructional for Funding Purposes	20.878	1,961,971	93,973	31,472	1,507	303,600	14,542	18.89
Instructional for Compliance Purposes	20.878	1,961,971	93,973	31,472	1,507	303,600	14,542	18.89
K-3 Program 01 Teacher	8.666	729,752	84,209	13,756	1,587	109,402	12,624	18.58

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	475.875	45,166,491	94,913	3,484,167	7,322	6,436,212	13,525	17.88
02	22.118	2,126,064	96,124	178,529	8,072	317,759	14,367	17.59
09	7.234	594,437	82,173	37,257	5,150	98,208	13,576	17.94
21	111.834	9,812,440	87,741	688,912	6,160	1,553,141	13,888	17.94
23	0.300	27,034	90,113	3,347	11,157	3,960	13,200	17.94
24	12.450	1,048,675	84,231	64,241	5,160	167,640	13,465	17.85
31	22.787	2,045,422	89,763	135,423	5,943	301,419	13,228	17.90
34	17.804	1,797,867	100,981	124,212	6,977	237,815	13,357	17.82
51	8.200	830,966	101,337	50,354	6,141	108,432	13,223	17.88
52	2.100	300,484	143,088	30,362	14,458	31,380	14,943	17.59
55	9.670	971,931	100,510	62,244	6,437	133,974	13,855	17.62
64				4,350				
65	6.075	535,163	88,093	39,186	6,450	82,764	13,624	17.96
74	2.000	210,962	105,481	13,536	6,768	26,400	13,200	17.83
89	1.000	129,808	129,808			13,200	13,200	17.72
97	2.000	431,483	215,742	38,352	19,176	27,360	13,680	16.64
K-12 Program 02 Instructional	21.118	1,973,976	93,474			303,599	14,376	17.59
Program 21 Instructional	110.834	9,668,311	87,232	674,499	6,086	1,538,981	13,885	17.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	144,129	144,129	14,413	14,413	14,160	14,160	17.46
K-12 Program 21 Instructional	110.834	9,668,311	87,232			1,538,981	13,885	17.94
Program 31 Instructional	22.387	2,018,969	90,185	135,423	6,049	301,419	13,464	17.90
Program 34 Instructional	16.804	1,646,324	97,972	108,726	6,470	223,419	13,296	17.85
Program 34 Administrative	1.000	151,543	151,543	15,486	15,486	14,396	14,396	17.59
K-3 BEA Instructional	170.262	15,388,038	90,379			2,285,836	13,425	17.90
4-6 BEA Instructional	91.080	8,105,728	88,996	5,670	62	1,234,797	13,557	17.87
7-8 BEA Instructional	90.732	8,497,916	93,660	4,030	44	1,220,382	13,450	17.88
9-12 BEA Instructional	153.010	14,308,978	93,517	2,885	19	2,091,394	13,668	17.89
K-12 BEA Instructional	505.084	46,300,660	91,669	12,585	25	6,832,409	13,527	17.89
BEA	540.584	51,567,327	95,392	3,960,683	7,327	7,320,565	13,542	17.85
Instructional	660.947	60,050,219	90,855	4,357,832	6,593	8,980,504	13,587	17.89
Administrative	39.000	5,816,134	149,132	596,640	15,298	545,960	13,999	17.55
Active	699.947	65,866,353	94,102	4,954,472	7,078	9,526,464	13,610	17.86
On Leave	1.500	162,874	108,583			13,200	8,800	17.69
Certificated Total	701.447	66,029,227	94,133	4,954,472	7,063	9,539,664	13,600	17.86
Instructional for Funding Purposes	660.947	60,050,219	90,855	4,357,832	6,593	8,980,504	13,587	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	660.947	60,050,219	90,855	4,357,832	6,593	8,980,504	13,587	17.89
K-3 Program 01 Teacher	147.951	13,221,789	89,366			1,976,534	13,359	17.91
K-3 Program 21 Teacher	12.892	1,109,899	86,092			173,699	13,473	17.96
Grade T Program 09 Teacher	7.234	594,437	82,173			98,208	13,576	17.94

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	102.028	8,549,648	83,797	536,391	5,257	1,339,932	13,133	17.75
02	4.400	390,143	88,669	7,532	1,712	58,080	13,200	17.52
13				1,337				
21	15.101	1,166,505	77,247	96,871	6,415	207,768	13,759	17.93
24	4.250	258,547	60,835	16,996	3,999	56,100	13,200	17.81
26	1.081	92,539	85,605			14,652	13,554	17.87
31	7.860	583,737	74,267	74,939	9,534	103,752	13,200	17.72
34	0.340	25,782	75,829	573	1,685	4,488	13,200	18.13
51	2.000	147,988	73,994	7,000	3,500	26,400	13,200	18.16
52				2,000				
55	2.500	224,053	89,621	12,957	5,183	33,000	13,200	18.05
65	0.090	14,645	162,722	2,500	27,778	1,188	13,200	17.81
69				11,500				
74	0.200	16,342	81,710	9,700	48,500	2,640	13,200	18.10
89	3.000	211,420	70,473	2,750	917	39,600	13,200	18.21
K-12 Program 02 Instructional	3.500	274,331	78,380	5,032	1,438	46,200	13,200	17.33
Program 21 Instructional	14.201	1,044,433	73,546	96,871	6,821	195,888	13,794	17.92
Program 21 Administrative	0.900	122,072	135,636			11,880	13,200	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	13.701	1,018,628	74,347	20,393	1,488	189,288	13,816	17.92
Program 26, 56, and 59 Instructional	0.881	66,107	75,036			12,012	13,635	17.83
Program 26, 56, and 59 Administrative	0.200	26,432	132,160			2,640	13,200	17.98
Program 31 Instructional	7.360	514,491	69,904	69,939	9,503	97,152	13,200	17.69
Program 31 Administrative	0.500	69,246	138,492	5,000	10,000	6,600	13,200	17.96
Program 34 Instructional	0.340	25,782	75,829	573	1,685	4,488	13,200	18.13
K-3 BEA Instructional	42.747	3,125,525	73,117	55,844	1,306	545,609	12,764	17.87
4-6 BEA Instructional	14.500	1,174,806	81,021	32,655	2,252	193,591	13,351	17.77
7-8 BEA Instructional	19.340	1,569,589	81,158	43,543	2,251	261,888	13,541	17.78
9-12 BEA Instructional	27.603	2,181,741	79,040	86,955	3,150	362,472	13,132	17.57
K-12 BEA Instructional	104.190	8,051,661	77,279	218,997	2,102	1,363,560	13,087	17.75
K-12 BEA Administrative	8.528	1,158,895	135,893	15,000	1,759	117,480	13,776	17.99
BEA	114.628	9,549,310	83,307	619,435	5,404	1,506,252	13,140	17.74
Instructional	131.222	10,020,551	76,363	664,298	5,062	1,729,200	13,178	17.79
Administrative	11.628	1,660,798	142,827	20,000	1,720	158,400	13,622	17.69
Other				82,795				

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	142.850	11,681,349	81,774	767,093	5,370	1,887,600	13,214	17.78
On Leave				15,953				
Certificated Total	142.850	11,681,349	81,774	783,046	5,482	1,887,600	13,214	17.78
Instructional for Funding Purposes	130.341	9,954,444	76,372	664,298	5,097	1,717,188	13,175	17.79
Instructional for Compliance Purposes	130.341	9,954,444	76,372	664,298	5,097	1,717,188	13,175	17.79
K-3 Program 01 Teacher	37.747	2,728,736	72,290	38,483	1,019	479,609	12,706	17.84
K-3 Program 21 Teacher	2.000	154,287	77,144			26,400	13,200	17.98

Mercer Island School District (17400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	210.949	21,960,201	104,102	2,839,640	13,461	2,977,894	14,117	17.98
02	0.920	99,345	107,984	10,433	11,340	12,144	13,200	18.04
21	44.810	4,114,179	91,814	428,966	9,573	623,172	13,907	18.04
24	0.750	61,507	82,009	4,333	5,777	9,900	13,200	18.11
31	16.050	1,512,708	94,250	175,002	10,904	221,668	13,811	17.77
34	0.532	60,370	113,477	9,300	17,481	13,200	24,812	18.11
51	0.760	78,717	103,575	2,330	3,066	10,560	13,895	18.08
55	1.312	117,651	89,673	10,761	8,202	21,991	16,762	18.08
58				195,892				
65	2.378	228,482	96,082	17,606	7,404	33,436	14,060	18.08
74	0.330	60,983	184,797	990	3,000	4,356	13,200	17.08
79	0.700	54,112	77,303	6,312	9,017	9,240	13,200	18.11
89	0.400	38,623	96,558	3,814	9,535	9,240	23,100	18.07
97	1.000	264,067	264,067	3,000	3,000	23,763	23,763	15.38
K-12 Program 02 Instructional	0.920	99,345	107,984			12,144	13,200	18.04
Program 21 Instructional	42.810	3,775,124	88,183	428,966	10,020	596,772	13,940	18.08
Program 21 Administrative	2.000	339,055	169,528			26,400	13,200	17.49
K-12 Program 21 Instructional	40.810	3,581,951	87,771			570,372	13,976	18.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	15.950	1,494,228	93,682	174,702	10,953	220,348	13,815	17.78
Program 31 Administrative	0.100	18,480	184,800	300	3,000	1,320	13,200	17.08
Program 34 Instructional	0.532	60,370	113,477	9,300	17,481	13,200	24,812	18.11
K-3 BEA Instructional	67.838	6,570,365	96,854			967,270	14,259	18.03
4-6 BEA Instructional	33.773	3,419,022	101,235			469,300	13,896	18.06
7-8 BEA Instructional	37.432	3,786,190	101,148			532,818	14,234	18.06
9-12 BEA Instructional	76.830	7,677,597	99,930			1,089,488	14,181	17.98
K-12 BEA Instructional	215.873	21,453,174	99,379			3,058,876	14,170	18.02
K-12 BEA Administrative	2.000	343,398	171,699			26,400	13,200	17.50
BEA	229.451	23,896,691	104,147	3,037,375	13,238	3,248,668	14,158	17.94
Instructional	264.983	25,807,390	97,393	3,651,152	13,779	3,750,014	14,152	18.03
Administrative	15.000	2,742,947	182,863	44,500	2,967	208,563	13,904	17.12
Active	279.983	28,550,337	101,972	3,695,652	13,200	3,958,577	14,139	17.95
On Leave	0.908	100,608	110,802	12,727	14,017	11,986	13,200	18.06
Certificated Total	280.891	28,650,945	102,000	3,708,379	13,202	3,970,563	14,136	17.96
Instructional for Funding Purposes	264.983	25,807,390	97,393	3,651,152	13,779	3,750,014	14,152	18.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	264.983	25,807,390	97,393	3,651,152	13,779	3,750,014	14,152	18.03
K-3 Program 01 Teacher	55.056	5,221,206	94,834			759,924	13,803	18.08
K-3 Program 21 Teacher	6.370	455,714	71,541			84,084	13,200	18.11

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	91.301	7,949,206	87,066	525,507	5,756	1,224,794	13,415	17.92
02	8.396	851,470	101,414	54,582	6,501	111,096	13,232	18.25
03				15,000				
09	1.984	150,653	75,934	9,752	4,915	26,432	13,323	17.91
12	0.200	19,880	99,400	1,287	6,435	2,645	13,223	18.10
21	14.845	1,339,505	90,233	118,841	8,005	194,086	13,074	17.92
24	2.320	221,483	95,467	20,430	8,806	30,663	13,217	17.96
31	3.977	385,299	96,882	79,760	20,055	52,569	13,218	17.87
51	1.489	123,267	82,785	8,028	5,392	26,148	17,561	18.32
52				18,000				
55	1.000	99,400	99,400	13,901	13,901	13,216	13,216	18.10
58	0.488	29,279	59,998	3,238	6,635	6,449	13,216	18.01
65	2.500	179,521	71,808	11,623	4,649	33,047	13,219	18.23
74	0.600	61,589	102,648	3,987	6,645	7,939	13,231	17.82
79	0.200	21,441	107,205	3,353	16,765	2,645	13,223	18.03
97	5.000	702,994	140,599	50,176	10,035	66,086	13,217	17.05
K-12 Program 02 Instructional	7.396	707,152	95,613	53,982	7,299	97,888	13,235	18.33
Program 21 Instructional	13.845	1,183,792	85,503	118,241	8,540	180,878	13,065	17.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	155,713	155,713	600	600	13,208	13,208	17.85
K-12 Program 21 Instructional	12.845	1,095,608	85,295	89,960	7,004	167,662	13,053	17.93
Program 31 Instructional	3.677	334,027	90,842	79,580	21,643	48,607	13,219	17.93
Program 31 Administrative	0.300	51,272	170,907	180	600	3,962	13,208	17.36
K-3 BEA Instructional	36.221	2,956,657	81,628	214,088	5,911	473,837	13,082	17.94
4-6 BEA Instructional	17.184	1,353,308	78,754	85,271	4,962	226,038	13,154	18.03
7-8 BEA Instructional	17.002	1,395,385	82,072	105,057	6,179	240,949	14,172	18.04
9-12 BEA Instructional	25.267	2,307,144	91,311	244,390	9,672	341,972	13,534	17.94
K-12 BEA Instructional	95.674	8,012,494	83,748	656,306	6,860	1,282,796	13,408	17.98
K-12 BEA Administrative	10.000	1,339,997	134,000	13,180	1,318	132,103	13,210	17.81
BEA	108.674	9,888,969	90,997	725,025	6,672	1,454,546	13,384	17.89
Instructional	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.98
Administrative	14.000	2,032,188	145,156	52,576	3,755	184,958	13,211	17.50
Active	134.300	12,134,987	90,357	937,465	6,980	1,797,816	13,387	17.90
Certificated Total	134.300	12,134,987	90,357	937,465	6,980	1,797,816	13,387	17.90
Instructional for Funding Purposes	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	120.300	10,102,799	83,980	884,889	7,356	1,612,858	13,407	17.98
K-3 Program 01 Teacher	27.800	2,221,155	79,898	116,296	4,183	367,460	13,218	17.89
K-3 Program 21 Teacher	2.020	155,477	76,969	5,056	2,503	26,701	13,218	17.90

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	41.616	3,614,759	86,860	104,361	2,508	597,168	14,349	18.05
21	0.300	26,495	88,317			3,960	13,200	18.19
31	3.071	221,534	72,137	9,014	2,935	45,329	14,760	18.24
34	0.975	66,760	68,472			14,824	15,204	18.29
51	1.762	145,348	82,490	5,074	2,880	23,100	13,110	17.77
52	0.250	24,536	98,144			3,300	13,200	18.03
55	1.500	134,265	89,510			26,400	17,600	18.07
58	0.807	80,160	99,331	37,236	46,141	10,652	13,200	18.03
65	0.300	24,955	83,183			4,950	16,500	18.10
79	4.667	357,596	76,622	50,352	10,789	62,317	13,353	18.19
97	1.000	169,047	169,047	21,498	21,498	13,200	13,200	16.93
Program 21 Instructional	0.300	26,495	88,317			3,960	13,200	18.19
K-12 Program 21 Instructional	0.300	26,495	88,317			3,960	13,200	18.19
Program 31 Instructional	3.071	221,534	72,137	9,014	2,935	45,329	14,760	18.24
Program 34 Instructional	0.975	66,760	68,472			14,824	15,204	18.29
K-3 BEA Instructional	13.493	1,221,677	90,542	8,135	603	196,350	14,552	18.10
4-6 BEA Instructional	5.805	490,335	84,468	4,270	736	71,386	12,297	17.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	1.987	128,310	64,575	1,242	625	28,182	14,183	18.25
9-12 BEA Instructional	21.809	1,730,086	79,329	60,765	2,786	327,505	15,017	18.27
K-12 BEA Instructional	43.094	3,570,408	82,852	74,412	1,727	623,423	14,467	18.07
K-12 BEA Administrative	0.568	78,197	137,671			7,498	13,200	17.99
BEA	46.662	4,072,100	87,268	134,873	2,890	670,520	14,370	18.02
Instructional	52.099	4,303,519	82,603	206,037	3,955	750,433	14,404	18.07
Administrative	4.149	561,936	135,439	21,498	5,181	54,767	13,200	17.66
Active	56.248	4,865,455	86,500	227,535	4,045	805,200	14,315	18.03
Certificated Total	56.248	4,865,455	86,500	227,535	4,045	805,200	14,315	18.03
Instructional for Funding Purposes	52.099	4,303,519	82,603	206,037	3,955	750,433	14,404	18.07
Instructional for Compliance Purposes	52.099	4,303,519	82,603	206,037	3,955	750,433	14,404	18.07
K-3 Program 01 Teacher	12.593	1,162,382	92,304	8,135	646	184,470	14,649	18.09

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	9.600	770,857	80,298	23,864	2,486	130,680	13,613	18.90
31	0.100	9,664	96,640			1,320	13,200	18.07
97	1.000	130,662	130,662			13,200	13,200	17.69
Program 31 Instructional	0.100	9,664	96,640			1,320	13,200	18.07
K-3 BEA Instructional	1.666	114,801	68,908	2,986	1,792	21,991	13,200	18.00
4-6 BEA Instructional	1.668	118,946	71,311	4,151	2,489	22,018	13,200	17.97
7-8 BEA Instructional	0.666	56,160	84,324			8,791	13,200	17.88
9-12 BEA Instructional	5.700	490,614	86,073	13,327	2,338	79,200	13,895	19.44
K-12 BEA Instructional	9.700	780,521	80,466	20,464	2,110	132,000	13,608	18.89
BEA	10.700	911,183	85,157	23,864	2,230	145,200	13,570	18.72
Instructional	9.700	780,521	80,466	23,864	2,460	132,000	13,608	18.89
Administrative	1.000	130,662	130,662			13,200	13,200	17.69
Active	10.700	911,183	85,157	23,864	2,230	145,200	13,570	18.72
Certificated Total	10.700	911,183	85,157	23,864	2,230	145,200	13,570	18.72
Instructional for Funding Purposes	9.700	780,521	80,466	23,864	2,460	132,000	13,608	18.89
Instructional for Compliance Purposes	9.700	780,521	80,466	23,864	2,460	132,000	13,608	18.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	1.666	114,801	68,908	2,986	1,792	21,991	13,200	18.00

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	231.538	25,779,850	111,342	757,391	3,271	3,295,201	14,232	17.64
02	39.821	4,410,661	110,762	133,601	3,355	618,708	15,537	17.68
09	2.000	257,418	128,709	8,124	4,062	28,080	14,040	17.83
13	10.200	976,265	95,712	30,814	3,021	143,208	14,040	17.99
21	51.617	5,494,518	106,448	121,901	2,362	667,885	12,939	15.40
24	8.300	877,799	105,759	27,704	3,338	116,532	14,040	17.94
31	17.222	1,879,163	109,114	54,661	3,174	262,211	15,225	17.67
34	3.900	448,674	115,045	13,150	3,372	54,756	14,040	17.77
51	1.199	109,539	91,359	3,457	2,883	16,834	14,040	18.03
52	0.300	38,613	128,710	1,219	4,063	4,212	14,040	17.83
55	7.259	818,169	112,711	21,761	2,998	110,810	15,265	17.54
58	0.302	27,811	92,089	843	2,791	4,563	15,109	18.00
64	0.400	51,484	128,710	1,625	4,063	5,616	14,040	17.83
65	8.248	841,769	102,057	26,537	3,217	124,043	15,039	17.96
74	0.698	97,761	140,059	2,505	3,589	9,800	14,040	17.37
79	0.500	46,557	93,114	1,470	2,940	7,020	14,040	18.02
97	2.749	632,371	230,037	10,545	3,836	38,596	14,040	14.91
98	0.100	20,536	205,360	171	1,710	1,404	14,040	15.49
99	0.151	30,803	203,993	256	1,695	2,120	14,040	15.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	36.821	3,875,011	105,239	108,709	2,952	579,108	15,728	17.90
Program 21 Instructional	39.815	3,804,096	95,544	120,007	3,014	569,605	14,306	17.94
Program 21 Administrative	2.000	379,417	189,709	1,894	947	28,080	14,040	15.90
K-12 Program 21 Instructional	37.115	3,525,040	94,976	88,841	2,394	531,697	14,326	17.94
Program 31 Instructional	16.422	1,734,501	105,621	54,140	3,297	250,979	15,283	17.79
Program 31 Administrative	0.800	144,662	180,828	521	651	11,232	14,040	16.16
Program 34 Instructional	3.700	412,508	111,489	13,020	3,519	51,948	14,040	17.91
Program 34 Administrative	0.200	36,166	180,830	130	650	2,808	14,040	16.16
K-3 BEA Instructional	97.572	9,889,464	101,356	310,122	3,178	1,414,219	14,494	17.90
4-6 BEA Instructional	59.290	6,162,073	103,931	131,614	2,220	845,700	14,264	17.88
7-8 BEA Instructional	41.341	4,516,830	109,258	114,275	2,764	594,933	14,391	17.89
9-12 BEA Instructional	70.030	7,755,702	110,748	233,125	3,329	1,034,959	14,779	17.84
K-12 BEA Instructional	268.233	28,324,069	105,595	789,136	2,942	3,889,811	14,502	17.88
K-12 BEA Administrative	10.000	1,742,792	174,279	28,961	2,896	132,000	13,200	16.26
BEA Instructional	295.230	33,150,719	112,288	969,348	3,283	4,269,472	14,462	17.60
BEA Instructional	345.654	36,031,252	104,241	1,134,534	3,282	5,004,862	14,479	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	28.769	5,262,278	182,915	72,130	2,507	404,400	14,057	15.86
Other	1.908	192,694	100,993	11,071	5,802	26,788	14,040	17.95
Active	376.331	41,486,224	110,239	1,217,735	3,236	5,436,051	14,445	17.64
K-12 Program 21 Contracted	9.802	1,311,005	133,749			70,200	7,162	7.64
On Leave	0.371	42,532	114,642			5,349	14,418	17.89
Certificated Total	386.504	42,839,761	110,839	1,217,735	3,151	5,511,600	14,260	17.34
Instructional for Funding Purposes	355.456	37,342,257	105,055	1,134,534	3,192	5,075,062	14,278	17.54
Instructional for Compliance Purposes	345.654	36,031,252	104,241	1,134,534	3,282	5,004,862	14,479	17.89
K-3 Program 01 Teacher	81.384	8,284,353	101,793	241,034	2,962	1,161,724	14,275	17.89
K-3 Program 21 Teacher	7.794	713,540	91,550	21,303	2,733	109,428	14,040	18.02
Grade T Program 09 Teacher	2.000	257,418	128,709			28,080	14,040	17.83

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	65.568	7,092,739	108,174	219,382	3,346	891,660	13,599	18.50
09	3.936	255,996	65,040	4,269	1,085	52,800	13,415	19.00
21	12.646	1,218,506	96,355	13,669	1,081	166,716	13,183	18.67
24	1.496	161,147	107,719			20,064	13,412	18.67
31	7.495	599,464	79,982	28,942	3,862	102,696	13,702	18.60
34	2.386	255,697	107,166	3,824	1,603	31,944	13,388	18.39
51	1.034	123,479	119,419			13,860	13,404	18.48
55	1.085	131,950	121,613			14,520	13,382	18.35
58				42,133				
65	0.490	57,388	117,118			6,587	13,442	18.63
74	0.492	57,618	117,110			6,613	13,441	18.63
97	1.950	372,221	190,883			25,740	13,200	15.85
Program 21 Instructional	12.496	1,193,093	95,478	13,669	1,094	164,736	13,183	18.71
Program 21 Administrative	0.150	25,413	169,420			1,980	13,200	16.45
K-12 Program 21 Instructional	12.496	1,193,093	95,478			164,736	13,183	18.71
Program 31 Instructional	6.845	489,343	71,489	28,942	4,228	94,116	13,750	19.01
Program 31 Administrative	0.650	110,121	169,417			8,580	13,200	16.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.086	204,871	98,212	3,824	1,833	27,984	13,415	18.83
Program 34 Administrative	0.300	50,826	169,420			3,960	13,200	16.45
K-3 BEA Instructional	23.950	2,457,883	102,626	4,167	174	321,050	13,405	18.69
4-6 BEA Instructional	13.459	1,400,439	104,052	5,271	392	180,550	13,415	18.68
7-8 BEA Instructional	8.172	845,844	103,505	3,824	468	109,560	13,407	18.59
9-12 BEA Instructional	26.118	2,502,913	95,831	91,641	3,509	352,440	13,494	18.64
K-12 BEA Instructional	71.699	7,207,079	100,519	104,903	1,463	963,600	13,440	18.66
K-12 BEA Administrative	3.550	706,937	199,137			60,060	16,918	16.93
BEA	77.399	8,320,121	107,496	252,148	3,258	1,052,040	13,592	18.40
Instructional	92.578	9,162,337	98,969	312,219	3,372	1,240,800	13,403	18.67
Administrative	6.000	1,163,868	193,978			92,400	15,400	16.55
Active	98.578	10,326,205	104,752	312,219	3,167	1,333,200	13,524	18.45
Certificated Total	98.578	10,326,205	104,752	312,219	3,167	1,333,200	13,524	18.45
Instructional for Funding Purposes	92.578	9,162,337	98,969	312,219	3,372	1,240,800	13,403	18.67
Instructional for Compliance Purposes	92.578	9,162,337	98,969	312,219	3,372	1,240,800	13,403	18.67
K-3 Program 01 Teacher	22.719	2,324,340	102,308	4,167	183	304,550	13,405	18.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	3.890	343,052	88,188			49,500	12,725	18.71
Grade T Program 09 Teacher	3.936	255,996	65,040			52,800	13,415	19.00

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	15.022	1,277,402	85,035	49,585	3,301	195,756	13,031	17.98
09	1.940	129,302	66,651			25,608	13,200	18.11
21	5.000	343,256	68,651	2,743	549	66,000	13,200	18.12
31	6.271	446,019	71,124	2,763	441	87,384	13,935	18.08
34	2.036	178,427	87,636	231	113	27,852	13,680	18.07
51	0.570	45,528	79,874			7,524	13,200	18.10
55	0.250	25,313	101,252			3,300	13,200	18.04
88	0.680	64,906	95,450			8,976	13,200	18.05
97	1.000	164,055	164,055	4,667	4,667	13,200	13,200	17.65
Program 21 Instructional	5.000	343,256	68,651	2,743	549	66,000	13,200	18.12
K-12 Program 21 Instructional	5.000	343,256	68,651	2,743	549	66,000	13,200	18.12
Program 31 Instructional	6.111	424,648	69,489	2,763	452	85,272	13,954	18.09
Program 31 Administrative	0.160	21,371	133,569			2,112	13,200	18.00
Program 34 Instructional	1.946	166,406	85,512	231	119	26,664	13,702	18.07
Program 34 Administrative	0.090	12,021	133,567			1,188	13,200	18.00
K-3 BEA Instructional	7.046	509,788	72,351	3,272	464	91,740	13,020	17.98
4-6 BEA Instructional	2.910	253,756	87,201			38,412	13,200	18.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.698	228,773	84,794	231	86	35,706	13,234	17.88
9-12 BEA Instructional	8.125	585,034	72,004	2,763	340	111,474	13,720	18.06
K-12 BEA Instructional	20.779	1,577,351	75,911	6,266	302	277,332	13,347	18.01
BEA	24.329	2,065,903	84,915	57,246	2,353	324,192	13,325	17.98
Instructional	29.119	2,172,300	74,601	9,009	309	387,420	13,305	18.04
Administrative	3.650	501,908	137,509	4,667	1,279	48,180	13,200	17.88
Other				46,313				
Active	32.769	2,674,208	81,608	59,989	1,831	435,600	13,293	18.01
Certificated Total	32.769	2,674,208	81,608	59,989	1,831	435,600	13,293	18.01
Instructional for Funding Purposes	29.119	2,172,300	74,601	9,009	309	387,420	13,305	18.04
Instructional for Compliance Purposes	29.119	2,172,300	74,601	9,009	309	387,420	13,305	18.04
K-3 Program 01 Teacher	6.700	477,955	71,337			88,440	13,200	18.11
K-3 Program 21 Teacher	0.560	41,469	74,052			7,392	13,200	18.11

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	422.702	40,220,922	95,152	2,925,782	6,922	5,606,027	13,262	18.60
02	10.500	1,159,287	110,408	27,640	2,632	138,600	13,200	18.48
03	2.500	265,235	106,094	11,439	4,576	33,000	13,200	18.59
09	1.000	71,057	71,057	1,579	1,579	13,200	13,200	18.82
13	1.000	74,438	74,438	9,925	9,925	13,200	13,200	18.77
21	86.028	7,518,846	87,400	712,427	8,281	1,149,720	13,364	19.22
24	19.000	1,443,256	75,961	31,531	1,660	264,000	13,895	19.68
31	27.329	2,536,088	92,798	286,112	10,469	372,900	13,645	19.19
34	3.200	338,033	105,635	7,510	2,347	42,240	13,200	18.59
45	11.500	1,077,007	93,653	88,167	7,667	151,800	13,200	18.57
51	11.752	1,142,145	97,187	20,285	1,726	155,126	13,200	18.83
52	0.748	80,747	107,951	1,794	2,398	9,874	13,200	18.58
53	0.150	23,566	157,107			1,980	13,200	18.00
55	12.252	1,172,924	95,733	35,346	2,885	161,713	13,199	18.40
58	1.000	107,660	107,660	2,393	2,393	13,200	13,200	18.58
64	0.100	15,711	157,110			1,320	13,200	18.00
65	10.500	940,013	89,525	19,490	1,856	138,600	13,200	19.04
74	2.000	215,324	107,662	4,784	2,392	26,400	13,200	18.58
97	2.000	466,650	233,325			26,400	13,200	15.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	9.500	994,404	104,674			125,400	13,200	18.60
Program 21 Instructional	84.182	7,228,801	85,871	712,427	8,463	1,123,320	13,344	19.27
Program 21 Administrative	1.846	290,045	157,121			26,400	14,301	17.66
K-12 Program 21 Instructional	62.941	5,496,940	87,335	20,000	318	838,358	13,320	19.20
Program 31 Instructional	26.329	2,378,982	90,356	286,112	10,867	359,700	13,662	19.25
Program 31 Administrative	1.000	157,106	157,106			13,200	13,200	18.00
Program 34 Instructional	3.200	338,033	105,635	7,510	2,347	42,240	13,200	18.59
K-3 BEA Instructional	156.501	14,011,088	89,527			2,092,715	13,372	18.74
4-6 BEA Instructional	90.779	8,211,323	90,454			1,203,602	13,259	18.74
7-8 BEA Instructional	66.849	6,377,630	95,404			887,357	13,274	18.71
9-12 BEA Instructional	129.026	11,787,943	91,361			1,719,353	13,326	18.81
K-12 BEA Instructional	443.155	40,387,984	91,137			5,903,027	13,320	18.76
K-12 BEA Administrative	1.000	155,862	155,862			13,200	13,200	18.01
BEA	479.731	46,063,222	96,019	3,346,650	6,976	6,370,967	13,280	18.61
Instructional	582.204	52,223,065	89,699	4,081,204	7,010	7,761,600	13,331	18.87
Administrative	38.758	6,317,186	162,991	105,000	2,709	514,800	13,282	17.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	3.299	220,996	66,989			29,700	9,003	10.94
Active	624.261	58,761,247	94,129	4,186,204	6,706	8,306,100	13,305	18.72
On Leave	1.000	107,662	107,662			13,200	13,200	18.57
Certificated Total	625.261	58,868,909	94,151	4,186,204	6,695	8,319,300	13,305	18.72
Instructional for Funding Purposes	582.204	52,223,065	89,699	4,081,204	7,010	7,761,600	13,331	18.87
Instructional for Compliance Purposes	582.204	52,223,065	89,699	4,081,204	7,010	7,761,600	13,331	18.87
K-3 Program 01 Teacher	141.530	12,512,526	88,409			1,885,406	13,322	18.67
K-3 Program 21 Teacher	12.747	1,069,825	83,928			168,260	13,200	19.80
Grade T Program 09 Teacher	1.000	71,057	71,057			13,200	13,200	18.82

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	27.839	2,372,744	85,231	61,555	2,211	367,726	13,209	21.39
02	0.480	48,297	100,619			6,336	13,200	18.89
21	3.920	248,587	63,415	697	178	64,680	16,500	20.17
31	1.959	257,059	131,219	20,105	10,263	33,818	17,263	21.12
34	0.815	111,250	136,503			14,652	17,978	24.26
51	0.950	88,495	93,153			12,540	13,200	18.92
52	0.340	34,210	100,618			4,488	13,200	18.89
55	2.820	236,617	83,907			37,224	13,200	22.83
58				39,824				
64	0.230	18,478	80,339			3,036	13,200	19.21
65	0.750	60,252	80,336			9,900	13,200	19.21
74				1,500				
97	1.000	150,000	150,000			13,200	13,200	18.64
K-12 Program 02 Instructional	0.480	48,297	100,619			6,336	13,200	18.89
Program 21 Instructional	3.920	248,587	63,415	697	178	64,680	16,500	20.17
K-12 Program 21 Instructional	3.920	248,587	63,415	697	178	64,680	16,500	20.17
Program 31 Instructional	1.959	257,059	131,219	20,105	10,263	33,818	17,263	21.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.815	111,250	136,503			14,652	17,978	24.26
K-3 BEA Instructional	10.760	827,093	76,867	2,866	266	142,824	13,274	19.20
4-6 BEA Instructional	5.800	468,883	80,842			76,560	13,200	25.44
7-8 BEA Instructional	3.185	307,423	96,522	5,166	1,622	45,936	14,423	20.93
9-12 BEA Instructional	9.348	947,951	101,407	5,956	637	130,812	13,994	22.12
K-12 BEA Instructional	29.093	2,551,350	87,696	30,218	1,039	396,132	13,616	21.65
K-12 BEA Administrative	2.000	238,000	119,000			26,400	13,200	19.14
BEA	32.093	2,939,350	91,589	81,660	2,544	435,732	13,577	21.30
Instructional	38.103	3,237,989	84,980	123,681	3,246	528,000	13,857	21.46
Administrative	3.000	388,000	129,333			39,600	13,200	18.95
Active	41.103	3,625,989	88,217	123,681	3,009	567,600	13,809	21.20
Certificated Total	41.103	3,625,989	88,217	123,681	3,009	567,600	13,809	21.20
Instructional for Funding Purposes	38.103	3,237,989	84,980	123,681	3,246	528,000	13,857	21.46
Instructional for Compliance Purposes	38.103	3,237,989	84,980	123,681	3,246	528,000	13,857	21.46
K-3 Program 01 Teacher	10.760	827,093	76,867	2,866	266	142,824	13,274	19.20
K-3 Program 21 Teacher	2.170	140,886	64,924			38,940	17,945	19.80

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	51.890	4,283,778	82,555	122,647	2,364	698,148	13,454	18.30
21	7.083	646,451	91,268	9,063	1,280	93,496	13,200	18.11
24	1.417	106,415	75,099			18,704	13,200	18.21
31	5.860	436,816	74,542	17,360	2,962	77,352	13,200	18.19
51	1.050	121,000	115,238	30,514	29,061	13,860	13,200	18.01
53	0.380	43,822	115,321	415	1,092	5,016	13,200	18.06
55	3.586	294,489	82,122	29,530	8,235	47,863	13,347	18.14
58	3.706	209,807	56,613	3,945	1,064	53,220	14,360	17.87
64	0.500	39,996	79,992			6,600	13,200	18.17
65	0.500	39,996	79,992			6,600	13,200	18.17
68	1.000	68,363	68,363			13,121	13,121	18.27
69	1.158	65,681	56,719			15,840	13,679	18.45
74	0.079	8,445	106,899					14.33
88	0.500	40,632	81,264			6,600	13,200	18.16
97	1.000	242,225	242,225	4,000	4,000	13,200	13,200	15.63
Program 21 Instructional	6.083	505,836	83,156	7,761	1,276	80,296	13,200	18.14
Program 21 Administrative	1.000	140,615	140,615	1,302	1,302	13,200	13,200	17.98
K-12 Program 21 Instructional	5.583	465,204	83,325	7,761	1,390	73,696	13,200	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	5.860	436,816	74,542	15,360	2,621	77,352	13,200	18.19
Program 31 Administrative				2,000				
K-3 BEA Instructional	15.080	1,262,220	83,702	39,046	2,589	199,056	13,200	18.36
4-6 BEA Instructional	11.175	808,595	72,357	15,563	1,393	147,510	13,200	18.41
7-8 BEA Instructional	8.245	584,516	70,893	15,454	1,874	108,834	13,200	18.49
9-12 BEA Instructional	17.800	1,376,718	77,344	51,567	2,897	248,160	13,942	18.21
K-12 BEA Instructional	52.300	4,032,049	77,095	127,601	2,440	703,560	13,452	18.34
K-12 BEA Administrative	5.000	617,574	123,515	7,749	1,550	66,000	13,200	18.03
BEA	58.750	4,962,819	84,474	144,007	2,451	788,700	13,425	18.17
Instructional	71.709	5,489,789	76,556	193,925	2,704	964,020	13,444	18.28
Administrative	8.000	1,158,127	144,766	19,549	2,444	105,600	13,200	17.50
Other				4,000				
Active	79.709	6,647,916	83,402	217,474	2,728	1,069,620	13,419	18.15
Certificated Total	79.709	6,647,916	83,402	217,474	2,728	1,069,620	13,419	18.15
Instructional for Funding Purposes	71.709	5,489,789	76,556	193,925	2,704	964,020	13,444	18.28
Instructional for Compliance Purposes	71.709	5,489,789	76,556	193,925	2,704	964,020	13,444	18.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	14.300	1,202,499	84,091	22,168	1,550	188,760	13,200	18.37
K-3 Program 21 Teacher	0.578	49,634	85,872			7,630	13,200	18.13

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	81.803	8,628,415	105,478	389,876	4,766	1,092,287	13,353	17.81
02	1.000	105,736	105,736	3,701	3,701	13,200	13,200	17.86
13	0.952	91,341	95,946	3,197	3,358	13,200	13,866	17.86
21	21.831	2,056,051	94,180	117,796	5,396	320,126	14,664	17.82
24	3.000	273,654	91,218	21,756	7,252	39,600	13,200	17.83
31	5.443	546,287	100,365	104,364	19,174	76,032	13,969	18.02
34	0.590	46,548	78,895	10,308	17,471	7,788	13,200	18.09
51	1.393	134,560	96,597	4,710	3,381	13,213	9,485	14.88
55	4.397	443,338	100,827	14,620	3,325	58,740	13,359	17.82
58				319,163				
65	1.000	76,258	76,258	2,669	2,669	13,200	13,200	17.86
74	0.198	21,296	107,556	745	3,763	2,614	13,200	17.85
97	2.981	493,351	165,498	7,200	2,415	39,600	13,284	17.16
K-12 Program 02 Instructional	1.000	105,736	105,736			13,200	13,200	17.86
Program 21 Instructional	20.997	1,910,603	90,994	113,796	5,420	308,906	14,712	17.85
Program 21 Administrative	0.834	145,448	174,398	4,000	4,796	11,220	13,453	17.34
K-12 Program 21 Instructional	19.384	1,749,388	90,249			286,466	14,778	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
Program 31 Instructional	5.443	546,287	100,365	104,364	19,174	76,032	13,969	18.02
Program 34 Instructional	0.590	46,548	78,895	10,308	17,471	7,788	13,200	18.09
K-3 BEA Instructional	29.481	2,704,103	91,724			393,294	13,341	17.85
4-6 BEA Instructional	16.760	1,647,791	98,317			222,803	13,294	17.85
7-8 BEA Instructional	13.925	1,509,149	108,377	3,192	229	188,826	13,560	17.86
9-12 BEA Instructional	21.689	2,389,301	110,162	15,583	718	291,984	13,462	17.83
K-12 BEA Instructional	81.855	8,250,344	100,792	18,775	229	1,096,907	13,401	17.85
K-12 BEA Administrative	3.000	489,911	163,304			39,600	13,200	17.66
BEA	91.817	9,820,337	106,956	515,449	5,614	1,228,907	13,384	17.80
Instructional	113.645	11,175,727	98,339	987,905	8,693	1,544,400	13,590	17.81
Administrative	9.943	1,622,277	163,158	12,200	1,227	132,000	13,276	17.49
Active	123.588	12,798,004	103,554	1,000,105	8,092	1,676,400	13,564	17.77
On Leave	1.000	118,831	118,831			13,200	13,200	17.83
Certificated Total	124.588	12,916,835	103,676	1,000,105	8,027	1,689,600	13,561	17.78
Instructional for Funding Purposes	113.645	11,175,727	98,339	987,905	8,693	1,544,400	13,590	17.81
Instructional for Compliance Purposes	113.645	11,175,727	98,339	987,905	8,693	1,544,400	13,590	17.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	25.981	2,340,773	90,096			347,094	13,360	17.85
K-3 Program 21 Teacher	5.366	437,431	81,519			77,431	14,430	17.86

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	5.170	434,309	84,006	16,504	3,192	66,000	12,766	17.67
58				6,206				
97	0.373	55,000	147,453			13,200	35,389	17.88
K-3 BEA Instructional	2.410	223,600	92,780	7,556	3,135	30,809	12,784	17.70
4-6 BEA Instructional	1.806	143,198	79,290	3,326	1,842	23,087	12,783	17.66
7-8 BEA Instructional	0.954	67,511	70,766			12,104	12,688	17.57
K-12 BEA Instructional	5.170	434,309	84,006	10,882	2,105	66,000	12,766	17.67
BEA	5.543	489,309	88,275	16,504	2,977	79,200	14,288	17.69
Instructional	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.67
Administrative	0.373	55,000	147,453			13,200	35,389	17.88
Active	5.543	489,309	88,275	22,710	4,097	79,200	14,288	17.69
On Leave								
Certificated Total	5.543	489,309	88,275	22,710	4,097	79,200	14,288	17.69
Instructional for Funding Purposes	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.67
Instructional for Compliance Purposes	5.170	434,309	84,006	22,710	4,393	66,000	12,766	17.67
K-3 Program 01 Teacher	2.334	219,159	93,898	7,556	3,237	30,809	13,200	17.88

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	306.737	33,622,939	109,615	917,332	2,991	4,138,882	13,493	17.96
02	21.066	2,256,309	107,107	78,128	3,709	330,000	15,665	17.81
03	1.000	121,056	121,056	3,363	3,363	13,200	13,200	18.04
09	7.000	751,801	107,400	20,886	2,984	92,400	13,200	18.08
13	6.333	723,146	114,187	21,459	3,388	90,196	14,242	18.08
21	54.767	5,604,929	102,341	327,144	5,973	750,196	13,698	18.00
24	5.756	585,863	101,783	31,920	5,546	79,200	13,760	18.09
31	22.045	2,220,247	100,714	60,526	2,746	292,090	13,250	18.05
45	16.503	1,769,990	107,253	42,884	2,599	237,600	14,397	17.81
51	5.714	670,465	117,337	16,800	2,940	79,952	13,992	17.86
52	0.750	108,541	144,721	1,756	2,341	9,900	13,200	17.48
53	1.300	137,975	106,135	2,297	1,767	17,160	13,200	17.55
55	19.347	2,233,422	115,440	61,005	3,153	261,980	13,541	18.01
58	0.250	31,607	126,428	877	3,508	3,300	13,200	18.03
64	0.150	18,964	126,427	526	3,507	1,980	13,200	18.03
65	13.295	1,315,573	98,952	34,818	2,619	177,764	13,371	18.03
74	3.500	422,439	120,697	13,491	3,855	52,800	15,086	18.08
97	2.000	431,587	215,794			26,400	13,200	15.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	19.066	1,910,162	100,187	39,376	2,065	303,600	15,924	18.00
Program 21 Instructional	52.767	5,224,156	99,004	327,144	6,200	723,796	13,717	18.11
Program 21 Administrative	2.000	380,773	190,387			26,400	13,200	16.43
K-12 Program 21 Instructional	52.767	5,224,156	99,004	112,489	2,132	723,796	13,717	18.11
Program 31 Instructional	20.795	2,015,401	96,918	60,526	2,911	275,590	13,253	18.13
Program 31 Administrative	1.250	204,846	163,877			16,500	13,200	17.23
K-3 BEA Instructional	118.179	12,218,789	103,392	284,407	2,407	1,590,952	13,462	18.08
4-6 BEA Instructional	61.759	6,397,747	103,592	144,420	2,338	836,563	13,546	18.10
7-8 BEA Instructional	49.024	4,880,141	99,546	107,272	2,188	680,856	13,888	18.08
9-12 BEA Instructional	109.189	11,468,899	105,037	246,833	2,261	1,511,360	13,842	18.10
K-12 BEA Instructional	338.151	34,965,576	103,402	782,932	2,315	4,619,732	13,662	18.09
K-12 BEA Administrative	6.000	1,089,486	181,581			79,200	13,200	16.67
BEA	369.351	40,422,128	109,441	1,102,233	2,984	5,038,172	13,641	17.93
Instructional	452.513	46,848,648	103,530	1,626,212	3,594	6,186,400	13,671	18.09
Administrative	34.500	6,121,374	177,431	9,000	261	462,000	13,391	16.79
Active	487.013	52,970,022	108,765	1,635,212	3,358	6,648,400	13,651	17.95
On Leave	0.500	56,831	113,662			6,600	13,200	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	487.513	53,026,853	108,770	1,635,212	3,354	6,655,000	13,651	17.95
Instructional for Funding Purposes	452.513	46,848,648	103,530	1,626,212	3,594	6,186,400	13,671	18.09
Instructional for Compliance Purposes	452.513	46,848,648	103,530	1,626,212	3,594	6,186,400	13,671	18.09
K-3 Program 01 Teacher	96.179	9,840,537	102,315	225,537	2,345	1,275,208	13,259	18.09
K-3 Program 21 Teacher	15.550	1,475,628	94,896	32,807	2,110	213,312	13,718	18.13
Grade T Program 09 Teacher	6.000	671,761	111,960	17,013	2,836	79,200	13,200	18.06

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
01	54.762	5,607,658	102,401			897,228	16,384	10.16
21	4.000	535,775	133,944			85,724	21,431	9.48
29	7.000	797,973	113,996			127,676	18,239	8.65
55	3.680	450,729	122,481			72,116	19,597	12.54
74	1.000	95,021	95,021			15,204	15,204	8.65
97	1.000	190,000	190,000			30,400	30,400	7.68
Program 21 Instructional	3.000	365,775	121,925			58,524	19,508	10.04
Program 21 Administrative	1.000	170,000	170,000			27,200	27,200	8.29
K-12 Program 21 Instructional	3.000	365,775	121,925			58,524	19,508	10.04
K-3 BEA Instructional	18.100	1,783,287	98,524			285,327	15,764	10.58
4-6 BEA Instructional	6.000	600,768	100,128			96,123	16,021	10.77
7-8 BEA Instructional	6.553	591,139	90,209			94,584	14,434	9.98
9-12 BEA Instructional	18.109	1,720,031	94,982			275,205	15,197	10.21
K-12 BEA Instructional	48.762	4,695,225	96,289			751,239	15,406	10.40
K-12 BEA Administrative	4.000	645,802	161,451			103,328	25,832	8.35
BEA	55.762	5,797,658	103,971			927,628	16,635	10.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	62.442	6,254,723	100,169			1,000,759	16,027	10.32
Administrative	9.000	1,422,433	158,048			227,589	25,288	8.67
Active	71.442	7,677,156	107,460			1,228,348	17,194	10.02
Certificated Total	71.442	7,677,156	107,460			1,228,348	17,194	10.02
Instructional for Funding Purposes	62.442	6,254,723	100,169			1,000,759	16,027	10.32
Instructional for Compliance Purposes	62.442	6,254,723	100,169			1,000,759	16,027	10.32
K-3 Program 01 Teacher	12.000	1,105,530	92,128			176,886	14,741	10.87

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	764.866	88,733,415	116,012	13,794,067	18,035	10,288,925	13,452	17.58
21	162.876	17,306,177	106,254	3,431,522	21,068	2,249,504	13,811	17.58
24	17.389	2,079,525	119,589	405,432	23,315	253,453	14,575	17.64
31	27.433	3,078,918	112,234	472,047	17,207	390,060	14,219	17.74
34	8.966	1,000,814	111,623	148,012	16,508	118,378	13,203	17.71
45	27.858	3,174,238	113,943	69,665	2,501	375,540	13,481	18.07
51	15.004	1,791,978	119,433	268,618	17,903	212,243	14,146	17.67
52	2.500	318,123	127,249	64,480	25,792	33,000	13,200	17.65
55	36.731	4,509,564	122,773	642,195	17,484	504,728	13,741	17.59
58	1.000	126,556	126,556	25,742	25,742	13,200	13,200	17.65
64	0.500	65,011	130,022	12,996	25,992	6,600	13,200	17.64
65	30.145	3,416,780	113,345	511,200	16,958	407,405	13,515	17.70
74	1.770	224,004	126,556	33,188	18,750	23,364	13,200	17.65
97	3.943	918,172	232,861	67,992	17,244	52,800	13,391	15.36
Program 21 Instructional	159.532	16,756,816	105,037	3,426,172	21,476	2,217,970	13,903	17.64
Program 21 Administrative	2.344	466,329	198,946	5,350	2,282	31,535	13,453	16.50
K-12 Program 21 Instructional	145.223	15,122,194	104,131			2,021,738	13,922	17.64
Program 31 Instructional	26.550	2,899,410	109,206	472,047	17,780	378,180	14,244	17.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.883	179,508	203,293			11,880	13,454	16.44
Program 34 Instructional	8.868	980,869	110,608	148,012	16,691	117,058	13,200	17.73
Program 34 Administrative	0.098	19,945	203,520			1,320	13,469	16.44
K-3 BEA Instructional	294.360	32,512,665	110,452			3,985,674	13,540	17.68
4-6 BEA Instructional	150.834	16,431,245	108,936			2,007,218	13,307	17.70
7-8 BEA Instructional	114.329	13,016,095	113,848			1,526,356	13,351	17.70
9-12 BEA Instructional	213.918	24,398,086	114,053			2,915,114	13,627	17.76
K-12 BEA Instructional	773.441	86,358,091	111,654			10,434,362	13,491	17.71
K-12 BEA Administrative				5,350				
BEA	833.066	96,905,557	116,324	14,551,783	17,468	11,225,702	13,475	17.59
Instructional	1,035.941	115,228,374	111,231	19,353,124	18,682	14,078,460	13,590	17.69
Administrative	56.640	10,872,278	191,954	459,983	8,121	752,400	13,284	16.41
Other	6.400	433,035	67,662	101,814	15,908	85,140	13,303	17.45
Active	1,098.981	126,533,687	115,137	19,914,921	18,121	14,916,000	13,573	17.59
K-12 Program 21 Contracted	1.000	83,032	83,032					8.17
On Leave	1.000	126,556	126,556	32,235	32,235	13,200	13,200	17.65
Certificated Total	1,100.981	126,743,275	115,118	19,947,156	18,118	14,929,200	13,560	17.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	1,036.941	115,311,406	111,203	19,353,124	18,664	14,078,460	13,577	17.69
Instructional for Compliance Purposes	1,035.941	115,228,374	111,231	19,353,124	18,682	14,078,460	13,590	17.69
K-3 Program 01 Teacher	251.522	27,528,016	109,446			3,381,629	13,445	17.68
K-3 Program 21 Teacher	28.430	2,689,056	94,585			393,901	13,855	17.74

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	67.968	5,709,052	83,996	87,753	1,291	886,660	13,045	17.22
02	1.100	88,373	80,339			15,400	14,000	17.84
09	1.000	104,846	104,846			13,152	13,152	17.91
13								
21	10.361	814,935	78,654	25,374	2,449	157,920	15,242	17.33
24	1.000	80,358	80,358	8,929	8,929	13,152	13,152	17.86
31	5.006	411,361	82,174	31,382	6,269	79,672	15,915	18.04
34	4.094	323,198	78,944	9,299	2,271	54,771	13,378	16.26
51	1.000	104,850	104,850			13,152	13,152	17.91
55	3.400	332,992	97,939			45,072	13,256	17.91
58	2.000	136,418	68,209			27,552	13,776	18.44
97	0.950	165,138	173,829			12,494	13,152	16.28
99	0.100	17,505	175,050	7,500	75,000	1,315	13,152	16.24
K-12 Program 02 Instructional	1.050	80,776	76,930			14,742	14,040	17.91
Program 21 Instructional	10.361	814,935	78,654	25,374	2,449	157,920	15,242	17.33
K-12 Program 21 Instructional	9.328	745,657	79,938	15,546	1,667	118,368	12,690	17.55
Program 31 Instructional	4.500	377,440	83,876	31,382	6,974	72,384	16,085	17.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.506	33,921	67,038			7,288	14,404	18.72
Program 34 Instructional	3.500	292,960	83,703	9,299	2,657	46,032	13,152	15.64
Program 34 Administrative	0.594	30,238	50,906			8,739	14,712	19.08
K-3 BEA Instructional	22.588	1,842,423	81,566	300	13	302,774	13,404	17.59
4-6 BEA Instructional	11.849	966,037	81,529			155,908	13,158	17.76
7-8 BEA Instructional	13.341	938,692	70,361	7,252	544	175,929	13,187	17.09
9-12 BEA Instructional	22.160	1,824,673	82,341	68,798	3,105	308,925	13,941	17.08
K-12 BEA Instructional	69.938	5,571,825	79,668	76,350	1,092	943,536	13,491	17.35
K-12 BEA Administrative	6.950	878,434	126,393	300	43	92,966	13,376	17.74
BEA	79.118	6,697,122	84,647	128,434	1,623	1,048,997	13,259	17.19
Instructional	88.699	7,146,224	80,567	122,722	1,384	1,213,536	13,682	17.42
Administrative	8.000	1,061,077	132,635	7,800	975	106,776	13,347	17.50
Other				39,715				
Active	96.699	8,207,301	84,875	170,237	1,760	1,320,312	13,654	17.43
K-12 BEA Contracted	1.280	81,725	63,848					
Certificated Total	97.979	8,289,026	84,600	170,237	1,737	1,320,312	13,475	17.28
Instructional for Funding Purposes	89.979	7,227,949	80,329	122,722	1,364	1,213,536	13,487	17.24

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	88.699	7,146,224	80,567	122,722	1,384	1,213,536	13,682	17.42
K-3 Program 01 Teacher	21.588	1,737,077	80,465			289,622	13,416	17.57
K-3 Program 21 Teacher	1.750	105,566	60,323			23,016	13,152	17.91

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	36.584	2,931,957	80,143	97,819	2,674	483,767	13,223	18.12
14				9,854				
21	4.400	362,659	82,423	7,581	1,723	79,200	18,000	14.66
31	7.580	561,545	74,082	16,055	2,118	100,056	13,200	17.81
34	2.020	174,444	86,358	10,209	5,054	26,664	13,200	17.95
51	0.551	51,514	93,492	1,651	2,996	7,273	13,200	17.74
52				10,000				
55	0.898	80,232	89,345	3,918	4,363	11,854	13,200	17.59
58				12,038				
65	0.050	4,840	96,800	134	2,680	660	13,200	17.83
74	0.152	9,292	61,132	2,736	18,000	2,006	13,200	18.33
97	1.100	173,377	157,615	1,290	1,173	14,520	13,200	17.74
Program 21 Instructional	3.000	227,496	75,832	7,581	2,527	39,600	13,200	17.86
K-12 Program 21 Instructional	2.375	192,896	81,219	6,889	2,901	31,350	13,200	17.73
Program 31 Instructional	6.680	448,469	67,136	15,245	2,282	88,176	13,200	17.73
Program 31 Administrative	0.900	113,076	125,640	810	900	11,880	13,200	18.14
Program 34 Instructional	2.020	174,444	86,358	10,209	5,054	26,664	13,200	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	13.500	1,050,151	77,789	24,227	1,795	178,939	13,255	18.50
4-6 BEA Instructional	7.984	563,741	70,609	18,621	2,332	105,508	13,215	18.46
7-8 BEA Instructional	6.400	555,593	86,811	11,066	1,729	84,480	13,200	17.59
9-12 BEA Instructional	15.000	1,092,893	72,860	52,196	3,480	198,000	13,200	17.81
K-12 BEA Instructional	42.884	3,262,378	76,074	106,110	2,474	566,927	13,220	18.10
K-12 BEA Administrative				6,646				
BEA	47.284	3,841,323	81,239	125,373	2,651	625,007	13,218	18.05
Instructional	47.535	3,635,752	76,486	152,739	3,213	628,320	13,218	18.07
Administrative	4.000	541,847	135,462	20,546	5,137	52,800	13,200	17.91
Other	0.400	37,098	92,745			5,280	13,200	16.10
Active	51.935	4,214,697	81,153	173,285	3,337	686,400	13,217	18.03
K-12 Program 21 Contracted	1.400	135,163	96,545			39,600	28,286	8.85
Certificated Total	53.335	4,349,860	81,557	173,285	3,249	726,000	13,612	17.76
Instructional for Funding Purposes	48.935	3,770,915	77,060	152,739	3,121	667,920	13,649	17.76
Instructional for Compliance Purposes	47.535	3,635,752	76,486	152,739	3,213	628,320	13,218	18.07
K-3 Program 01 Teacher	12.999	1,010,361	77,726	24,227	1,864	172,326	13,257	18.56

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.625	38,845	62,152	1,757	2,811	8,250	13,200	18.30

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	21.141	1,750,618	82,807	40,958	1,937	279,061	13,200	18.37
31	1.286	123,671	96,167	14,078	10,947	16,975	13,200	19.85
34	0.143	14,059	98,315			1,888	13,200	19.94
52	0.286	28,108	98,280			3,775	13,200	18.17
53				7,173				
55	1.144	95,896	83,825			15,101	13,200	18.29
58				24,824				
65				5,379				
97	1.000	158,116	158,116			13,200	13,200	18.05
Program 31 Instructional	1.286	123,671	96,167	1,640	1,275	16,975	13,200	19.85
Program 31 Administrative				12,438				
Program 34 Instructional	0.143	14,059	98,315			1,888	13,200	19.94
K-3 BEA Instructional	4.856	421,700	86,841	10,303	2,122	64,099	13,200	18.27
4-6 BEA Instructional	3.571	252,639	70,747	3,612	1,011	47,137	13,200	18.37
7-8 BEA Instructional	4.430	346,309	78,174	2,735	617	58,476	13,200	18.46
9-12 BEA Instructional	8.285	693,854	83,748	21,724	2,622	109,362	13,200	18.74
K-12 BEA Instructional	21.142	1,714,502	81,095	38,374	1,815	279,074	13,200	18.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	2.428	331,962	136,722	16,662	6,862	32,050	13,200	18.13
BEA	23.570	2,046,464	86,825	55,036	2,335	311,124	13,200	18.45
Instructional	22.286	1,810,398	81,235	75,750	3,399	294,175	13,200	18.50
Administrative	2.714	360,070	132,671	16,662	6,139	35,825	13,200	18.14
Active	25.000	2,170,468	86,819	92,412	3,696	330,000	13,200	18.44
Certificated Total	25.000	2,170,468	86,819	92,412	3,696	330,000	13,200	18.44
Instructional for Funding Purposes	22.286	1,810,398	81,235	75,750	3,399	294,175	13,200	18.50
Instructional for Compliance Purposes	22.286	1,810,398	81,235	75,750	3,399	294,175	13,200	18.50
K-3 Program 01 Teacher	4.856	421,700	86,841	6,052	1,246	64,099	13,200	18.27

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	11.631	803,221	69,059	32,291	2,776	163,561	14,063	17.70
21	1.150	81,834	71,160	8,812	7,663	15,180	13,200	17.82
31	0.150	12,139	80,927	337	2,247	1,980	13,200	17.85
34	0.150	7,963	53,087	164	1,093	1,980	13,200	18.02
51	0.380	31,304	82,379	215	566	5,016	13,200	17.94
53	0.199	15,248	76,623	106	533	2,627	13,200	17.96
55	0.080	8,432	105,400	56	700	1,056	13,200	17.88
97	0.500	77,787	155,574	600	1,200	6,600	13,200	17.62
Program 21 Instructional	1.000	58,498	58,498	8,812	8,812	13,200	13,200	17.89
Program 21 Administrative	0.150	23,336	155,573			1,980	13,200	17.62
K-12 Program 21 Instructional	0.770	45,043	58,497			10,164	13,200	17.89
Program 31 Instructional	0.150	12,139	80,927	337	2,247	1,980	13,200	17.85
Program 34 Instructional	0.150	7,963	53,087	164	1,093	1,980	13,200	18.02
K-3 BEA Instructional	4.498	271,434	60,345			69,406	15,430	17.67
4-6 BEA Instructional	2.138	129,205	60,433			28,222	13,200	17.26
7-8 BEA Instructional	2.075	148,762	71,693			27,390	13,200	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	1.030	83,213	80,789			13,596	13,200	17.85
K-12 BEA Instructional	9.741	632,614	64,943			138,613	14,230	17.67
BEA	12.431	901,110	72,489	33,392	2,686	174,121	14,007	17.70
Instructional	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.71
Administrative	1.840	244,105	132,666	1,791	973	24,288	13,200	17.71
Other	1.000	47,727	47,727	1,425	1,425	13,200	13,200	18.02
Active	14.240	1,037,928	72,888	42,581	2,990	198,000	13,904	17.72
On Leave								
Certificated Total	14.240	1,037,928	72,888	42,581	2,990	198,000	13,904	17.72
Instructional for Funding Purposes	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.71
Instructional for Compliance Purposes	11.400	746,096	65,447	39,365	3,453	160,512	14,080	17.71
K-3 Program 01 Teacher	4.750	276,143	58,135			72,732	15,312	17.68
K-3 Program 21 Teacher	0.305	17,841	58,495			4,026	13,200	17.89

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	51.920	4,173,571	80,385	56,281	1,084	702,900	13,538	18.09
02	5.600	477,505	85,269	9,036	1,614	87,780	15,675	18.09
13	1.000	51,248	51,248			13,200	13,200	18.32
14	1.000	49,900	49,900			13,200	13,200	18.39
21	11.000	844,156	76,741	22,725	2,066	145,200	13,200	18.73
31	5.263	385,981	73,339	27,347	5,196	81,576	15,500	18.35
34	1.940	150,161	77,403			25,608	13,200	17.97
51	3.750	309,931	82,648	5,000	1,333	49,500	13,200	18.05
52				6,000				
55	3.463	338,663	97,795	5,000	1,444	53,196	15,361	18.04
74	0.300	23,567	78,557			3,960	13,200	18.08
97	0.900	150,156	166,840			11,880	13,200	17.07
K-12 Program 02 Instructional	5.500	460,821	83,786	3,036	552	86,460	15,720	18.13
Program 21 Instructional	11.000	844,156	76,741	5,225	475	145,200	13,200	18.73
Program 21 Administrative				17,500				
K-12 Program 21 Instructional	10.000	774,921	77,492	5,225	523	132,000	13,200	18.79
Program 31 Instructional	4.913	349,888	71,217	24,847	5,057	76,956	15,664	18.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.350	36,093	103,123	2,500	7,143	4,620	13,200	18.07
Program 34 Instructional	1.590	114,068	71,741			20,988	13,200	17.94
Program 34 Administrative	0.350	36,093	103,123			4,620	13,200	18.07
K-3 BEA Instructional	18.290	1,395,560	76,302	2,994	164	254,628	13,922	18.13
4-6 BEA Instructional	10.380	799,719	77,044			137,016	13,200	18.10
7-8 BEA Instructional	8.240	592,696	71,929	2,994	363	108,768	13,200	18.07
9-12 BEA Instructional	21.713	1,737,270	80,011	39,013	1,797	316,932	14,596	18.15
K-12 BEA Instructional	58.623	4,525,245	77,192	53,382	911	817,344	13,942	18.12
K-12 BEA Administrative	3.253	339,075	104,235	7,500	2,306	42,940	13,200	18.02
BEA	65.623	5,337,374	81,334	92,664	1,412	909,744	13,863	18.08
Instructional	79.136	6,142,710	77,622	93,889	1,186	1,095,600	13,845	18.20
Administrative	6.100	708,958	116,223	37,500	6,148	80,520	13,200	17.80
Other	0.900	103,171	114,634			11,880	13,200	18.02
Active	86.136	6,954,839	80,743	131,389	1,525	1,188,000	13,792	18.16
Certificated Total	86.136	6,954,839	80,743	131,389	1,525	1,188,000	13,792	18.16
Instructional for Funding Purposes	79.136	6,142,710	77,622	93,889	1,186	1,095,600	13,845	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	79.136	6,142,710	77,622	93,889	1,186	1,095,600	13,845	18.20
K-3 Program 01 Teacher	16.790	1,214,703	72,347			221,628	13,200	18.12
K-3 Program 21 Teacher	2.350	180,231	76,694			31,020	13,200	18.10

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	79.163	6,735,539	85,084	203,520	2,571	1,054,680	13,323	18.02
02	1.802	181,733	100,851	1,325	735	34,320	19,046	18.16
21	11.998	999,965	83,344	19,436	1,620	158,374	13,200	18.14
24	3.000	243,045	81,015	2,429	810	39,600	13,200	18.15
31	5.960	526,924	88,410	13,355	2,241	81,840	13,732	18.10
34	0.600	58,044	96,740	580	967	7,920	13,200	18.02
51	3.363	294,902	87,690	4,884	1,452	44,392	13,200	18.10
55	1.042	101,367	97,281	948	910	13,754	13,200	18.06
58				68,266				
65	0.197	18,496	93,888	183	929	2,600	13,200	18.08
74	0.040	5,147	128,675	2,772	69,300	660	16,500	18.15
97	1.040	178,791	171,914	15,791	15,184	13,860	13,327	16.94
K-12 Program 02 Instructional	1.402	132,882	94,780	1,325	945	29,040	20,713	18.19
Program 21 Instructional	11.100	884,161	79,654	8,842	797	146,520	13,200	18.15
Program 21 Administrative	0.898	115,804	128,958	10,594	11,797	11,854	13,200	18.04
K-12 Program 21 Instructional	10.100	815,070	80,700	8,151	807	133,320	13,200	18.14
Program 31 Instructional	5.760	503,919	87,486	6,047	1,050	79,200	13,750	18.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.200	23,005	115,025	7,308	36,540	2,640	13,200	18.04
Program 34 Instructional	0.600	58,044	96,740	580	967	7,920	13,200	18.02
K-3 BEA Instructional	26.694	2,151,213	80,588	36,796	1,378	360,307	13,498	17.85
4-6 BEA Instructional	15.106	1,216,852	80,554	12,502	828	204,996	13,571	18.14
7-8 BEA Instructional	11.645	985,319	84,613	26,735	2,296	155,945	13,392	18.06
9-12 BEA Instructional	26.960	2,257,317	83,728	97,282	3,608	361,152	13,396	18.11
K-12 BEA Instructional	80.405	6,610,701	82,218	173,315	2,156	1,082,400	13,462	18.03
K-12 BEA Administrative	6.400	798,896	124,828	34,499	5,390	84,480	13,200	18.03
BEA	88.565	7,681,031	86,728	234,571	2,649	1,192,620	13,466	18.00
Instructional	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	18.05
Administrative	9.200	1,204,147	130,886	63,358	6,887	124,080	13,487	17.87
Other				8,492				
Active	108.205	9,343,953	86,354	333,489	3,082	1,452,000	13,419	18.03
Certificated Total	108.205	9,343,953	86,354	333,489	3,082	1,452,000	13,419	18.03
Instructional for Funding Purposes	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	18.05
Instructional for Compliance Purposes	99.005	8,139,806	82,216	261,639	2,643	1,327,920	13,413	18.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	22.669	1,818,744	80,230	20,370	899	301,554	13,302	18.15
K-3 Program 21 Teacher	2.200	182,153	82,797	1,821	828	29,040	13,200	18.14

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	97.620	9,061,852	92,828	205,945	2,110	1,375,757	14,093	17.76
09	2.284	187,882	82,260	1,046	458	31,123	13,626	17.74
12	0.099	7,790	78,687			1,351	13,651	17.82
13	4.719	428,723	90,850	13,942	2,954	66,030	13,992	17.81
14	0.535	54,387	101,658	2,440	4,561	7,303	13,651	17.80
21	17.737	1,632,919	92,063	50,923	2,871	249,476	14,065	17.76
24	2.699	206,993	76,692	3,859	1,430	36,844	13,651	17.81
31	8.241	816,799	99,114	48,507	5,886	117,811	14,296	17.79
34	0.701	75,368	107,515			9,569	13,651	17.82
51	2.044	188,402	92,173			27,863	13,632	17.76
52	0.240	24,011	100,046	16,500	68,750	3,276	13,651	17.81
53	0.231	20,749	89,823			3,140	13,595	17.66
55	6.154	586,665	95,331	8,408	1,366	93,606	15,211	17.80
58	0.075	6,097	81,293			1,024	13,651	17.81
65	2.849	296,859	104,198	9,378	3,292	38,865	13,642	17.79
68	0.079	6,301	79,759			1,078	13,651	17.82
74	0.333	39,384	118,270			6,633	19,920	17.55
97	1.000	197,918	197,918			13,231	13,231	15.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	17.000	1,522,294	89,547	50,923	2,995	239,725	14,101	17.81
Program 21 Administrative	0.737	110,625	150,102			9,751	13,231	17.18
K-12 Program 21 Instructional	15.417	1,348,329	87,457	33,459	2,170	216,901	14,069	17.81
Program 31 Instructional	7.891	767,099	97,212	48,507	6,147	113,180	14,343	17.81
Program 31 Administrative	0.350	49,700	142,000			4,631	13,231	17.51
Program 34 Instructional	0.701	75,368	107,515			9,569	13,651	17.82
K-3 BEA Instructional	39.641	3,419,810	86,270	41,826	1,055	556,906	14,049	17.81
4-6 BEA Instructional	21.692	1,876,835	86,522	13,011	600	309,878	14,285	17.81
7-8 BEA Instructional	12.343	1,118,140	90,589	25,326	2,052	176,371	14,289	17.81
9-12 BEA Instructional	23.920	2,276,691	95,179	46,431	1,941	341,275	14,267	17.81
K-12 BEA Instructional	97.596	8,691,476	89,056	126,594	1,297	1,384,430	14,185	17.81
K-12 BEA Administrative	7.000	1,000,654	142,951			92,617	13,231	17.45
BEA	107.562	10,151,937	94,382	254,452	2,366	1,516,369	14,098	17.71
Instructional	136.452	12,190,763	89,341	360,448	2,642	1,935,876	14,187	17.81
Administrative	11.000	1,634,572	148,597	500	45	145,541	13,231	17.19
Other	0.188	13,764	73,213			2,566	13,651	17.81
Active	147.640	13,839,099	93,735	360,948	2,445	2,083,983	14,115	17.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	147.640	13,839,099	93,735	360,948	2,445	2,083,983	14,115	17.73
Instructional for Funding Purposes	136.452	12,190,763	89,341	360,448	2,642	1,935,876	14,187	17.81
Instructional for Compliance Purposes	136.452	12,190,763	89,341	360,448	2,642	1,935,876	14,187	17.81
K-3 Program 01 Teacher	36.270	3,150,428	86,860	41,826	1,153	510,889	14,086	17.80
K-3 Program 21 Teacher	2.957	247,878	83,828	3,428	1,159	40,366	13,651	17.82
Grade T Program 09 Teacher	2.000	150,769	75,385			27,302	13,651	17.82

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	36.819	3,304,651	89,754	71,743	1,949	507,995	13,797	17.79
13	0.020	9,684	484,200			1,584	79,200	18.27
21	6.540	586,021	89,606			86,328	13,200	18.20
24	0.350	25,826	73,789			4,620	13,200	18.35
31	2.770	222,601	80,361	5,037	1,818	41,525	14,991	18.29
34	1.233	90,826	73,663			19,092	15,484	18.33
51	2.281	214,966	94,242			33,528	14,699	16.18
55	0.185	124,496	672,951			20,394	110,238	18.27
58				30,000				
65	0.050	3,235	64,700			660	13,200	18.45
74	0.065	4,205	64,692			858	13,200	18.45
88	0.630	46,487	73,789			8,316	13,200	18.35
97	1.000	185,000	185,000			13,200	13,200	16.29
Program 21 Instructional	6.540	586,021	89,606			86,328	13,200	18.20
K-12 Program 21 Instructional	6.520	584,545	89,654			86,064	13,200	18.19
Program 31 Instructional	2.770	222,601	80,361	5,037	1,818	41,525	14,991	18.29
Program 34 Instructional	1.233	90,826	73,663			19,092	15,484	18.33

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	12.507	1,044,999	83,553			174,517	13,954	18.28
4-6 BEA Instructional	8.396	748,558	89,157			113,507	13,519	16.68
7-8 BEA Instructional	7.293	614,710	84,288			102,648	14,075	17.96
9-12 BEA Instructional	9.649	814,284	84,391	5,037	522	138,340	14,337	18.15
K-12 BEA Instructional	37.845	3,222,551	85,151	5,037	133	529,012	13,978	17.81
K-12 BEA Administrative	1.200	156,963	130,803			15,840	13,200	18.06
BEA	41.822	3,803,078	90,935	76,780	1,836	581,812	13,912	17.76
Instructional	47.966	4,237,471	88,343	51,037	1,064	685,300	14,287	17.80
Administrative	3.977	580,527	145,971			52,800	13,276	17.49
Other				55,743				
Active	51.943	4,817,998	92,755	106,780	2,056	738,100	14,210	17.76
Certificated Total	51.943	4,817,998	92,755	106,780	2,056	738,100	14,210	17.76
Instructional for Funding Purposes	47.966	4,237,471	88,343	51,037	1,064	685,300	14,287	17.80
Instructional for Compliance Purposes	47.966	4,237,471	88,343	51,037	1,064	685,300	14,287	17.80
K-3 Program 01 Teacher	12.507	1,010,142	80,766			168,973	13,510	18.28
K-3 Program 21 Teacher	1.360	114,601	84,265			17,952	13,200	18.23

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	102.584	9,127,958	88,980	142,219	1,386	1,381,114	13,463	18.12
02	1.400	133,401	95,286			18,589	13,278	18.09
09	1.000	52,938	52,938			13,278	13,278	18.53
13	10.200	962,823	94,394			135,436	13,278	18.09
14	1.971	163,939	83,176			26,192	13,289	18.16
21	18.750	1,429,091	76,218	16,804	896	256,929	13,703	18.22
31	6.730	619,034	91,981	83,089	12,346	89,361	13,278	19.02
34	0.765	73,609	96,221			10,158	13,278	19.10
51	2.630	260,671	99,114			34,921	13,278	18.07
52				13,500				
53	1.150	87,931	76,462			15,270	13,278	18.23
55	3.998	393,209	98,351			53,098	13,281	18.06
65	4.520	446,710	98,830			60,017	13,278	18.07
74	0.425	32,805	77,188			5,643	13,278	18.22
97	1.855	318,009	171,433	28,511	15,370	24,631	13,278	16.53
K-12 Program 02 Instructional	1.400	133,401	95,286			18,589	13,278	18.09
Program 21 Instructional	17.750	1,283,574	72,314	16,804	947	243,651	13,727	18.26
Program 21 Administrative	1.000	145,517	145,517			13,278	13,278	17.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	15.750	1,158,098	73,530			217,095	13,784	18.25
Program 31 Instructional	6.530	587,369	89,949	83,089	12,724	86,705	13,278	19.08
Program 31 Administrative	0.200	31,665	158,325			2,656	13,278	17.89
Program 34 Instructional	0.765	73,609	96,221			10,158	13,278	19.10
K-3 BEA Instructional	39.618	3,357,874	84,756	15,556	393	538,290	13,587	18.15
4-6 BEA Instructional	16.683	1,460,548	87,547			225,726	13,530	18.14
7-8 BEA Instructional	14.827	1,241,408	83,726	26,200	1,767	199,303	13,442	18.20
9-12 BEA Instructional	32.966	2,876,275	87,250	149,231	4,527	437,746	13,279	18.33
K-12 BEA Instructional	104.094	8,936,105	85,846	190,987	1,835	1,401,065	13,460	18.22
K-12 BEA Administrative	5.265	745,792	141,651			70,007	13,297	17.91
BEA Instructional	113.334	10,272,011	90,635	253,819	2,240	1,523,853	13,446	18.13
BEA Instructional	146.713	12,465,295	84,964	233,433	1,591	1,974,961	13,461	18.20
BEA Administrative	10.265	1,514,171	147,508	49,730	4,845	136,397	13,288	17.60
BEA Other	1.000	122,662	122,662	960	960	13,278	13,278	17.96
BEA Active	157.978	14,102,128	89,266	284,123	1,798	2,124,636	13,449	18.14
Certificated Total	157.978	14,102,128	89,266	284,123	1,798	2,124,636	13,449	18.14
Instructional for Funding Purposes	146.713	12,465,295	84,964	233,433	1,591	1,974,961	13,461	18.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	146.713	12,465,295	84,964	233,433	1,591	1,974,961	13,461	18.20
K-3 Program 01 Teacher	28.556	2,416,789	84,633			385,062	13,484	18.16
K-3 Program 21 Teacher	1.000	77,437	77,437			13,278	13,278	18.21
Grade T Program 09 Teacher	1.000	52,938	52,938			13,278	13,278	18.53

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	261.306	25,581,290	97,898	2,901,723	11,105	3,519,476	13,469	17.47
02	3.500	350,342	100,098	42,248	12,071	46,200	13,200	17.59
21	59.230	5,495,542	92,783	773,297	13,056	812,830	13,723	17.46
24	0.820	48,654	59,334			10,824	13,200	17.56
31	17.702	1,661,935	93,884	226,232	12,780	233,666	13,200	17.27
34	4.668	483,990	103,683	69,927	14,980	61,618	13,200	18.30
38	0.240	26,777	111,571	3,871	16,129	3,168	13,200	17.58
51	4.130	429,825	104,074	54,195	13,122	54,516	13,200	17.51
52	1.061	102,480	96,588	10,683	10,069	14,005	13,200	17.63
55	6.695	652,902	97,521	74,554	11,136	88,374	13,200	17.59
62	1.229	121,826	99,126	7,575	6,164	16,223	13,200	17.22
64	0.200	20,857	104,285	2,174	10,870	2,640	13,200	17.60
65	1.800	187,710	104,283	23,044	12,802	23,760	13,200	17.60
74	0.750	82,772	110,363	6,633	8,844	9,900	13,200	17.28
97	2.000	422,302	211,151	49,700	24,850	26,400	13,200	15.13
K-12 Program 02 Instructional	3.400	334,066	98,255	425	125	44,880	13,200	17.62
Program 21 Instructional	57.330	5,151,468	89,856	770,897	13,447	787,750	13,741	17.53
Program 21 Administrative	1.900	344,074	181,092	2,400	1,263	25,080	13,200	16.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	50.911	4,614,686	90,642	21,554	423	692,749	13,607	17.54
Program 31 Instructional	16.160	1,397,232	86,462	226,232	14,000	213,312	13,200	17.40
Program 31 Administrative	1.542	264,703	171,662			20,354	13,200	16.49
Program 34 Instructional	4.300	423,714	98,538	69,927	16,262	56,760	13,200	18.49
Program 34 Administrative	0.368	60,276	163,793			4,858	13,200	16.72
K-3 BEA Instructional	99.006	8,823,875	89,125	17,572	177	1,334,916	13,483	17.66
4-6 BEA Instructional	51.227	4,642,286	90,622	31,588	617	689,476	13,459	17.77
7-8 BEA Instructional	38.177	3,733,109	97,784	24,915	653	510,022	13,359	17.66
9-12 BEA Instructional	72.739	6,843,274	94,080	113,925	1,566	967,072	13,295	17.46
K-12 BEA Instructional	261.149	24,042,544	92,064	188,000	720	3,501,485	13,408	17.62
BEA	289.176	28,499,859	98,555	3,289,830	11,377	3,887,360	13,443	17.44
Instructional	334.539	30,718,960	91,825	4,106,996	12,277	4,501,226	13,455	17.61
Administrative	25.000	4,435,837	177,433	111,870	4,475	330,000	13,200	16.31
Other	3.108	256,186	82,428	26,990	8,684	52,800	16,988	15.18
Active	362.647	35,410,983	97,646	4,245,856	11,708	4,884,026	13,468	17.44
On Leave	2.684	258,221	96,208			39,574	14,744	17.67
Certificated Total	365.331	35,669,204	97,635	4,245,856	11,622	4,923,600	13,477	17.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	334.539	30,718,960	91,825	4,106,996	12,277	4,501,226	13,455	17.61
Instructional for Compliance Purposes	334.539	30,718,960	91,825	4,106,996	12,277	4,501,226	13,455	17.61
K-3 Program 01 Teacher	85.744	7,609,402	88,746	8,388	98	1,158,577	13,512	17.62
K-3 Program 21 Teacher	7.120	623,024	87,503			93,984	13,200	18.48

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	109.477	10,841,263	99,028	342,217	3,126	1,437,084	13,127	18.13
02	8.526	905,218	106,171	30,306	3,555	115,579	13,556	18.26
09	1.995	117,739	59,017			26,400	13,233	18.61
21	17.804	1,687,063	94,758	84,609	4,752	196,918	11,060	14.79
24	3.583	411,427	114,828	1,187	331	47,296	13,200	18.17
31	8.705	849,338	97,569	26,756	3,074	115,328	13,249	18.29
34	3.817	403,315	105,663	5,158	1,351	56,100	14,697	18.28
38	0.157	18,188	115,847	52	331	2,099	13,368	18.18
51	3.737	347,959	93,112			49,421	13,225	18.31
55	6.550	623,141	95,136	1,936	296	86,526	13,210	18.30
58	0.643	64,408	100,168	12,629	19,641	8,501	13,221	18.28
64	0.492	56,838	115,524	48	98	6,494	13,200	18.20
65	3.967	354,377	89,331	2,667	672	52,364	13,200	18.34
74	0.325	34,888	107,348	370	1,138	4,290	13,200	18.26
97	2.000	357,927	178,964	39,861	19,931	26,400	13,200	16.28
K-12 Program 02 Instructional	8.126	847,610	104,308	26,109	3,213	110,299	13,574	18.27
Program 21 Instructional	16.804	1,525,407	90,776	84,609	5,035	183,718	10,933	14.51
Program 21 Administrative	1.000	161,656	161,656			13,200	13,200	17.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	14.831	1,340,032	90,353	49,182	3,316	157,318	10,607	13.98
Program 31 Instructional	8.455	813,333	96,196	26,756	3,165	112,028	13,250	18.30
Program 31 Administrative	0.250	36,005	144,020			3,300	13,200	18.21
Program 34 Instructional	2.967	279,730	94,280	5,158	1,738	44,880	15,126	18.38
Program 34 Administrative	0.850	123,585	145,394			11,220	13,200	18.04
K-3 BEA Instructional	41.963	3,812,655	90,858	68,817	1,640	547,734	13,053	18.01
4-6 BEA Instructional	22.074	2,065,535	93,573	40,578	1,838	287,998	13,047	18.31
7-8 BEA Instructional	15.286	1,469,486	96,133	36,563	2,392	208,177	13,619	18.30
9-12 BEA Instructional	39.872	4,000,816	100,341	151,706	3,805	530,574	13,307	18.28
K-12 BEA Instructional	119.195	11,348,492	95,209	300,836	2,524	1,574,483	13,209	18.19
K-12 BEA Administrative	1.360	216,221	158,986			17,952	13,200	17.59
BEA	132.525	13,357,061	100,789	444,298	3,353	1,750,492	13,209	18.10
Instructional	157.448	14,902,864	94,653	500,814	3,181	2,041,591	12,967	17.83
Administrative	14.000	2,150,335	153,595	46,982	3,356	184,800	13,200	17.56
Other	0.330	19,890	60,273			4,409	13,360	18.46
Active	171.778	17,073,089	99,390	547,796	3,189	2,230,800	12,987	17.80
Certificated Total	171.778	17,073,089	99,390	547,796	3,189	2,230,800	12,987	17.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	157.448	14,902,864	94,653	500,814	3,181	2,041,591	12,967	17.83
Instructional for Compliance Purposes	157.448	14,902,864	94,653	500,814	3,181	2,041,591	12,967	17.83
K-3 Program 01 Teacher	39.045	3,532,362	90,469	64,665	1,656	508,134	13,014	18.32
K-3 Program 21 Teacher	2.742	268,911	98,071	3,939	1,437	36,300	13,239	18.28
Grade T Program 09 Teacher	1.995	117,739	59,017			26,400	13,233	18.61

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	8.766	710,947	81,103	17,321	1,976	112,200	12,799	7.72
21				9,500				
97	0.500	52,500	105,000	21,075	42,150	6,600	13,200	6.19
Program 21 Administrative				9,500				
K-3 BEA Instructional	2.000	129,002	64,501			26,400	13,200	8.15
4-6 BEA Instructional	1.000	80,264	80,264			13,200	13,200	8.03
7-8 BEA Instructional	2.261	142,636	63,085			26,400	11,676	8.04
9-12 BEA Instructional	3.005	306,545	102,012			39,600	13,178	7.65
K-12 BEA Instructional	8.266	658,447	79,657			105,600	12,775	7.87
BEA	9.266	763,447	82,392	38,396	4,144	118,800	12,821	7.59
Instructional	8.266	658,447	79,657			105,600	12,775	7.87
Administrative	1.000	105,000	105,000	30,575	30,575	13,200	13,200	6.19
Other				17,321				
Active	9.266	763,447	82,392	47,896	5,169	118,800	12,821	7.59
Certificated Total	9.266	763,447	82,392	47,896	5,169	118,800	12,821	7.59
Instructional for Funding Purposes	8.266	658,447	79,657			105,600	12,775	7.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	8.266	658,447	79,657			105,600	12,775	7.87
K-3 Program 01 Teacher	2.000	129,002	64,501			26,400	13,200	8.15

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	744.744	75,949,482	101,981	4,359,716	5,854	10,008,966	13,439	17.98
02	20.728	2,279,340	109,964	100,607	4,854	290,400	14,010	18.00
13	3.000	269,224	89,741	11,918	3,973	44,880	14,960	18.03
21	192.594	17,874,967	92,812	1,505,895	7,819	2,659,800	13,810	18.00
23	1.889	144,763	76,635	1,645	871	26,400	13,976	18.06
24	12.000	1,225,412	102,118	47,299	3,942	158,400	13,200	18.01
31	44.470	4,377,850	98,445	417,100	9,379	600,204	13,497	18.22
34	11.695	1,158,351	99,047	59,125	5,056	154,374	13,200	18.02
51	8.853	948,436	107,132	8,035	908	116,860	13,200	18.00
52	4.000	450,641	112,660	26,861	6,715	52,800	13,200	17.99
55	18.347	1,898,123	103,457	36,664	1,998	246,140	13,416	17.63
58				666,806				
65	11.100	1,080,867	97,375	1,350	122	146,520	13,200	18.01
68	0.480	49,000	102,083			6,336	13,200	18.01
74	3.000	304,796	101,599			39,600	13,200	18.06
79	1.600	161,939	101,212	9,717	6,073	21,120	13,200	18.00
97	5.000	960,809	192,162	19,221	3,844	66,000	13,200	16.69
K-12 Program 02 Instructional	19.028	1,999,199	105,066			264,000	13,874	18.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	190.094	17,465,122	91,876	1,505,895	7,922	2,626,800	13,818	18.00
Program 21 Administrative	2.500	409,845	163,938			33,000	13,200	17.82
K-12 Program 21 Instructional	160.050	14,876,291	92,948			2,225,388	13,904	17.99
Program 31 Instructional	43.700	4,251,618	97,291	417,100	9,545	590,040	13,502	18.23
Program 31 Administrative	0.770	126,232	163,938			10,164	13,200	17.82
Program 34 Instructional	11.465	1,120,645	97,745	59,125	5,157	151,338	13,200	18.03
Program 34 Administrative	0.230	37,706	163,939			3,036	13,200	17.82
K-3 BEA Instructional	282.279	27,065,515	95,882	95,309	338	3,787,238	13,417	18.00
4-6 BEA Instructional	152.397	14,726,419	96,632	52,237	343	2,043,598	13,410	18.00
7-8 BEA Instructional	113.318	11,058,364	97,587			1,532,124	13,521	18.00
9-12 BEA Instructional	218.769	22,296,901	101,920	2,303	11	2,959,704	13,529	18.05
K-12 BEA Instructional	766.763	75,147,199	98,006	149,849	195	10,322,664	13,463	18.01
BEA Instructional	826.637	84,725,832	102,495	4,955,769	5,995	11,119,944	13,452	17.98
BEA Administrative	1,021.026	99,129,414	97,088	7,252,388	7,103	13,807,200	13,523	18.00
BEA Other	61.474	9,901,111	161,062	19,221	313	818,400	13,313	17.69
BEA Active	1,082.500	109,030,525	100,721	7,271,959	6,718	14,625,600	13,511	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	103,475	103,475			13,200	13,200	17.99
Certificated Total	1,083.500	109,134,000	100,724	7,271,959	6,712	14,638,800	13,511	17.98
Instructional for Funding Purposes	1,021.026	99,129,414	97,088	7,252,388	7,103	13,807,200	13,523	18.00
Instructional for Compliance Purposes	1,021.026	99,129,414	97,088	7,252,388	7,103	13,807,200	13,523	18.00
K-3 Program 01 Teacher	237.614	22,508,288	94,726	95,309	401	3,167,327	13,330	18.02
K-3 Program 21 Teacher	31.228	2,582,993	82,714			429,436	13,752	17.96

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	12.984	982,013	75,633	36,623	2,821	157,127	12,102	17.41
02	5.000	414,053	82,811			66,425	13,285	17.93
21	2.000	126,305	63,153	5,324	2,662	13,285	6,643	17.03
31	1.003	56,386	56,217			24,710	24,636	18.86
51	1.060	73,216	69,072			12,762	12,040	16.77
55	0.440	39,761	90,366			6,117	13,901	17.90
58								
97	1.000	135,268	135,268			17,353	17,353	17.87
K-12 Program 02 Instructional	5.000	414,053	82,811			66,425	13,285	17.93
Program 21 Instructional	2.000	124,305	62,153			13,285	6,643	17.03
Program 21 Administrative		2,000		5,324				
K-12 Program 21 Instructional	2.000	124,305	62,153			13,285	6,643	17.03
Program 31 Instructional	1.003	56,386	56,217			24,710	24,636	18.86
K-3 BEA Instructional	5.435	460,199	84,673	11,500	2,116	72,204	13,285	17.92
4-6 BEA Instructional	3.570	268,887	75,318			47,427	13,285	17.02
7-8 BEA Instructional	3.450	231,936	67,228	1,500	435	45,833	13,285	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.388	370,107	68,691	3,500	650	71,085	13,193	18.14
K-12 BEA Instructional	17.843	1,331,129	74,602	16,500	925	236,550	13,257	17.78
K-12 BEA Administrative	0.800	93,746	117,183			11,713	14,641	17.89
BEA	19.987	1,587,720	79,438	36,623	1,832	265,615	13,289	17.65
Instructional	21.143	1,544,975	73,073	18,000	851	265,785	12,571	17.68
Administrative	2.000	254,450	127,225	5,324	2,662	31,994	15,997	17.88
Other	0.344	27,577	80,166	18,623	54,137			8.26
Active	23.487	1,827,002	77,788	41,947	1,786	297,779	12,678	17.59
Certificated Total	23.487	1,827,002	77,788	41,947	1,786	297,779	12,678	17.59
Instructional for Funding Purposes	21.143	1,544,975	73,073	18,000	851	265,785	12,571	17.68
Instructional for Compliance Purposes	21.143	1,544,975	73,073	18,000	851	265,785	12,571	17.68
K-3 Program 01 Teacher	2.610	211,814	81,155	10,000	3,831	34,674	13,285	17.91
K-3 Program 21 Teacher	0.348	18,440	52,989			4,623	13,285	17.94

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	1,145.896	112,555,123	98,225	27,379,142	23,893	15,599,206	13,613	17.62
02	24.701	2,471,629	100,062	491,057	19,880	352,440	14,268	17.69
21	250.092	22,727,455	90,876	4,921,640	19,679	3,460,222	13,836	18.00
24	17.800	1,788,638	100,485	386,976	21,740	237,600	13,348	17.86
31	52.399	4,799,586	91,597	1,347,115	25,709	714,331	13,633	17.78
34	10.310	1,015,338	98,481	251,556	24,399	140,804	13,657	17.53
51	4.000	340,057	85,014	70,558	17,640	55,400	13,850	17.88
52	0.200	44,722	223,610	120	600	2,640	13,200	11.45
55	13.500	1,290,182	95,569	268,681	19,902	219,239	16,240	17.64
56	1.200	115,337	96,114	24,771	20,643	15,840	13,200	18.37
58	1.000	108,746	108,746	26,662	26,662	18,480	18,480	17.85
64	1.000	71,023	71,023	16,782	16,782	13,200	13,200	18.46
65	32.056	3,218,700	100,409	658,697	20,548	445,064	13,884	17.70
74	2.300	261,156	113,546	42,579	18,513	30,650	13,326	17.82
79	12.100	1,143,161	94,476	2,151,997	177,851	160,723	13,283	18.04
89				27,114				
97	1.962	645,432	328,966	42,886	21,858	23,100	11,774	13.76
CP	1.050	256,122	243,926	19,805	18,862	13,860	13,200	14.35
SB				18,343				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	22.701	2,078,542	91,562			326,040	14,362	17.80
Program 21 Instructional	244.042	21,402,978	87,702	4,918,010	20,152	3,380,362	13,852	18.28
Program 21 Administrative	6.050	1,324,477	218,922	3,630	600	79,860	13,200	12.11
K-12 Program 21 Instructional	211.486	18,478,634	87,375			2,939,759	13,900	18.19
Program 26, 56, and 59 Instructional	1.200	115,337	96,114	24,771	20,643	15,840	13,200	18.37
Program 31 Instructional	51.899	4,693,515	90,436	1,346,815	25,951	707,731	13,637	17.86
Program 31 Administrative	0.500	106,071	212,142	300	600	6,600	13,200	13.11
Program 34 Instructional	9.810	909,267	92,688	251,256	25,612	134,204	13,680	17.91
Program 34 Administrative	0.500	106,071	212,142	300	600	6,600	13,200	13.11
K-3 BEA Instructional	386.811	34,720,367	89,761			5,229,074	13,518	17.78
4-6 BEA Instructional	262.314	23,870,872	91,001			3,542,075	13,503	17.81
7-8 BEA Instructional	154.489	14,521,877	93,999			2,119,141	13,717	17.74
9-12 BEA Instructional	349.593	31,844,691	91,091			4,808,351	13,754	17.91
K-12 BEA Instructional	1,153.207	104,957,807	91,014			15,698,641	13,613	17.82
BEA Instructional	1,235.268	121,487,108	98,349	29,511,756	23,891	16,829,881	13,624	17.61
Instructional	1,473.605	133,684,686	90,719	37,747,614	25,616	20,161,680	13,682	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	91.361	18,546,378	203,001	136,541	1,495	1,254,000	13,726	15.59
Other	5.600	509,514	90,985	262,326	46,844	73,920	13,200	17.98
Active	1,570.566	152,740,578	97,252	38,146,481	24,288	21,489,600	13,683	17.67
On Leave	1.000	111,829	111,829			13,200	13,200	17.59
Certificated Total	1,571.566	152,852,407	97,261	38,146,481	24,273	21,502,800	13,682	17.67
Instructional for Funding Purposes	1,472.405	133,569,349	90,715	37,722,843	25,620	20,145,840	13,682	17.90
Instructional for Compliance Purposes	1,472.405	133,569,349	90,715	37,722,843	25,620	20,145,840	13,682	17.90
K-3 Program 01 Teacher	362.204	32,429,927	89,535			4,895,392	13,516	17.77
K-3 Program 21 Teacher	29.186	2,407,162	82,477			397,822	13,631	18.11

Oak Harbor School District (15201)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	273.182	29,113,944	106,573	1,138,796	4,169	3,628,706	13,283	17.87
02	13.675	1,582,118	115,694	43,806	3,203	180,444	13,195	18.30
09	2.000	199,480	99,740	5,995	2,998	26,400	13,200	17.85
21	90.737	9,029,957	99,518	295,086	3,252	1,217,436	13,417	17.99
31	14.890	1,633,553	109,708	53,233	3,575	196,548	13,200	17.70
34	2.150	227,205	105,677	5,995	2,788	28,380	13,200	17.67
51	4.877	519,554	106,531	14,513	2,976	62,885	12,894	17.54
52	0.758	93,883	123,856	2,821	3,722	10,006	13,200	17.78
55	5.536	668,065	120,676	19,129	3,455	73,075	13,200	17.74
65	6.701	766,967	114,456	22,489	3,356	93,720	13,986	17.78
74	1.000	112,267	112,267	3,374	3,374	13,200	13,200	17.82
97	2.000	443,512	221,756	10,600	5,300	26,400	13,200	15.32
K-12 Program 02 Instructional	13.005	1,458,280	112,132			171,600	13,195	18.46
Program 21 Instructional	88.507	8,637,902	97,596	295,086	3,334	1,188,000	13,423	18.04
Program 21 Administrative	2.230	392,055	175,809			29,436	13,200	16.67
K-12 Program 21 Instructional	75.325	7,351,989	97,604			1,019,370	13,533	18.05
Program 31 Instructional	14.040	1,476,446	105,160	53,233	3,792	185,328	13,200	17.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.850	157,107	184,832			11,220	13,200	16.40
Program 34 Instructional	2.000	199,480	99,740	5,995	2,998	26,400	13,200	17.84
Program 34 Administrative	0.150	27,725	184,833			1,980	13,200	16.40
K-3 BEA Instructional	113.637	11,293,148	99,379			1,500,008	13,200	18.21
4-6 BEA Instructional	55.233	5,361,540	97,071			728,904	13,197	17.91
7-8 BEA Instructional	42.632	4,535,282	106,382			575,810	13,507	18.02
9-12 BEA Instructional	76.025	8,408,501	110,602	3,722	49	1,013,272	13,328	17.80
K-12 BEA Instructional	287.527	29,598,471	102,942	3,722	13	3,817,994	13,279	18.01
BEA	305.897	33,000,332	107,881	1,252,430	4,094	4,060,478	13,274	17.84
Instructional	396.506	40,522,656	102,199	1,605,037	4,048	5,280,000	13,316	18.00
Administrative	20.000	3,689,853	184,493	10,800	540	264,000	13,200	16.37
Other	1.000	177,996	177,996			13,200	13,200	16.60
Active	417.506	44,390,505	106,323	1,615,837	3,870	5,557,200	13,310	17.87
Certificated Total	417.506	44,390,505	106,323	1,615,837	3,870	5,557,200	13,310	17.87
Instructional for Funding Purposes	396.506	40,522,656	102,199	1,605,037	4,048	5,280,000	13,316	18.00
Instructional for Compliance Purposes	396.506	40,522,656	102,199	1,605,037	4,048	5,280,000	13,316	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
K-3 Program 01 Teacher	96.297	9,429,544	97,921			1,271,120	13,200	18.29
K-3 Program 21 Teacher	18.069	1,780,169	98,521			238,511	13,200	18.07
Grade T Program 09 Teacher	2.000	199,480	99,740			26,400	13,200	17.85

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	9.502	647,217	68,114	43,667	4,596	132,000	13,892	18.03
21	1.200	109,150	90,958			15,840	13,200	17.58
31	1.900	150,507	79,214	25,950	13,658	25,080	13,200	17.75
34	0.100	6,925	69,250	7,050	70,500	1,320	13,200	17.77
51	0.050	6,741	134,820			660	13,200	17.02
55	0.050	6,741	134,820			660	13,200	17.02
58								
74				3,500				
97	0.700	94,367	134,810	43,092	61,560	9,240	13,200	17.02
Program 21 Instructional	1.000	82,188	82,188			13,200	13,200	17.82
Program 21 Administrative	0.200	26,962	134,810			2,640	13,200	17.02
K-12 Program 21 Instructional	1.000	82,188	82,188			13,200	13,200	17.82
Program 31 Instructional	1.900	150,507	79,214	25,950	13,658	25,080	13,200	17.75
Program 34 Instructional	0.100	6,925	69,250	7,050	70,500	1,320	13,200	17.77
K-3 BEA Instructional	2.808	181,799	64,743	1,000	356	37,066	13,200	18.20
4-6 BEA Instructional	1.691	108,251	64,016			25,238	14,925	18.32
7-8 BEA Instructional	2.004	145,133	72,422	8,000	3,992	27,918	13,931	17.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	4.999	369,466	73,908	65,667	13,136	68,178	13,638	17.82
K-12 BEA Instructional	11.502	804,649	69,957	74,667	6,492	158,400	13,772	17.97
K-12 BEA Administrative				2,000				
BEA	12.202	899,016	73,678	119,759	9,815	167,640	13,739	17.85
Instructional	12.502	886,837	70,936	78,167	6,252	171,600	13,726	17.96
Administrative	1.000	134,811	134,811	45,092	45,092	13,200	13,200	17.02
Active	13.502	1,021,648	75,666	123,259	9,129	184,800	13,687	17.81
Certificated Total	13.502	1,021,648	75,666	123,259	9,129	184,800	13,687	17.81
Instructional for Funding Purposes	12.502	886,837	70,936	78,167	6,252	171,600	13,726	17.96
Instructional for Compliance Purposes	12.502	886,837	70,936	78,167	6,252	171,600	13,726	17.96
K-3 Program 01 Teacher	2.808	181,799	64,743			37,066	13,200	18.20

Oakville School District (14400)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.651	1,351,920	76,592	25,389	1,438	281,266	15,935	18.60
02	0.931	80,402	86,361			12,289	13,200	18.46
09	0.845	46,420	54,935			11,154	13,200	18.83
21	1.931	151,770	78,597			25,489	13,200	18.50
31	2.741	187,334	68,345			38,227	13,946	18.68
34	0.120	8,994	74,950			1,584	13,200	18.60
51	0.718	76,723	106,857	3,716	5,175	14,071	19,598	18.34
52	1.000	53,872	53,872			13,200	13,200	18.84
55	2.036	168,261	82,643	7,075	3,475	38,927	19,119	18.52
74	0.109	9,897	90,798			1,439	13,200	18.43
88	0.845	46,420	54,935			11,154	13,200	18.83
97	1.000	146,000	146,000			13,200	13,200	18.24
K-12 Program 02 Instructional	0.931	80,402	86,361			12,289	13,200	18.46
Program 21 Instructional	1.931	151,770	78,597			25,489	13,200	18.50
K-12 Program 21 Instructional	1.788	144,074	80,578			23,602	13,200	18.48
Program 31 Instructional	2.741	187,334	68,345			38,227	13,946	18.68
Program 34 Instructional	0.120	8,994	74,950			1,584	13,200	18.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	6.655	515,032	77,390	3,712	558	117,308	17,627	18.55
4-6 BEA Instructional	2.707	183,249	67,694			36,049	13,317	18.66
7-8 BEA Instructional	3.332	242,303	72,720	1,856	557	46,438	13,937	18.63
9-12 BEA Instructional	7.219	506,055	70,100	1,856	257	113,375	15,705	18.71
K-12 BEA Instructional	19.913	1,446,639	72,648	7,424	373	313,170	15,727	18.63
BEA	22.443	1,774,650	79,074	25,389	1,131	346,566	15,442	18.57
Instructional	25.927	1,891,140	72,941	18,215	703	409,200	15,783	18.62
Administrative	4.000	436,873	109,218			52,800	13,200	18.37
Other				17,965				
Active	29.927	2,328,013	77,790	36,180	1,209	462,000	15,438	18.57
Certificated Total	29.927	2,328,013	77,790	36,180	1,209	462,000	15,438	18.57
Instructional for Funding Purposes	25.927	1,891,140	72,941	18,215	703	409,200	15,783	18.62
Instructional for Compliance Purposes	25.927	1,891,140	72,941	18,215	703	409,200	15,783	18.62
K-3 Program 01 Teacher	5.482	421,311	76,854			95,225	17,370	18.56
K-3 Program 21 Teacher	0.572	30,784	53,818			7,550	13,200	18.84
Grade T Program 09 Teacher	0.845	46,420	54,935			11,154	13,200	18.83

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	47.049	4,278,308	90,933	129,746	2,758	620,796	13,195	18.34
02	2.200	146,230	66,468	1,939	881	31,431	14,287	18.49
09	1.000	81,299	81,299			13,200	13,200	18.34
14	1.000	100,652	100,652			13,200	13,200	18.23
31	6.270	495,918	79,094	41,038	6,545	85,404	13,621	18.48
51	1.332	117,522	88,230			17,582	13,200	18.29
53				2,750				
55	2.768	247,505	89,417	5,592	2,020	36,538	13,200	18.25
58				2,000				
65	0.400	40,261	100,653			5,280	13,200	18.23
74				11,024				
79				1,500				
97	0.800	119,536	149,420			20,123	25,154	18.19
K-12 Program 02 Instructional	2.000	116,346	58,173	1,939	970	26,400	13,200	18.56
Program 31 Instructional	5.870	455,657	77,625	35,446	6,039	80,124	13,650	18.52
Program 31 Administrative	0.400	40,261	100,653	5,592	13,980	5,280	13,200	18.12
K-3 BEA Instructional	13.116	1,099,367	83,819	34,704	2,646	173,884	13,257	18.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	7.213	574,417	79,636			96,716	13,409	18.41
7-8 BEA Instructional	11.600	1,002,467	86,420	24,032	2,072	153,120	13,200	18.31
9-12 BEA Instructional	16.190	1,329,161	82,098	98,395	6,078	211,200	13,045	18.43
K-12 BEA Instructional	48.119	4,005,412	83,240	157,131	3,265	634,920	13,195	18.38
K-12 BEA Administrative	0.400	40,261	100,653	15,592	38,980	5,280	13,200	18.12
BEA	56.319	5,039,992	89,490	172,723	3,067	757,754	13,455	18.35
Instructional	54.619	4,592,651	84,085	177,247	3,245	720,720	13,195	18.36
Administrative	8.200	1,034,580	126,168	18,342	2,237	122,834	14,980	18.25
Active	62.819	5,627,231	89,578	195,589	3,114	843,554	13,428	18.34
Certificated Total	62.819	5,627,231	89,578	195,589	3,114	843,554	13,428	18.34
Instructional for Funding Purposes	54.619	4,592,651	84,085	177,247	3,245	720,720	13,195	18.36
Instructional for Compliance Purposes	54.619	4,592,651	84,085	177,247	3,245	720,720	13,195	18.36
K-3 Program 01 Teacher	13.116	1,099,367	83,819			173,884	13,257	18.35
Grade T Program 09 Teacher	1.000	81,299	81,299			13,200	13,200	18.34

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	36.163	3,083,217	85,259	107,945	2,985	464,152	12,835	8.47
02	0.600	40,441	67,402			7,920	13,200	8.93
21	4.134	313,849	75,919			54,569	13,200	8.72
24	2.400	201,458	83,941			1,756	732	0.50
31	2.082	183,830	88,295			27,482	13,200	8.60
34	0.667	56,048	84,030			8,804	13,200	8.60
51	1.890	163,393	86,451	56,631	29,963	24,948	13,200	8.49
55	1.832	149,757	81,745	29,366	16,029	24,182	13,200	8.72
58				102,171				
65	0.633	55,710	88,009			8,356	13,200	8.57
74	0.133	11,196	84,180			1,756	13,200	8.72
88	0.394	30,739	78,018					9.83
97	1.733	243,109	140,282			22,876	13,200	8.29
K-12 Program 02 Instructional	0.600	40,441	67,402			7,920	13,200	8.93
Program 21 Instructional	3.734	259,966	69,621			49,289	13,200	8.77
Program 21 Administrative	0.400	53,883	134,708			5,280	13,200	8.46
K-12 Program 21 Instructional	3.734	259,966	69,621			49,289	13,200	8.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	1.934	164,026	84,812			25,529	13,200	8.62
Program 31 Administrative	0.148	19,804	133,811			1,954	13,200	8.47
Program 34 Instructional	0.667	56,048	84,030			8,804	13,200	8.60
K-3 BEA Instructional	12.706	1,063,482	83,699	28,270	2,225	158,479	12,473	8.32
4-6 BEA Instructional	6.770	512,654	75,724	14,992	2,214	89,364	13,200	8.66
7-8 BEA Instructional	5.604	429,491	76,640	8,678	1,549	73,973	13,200	8.68
9-12 BEA Instructional	11.202	950,367	84,839	28,252	2,522	143,906	12,846	8.49
K-12 BEA Instructional	36.282	2,955,994	81,473	80,192	2,210	465,722	12,836	8.48
K-12 BEA Administrative	1.711	181,852	106,284			22,585	13,200	8.50
BEA	41.245	3,606,645	87,444	107,945	2,617	531,234	12,880	8.47
Instructional	47.098	3,801,272	80,710	296,113	6,287	573,368	12,174	8.13
Administrative	5.563	731,475	131,489			73,432	13,200	8.41
Active	52.661	4,532,747	86,074	296,113	5,623	646,800	12,282	8.18
Certificated Total	52.661	4,532,747	86,074	296,113	5,623	646,800	12,282	8.18
Instructional for Funding Purposes	47.098	3,801,272	80,710	296,113	6,287	573,368	12,174	8.13
Instructional for Compliance Purposes	47.098	3,801,272	80,710	296,113	6,287	573,368	12,174	8.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	10.139	890,666	87,846	13,178	1,300	133,835	13,200	8.53
K-3 Program 21 Teacher	1.152	82,276	71,420			15,206	13,200	8.76

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	15.711	1,308,660	83,296	12,359	787	212,573	13,530	18.02
14	0.400	32,524	81,310			5,280	13,200	18.02
21	1.000	54,493	54,493	1,497	1,497	13,200	13,200	18.24
31	1.274	98,422	77,254	24,326	19,094	26,413	20,732	16.03
51	0.495	46,768	94,481			6,534	13,200	17.98
55				6,000				
58				5,705				
97	1.000	135,000	135,000			13,200	13,200	17.95
Program 21 Instructional	1.000	54,493	54,493	1,497	1,497	13,200	13,200	18.24
K-12 Program 21 Instructional	0.938	51,125	54,504	1,497	1,596	12,382	13,200	18.24
Program 31 Instructional	1.274	98,422	77,254	24,326	19,094	26,413	20,732	16.03
K-3 BEA Instructional	4.911	371,928	75,734			64,825	13,200	18.06
4-6 BEA Instructional	3.232	243,172	75,239	522	162	44,827	13,870	18.11
7-8 BEA Instructional	2.182	182,908	83,826			31,825	14,585	17.94
9-12 BEA Instructional	5.660	495,074	87,469	36,163	6,389	84,308	14,895	17.55
K-12 BEA Instructional	15.985	1,293,082	80,893	36,685	2,295	225,786	14,125	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
K-12 BEA Administrative	1.000	114,000	114,000			13,200	13,200	17.95
BEA	17.985	1,542,082	85,743	36,685	2,040	252,186	14,022	17.87
Instructional	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.88
Administrative	2.000	249,000	124,500			26,400	13,200	17.95
Active	19.880	1,675,867	84,299	49,887	2,509	277,200	13,944	17.89
Certificated Total	19.880	1,675,867	84,299	49,887	2,509	277,200	13,944	17.89
Instructional for Funding Purposes	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.88
Instructional for Compliance Purposes	17.880	1,426,867	79,802	49,887	2,790	250,800	14,027	17.88
K-3 Program 01 Teacher	4.616	347,982	75,386			60,931	13,200	18.07
K-3 Program 21 Teacher	0.409	22,195	54,267			5,399	13,200	18.24

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	55.936	4,718,061	84,347	252,960	4,522	738,355	13,200	18.38
02	2.600	243,327	93,587	4,359	1,677	34,320	13,200	18.37
21	9.000	738,010	82,001	16,608	1,845	118,800	13,200	18.39
31	4.378	358,435	81,872	33,666	7,690	57,790	13,200	18.37
34	0.436	30,218	69,307	2,599	5,961	5,755	13,200	18.40
51	1.750	159,803	91,316	11,131	6,361	23,100	13,200	18.32
52				1,200				
55	1.250	130,427	104,342	1,242	994	16,500	13,200	18.31
56	0.400	57,597	143,993			5,280	13,200	18.21
58				73,960				
65	0.250	34,790	139,160			3,300	13,200	18.23
74				6,000				
97	1.000	166,400	166,400			13,200	13,200	17.99
K-12 Program 02 Instructional	2.000	156,931	78,466	4,359	2,180	26,400	13,200	18.44
Program 21 Instructional	8.000	597,882	74,735	16,608	2,076	105,600	13,200	18.43
Program 21 Administrative	1.000	140,128	140,128			13,200	13,200	18.22
K-12 Program 21 Instructional	8.000	597,882	74,735	16,608	2,076	105,600	13,200	18.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Instructional	0.400	57,597	143,993			5,280	13,200	18.21
Program 31 Instructional	4.278	343,519	80,299	33,666	7,870	56,470	13,200	18.37
Program 31 Administrative	0.100	14,916	149,160			1,320	13,200	18.20
Program 34 Instructional	0.436	30,218	69,307	2,599	5,961	5,755	13,200	18.40
K-3 BEA Instructional	15.168	1,182,051	77,931	69,784	4,601	200,218	13,200	18.39
4-6 BEA Instructional	11.332	889,580	78,502			149,582	13,200	18.44
7-8 BEA Instructional	13.487	1,053,967	78,147	45,822	3,397	178,028	13,200	18.43
9-12 BEA Instructional	18.799	1,593,493	84,765	157,854	8,397	248,147	13,200	18.36
K-12 BEA Instructional	58.786	4,719,091	80,276	273,460	4,652	775,975	13,200	18.40
K-12 BEA Administrative	3.600	525,476	145,966			47,520	13,200	18.21
BEA	64.350	5,516,441	85,726	293,584	4,562	849,420	13,200	18.37
Instructional	69.686	5,595,220	80,292	403,725	5,793	919,855	13,200	18.40
Administrative	6.600	971,164	147,146			87,120	13,200	18.18
Other	0.714	70,684	98,997			9,425	13,200	18.20
Active	77.000	6,637,068	86,196	403,725	5,243	1,016,400	13,200	18.36
Certificated Total	77.000	6,637,068	86,196	403,725	5,243	1,016,400	13,200	18.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	69.286	5,537,623	79,924	403,725	5,827	914,575	13,200	18.40
Instructional for Compliance Purposes	69.286	5,537,623	79,924	403,725	5,827	914,575	13,200	18.40
K-3 Program 01 Teacher	14.168	1,083,095	76,447	2,206	156	187,018	13,200	18.40
K-3 Program 21 Teacher	1.002	64,906	64,776			13,226	13,200	18.50

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	429.043	42,115,780	98,162	3,362,588	7,837	5,372,200	12,521	18.28
02	30.457	3,009,594	98,815	125,433	4,118	387,668	12,728	18.30
09	1.000	108,006	108,006			12,312	12,312	18.30
12	0.600	50,221	83,702			7,387	12,312	18.45
13	9.400	940,803	100,085	1,677	178	115,733	12,312	18.34
21	102.366	9,416,272	91,986	139,572	1,363	1,306,611	12,764	18.39
22	4.373	444,672	101,686	14,464	3,308	61,348	14,029	17.83
24	11.303	1,044,146	92,378	13,835	1,224	139,704	12,360	18.39
25	0.199	28,937	145,412			2,832	14,230	18.37
31	33.626	3,376,807	100,423	116,433	3,463	426,968	12,698	18.21
34	8.286	816,006	98,480	10,068	1,215	108,567	13,102	18.36
51	10.196	1,045,198	102,511			138,200	13,554	18.40
52	1.000	112,087	112,087			12,312	12,312	18.35
55	15.360	1,480,607	96,394			205,081	13,352	18.30
56	0.950	101,688	107,040			11,696	12,312	18.29
57	0.250	27,002	108,008			3,078	12,312	18.28
58	0.280	27,188	97,100	475,501	1,698,218	4,309	15,390	18.36
65	5.200	461,948	88,836	10,434	2,007	77,467	14,898	18.53
73				64,200				

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	2.200	245,142	111,428			27,086	12,312	18.30
97	2.169	479,235	220,947	3,600	1,660	26,824	12,367	16.40
K-12 Program 02 Instructional	27.624	2,547,245	92,211	5,820	211	352,788	12,771	18.35
Program 21 Instructional	99.298	8,926,003	89,891	139,572	1,406	1,267,582	12,765	18.42
Program 21 Administrative	3.068	490,269	159,801			39,029	12,721	17.93
K-12 Program 21 Instructional	89.785	8,091,469	90,120	34,755	387	1,150,458	12,813	18.42
Program 26, 56, and 59 Instructional	0.950	101,688	107,040			11,696	12,312	18.29
Program 31 Instructional	32.736	3,253,678	99,391	116,433	3,557	416,010	12,708	18.20
Program 31 Administrative	0.890	123,129	138,347			10,958	12,312	18.25
Program 34 Instructional	8.006	774,479	96,737	10,068	1,258	105,120	13,130	18.37
Program 34 Administrative	0.280	41,527	148,311			3,447	12,312	18.28
K-3 BEA Instructional	156.821	14,383,398	91,719	98,958	631	1,971,357	12,571	18.38
4-6 BEA Instructional	77.980	7,164,123	91,871			982,166	12,595	18.37
7-8 BEA Instructional	80.891	7,598,315	93,933	9,339	115	1,039,933	12,856	18.36
9-12 BEA Instructional	151.866	14,847,851	97,769	105,495	695	1,885,349	12,415	18.28
K-12 BEA Instructional	467.558	43,993,687	94,092	213,792	457	5,878,804	12,573	18.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	24.559	3,767,669	153,413	44,574	1,815	302,158	12,303	17.81
BEA	503.581	49,797,422	98,887	3,618,122	7,185	6,322,227	12,555	18.26
Instructional	626.568	58,668,001	93,634	4,229,391	6,750	7,932,552	12,660	18.35
Administrative	41.690	6,663,338	159,831	92,164	2,211	514,832	12,349	17.68
Other				16,250				
Active	668.258	65,331,339	97,764	4,337,805	6,491	8,447,384	12,641	18.29
Certificated Total	668.258	65,331,339	97,764	4,337,805	6,491	8,447,384	12,641	18.29
Instructional for Funding Purposes	625.618	58,566,313	93,614	4,229,391	6,760	7,920,856	12,661	18.35
Instructional for Compliance Purposes	625.618	58,566,313	93,614	4,229,391	6,760	7,920,856	12,661	18.35
K-3 Program 01 Teacher	131.067	11,922,976	90,969			1,627,236	12,415	18.38
K-3 Program 21 Teacher	15.673	1,321,607	84,324			194,406	12,404	18.45
Grade T Program 09 Teacher	1.000	108,006	108,006			12,312	12,312	18.30

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	89.621	7,175,834	80,069	234,204	2,613	1,182,997	13,200	19.81
02	121.800	11,640,133	95,568	199,982	1,642	1,607,760	13,200	18.77
13				8,563				
14	2.900	272,938	94,117			38,280	13,200	17.69
21	36.767	3,110,823	84,609	51,891	1,411	475,200	12,925	19.81
24	6.000	446,339	74,390			79,200	13,200	25.02
31	8.330	649,440	77,964	50,546	6,068	109,956	13,200	18.66
34	1.000	73,204	73,204	2,725	2,725	13,200	13,200	19.89
52	1.200	149,226	124,355			13,200	11,000	18.04
55	11.799	1,238,052	104,929	261,128	22,131	145,187	12,305	18.00
58	0.200	24,506	122,530			2,640	13,200	17.16
74	2.000	198,031	99,016			26,400	13,200	22.20
88	0.150	18,380	122,533			1,980	13,200	18.20
97	1.000	172,905	172,905	17,291	17,291	13,200	13,200	16.81
K-12 Program 02 Instructional	121.700	11,627,442	95,542	161,352	1,326	1,606,440	13,200	18.78
Program 21 Instructional	35.767	2,977,351	83,243	51,891	1,451	462,000	12,917	19.88
Program 21 Administrative	1.000	133,472	133,472			13,200	13,200	18.15
K-12 Program 21 Instructional	35.767	2,977,351	83,243	48,371	1,352	462,000	12,917	19.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	8.330	649,440	77,964	50,546	6,068	109,956	13,200	18.66
Program 34 Instructional	1.000	73,204	73,204	2,725	2,725	13,200	13,200	19.89
K-3 BEA Instructional	52.286	4,411,620	84,375	90,318	1,727	690,175	13,200	19.21
4-6 BEA Instructional	39.957	3,347,255	83,771	85,454	2,139	527,432	13,200	20.44
7-8 BEA Instructional	49.008	4,329,638	88,346	69,438	1,417	646,906	13,200	19.14
9-12 BEA Instructional	73.700	6,670,490	90,509	179,225	2,432	972,840	13,200	18.63
K-12 BEA Instructional	214.951	18,759,003	87,271	424,435	1,975	2,837,353	13,200	19.20
K-12 BEA Administrative	5.600	755,102	134,840			73,920	13,200	17.94
BEA	221.751	19,711,516	88,890	504,748	2,276	2,927,113	13,200	19.13
Instructional	271.967	23,705,072	87,162	809,039	2,975	3,579,840	13,163	19.34
Administrative	10.800	1,464,739	135,624	17,291	1,601	129,360	11,978	17.94
Active	282.767	25,169,811	89,013	826,330	2,922	3,709,200	13,118	19.26
Certificated Total	282.767	25,169,811	89,013	826,330	2,922	3,709,200	13,118	19.26
Instructional for Funding Purposes	271.967	23,705,072	87,162	809,039	2,975	3,579,840	13,163	19.34
Instructional for Compliance Purposes	271.967	23,705,072	87,162	809,039	2,975	3,579,840	13,163	19.34
K-3 Program 01 Teacher	29.250	2,222,956	75,998	72,917	2,493	386,100	13,200	20.25

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	6.666	503,824	75,581	7,634	1,145	87,991	13,200	20.79

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	40.716	3,538,310	86,902	27,303	671	537,451	13,200	18.31
09	0.970	51,536	53,130			12,804	13,200	18.70
14	1.000	63,550	63,550			13,200	13,200	18.58
21	5.319	360,818	67,836	8,000	1,504	70,211	13,200	18.50
31	5.420	408,859	75,435	29,732	5,486	71,544	13,200	18.74
34	0.560	45,039	80,427			7,392	13,200	18.38
51	0.492	48,517	98,612			6,494	13,200	18.22
55	1.622	164,396	101,354			21,410	13,200	18.20
58				15,000				
65				3,000				
88	1.000	54,565	54,565			13,200	13,200	18.69
97	0.901	132,300	146,837	2,000	2,220	11,893	13,200	19.33
Program 21 Instructional	5.220	346,118	66,306	3,000	575	68,904	13,200	18.47
Program 21 Administrative	0.099	14,700	148,485	5,000	50,505	1,307	13,200	19.33
K-12 Program 21 Instructional	5.220	346,118	66,306			68,904	13,200	18.47
Program 31 Instructional	5.220	382,912	73,355	29,732	5,696	68,904	13,200	18.78
Program 31 Administrative	0.200	25,947	129,735			2,640	13,200	18.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.560	45,039	80,427			7,392	13,200	18.38
K-3 BEA Instructional	13.384	1,091,207	81,531			176,669	13,200	18.36
4-6 BEA Instructional	9.825	767,857	78,153			129,690	13,200	18.37
7-8 BEA Instructional	6.396	527,501	82,474			84,427	13,200	18.32
9-12 BEA Instructional	14.241	1,241,386	87,170	20,542	1,442	187,981	13,200	18.42
K-12 BEA Instructional	43.846	3,627,951	82,743	20,542	469	578,767	13,200	18.38
BEA	47.597	4,124,508	86,655	59,035	1,240	628,280	13,200	18.39
Instructional	54.000	4,337,786	80,329	78,035	1,445	712,800	13,200	18.39
Administrative	4.000	530,104	132,526	7,000	1,750	52,800	13,200	18.50
Active	58.000	4,867,890	83,929	85,035	1,466	765,600	13,200	18.40
Certificated Total	58.000	4,867,890	83,929	85,035	1,466	765,600	13,200	18.40
Instructional for Funding Purposes	54.000	4,337,786	80,329	78,035	1,445	712,800	13,200	18.39
Instructional for Compliance Purposes	54.000	4,337,786	80,329	78,035	1,445	712,800	13,200	18.39
K-3 Program 01 Teacher	13.384	1,091,207	81,531			176,669	13,200	18.36
K-3 Program 21 Teacher	1.895	107,163	56,550			25,014	13,200	18.60
Grade T Program 09 Teacher	0.970	51,536	53,130			12,804	13,200	18.70

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	4.355	250,610	57,545			82,414	18,924	17.82
13	0.257	30,000	116,732			3,164	12,312	17.77
21	0.438	24,603	56,171			3,546	8,096	15.71
58				11,019				
97	0.300	10,837	36,123	833	2,777			8.15
99	0.150	5,418	36,120					8.15
Program 21 Instructional	0.288	19,185	66,615			3,546	12,312	17.85
Program 21 Administrative	0.150	5,418	36,120					8.15
K-12 Program 21 Instructional	0.288	19,185	66,615			3,546	12,312	17.85
K-3 BEA Instructional	1.236	83,879	67,863			27,965	22,625	18.25
4-6 BEA Instructional	0.808	57,229	70,828			18,790	23,255	18.13
7-8 BEA Instructional	1.654	65,053	39,331			32,495	19,646	18.42
K-12 BEA Instructional	3.698	206,161	55,749			79,250	21,430	18.28
K-12 BEA Administrative	0.400	14,449	36,123	833	2,083			8.15
BEA	4.655	261,447	56,165	833	179	82,414	17,704	17.52
Instructional	3.986	225,346	56,534	11,019	2,764	82,796	20,772	18.26
Administrative	1.514	96,122	63,489	833	550	6,328	4,180	13.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	5.500	321,468	58,449	11,852	2,155	89,124	16,204	17.31
Certificated Total	5.500	321,468	58,449	11,852	2,155	89,124	16,204	17.31
Instructional for Funding Purposes	3.986	225,346	56,534	11,019	2,764	82,796	20,772	18.26
Instructional for Compliance Purposes	3.986	225,346	56,534	11,019	2,764	82,796	20,772	18.26
K-3 Program 01 Teacher	1.236	83,879	67,863			27,965	22,625	18.25
K-3 Program 21 Teacher	0.128	8,534	66,672			1,576	12,312	17.85

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	26.894	2,895,616	107,668	80,857	3,007	567,217	21,091	17.71
02	8.866	911,115	102,765	9,198	1,037	164,415	18,544	17.64
13	1.000	73,156	73,156	799	799	14,120	14,120	17.83
21	4.000	380,028	95,007	3,506	877	69,680	17,420	17.78
24		110,076		1,203		14,120		17.75
31	0.180	39,367	218,706	5,241	29,117	10,928	60,711	17.75
51	1.000	110,076	110,076	2,155	2,155	14,120	14,120	17.75
65	0.500	43,603	87,206			7,060	14,120	17.80
74				3,849				
97		218,560				27,320		16.02
K-12 Program 02 Instructional	7.564	790,114	104,457	9,198	1,216	146,630	19,385	17.76
Program 21 Instructional	4.000	380,028	95,007	3,506	877	69,680	17,420	17.78
K-12 Program 21 Instructional	3.900	368,173	94,403	3,376	866	68,268	17,505	17.78
Program 31 Instructional	0.180	39,367	218,706	430	2,389	10,928	60,711	17.75
Program 31 Administrative				4,811				
K-3 BEA Instructional	11.634	1,119,073	96,190	14,378	1,236	218,353	18,769	17.80
4-6 BEA Instructional	8.328	873,173	104,848	10,417	1,251	141,792	17,026	17.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	4.002	443,539	110,829	6,693	1,672	72,626	18,148	17.78
9-12 BEA Instructional	7.976	1,038,003	130,141	11,834	1,484	255,148	31,989	17.77
K-12 BEA Instructional	31.940	3,473,788	108,760	43,322	1,356	687,920	21,538	17.78
K-12 BEA Administrative	0.400	37,231	93,078	4,811	12,028	5,464	13,660	16.88
BEA	35.940	4,064,658	113,096	95,296	2,652	769,880	21,421	17.61
Instructional	38.440	4,190,727	109,020	56,130	1,460	807,020	20,994	17.78
Administrative	4.000	590,870	147,718	4,811	1,203	81,960	20,490	16.56
Other				45,867				
Active	42.440	4,781,597	112,667	106,808	2,517	888,980	20,947	17.63
Certificated Total	42.440	4,781,597	112,667	106,808	2,517	888,980	20,947	17.63
Instructional for Funding Purposes	38.440	4,190,727	109,020	56,130	1,460	807,020	20,994	17.78
Instructional for Compliance Purposes	38.440	4,190,727	109,020	56,130	1,460	807,020	20,994	17.78
K-3 Program 01 Teacher	6.514	550,149	84,456	9,023	1,385	118,333	18,166	17.85
K-3 Program 21 Teacher	2.000	169,981	84,991	1,210	605	28,240	14,120	17.81

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	5.620	407,586	72,524			74,184	13,200	17.60
21	1.000	61,520	61,520			13,200	13,200	17.60
51	0.380	32,990	86,816			5,016	13,200	17.60
97	1.000	71,000	71,000			13,200	13,200	17.60
Program 21 Instructional	1.000	61,520	61,520			13,200	13,200	17.60
K-12 Program 21 Instructional	1.000	61,520	61,520			13,200	13,200	17.60
K-3 BEA Instructional	3.540	267,629	75,601			46,728	13,200	17.60
4-6 BEA Instructional	1.666	112,934	67,788			21,991	13,200	17.60
7-8 BEA Instructional	0.414	27,023	65,273			5,465	13,200	17.60
K-12 BEA Instructional	5.620	407,586	72,524			74,184	13,200	17.60
K-12 BEA Administrative	1.000	71,000	71,000			13,200	13,200	17.60
BEA	6.620	478,586	72,294			87,384	13,200	17.60
Instructional	7.000	502,096	71,728			92,400	13,200	17.60
Administrative	1.000	71,000	71,000			13,200	13,200	17.60
Active	8.000	573,096	71,637			105,600	13,200	17.60
Certificated Total	8.000	573,096	71,637			105,600	13,200	17.60
Instructional for Funding Purposes	7.000	502,096	71,728			92,400	13,200	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
Instructional for Compliance Purposes	7.000	502,096	71,728			92,400	13,200	17.60
K-3 Program 01 Teacher	3.540	267,629	75,601			46,728	13,200	17.60
K-3 Program 21 Teacher	0.750	46,146	61,528			9,900	13,200	17.60

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	2.850	244,337	85,732	40,874	14,342	37,620	13,200	12.74
13	0.450	42,982	95,516			5,940	13,200	17.64
21	0.404	42,474	105,134			10,573	26,171	17.48
51	0.550	52,533	95,515			7,260	13,200	17.64
55	0.250	24,945	99,780			4,607	18,427	16.71
58								
74				1,000				
97				62,553				
Program 21 Instructional	0.404	42,474	105,134			10,573	26,171	17.48
K-12 Program 21 Instructional	0.404	42,474	105,134			10,573	26,171	17.48
K-3 BEA Instructional	2.000	163,149	81,575			26,400	13,200	10.14
4-6 BEA Instructional	0.850	81,188	95,515			11,220	13,200	16.09
K-12 BEA Instructional	2.850	244,337	85,732			37,620	13,200	12.74
BEA	2.850	244,337	85,732	103,427	36,290	37,620	13,200	12.74
Instructional	4.504	407,271	90,424	1,967	437	66,000	14,654	14.53
Administrative				102,460				
Active	4.504	407,271	90,424	104,427	23,185	66,000	14,654	14.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	4.504	407,271	90,424	104,427	23,185	66,000	14,654	14.53
Instructional for Funding Purposes	4.504	407,271	90,424	1,967	437	66,000	14,654	14.53
Instructional for Compliance Purposes	4.504	407,271	90,424	1,967	437	66,000	14,654	14.53
K-3 Program 01 Teacher	2.000	163,149	81,575			26,400	13,200	10.14
K-3 Program 21 Teacher	0.180	18,880	104,889			4,699	26,107	17.48

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	8.979	703,968	78,402	21,593	2,405	126,456	14,084	17.92
13	1.000	54,918	54,918	1,525	1,525	13,200	13,200	17.99
14								
34	0.100	8,372	83,720			1,320	13,200	17.91
51	0.472	51,231	108,540			6,732	14,263	17.83
52				4,000				
55	0.289	31,542	109,142			4,752	16,443	17.84
65	0.423	35,370	83,617			5,584	13,200	17.91
74	0.027	2,302	85,259			356	13,200	17.91
Program 34 Instructional	0.100	8,372	83,720			1,320	13,200	17.91
K-3 BEA Instructional	5.000	369,087	73,817	10,534	2,107	66,000	13,200	17.94
4-6 BEA Instructional	2.435	197,991	81,310	5,424	2,228	38,412	15,775	17.93
7-8 BEA Instructional	1.100	60,577	55,070	4,675	4,250	14,520	13,200	17.98
K-12 BEA Instructional	8.535	627,655	73,539	20,633	2,417	118,932	13,935	17.94
K-12 BEA Administrative				960				
BEA	9.079	712,340	78,460	21,593	2,378	127,776	14,074	17.92
Instructional	10.478	761,308	72,658	26,158	2,496	145,200	13,858	17.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	0.731	113,755	155,616	960	1,313	11,880	16,252	17.75
Other	0.081	12,640	156,049			1,320	16,296	17.75
Active	11.290	887,703	78,627	27,118	2,402	158,400	14,030	17.92
Certificated Total	11.290	887,703	78,627	27,118	2,402	158,400	14,030	17.92
Instructional for Funding Purposes	10.478	761,308	72,658	26,158	2,496	145,200	13,858	17.94
Instructional for Compliance Purposes	10.478	761,308	72,658	26,158	2,496	145,200	13,858	17.94
K-3 Program 01 Teacher	4.000	299,426	74,857	8,599	2,150	52,800	13,200	17.93

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	28.613	2,239,402	78,265	69,331	2,423	362,934	12,684	18.14
02	1.000	75,281	75,281	2,091	2,091	13,200	13,200	18.43
14	0.880	116,336	132,200			11,616	13,200	18.02
21	4.040	294,514	72,900	15,537	3,846	59,400	14,703	16.60
24	0.500	27,494	54,988			6,600	13,200	18.59
31	3.638	241,354	66,342	28,234	7,761	51,480	14,151	19.67
34				14,039				
51	5.000	391,089	78,218	11,521	2,304	66,000	13,200	18.33
55	2.114	174,001	82,309	11,646	5,509	32,010	15,142	18.38
65	0.300	29,376	97,920	816	2,720	3,960	13,200	18.16
97	1.000	167,704	167,704			13,200	13,200	17.75
K-12 Program 02 Instructional	1.000	75,281	75,281			13,200	13,200	18.43
Program 21 Instructional	3.540	243,380	68,751	14,117	3,988	52,800	14,915	16.25
Program 21 Administrative	0.500	51,134	102,268	1,420	2,840	6,600	13,200	18.08
K-12 Program 21 Instructional	3.540	243,380	68,751	3,719	1,051	52,800	14,915	16.25
Program 31 Instructional	3.638	241,354	66,342	28,234	7,761	51,480	14,151	19.67
Program 34 Instructional				14,039				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	8.410	660,282	78,512	19,641	2,335	106,022	12,607	18.06
4-6 BEA Instructional	4.234	322,814	76,243	7,441	1,757	59,321	14,011	17.95
7-8 BEA Instructional	8.149	475,241	58,319	20,915	2,567	94,367	11,580	18.05
9-12 BEA Instructional	10.088	762,427	75,578	57,656	5,715	136,620	13,543	18.96
K-12 BEA Instructional	30.881	2,220,764	71,914	105,653	3,421	396,330	12,834	18.37
K-12 BEA Administrative	0.250	25,567	102,268			3,300	13,200	18.08
BEA	34.251	2,723,741	79,523	113,695	3,319	440,814	12,870	18.29
Instructional	42.085	3,060,537	72,723	150,375	3,573	554,400	13,173	18.21
Administrative	4.880	680,150	139,375	2,840	582	64,416	13,200	17.95
Other	0.120	15,864	132,200			1,584	13,200	18.02
Active	47.085	3,756,551	79,782	153,215	3,254	620,400	13,176	18.16
Certificated Total	47.085	3,756,551	79,782	153,215	3,254	620,400	13,176	18.16
Instructional for Funding Purposes	42.085	3,060,537	72,723	150,375	3,573	554,400	13,173	18.21
Instructional for Compliance Purposes	42.085	3,060,537	72,723	150,375	3,573	554,400	13,173	18.21
K-3 Program 01 Teacher	7.643	617,280	80,764	17,229	2,254	95,898	12,547	18.02
K-3 Program 21 Teacher	1.000	67,496	67,496			13,200	13,200	18.43

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	128.133	11,909,664	92,948	681,574	5,319	1,710,720	13,351	18.41
13	2.750	346,859	126,131	10,693	3,888	36,300	13,200	17.85
21	21.000	1,994,348	94,969	108,173	5,151	275,660	13,127	18.34
24	3.000	269,799	89,933	14,996	4,999	39,600	13,200	18.46
31	12.864	1,112,784	86,504	58,268	4,530	170,016	13,216	18.48
34	2.920	282,129	96,620	13,658	4,677	38,544	13,200	18.42
51	1.000	112,392	112,392	5,498	5,498	13,200	13,200	18.29
55	1.750	202,780	115,874	8,002	4,573	23,100	13,200	18.06
65	1.300	146,110	112,392	7,149	5,499	17,160	13,200	18.29
97	1.000	213,337	213,337	19,029	19,029	13,200	13,200	15.89
Program 21 Instructional	20.000	1,813,417	90,671	98,883	4,944	262,460	13,123	18.46
Program 21 Administrative	1.000	180,931	180,931	9,290	9,290	13,200	13,200	17.11
K-12 Program 21 Instructional	18.338	1,659,035	90,470	53,934	2,941	239,712	13,072	18.46
Program 31 Instructional	12.084	989,582	81,892	58,268	4,822	159,720	13,217	18.54
Program 31 Administrative	0.780	123,202	157,951			10,296	13,200	17.98
Program 34 Instructional	2.700	250,080	92,622	13,658	5,059	35,640	13,200	18.44
Program 34 Administrative	0.220	32,049	145,677			2,904	13,200	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
K-3 BEA Instructional	48.780	4,117,006	84,399	142,336	2,918	650,496	13,335	18.51
4-6 BEA Instructional	26.820	2,456,448	91,590	57,759	2,154	354,024	13,200	18.44
7-8 BEA Instructional	18.740	1,723,342	91,961	12,440	664	249,744	13,327	18.44
9-12 BEA Instructional	38.977	3,392,869	87,048	50,299	1,290	525,096	13,472	18.49
K-12 BEA Instructional	133.317	11,689,665	87,683	262,834	1,971	1,779,360	13,347	18.48
K-12 BEA Administrative	2.200	352,403	160,183	14,599	6,636	29,040	13,200	17.88
BEA	144.917	13,517,914	93,280	772,529	5,331	1,932,480	13,335	18.37
Instructional	162.117	14,400,090	88,825	804,185	4,961	2,157,980	13,311	18.47
Administrative	13.000	2,129,666	163,820	118,816	9,140	171,600	13,200	17.58
Other	0.600	60,446	100,743	4,039	6,732	7,920	13,200	18.32
Active	175.717	16,590,202	94,414	927,040	5,276	2,337,500	13,303	18.36
Certificated Total	175.717	16,590,202	94,414	927,040	5,276	2,337,500	13,303	18.36
Instructional for Funding Purposes	162.117	14,400,090	88,825	804,185	4,961	2,157,980	13,311	18.47
Instructional for Compliance Purposes	162.117	14,400,090	88,825	804,185	4,961	2,157,980	13,311	18.47
K-3 Program 01 Teacher	45.680	3,857,057	84,436	139,336	3,050	602,976	13,200	18.51
K-3 Program 21 Teacher	3.880	335,981	86,593	15,000	3,866	39,468	10,172	18.50

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	228.419	19,602,698	85,819	2,126,597	9,310	3,015,131	13,200	18.01
02	1.440	151,890	105,479	12,022	8,349	19,008	13,200	17.97
09	2.770	211,870	76,487	21,820	7,877	36,564	13,200	18.06
13	7.000	646,052	92,293	72,745	10,392	92,400	13,200	17.96
21	34.780	2,685,951	77,227	304,597	8,758	468,336	13,466	18.07
31	13.240	1,028,227	77,661	186,015	14,049	174,768	13,200	17.39
34	2.050	177,572	86,620	21,815	10,641	27,060	13,200	17.99
51	4.841	479,473	99,044	57,702	11,919	63,901	13,200	17.95
52				10,915				
53	0.250	35,151	140,604			3,300	13,200	17.96
55	10.150	1,153,216	113,617	112,113	11,046	133,980	13,200	17.94
64	0.200	20,791	103,955	3,546	17,730	2,640	13,200	17.89
65	12.060	1,150,396	95,389	124,414	10,316	159,192	13,200	17.96
74	0.600	62,380	103,967	7,180	11,967	7,920	13,200	17.92
88	0.500	71,714	143,428	717	1,434	6,600	13,200	17.97
97	2.000	388,119	194,060			36,180	18,090	16.74
K-12 Program 02 Instructional	1.020	91,650	89,853	11,420	11,196	13,464	13,200	17.97
Program 21 Instructional	33.780	2,549,145	75,463	304,597	9,017	455,136	13,474	18.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	136,806	136,806			13,200	13,200	17.99
K-12 Program 21 Instructional	30.500	2,268,287	74,370	273,089	8,954	409,200	13,416	18.08
Program 31 Instructional	12.290	898,261	73,089	186,015	15,135	162,228	13,200	17.32
Program 31 Administrative	0.950	129,966	136,806			12,540	13,200	17.99
Program 34 Instructional	2.000	170,732	85,366	21,815	10,908	26,400	13,200	17.99
Program 34 Administrative	0.050	6,840	136,800			660	13,200	17.99
K-3 BEA Instructional	78.341	6,441,940	82,229	784,107	10,009	1,034,101	13,200	18.02
4-6 BEA Instructional	50.109	3,982,542	79,478	409,237	8,167	661,439	13,200	18.03
7-8 BEA Instructional	35.699	2,940,874	82,380	384,871	10,781	471,227	13,200	18.00
9-12 BEA Instructional	63.750	5,156,149	80,881	744,307	11,675	841,500	13,200	17.88
K-12 BEA Instructional	227.899	18,521,505	81,271	2,322,522	10,191	3,008,267	13,200	17.98
K-12 BEA Administrative	13.750	1,990,959	144,797	3,847	280	181,500	13,200	17.96
BEA	247.149	21,348,506	86,379	2,346,449	9,494	3,272,147	13,240	17.96
Instructional	295.300	24,236,355	82,074	3,031,191	10,265	3,907,200	13,231	17.99
Administrative	23.000	3,389,742	147,380	12,816	557	313,380	13,625	17.83
Other	2.000	239,403	119,702	18,191	9,096	26,400	13,200	17.96
Active	320.300	27,865,500	86,998	3,062,198	9,560	4,246,980	13,259	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	320.300	27,865,500	86,998	3,062,198	9,560	4,246,980	13,259	17.97
Instructional for Funding Purposes	295.300	24,236,355	82,074	3,031,191	10,265	3,907,200	13,231	17.99
Instructional for Compliance Purposes	295.300	24,236,355	82,074	3,031,191	10,265	3,907,200	13,231	17.99
K-3 Program 01 Teacher	71.541	5,840,079	81,633	634,003	8,862	944,341	13,200	18.02
K-3 Program 21 Teacher	5.284	365,823	69,232	38,710	7,326	69,749	13,200	18.11
Grade T Program 09 Teacher	2.770	211,870	76,487	21,820	7,877	36,564	13,200	18.06

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	2.164	134,879	62,329	2,714	1,254	25,075	11,587	17.70
09	0.294	17,754	60,388			7,762	26,400	17.70
51	0.250	15,417	61,668			3,401	13,603	17.70
52	0.107	6,502	60,766			564	5,271	17.70
55	0.185	10,960	59,243			1,598	8,640	17.70
K-3 BEA Instructional	1.335	77,728	58,223	1,532	1,148	15,127	11,331	17.70
4-6 BEA Instructional	0.829	57,151	68,940			9,948	12,000	17.69
K-12 BEA Instructional	2.164	134,879	62,329	1,532	708	25,075	11,587	17.70
BEA	2.164	134,879	62,329	2,714	1,254	25,075	11,587	17.70
Instructional	3.000	185,512	61,837	2,714	905	38,400	12,800	17.70
Active	3.000	185,512	61,837	2,714	905	38,400	12,800	17.70
Certificated Total	3.000	185,512	61,837	2,714	905	38,400	12,800	17.70
Instructional for Funding Purposes	3.000	185,512	61,837	2,714	905	38,400	12,800	17.70
Instructional for Compliance Purposes	3.000	185,512	61,837	2,714	905	38,400	12,800	17.70
K-3 Program 01 Teacher	1.335	77,728	58,223			15,127	11,331	17.70

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	15.256	1,188,363	77,895	15,356	1,007	224,678	14,727	16.80
09	1.000	61,846	61,846			13,200	13,200	17.83
13	0.310	28,406	91,632			4,092	13,200	17.80
21	1.624	93,638	57,659			26,400	16,256	17.83
31	1.000	83,488	83,488	22,423	22,423	13,200	13,200	8.11
51	0.183	17,716	96,809			2,914	15,922	17.84
55	0.383	37,042	96,715			6,092	15,907	17.84
97	1.000	72,000	72,000	720	720	13,200	13,200	17.73
Program 21 Instructional	1.624	93,638	57,659			26,400	16,256	17.83
K-12 Program 21 Instructional	1.624	93,638	57,659			26,400	16,256	17.83
Program 31 Instructional	1.000	83,488	83,488	22,423	22,423	13,200	13,200	8.11
K-3 BEA Instructional	4.117	263,267	63,946			64,557	15,681	17.17
4-6 BEA Instructional	2.538	203,947	80,357			36,679	14,452	17.24
9-12 BEA Instructional	7.195	596,173	82,859	6,690	930	97,042	13,487	16.25
K-12 BEA Instructional	13.850	1,063,387	76,779	6,690	483	198,278	14,316	16.65
BEA	17.256	1,343,851	77,877	38,499	2,231	251,078	14,550	16.20
Instructional	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	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
Administrative	2.000	180,000	90,000	1,320	660	26,400	13,200	17.81
Other	1.406	100,464	71,454	3,994	2,841	26,400	18,777	8.18
Active	20.756	1,582,499	76,243	38,499	1,855	303,776	14,636	16.45
Certificated Total	20.756	1,582,499	76,243	38,499	1,855	303,776	14,636	16.45
Instructional for Funding Purposes	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	16.86
Instructional for Compliance Purposes	17.350	1,302,035	75,045	33,185	1,913	250,976	14,465	16.86
K-3 Program 01 Teacher	5.178	332,119	64,140			86,403	16,687	14.42

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	15.000	1,036,107	69,074			76,455	5,097	7.36
68	2.000	128,169	64,085			10,194	5,097	6.59
97	3.000	138,132	46,044			15,291	5,097	10.31
K-3 BEA Instructional	8.000	545,624	68,203			40,776	5,097	7.93
4-6 BEA Instructional	2.000	97,240	48,620			10,194	5,097	8.05
7-8 BEA Instructional	2.000	107,494	53,747			10,194	5,097	6.83
9-12 BEA Instructional	1.000	54,204	54,204			5,097	5,097	6.58
K-12 BEA Instructional	13.000	804,562	61,889			66,261	5,097	7.70
K-12 BEA Administrative	2.000	231,545	115,773			10,194	5,097	6.18
BEA	18.000	1,174,239	65,236			91,746	5,097	7.71
Instructional	17.000	1,011,875	59,522			86,649	5,097	7.76
Administrative	3.000	290,533	96,844			15,291	5,097	7.04
Active	20.000	1,302,408	65,120			101,940	5,097	7.60
Certificated Total	20.000	1,302,408	65,120			101,940	5,097	7.60
Instructional for Funding Purposes	17.000	1,011,875	59,522			86,649	5,097	7.76
Instructional for Compliance Purposes	17.000	1,011,875	59,522			86,649	5,097	7.76

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	4.000	238,346	59,587			20,388	5,097	9.03

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	980.203	91,878,975	93,735	4,942,611	5,042	13,329,430	13,599	18.57
02	12.010	1,309,578	109,041	61,604	5,129	172,920	14,398	19.31
14	1.000	106,058	106,058	18,755	18,755	13,200	13,200	17.72
21	150.958	13,302,387	88,120	418,440	2,772	2,071,700	13,724	19.42
24	15.692	1,297,316	82,674	5,797	369	204,600	13,038	20.02
31	56.176	4,937,047	87,885	196,390	3,496	753,773	13,418	20.11
34	12.911	1,170,220	90,637	68,761	5,326	171,600	13,291	19.95
51	6.525	657,431	100,756	23,760	3,641	88,044	13,493	18.16
52	3.000	273,178	91,059	31,497	10,499	39,600	13,200	18.34
53	3.761	431,315	114,681	34,127	9,074	62,700	16,671	18.63
55	66.771	6,617,488	99,107	306,630	4,592	914,800	13,701	18.20
58	1.000	106,058	106,058	11,349	11,349	13,200	13,200	19.26
64	3.922	385,204	98,216	39,237	10,004	51,770	13,200	18.14
65	38.654	3,364,019	87,029	102,988	2,664	537,662	13,910	18.43
74	1.500	153,126	102,084	5,561	3,707	19,800	13,200	18.30
97	3.831	703,131	183,537	25,630	6,690	52,800	13,782	16.64
K-12 Program 02 Instructional	11.078	1,155,208	104,279			158,400	14,299	18.85
Program 21 Instructional	146.958	12,630,368	85,945	418,440	2,847	2,018,900	13,738	19.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	4.000	672,019	168,005			52,800	13,200	17.70
K-12 Program 21 Instructional	139.944	12,112,241	86,551			1,926,316	13,765	19.58
Program 31 Instructional	55.076	4,766,053	86,536	196,390	3,566	739,253	13,422	20.19
Program 31 Administrative	1.100	170,994	155,449			14,520	13,200	17.77
Program 34 Instructional	12.911	1,170,220	90,637	68,761	5,326	171,600	13,291	19.95
K-3 BEA Instructional	353.031	30,664,498	86,861			4,833,752	13,692	18.40
4-6 BEA Instructional	134.022	11,625,629	86,744			1,839,922	13,729	18.10
7-8 BEA Instructional	197.604	18,275,275	92,484			2,637,624	13,348	18.96
9-12 BEA Instructional	297.797	26,895,069	90,313			4,076,094	13,687	19.47
K-12 BEA Instructional	982.454	87,460,471	89,022			13,387,392	13,626	18.81
BEA	1,065.131	99,998,951	93,884	5,294,996	4,971	14,480,523	13,595	18.66
Instructional	1,268.650	113,036,644	89,100	6,267,507	4,940	17,317,520	13,650	18.85
Administrative	85.723	13,431,117	156,680	25,630	299	1,140,480	13,304	17.62
Other	3.541	224,770	63,476			39,600	11,183	15.18
Active	1,357.914	126,692,531	93,299	6,293,137	4,634	18,497,600	13,622	18.72
Certificated Total	1,357.914	126,692,531	93,299	6,293,137	4,634	18,497,600	13,622	18.72
Instructional for Funding Purposes	1,268.650	113,036,644	89,100	6,267,507	4,940	17,317,520	13,650	18.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	1,268.650	113,036,644	89,100	6,267,507	4,940	17,317,520	13,650	18.85
K-3 Program 01 Teacher	311.136	26,900,257	86,458			4,224,691	13,578	18.12
K-3 Program 21 Teacher	21.190	1,672,770	78,941			313,474	14,793	19.03

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	14.700	1,173,331	79,818	24,970	1,699	194,040	13,200	18.06
02	0.100	9,756	97,560			1,320	13,200	18.01
21	1.700	152,471	89,689	4,500	2,647	22,440	13,200	18.01
31	0.900	47,810	53,122			11,880	13,200	18.24
51	0.950	78,644	82,783			12,540	13,200	18.07
52				6,000				
55	1.050	90,986	86,653	14,500	13,810	13,860	13,200	18.00
58								
65	0.500	35,442	70,884			6,600	13,200	18.15
79	0.100	9,565	95,650			1,320	13,200	18.01
97	1.000	140,000	140,000			13,200	13,200	17.94
K-12 Program 02 Instructional	0.100	9,756	97,560			1,320	13,200	18.01
Program 21 Instructional	1.700	152,471	89,689	4,500	2,647	22,440	13,200	18.01
K-12 Program 21 Instructional	1.700	152,471	89,689			22,440	13,200	18.01
Program 31 Instructional	0.900	47,810	53,122			11,880	13,200	18.24
K-3 BEA Instructional	4.200	319,377	76,042	5,295	1,261	55,440	13,200	18.07
4-6 BEA Instructional	2.650	230,742	87,072	1,176	444	34,980	13,200	18.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	1.850	138,669	74,956	2,350	1,270	24,420	13,200	18.08
9-12 BEA Instructional	7.000	542,109	77,444	9,200	1,314	92,400	13,200	18.08
K-12 BEA Instructional	15.700	1,230,897	78,401	18,021	1,148	207,240	13,200	18.07
BEA	16.700	1,370,897	82,090	24,970	1,495	220,440	13,200	18.06
Instructional	20.000	1,598,005	79,900	36,771	1,839	264,000	13,200	18.06
Administrative	1.000	140,000	140,000	10,000	10,000	13,200	13,200	17.94
Other				3,199				
Active	21.000	1,738,005	82,762	49,970	2,380	277,200	13,200	18.05
Certificated Total	21.000	1,738,005	82,762	49,970	2,380	277,200	13,200	18.05
Instructional for Funding Purposes	20.000	1,598,005	79,900	36,771	1,839	264,000	13,200	18.06
Instructional for Compliance Purposes	20.000	1,598,005	79,900	36,771	1,839	264,000	13,200	18.06
K-3 Program 01 Teacher	4.000	309,024	77,256			52,800	13,200	18.07
K-3 Program 21 Teacher	0.300	21,265	70,883			3,960	13,200	18.15

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	10.340	722,650	69,889	21,662	2,095	114,994	11,121	16.75
21	2.150	213,868	99,473	3,600	1,674	18,125	8,430	11.64
34	0.770	59,813	77,679			9,480	12,312	17.55
53				5,700				
55	1.100	92,210	83,827			13,543	12,312	17.55
65	0.040	3,595	89,875	6,330	158,250	492	12,312	17.55
97	0.200	26,000	130,000			2,462	12,312	17.55
98				4,500				
99	0.150	19,500	130,000			1,847	12,312	17.55
Program 21 Instructional	1.000	89,868	89,868			13,200	13,200	17.55
Program 21 Administrative	0.400	52,000	130,000	3,600	9,000	4,925	12,312	17.55
K-12 Program 21 Instructional	1.000	89,868	89,868			13,200	13,200	17.55
Program 34 Instructional	0.620	40,313	65,021			7,633	12,312	17.55
Program 34 Administrative	0.150	19,500	130,000			1,847	12,312	17.55
K-3 BEA Instructional	3.960	257,374	64,993			48,756	12,312	17.55
4-6 BEA Instructional	3.260	245,562	75,326			40,137	12,312	17.55
7-8 BEA Instructional	2.740	225,027	82,127			33,735	12,312	17.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	9.960	727,963	73,089			122,628	12,312	17.55
BEA	11.310	808,463	71,482	21,662	1,915	126,937	11,223	16.83
Instructional	12.000	900,636	75,053			148,632	12,386	17.55
Administrative	1.000	130,000	130,000	41,792	41,792	12,312	12,312	17.55
Active	13.000	1,030,636	79,280	41,792	3,215	160,944	12,380	17.55
K-12 Program 21 Contracted	0.750	72,000	96,000					
K-12 BEA Contracted	1.000	35,000	35,000					
Certificated Total	14.750	1,137,636	77,128	41,792	2,833	160,944	10,911	15.96
Instructional for Funding Purposes	13.750	1,007,636	73,283			148,632	10,810	15.76
Instructional for Compliance Purposes	12.000	900,636	75,053			148,632	12,386	17.55
K-3 Program 01 Teacher	3.960	257,374	64,993			48,756	12,312	17.55
K-3 Program 21 Teacher	0.400	35,947	89,868			5,280	13,200	17.55

Pe EII School District (21301)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.809	1,523,564	90,640	38,847	2,311	221,879	13,200	19.48
09	1.000	72,499	72,499			13,200	13,200	19.55
21	1.500	130,572	87,048			19,800	13,200	19.31
31	1.500	143,611	95,741	12,000	8,000	19,800	13,200	19.59
34	0.830	79,474	95,752			10,956	13,200	19.50
51	0.200	19,243	96,215			2,640	13,200	19.52
52	0.360	18,080	50,222			4,752	13,200	19.45
55	0.800	76,973	96,216			10,560	13,200	19.52
74				523				
97	1.000	71,112	71,112	98,463	98,463	13,200	13,200	19.12
Program 21 Instructional	1.500	130,572	87,048			19,800	13,200	19.31
K-12 Program 21 Instructional	1.500	130,572	87,048			19,800	13,200	19.31
Program 31 Instructional	1.500	143,611	95,741	12,000	8,000	19,800	13,200	19.59
Program 34 Instructional	0.830	79,474	95,752			10,956	13,200	19.50
K-3 BEA Instructional	4.662	405,312	86,940			61,538	13,200	19.41
4-6 BEA Instructional	3.317	297,287	89,625			43,784	13,200	19.47
7-8 BEA Instructional	2.730	220,898	80,915			36,036	13,200	19.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	6.590	622,077	94,397			86,988	13,200	19.54
K-12 BEA Instructional	17.299	1,545,574	89,345			228,347	13,200	19.48
K-12 BEA Administrative	0.680	68,674	100,991			8,976	13,200	19.59
BEA	20.139	1,817,761	90,261	149,310	7,414	265,835	13,200	19.46
Instructional	21.159	1,862,941	88,045	38,657	1,827	279,299	13,200	19.47
Administrative	2.680	256,028	95,533	108,562	40,508	35,376	13,200	19.35
Other	0.160	16,159	100,994	2,614	16,338	2,112	13,200	19.59
Active	23.999	2,135,128	88,967	149,833	6,243	316,787	13,200	19.45
Certificated Total	23.999	2,135,128	88,967	149,833	6,243	316,787	13,200	19.45
Instructional for Funding Purposes	21.159	1,862,941	88,045	38,657	1,827	279,299	13,200	19.47
Instructional for Compliance Purposes	21.159	1,862,941	88,045	38,657	1,827	279,299	13,200	19.47
K-3 Program 01 Teacher	4.662	405,312	86,940			61,538	13,200	19.41
K-3 Program 21 Teacher	0.371	36,912	99,493			4,897	13,200	19.48
Grade T Program 09 Teacher	1.000	72,499	72,499			13,200	13,200	19.55

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	468.888	48,341,300	103,098	288,480	615	6,272,112	13,377	18.19
09	5.858	565,401	96,518			79,200	13,520	18.25
19	1.000	134,866	134,866	4,600	4,600	13,200	13,200	17.90
21	98.274	9,641,603	98,109	81,143	826	1,322,376	13,456	18.16
24				217,380				
31	25.200	2,461,527	97,680	3,409	135	340,560	13,514	18.25
34	5.260	505,118	96,030	1,960	373	75,240	14,304	18.30
51	3.900	426,203	109,283	5,956	1,527	51,480	13,200	18.00
52	0.300	32,743	109,143	1,313	4,377	3,960	13,200	18.12
55	10.600	1,203,584	113,546	2,760	260	147,840	13,947	18.06
58	0.760	87,517	115,154	406,729	535,170	10,032	13,200	17.96
65	4.000	403,195	100,799	3,600	900	52,800	13,200	18.15
74	1.277	149,247	116,873	1,800	1,410	26,400	20,673	18.07
97	2.000	449,863	224,932	20,889	10,445	26,400	13,200	15.59
Program 21 Instructional	94.620	9,084,613	96,012	64,123	678	1,273,536	13,459	18.21
Program 21 Administrative	3.654	556,990	152,433	17,020	4,658	48,840	13,366	17.35
K-12 Program 21 Instructional	86.570	8,278,178	95,624	500	6	1,167,276	13,484	18.21
Program 31 Instructional	24.600	2,385,160	96,958	469	19	324,720	13,200	18.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.600	76,367	127,278	2,940	4,900	15,840	26,400	18.01
Program 34 Instructional	4.860	454,207	93,458			64,680	13,309	18.33
Program 34 Administrative	0.400	50,911	127,278	1,960	4,900	10,560	26,400	18.01
K-3 BEA Instructional	169.408	16,756,838	98,914	4,806	28	2,260,434	13,343	18.23
4-6 BEA Instructional	92.257	8,997,869	97,530			1,238,807	13,428	18.26
7-8 BEA Instructional	70.308	6,869,082	97,700	120	2	950,453	13,518	18.32
9-12 BEA Instructional	134.035	13,287,124	99,132	7,263	54	1,784,930	13,317	18.27
K-12 BEA Instructional	466.008	45,910,913	98,520	12,189	26	6,234,624	13,379	18.26
K-12 BEA Administrative	3.000	472,970	157,657			39,600	13,200	17.89
BEA	501.348	51,757,808	103,237	314,738	628	6,714,312	13,393	18.17
Instructional	585.863	57,627,098	98,363	899,830	1,536	7,854,000	13,406	18.25
Administrative	37.454	6,307,239	168,400	132,989	3,551	514,800	13,745	17.32
Other	2.000	260,765	130,383	7,200	3,600	26,400	13,200	19.94
Active	625.317	64,195,102	102,660	1,040,019	1,663	8,395,200	13,426	18.16
On Leave	2.000	207,065	103,533			26,400	13,200	18.16
Certificated Total	627.317	64,402,167	102,663	1,040,019	1,658	8,421,600	13,425	18.16
Instructional for Funding Purposes	585.863	57,627,098	98,363	899,830	1,536	7,854,000	13,406	18.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	585.863	57,627,098	98,363	899,830	1,536	7,854,000	13,406	18.25
K-3 Program 01 Teacher	145.545	14,305,296	98,288			1,942,459	13,346	18.23
K-3 Program 21 Teacher	12.284	1,067,031	86,863			162,149	13,200	18.28
Grade T Program 09 Teacher	5.858	565,401	96,518			79,200	13,520	18.25

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	11.374	768,674	67,582			156,948	13,799	20.00
19		72,360						
21	2.000	135,395	67,698			26,400	13,200	20.00
65	0.500	35,792	71,584			6,600	13,200	20.00
97	1.000	120,000	120,000			13,200	13,200	20.00
Program 21 Instructional	2.000	135,395	67,698			26,400	13,200	20.00
K-12 Program 21 Instructional	2.000	135,395	67,698			26,400	13,200	20.00
4-6 BEA Instructional	2.978	213,171	71,582			41,844	14,051	20.00
7-8 BEA Instructional	5.492	362,868	66,072			74,897	13,637	20.00
9-12 BEA Instructional	2.904	192,635	66,334			40,207	13,845	20.00
K-12 BEA Instructional	11.374	768,674	67,582			156,948	13,799	20.00
BEA	12.374	888,674	71,818			170,148	13,750	20.00
Instructional	13.874	1,012,221	72,958			189,948	13,691	20.00
Administrative	1.000	120,000	120,000			13,200	13,200	20.00
Active	14.874	1,132,221	76,121			203,148	13,658	20.00
Certificated Total	14.874	1,132,221	76,121			203,148	13,658	20.00
Instructional for Funding Purposes	13.874	1,012,221	72,958			189,948	13,691	20.00

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	13.874	1,012,221	72,958			189,948	13,691	20.00

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	51.000	4,210,828	82,565	231,012	4,530	674,526	13,226	18.26
21	9.500	792,816	83,454	2,500	263	125,647	13,226	18.25
51	2.000	180,846	90,423	55,291	27,646	26,452	13,226	18.24
52				61,447				
55	3.500	375,086	107,167	31,579	9,023	46,291	13,226	18.18
58				23,618				
65	1.000	70,820	70,820			13,226	13,226	18.34
74				4,478				
79				8,956				
97	2.000	325,409	162,705			26,452	13,226	15.32
Program 21 Instructional	9.000	720,849	80,094	2,500	278	119,034	13,226	18.26
Program 21 Administrative	0.500	71,967	143,934			6,613	13,226	18.11
K-12 Program 21 Instructional	8.000	619,831	77,479	2,500	313	105,808	13,226	18.27
K-3 BEA Instructional	20.664	1,574,326	76,187	57,968	2,805	273,302	13,226	18.30
4-6 BEA Instructional	16.109	1,276,760	79,258	34,121	2,118	213,058	13,226	18.27
7-8 BEA Instructional	11.227	945,610	84,226	33,849	3,015	148,488	13,226	18.23
K-12 BEA Instructional	48.000	3,796,696	79,098	125,938	2,624	634,848	13,226	18.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	1.000	145,934	145,934			13,226	13,226	18.11
BEA	53.000	4,536,237	85,589	231,012	4,359	700,978	13,226	18.03
Instructional	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.27
Administrative	6.000	883,475	147,246	4,500	750	79,356	13,226	16.99
Active	69.000	5,955,805	86,316	418,881	6,071	912,594	13,226	18.08
On Leave								
Certificated Total	69.000	5,955,805	86,316	418,881	6,071	912,594	13,226	18.08
Instructional for Funding Purposes	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.27
Instructional for Compliance Purposes	63.000	5,072,330	80,513	414,381	6,577	833,238	13,226	18.27
K-3 Program 01 Teacher	19.996	1,503,978	75,214	40,718	2,036	264,467	13,226	18.30
K-3 Program 21 Teacher	2.828	221,410	78,292			37,403	13,226	18.27

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	18.963	1,532,908	80,837	58,207	3,070	257,987	13,605	18.15
13	1.345	97,224	72,286			17,754	13,200	18.25
14	0.655	58,847	89,843			8,646	13,200	18.11
21	1.852	179,709	97,035			26,862	14,504	15.98
24	0.679	60,805	89,551			8,963	13,200	18.11
31	2.714	201,517	74,251	30,068	11,079	35,825	13,200	18.15
34	0.953	68,559	71,940			12,580	13,200	18.19
51	0.055	4,300	78,182			2,693	48,960	19.93
55	0.055	4,300	78,182			2,693	48,960	19.93
97	0.816	71,604	87,750			12,131	14,866	16.63
Program 21 Instructional	1.566	150,223	95,928			23,087	14,743	15.53
Program 21 Administrative	0.286	29,486	103,098			3,775	13,200	17.99
K-12 Program 21 Instructional	1.566	150,223	95,928			23,087	14,743	15.53
Program 31 Instructional	2.714	201,517	74,251	26,568	9,789	35,825	13,200	18.15
Program 31 Administrative				3,500				
Program 34 Instructional	0.953	68,559	71,940			12,580	13,200	18.19
K-3 BEA Instructional	7.151	546,966	76,488	2,562	358	97,957	13,698	18.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	3.406	263,693	77,420			47,098	13,828	18.26
7-8 BEA Instructional	1.292	105,890	81,958			17,054	13,200	18.14
9-12 BEA Instructional	9.597	757,639	78,945	32,409	3,377	126,680	13,200	18.15
K-12 BEA Instructional	21.446	1,674,188	78,065	34,971	1,631	288,790	13,466	18.26
K-12 BEA Administrative	1.184	128,796	108,780	3,500	2,956	17,601	14,866	16.63
BEA	23.446	1,874,588	79,953	88,275	3,765	318,522	13,585	18.09
Instructional	25.691	2,041,287	79,455	36,444	1,419	347,239	13,516	18.05
Administrative	2.396	238,486	99,535	3,500	1,461	38,893	16,232	17.05
Other				48,331				
Active	28.087	2,279,773	81,168	88,275	3,143	386,132	13,748	17.94
Certificated Total	28.087	2,279,773	81,168	88,275	3,143	386,132	13,748	17.94
Instructional for Funding Purposes	25.691	2,041,287	79,455	36,444	1,419	347,239	13,516	18.05
Instructional for Compliance Purposes	25.691	2,041,287	79,455	36,444	1,419	347,239	13,516	18.05
K-3 Program 01 Teacher	6.534	499,119	76,388			89,813	13,745	18.46
K-3 Program 21 Teacher	0.201	18,149	90,294			2,653	13,200	18.11

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	167.992	15,603,122	92,880	562,601	3,349	2,228,041	13,263	18.13
02	9.200	888,637	96,591	23,671	2,573	121,585	13,216	18.08
09	2.000	152,344	76,172	3,386	1,693	26,400	13,200	18.23
14	0.500	72,637	145,274			6,600	13,200	18.01
21	28.440	2,488,438	87,498	155,215	5,458	383,328	13,478	18.11
24	8.440	642,180	76,088	39,245	4,650	111,408	13,200	18.20
29	0.120	11,862	98,850	198	1,650	1,584	13,200	18.05
31	12.764	1,060,667	83,098	71,227	5,580	175,402	13,742	18.53
34	4.502	361,052	80,198	12,474	2,771	59,994	13,326	18.38
51	3.900	386,105	99,001	8,580	2,200	51,480	13,200	18.06
52	3.000	304,976	101,659	6,780	2,260	39,600	13,200	18.06
55	5.165	464,413	89,915	10,322	1,998	68,178	13,200	18.12
65	1.000	105,785	105,785	2,352	2,352	13,200	13,200	18.04
74	3.000	285,360	95,120	6,342	2,114	39,600	13,200	18.09
97	2.000	343,410	171,705	25,320	12,660	53,400	26,700	16.36
K-12 Program 02 Instructional	8.700	820,304	94,288	2,894	333	114,985	13,217	18.09
Program 21 Instructional	27.440	2,340,916	85,310	152,095	5,543	370,128	13,489	18.14
Program 21 Administrative	1.000	147,522	147,522	3,120	3,120	13,200	13,200	17.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	26.860	2,297,962	85,553	30,757	1,145	362,472	13,495	18.14
Program 31 Instructional	12.364	1,009,875	81,679	68,827	5,567	170,122	13,759	18.57
Program 31 Administrative	0.400	50,792	126,980	2,400	6,000	5,280	13,200	17.82
Program 34 Instructional	4.402	348,354	79,135	12,474	2,834	58,674	13,329	18.40
Program 34 Administrative	0.100	12,698	126,980			1,320	13,200	17.82
K-3 BEA Instructional	68.484	6,216,479	90,773	72,394	1,057	903,989	13,200	18.11
4-6 BEA Instructional	32.060	2,597,268	81,013	33,945	1,059	423,931	13,223	18.41
7-8 BEA Instructional	25.902	2,360,947	91,149	38,142	1,473	343,794	13,273	18.13
9-12 BEA Instructional	55.166	4,946,546	89,667	154,586	2,802	735,108	13,325	18.18
K-12 BEA Instructional	181.612	16,121,240	88,767	299,067	1,647	2,406,822	13,253	18.18
K-12 BEA Administrative	1.923	254,456	132,322			26,400	13,729	18.02
BEA	196.458	18,256,888	92,930	695,293	3,539	2,638,422	13,430	18.12
Instructional	235.677	20,815,181	88,321	880,137	3,735	3,128,400	13,274	18.17
Administrative	15.846	2,289,884	144,509	47,576	3,002	238,200	15,032	17.62
Other	0.500	65,923	131,846			13,200	26,400	18.16
Active	252.023	23,170,988	91,940	927,713	3,681	3,379,800	13,411	18.12
Certificated Total	252.023	23,170,988	91,940	927,713	3,681	3,379,800	13,411	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	235.677	20,815,181	88,321	880,137	3,735	3,128,400	13,274	18.17
Instructional for Compliance Purposes	235.677	20,815,181	88,321	880,137	3,735	3,128,400	13,274	18.17
K-3 Program 01 Teacher	58.984	5,395,023	91,466	66,053	1,120	778,589	13,200	18.10
K-3 Program 21 Teacher	9.156	741,185	80,951	3,158	345	120,859	13,200	18.16

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	57.577	5,298,319	92,021	272,774	4,738	758,494	13,174	18.01
02	6.350	611,332	96,273	24,016	3,782	73,535	11,580	18.09
09	2.000	209,526	104,763	6,984	3,492	26,400	13,200	18.04
13	5.600	467,903	83,554	31,802	5,679	81,312	14,520	18.21
14	1.000	78,248	78,248	9,608	9,608	13,200	13,200	18.20
21	12.175	1,099,957	90,346	33,970	2,790	166,056	13,639	18.14
24	2.625	242,343	92,321	8,076	3,077	34,650	13,200	18.11
31	3.286	352,959	107,413	11,828	3,600	42,680	12,988	18.02
34	0.600	60,390	100,650	2,014	3,357	7,920	13,200	18.05
51	2.600	255,156	98,137	7,608	2,926	34,320	13,200	18.06
55	1.280	120,394	94,058	3,116	2,434	21,648	16,913	18.27
58				92,878				
65	0.600	51,082	85,137	1,702	2,837	13,200	22,000	18.51
79	0.750	72,878	97,171	2,422	3,229	8,085	10,780	18.11
97	1.000	180,600	180,600	5,000	5,000	13,200	13,200	17.04
K-12 Program 02 Instructional	5.500	500,083	90,924	20,343	3,699	72,600	13,200	18.10
Program 21 Instructional	11.575	1,019,094	88,043	33,970	2,935	158,136	13,662	18.15
Program 21 Administrative	0.600	80,863	134,772			7,920	13,200	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	10.700	924,114	86,366	30,804	2,879	146,586	13,700	18.16
Program 31 Instructional	3.086	323,294	104,762	11,828	3,833	40,040	12,975	18.02
Program 31 Administrative	0.200	29,665	148,325			2,640	13,200	17.99
Program 34 Instructional	0.600	60,390	100,650	2,014	3,357	7,920	13,200	18.05
K-3 BEA Instructional	19.990	1,729,776	86,532	66,062	3,305	263,868	13,200	18.13
4-6 BEA Instructional	11.878	1,006,655	84,750	47,855	4,029	163,891	13,798	18.16
7-8 BEA Instructional	9.544	827,990	86,755	42,134	4,415	132,568	13,890	18.09
9-12 BEA Instructional	20.541	1,954,811	95,166	97,698	4,756	280,456	13,653	17.83
K-12 BEA Instructional	61.953	5,519,232	89,087	253,749	4,096	840,783	13,571	18.02
K-12 BEA Administrative	4.850	664,134	136,935	18,381	3,790	40,535	8,358	18.03
BEA Instructional	68.813	6,503,600	94,511	315,632	4,587	895,829	13,018	18.00
BEA Instructional	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.06
BEA Administrative	8.000	1,137,923	142,240	43,946	5,493	68,200	8,525	17.88
BEA Active	97.433	9,100,239	93,400	513,798	5,273	1,294,489	13,286	18.04
BEA On Leave	0.010	848	84,800			211	21,120	18.48
Certificated Total	97.443	9,101,087	93,399	513,798	5,273	1,294,700	13,287	18.04
Instructional for Funding Purposes	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	89.433	7,962,316	89,031	469,852	5,254	1,226,289	13,712	18.06
K-3 Program 01 Teacher	17.480	1,517,388	86,807	58,474	3,345	230,736	13,200	18.13
K-3 Program 21 Teacher	1.310	103,571	79,062	3,452	2,635	17,292	13,200	18.19
Grade T Program 09 Teacher	2.000	209,526	104,763	6,984	3,492	26,400	13,200	18.04

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	18.550	1,664,564	89,734	84,600	4,561	244,860	13,200	17.58
02				1,160				
09	1.000	74,747	74,747			13,200	13,200	17.89
13	1.000	55,865	55,865			13,200	13,200	17.99
21	2.000	131,196	65,598	7,645	3,823	26,400	13,200	17.89
31	1.000	58,640	58,640	2,435	2,435	13,200	13,200	12.94
34	1.000	58,640	58,640	822	822	13,200	13,200	12.94
51				372				
52	0.300	24,517	81,723	1,362	4,540	3,960	13,200	17.89
55	0.650	53,615	82,485	1,362	2,095	8,580	13,200	17.90
58								
65	0.500	49,741	99,482	926	1,852	6,600	13,200	17.89
97	1.000	151,195	151,195			13,200	13,200	17.83
K-12 Program 02 Instructional				1,160				
Program 21 Instructional	2.000	131,196	65,598	7,645	3,823	26,400	13,200	17.89
K-12 Program 21 Instructional	1.900	125,056	65,819	776	408	25,080	13,200	17.89
Program 31 Instructional	1.000	58,640	58,640	2,435	2,435	13,200	13,200	12.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.000	58,640	58,640	822	822	13,200	13,200	12.94
K-3 BEA Instructional	6.582	575,988	87,510	12,723	1,933	86,882	13,200	17.39
4-6 BEA Instructional	2.268	193,739	85,423	4,131	1,821	29,938	13,200	17.14
7-8 BEA Instructional	4.270	354,687	83,065	8,683	2,033	56,364	13,200	16.98
9-12 BEA Instructional	6.430	532,580	82,827	19,325	3,005	84,876	13,200	17.26
K-12 BEA Instructional	19.550	1,656,994	84,757	44,862	2,295	258,060	13,200	17.23
K-12 BEA Administrative	1.000	124,850	124,850			13,200	13,200	17.89
BEA	21.550	1,933,039	89,700	89,017	4,131	284,460	13,200	17.32
Instructional	25.000	2,046,675	81,867	62,909	2,516	330,000	13,200	17.36
Administrative	2.000	276,045	138,023			26,400	13,200	17.85
Other				37,775				
Active	27.000	2,322,720	86,027	100,684	3,729	356,400	13,200	17.42
On Leave								
Certificated Total	27.000	2,322,720	86,027	100,684	3,729	356,400	13,200	17.42
Instructional for Funding Purposes	25.000	2,046,675	81,867	62,909	2,516	330,000	13,200	17.36
Instructional for Compliance Purposes	25.000	2,046,675	81,867	62,909	2,516	330,000	13,200	17.36
K-3 Program 01 Teacher	5.532	468,004	84,599	10,014	1,810	73,022	13,200	17.27

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	0.307	21,429	69,801			4,052	13,200	17.89
Grade T Program 09 Teacher	1.000	74,747	74,747			13,200	13,200	17.89

PRIDE Prep Charter School District (32907)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.283	1,713,048	80,489			281,596	13,231	17.03
13	1.990	271,148	136,255			26,400	13,266	15.95
14	1.350	102,103	75,632			17,820	13,200	16.05
21	3.000	218,313	72,771			39,600	13,200	15.36
31	0.700	56,059	80,084			9,240	13,200	17.02
51	1.717	187,197	109,026			22,664	13,200	18.11
55	3.500	233,849	66,814			47,520	13,577	12.55
74	0.100	6,611	66,110			1,320	13,200	13.53
Program 21 Instructional	3.000	218,313	72,771			39,600	13,200	15.36
K-12 Program 21 Instructional	2.000	156,876	78,438			26,400	13,200	16.67
Program 31 Instructional	0.700	56,059	80,084			9,240	13,200	17.02
4-6 BEA Instructional	0.500	27,111	54,222			6,600	13,200	9.16
7-8 BEA Instructional	6.450	446,755	69,264			85,140	13,200	14.44
9-12 BEA Instructional	11.650	911,068	78,203			154,440	13,257	16.48
K-12 BEA Instructional	18.600	1,384,934	74,459			246,180	13,235	15.68
BEA	21.983	1,769,107	80,476			290,836	13,230	17.03
Instructional	31.640	2,401,052	75,887			419,760	13,267	15.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.000	387,276	193,638			26,400	13,200	21.88
Active	33.640	2,788,328	82,887			446,160	13,263	16.45
Certificated Total	33.640	2,788,328	82,887			446,160	13,263	16.45
Instructional for Funding Purposes	31.640	2,401,052	75,887			419,760	13,267	15.94
Instructional for Compliance Purposes	31.640	2,401,052	75,887			419,760	13,267	15.94

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	121.698	10,457,764	85,932	696,710	5,725	1,611,271	13,240	18.58
09	2.000	105,480	52,740	4,999	2,500	26,400	13,200	18.71
21	20.860	1,632,191	78,245	106,019	5,082	277,200	13,289	18.78
31	11.312	1,016,714	89,879	133,041	11,761	149,318	13,200	17.62
34	1.760	114,044	64,798	6,504	3,695	23,232	13,200	18.55
51	4.151	335,067	80,720	5,747	1,384	54,793	13,200	18.38
52	0.500	39,427	78,854	881	1,762	6,600	13,200	18.41
53	0.600	70,910	118,183	3,709	6,182	7,920	13,200	18.23
55	12.127	1,082,909	89,297	45,831	3,779	180,695	14,900	18.93
65	4.650	423,512	91,078	18,234	3,921	61,380	13,200	18.33
71				22,078				
74	0.272	26,306	96,713	1,028	3,779	3,590	13,200	18.25
97	1.000	180,000	180,000			13,200	13,200	17.02
Program 21 Instructional	18.860	1,390,195	73,711	95,917	5,086	250,800	13,298	18.99
Program 21 Administrative	2.000	241,996	120,998	10,102	5,051	26,400	13,200	17.58
K-12 Program 21 Instructional	17.860	1,336,943	74,857	18,731	1,049	237,600	13,303	19.00
Program 31 Instructional	11.312	1,016,714	89,879	133,041	11,761	149,318	13,200	17.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.760	114,044	64,798	6,504	3,695	23,232	13,200	18.55
K-3 BEA Instructional	39.818	3,156,981	79,285	9,770	245	525,822	13,206	18.59
4-6 BEA Instructional	19.592	1,620,919	82,734	2,369	121	261,228	13,333	19.57
7-8 BEA Instructional	25.113	2,176,362	86,663	21,180	843	331,492	13,200	18.39
9-12 BEA Instructional	40.247	3,494,880	86,836	115,700	2,875	533,280	13,250	18.11
K-12 BEA Instructional	124.770	10,449,142	83,747	149,019	1,194	1,651,822	13,239	18.54
K-12 BEA Administrative	6.000	812,718	135,453	4,750	792	79,200	13,200	18.07
BEA	135.770	11,768,522	86,680	836,255	6,159	1,797,022	13,236	18.46
Instructional	166.930	13,796,073	82,646	805,014	4,822	2,230,800	13,364	18.60
Administrative	12.000	1,641,842	136,820	86,738	7,228	158,400	13,200	17.84
Other	2.000	46,409	23,205	152,584	76,292	26,400	13,200	18.82
Active	180.930	15,484,324	85,582	1,044,336	5,772	2,415,600	13,351	18.52
On Leave				445				
Certificated Total	180.930	15,484,324	85,582	1,044,781	5,775	2,415,600	13,351	18.52
Instructional for Funding Purposes	166.930	13,796,073	82,646	805,014	4,822	2,230,800	13,364	18.60
Instructional for Compliance Purposes	166.930	13,796,073	82,646	805,014	4,822	2,230,800	13,364	18.60
K-3 Program 01 Teacher	36.818	2,895,305	78,638			486,222	13,206	18.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	2.980	243,639	81,758			39,336	13,200	18.35
Grade T Program 09 Teacher	2.000	105,480	52,740	2,082	1,041	26,400	13,200	18.71

Pullman Community Montessori (38901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.000	621,298	88,757			118,800	16,971	20.00
21		59,135						
97	1.000	92,700	92,700			13,200	13,200	20.00
Program 21 Instructional		59,135						
K-3 BEA Instructional	4.743	236,043	49,767			71,650	15,106	20.00
4-6 BEA Instructional	1.257	110,410	87,836			26,532	21,107	20.00
K-12 BEA Instructional	6.000	386,952	64,492			105,600	17,600	20.00
BEA	8.000	713,998	89,250			132,000	16,500	20.00
Instructional	6.000	598,033	99,672			105,600	17,600	20.00
Administrative	2.000	175,100	87,550			26,400	13,200	20.00
Active	8.000	773,133	96,642			132,000	16,500	20.00
Certificated Total	8.000	773,133	96,642			132,000	16,500	20.00
Instructional for Funding Purposes	6.000	598,033	99,672			105,600	17,600	20.00
Instructional for Compliance Purposes	6.000	598,033	99,672			105,600	17,600	20.00
K-3 Program 01 Teacher	4.743	236,043	49,767			71,650	15,106	20.00

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	159.435	13,584,358	85,203	860,041	5,394	2,147,851	13,472	17.88
02	1.000	60,541	60,541			13,200	13,200	18.06
21	25.285	1,998,005	79,019	126,066	4,986	339,900	13,443	17.91
24	5.000	332,084	66,417	23,983	4,797	66,000	13,200	18.02
31	8.000	694,358	86,795	119,398	14,925	105,600	13,200	17.71
34	1.334	128,156	96,069	16,215	12,155	17,609	13,200	17.74
51	2.000	193,067	96,534	7,508	3,754	26,400	13,200	17.90
52	0.800	79,667	99,584	3,098	3,873	10,560	13,200	17.89
55	5.938	436,070	73,437	17,551	2,956	81,840	13,782	18.09
58				93,090				
65	3.000	201,607	67,202	7,841	2,614	39,600	13,200	18.04
74	0.700	67,593	96,561	4,483	6,404	15,840	22,629	18.12
97	2.000	374,433	187,217	43,603	21,802	26,400	13,200	16.27
K-12 Program 02 Instructional	1.000	60,541	60,541			13,200	13,200	18.06
Program 21 Instructional	23.035	1,753,515	76,124	120,600	5,236	310,200	13,466	17.94
Program 21 Administrative	1.250	177,540	142,032	5,466	4,373	16,500	13,200	17.55
K-12 Program 21 Instructional	20.273	1,575,331	77,706			271,920	13,413	17.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	8.000	694,358	86,795	119,398	14,925	105,600	13,200	17.71
Program 34 Instructional	1.334	128,156	96,069	16,215	12,155	17,609	13,200	17.74
K-3 BEA Instructional	58.356	4,621,063	79,187			765,626	13,120	17.90
4-6 BEA Instructional	25.449	1,936,818	76,106			332,825	13,078	17.89
7-8 BEA Instructional	27.283	2,185,896	80,119			392,924	14,402	17.88
9-12 BEA Instructional	45.065	3,836,070	85,123			605,418	13,434	17.85
K-12 BEA Instructional	156.153	12,579,847	80,561			2,096,794	13,428	17.88
K-12 BEA Administrative	12.866	1,750,323	136,043			177,566	13,801	17.88
BEA Instructional	171.769	14,841,846	86,406	1,039,257	6,050	2,310,660	13,452	17.83
BEA Administrative	196.626	15,643,450	79,559	1,232,401	6,268	2,647,234	13,463	17.90
BEA Active	16.866	2,439,539	144,642	90,476	5,364	230,366	13,659	17.52
BEA Total	213.492	18,082,989	84,701	1,322,877	6,196	2,877,600	13,479	17.85
K-12 Program 21 Contracted	1.000	66,950	66,950			13,200	13,200	18.06
Certificated Total	214.492	18,149,939	84,618	1,322,877	6,167	2,890,800	13,477	17.85
Instructional for Funding Purposes	197.626	15,710,400	79,496	1,232,401	6,236	2,660,434	13,462	17.90
Instructional for Compliance Purposes	196.626	15,643,450	79,559	1,232,401	6,268	2,647,234	13,463	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	52.758	4,153,372	78,725			690,809	13,094	17.90
K-3 Program 21 Teacher	2.799	181,426	64,818			36,947	13,200	17.91

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	1,095.545	113,627,037	103,717	8,403,659	7,671	14,784,611	13,495	12.20
02	22.799	2,141,933	93,949	23,757	1,042	303,650	13,319	12.03
03	4.600	446,795	97,129	8,279	1,800	60,765	13,210	11.95
09	12.000	1,068,855	89,071	1,100	92	158,388	13,199	11.91
13	27.836	2,838,924	101,987	99,975	3,592	374,471	13,453	12.11
14	4.000	400,358	100,090	8,179	2,045	52,788	13,197	12.54
21	204.000	19,528,709	95,729	140,648	689	2,784,786	13,651	12.06
24	38.800	4,172,490	107,538	44,855	1,156	514,719	13,266	11.97
31	69.893	6,826,387	97,669	212,287	3,037	919,977	13,163	12.49
34	24.007	2,394,909	99,759	122,615	5,107	316,897	13,200	12.67
51	16.950	1,770,104	104,431	5,970	352	223,713	13,198	12.01
52	4.000	425,759	106,440	14,200	3,550	52,788	13,197	11.90
55	32.550	3,632,840	111,608	18,730	575	429,610	13,198	11.74
58	2.400	289,795	120,748	24,440	10,183	31,673	13,197	11.93
64	2.000	184,366	92,183	1,100	550	26,406	13,203	11.20
65	13.000	1,277,387	98,261	22,189	1,707	176,900	13,608	12.05
68				150				
74	1.000	120,747	120,747	1,100	1,100	13,197	13,197	11.66
79	1.000	108,690	108,690	12,000	12,000	13,197	13,197	11.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
89				2,866				
97	3.169	747,063	235,741	90,121	28,438	52,788	16,658	14.20
99				7,500				
K-12 Program 02 Instructional	20.799	1,797,763	86,435			277,256	13,330	12.13
Program 21 Instructional	199.000	18,588,604	93,410	126,048	633	2,718,789	13,662	12.09
Program 21 Administrative	5.000	940,105	188,021	14,600	2,920	65,997	13,199	11.42
K-12 Program 21 Instructional	182.000	17,077,711	93,834			2,481,160	13,633	12.07
Program 31 Instructional	67.568	6,432,259	95,197	205,807	3,046	889,291	13,161	12.55
Program 31 Administrative	2.325	394,128	169,517	6,480	2,787	30,686	13,198	11.42
Program 34 Instructional	22.432	2,121,982	94,596	117,485	5,237	296,112	13,200	12.82
Program 34 Administrative	1.575	272,927	173,287	5,130	3,257	20,785	13,197	11.40
K-3 BEA Instructional	437.316	42,339,675	96,817			5,916,031	13,528	12.21
4-6 BEA Instructional	219.823	21,129,962	96,123			2,960,759	13,469	12.28
7-8 BEA Instructional	160.790	16,607,489	103,287			2,179,352	13,554	12.49
9-12 BEA Instructional	314.742	31,760,112	100,908			4,227,700	13,432	12.31
K-12 BEA Instructional	1,132.671	111,837,238	98,738			15,283,842	13,494	12.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	1,220.013	126,184,124	103,429	8,860,718	7,263	16,438,688	13,474	12.23
Instructional	1,484.707	146,337,723	98,563	8,942,210	6,023	20,037,489	13,496	12.24
Administrative	93.842	15,556,735	165,776	308,022	3,282	1,240,638	13,220	11.69
Other				3,488				
Active	1,578.549	161,894,458	102,559	9,253,720	5,862	21,278,127	13,480	12.18
On Leave	1.000	108,690	108,690	12,000	12,000	13,197	13,197	11.88
Certificated Total	1,579.549	162,003,148	102,563	9,265,720	5,866	21,291,324	13,479	12.18
Instructional for Funding Purposes	1,484.707	146,337,723	98,563	8,942,210	6,023	20,037,489	13,496	12.24
Instructional for Compliance Purposes	1,484.707	146,337,723	98,563	8,942,210	6,023	20,037,489	13,496	12.24
K-3 Program 01 Teacher	382.756	36,976,228	96,605			5,162,854	13,489	12.24
K-3 Program 21 Teacher	39.968	3,347,302	83,750			537,315	13,444	12.22
Grade T Program 09 Teacher	12.000	1,068,855	89,071			158,388	13,199	11.91

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	2.355	174,479	74,089	3,000	1,274	31,944	13,564	19.25
13	0.368	18,214	49,495			4,858	13,200	19.54
51	0.017	2,366	139,176			251	14,753	19.14
52	0.632	31,200	49,367			8,342	13,200	19.54
55	0.235	25,198	107,226			3,353	14,267	19.18
97	0.268	24,135	90,056			4,052	15,121	19.14
K-3 BEA Instructional	1.900	109,930	57,858			25,080	13,200	19.31
4-6 BEA Instructional	0.091	12,910	141,868			1,373	15,086	19.14
7-8 BEA Instructional	0.364	51,639	141,865			5,491	15,086	19.14
K-12 BEA Instructional	2.355	174,479	74,089			31,944	13,564	19.25
K-12 BEA Administrative	0.268	24,135	90,056			4,052	15,121	19.14
BEA	2.623	198,614	75,720	3,000	1,144	35,996	13,723	19.24
Instructional	3.607	251,457	69,714	3,000	832	48,748	13,515	19.30
Administrative	0.268	24,135	90,056			4,052	15,121	19.14
Active	3.875	275,592	71,121	3,000	774	52,800	13,626	19.28
Certificated Total	3.875	275,592	71,121	3,000	774	52,800	13,626	19.28
Instructional for Funding Purposes	3.607	251,457	69,714	3,000	832	48,748	13,515	19.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.607	251,457	69,714	3,000	832	48,748	13,515	19.30
K-3 Program 01 Teacher	1.900	109,930	57,858			25,080	13,200	19.31

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	14.554	1,357,457	93,270	74,235	5,101	191,400	13,151	18.20
02	13.232	1,205,705	91,120	224,034	16,931	192,694	14,563	18.10
21	3.959	388,576	98,150	60,850	15,370	51,388	12,980	20.20
31	1.345	82,413	61,274	1,621	1,205	24,248	18,029	18.95
34	0.330	19,990	60,576	327	991	4,356	13,200	18.34
51	0.167	15,396	92,192	257	1,539	2,204	13,200	18.10
52				6,500				
55	1.381	128,071	92,738	17,908	12,967	21,014	15,217	18.10
58				33,618				
74	0.100	8,538	85,380	9,056	90,560	1,096	10,956	18.05
97	0.800	118,160	147,700			13,200	16,500	18.11
K-12 Program 02 Instructional	12.653	1,132,861	89,533	104,455	8,255	186,358	14,728	18.11
Program 21 Instructional	2.975	299,866	100,795	40,379	13,573	39,270	13,200	21.00
Program 21 Administrative	0.984	88,710	90,152	20,471	20,804	12,118	12,315	17.97
K-12 Program 21 Instructional	2.939	296,552	100,902	38,643	13,148	38,795	13,200	21.03
Program 31 Instructional	1.345	82,413	61,274	1,621	1,205	24,248	18,029	18.95
Program 34 Instructional	0.330	19,990	60,576	327	991	4,356	13,200	18.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	10.383	928,378	89,413	82,851	7,979	152,209	14,659	18.14
4-6 BEA Instructional	6.192	546,856	88,317			90,697	14,647	18.17
7-8 BEA Instructional	4.462	382,601	85,747	21,604	4,842	60,839	13,635	18.18
9-12 BEA Instructional	6.645	572,338	86,131			86,777	13,059	18.34
K-12 BEA Instructional	27.682	2,430,173	87,789	104,455	3,773	390,522	14,107	18.20
K-12 BEA Administrative	0.579	72,844	125,810			6,336	10,943	17.90
BEA	30.261	2,783,725	91,991	300,217	9,921	425,898	14,074	18.18
Instructional	32.305	2,882,044	89,214	359,085	11,115	454,106	14,057	18.49
Administrative	3.363	420,870	125,147	30,071	8,942	44,854	13,337	17.98
Other	0.200	21,392	106,960	39,250	196,250	2,640	13,200	18.31
Active	35.868	3,324,306	92,682	428,406	11,944	501,600	13,985	18.42
Certificated Total	35.868	3,324,306	92,682	428,406	11,944	501,600	13,985	18.42
Instructional for Funding Purposes	32.305	2,882,044	89,214	359,085	11,115	454,106	14,057	18.49
Instructional for Compliance Purposes	32.305	2,882,044	89,214	359,085	11,115	454,106	14,057	18.49
K-3 Program 01 Teacher	3.057	272,157	89,027			45,857	15,001	18.24
K-3 Program 21 Teacher	0.713	73,331	102,849	11,023	15,460	9,412	13,200	20.20

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	18.000	1,334,640	74,147			253,029	14,057	
26	2.000	123,336	61,668			38,553	19,277	
Program 26, 56, and 59 Instructional	2.000	123,336	61,668			38,553	19,277	
K-3 BEA Instructional	4.906	368,817	75,177			70,842	14,440	
4-6 BEA Instructional	3.708	220,662	59,510			45,889	12,376	
7-8 BEA Instructional	1.600	120,430	75,269			22,271	13,919	
9-12 BEA Instructional	3.786	275,102	72,663			51,140	13,508	
K-12 BEA Instructional	14.000	985,011	70,358			190,142	13,582	
K-12 BEA Administrative	1.000	142,545	142,545			22,650	22,650	
BEA	18.000	1,334,640	74,147			253,029	14,057	
Instructional	16.000	1,108,347	69,272			228,695	14,293	
Administrative	4.000	349,629	87,407			62,887	15,722	
Active	20.000	1,457,976	72,899			291,582	14,579	
Certificated Total	20.000	1,457,976	72,899			291,582	14,579	
Instructional for Funding Purposes	14.000	985,011	70,358			190,142	13,582	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	14.000	985,011	70,358			190,142	13,582	
K-3 Program 01 Teacher	4.461	335,549	75,218			63,102	14,145	

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	49.660	4,442,680	89,462	86,804	1,748	656,423	13,218	17.88
02	74.000	4,737,420	64,019					
09	0.984	64,407	65,454			12,989	13,200	18.25
12	0.166	25,965	156,416	120	723	2,191	13,200	17.88
13	13.846	1,115,836	80,589	1,260	91	188,514	13,615	19.11
14	0.215	11,917	55,428			4,686	21,795	18.77
21	27.557	2,102,072	76,281	23,498	853	94,314	3,423	5.47
24	3.158	215,690	68,300			41,686	13,200	18.20
31	2.692	242,678	90,148	5,128	1,905	35,640	13,239	18.12
34	0.933	60,806	65,173	423	453	12,316	13,200	19.76
51	1.638	144,253	88,067			21,622	13,200	18.15
53	0.227	20,417	89,943			2,996	13,200	18.18
55	5.479	435,285	79,446			59,123	10,791	15.67
58	0.073	7,302	100,027	1,960	26,849	964	13,200	18.01
64	0.167	11,901	71,263			2,204	13,200	18.34
65	1.028	90,372	87,911			14,098	13,714	18.09
74	0.730	62,319	85,368			9,636	13,200	18.08
97	1.500	304,075	202,717	1,080	720	19,800	13,200	16.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	74.000	4,737,420	64,019					
Program 21 Instructional	6.634	533,655	80,442	23,138	3,488	87,714	13,222	18.10
Program 21 Administrative	0.500	90,738	181,476	360	720	6,600	13,200	16.96
K-12 Program 21 Instructional	6.420	512,284	79,795			84,889	13,223	18.11
Program 31 Instructional	2.692	242,678	90,148	5,128	1,905	35,640	13,239	18.12
Program 34 Instructional	0.933	60,806	65,173	423	453	12,316	13,200	19.76
K-3 BEA Instructional	16.047	1,356,311	84,521			211,820	13,200	18.09
4-6 BEA Instructional	8.721	734,942	84,273			115,117	13,200	18.10
7-8 BEA Instructional	8.551	689,704	80,658			112,873	13,200	18.28
9-12 BEA Instructional	16.016	1,436,688	89,703			212,428	13,263	17.49
K-12 BEA Instructional	49.335	4,217,645	85,490			652,238	13,221	17.92
BEA	128.785	9,787,659	76,000	93,435	726	724,178	5,623	9.30
Instructional	76.672	6,370,917	83,093	115,293	1,504	1,016,624	13,259	18.08
Administrative	6.976	1,139,871	163,399	4,980	714	92,400	13,245	17.42
Other	4.982	305,508	61,322			70,176	14,086	20.10
Active	88.630	7,816,296	88,190	120,273	1,357	1,179,200	13,305	18.07
K-12 Program 21 Contracted	20.403	1,473,999	72,244					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Contracted	74.000	4,737,420	64,019					
Certificated Total	184.053	14,095,395	76,583	120,273	653	1,179,200	6,407	10.14
Instructional for Funding Purposes	172.095	12,650,016	73,506	115,293	670	1,016,624	5,907	9.24
Instructional for Compliance Purposes	76.672	6,370,917	83,093	115,293	1,504	1,016,624	13,259	18.08
K-3 Program 01 Teacher	15.016	1,250,110	83,252			198,211	13,200	18.10
K-3 Program 21 Teacher	1.773	110,564	62,360			5,716	3,224	5.55

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	173.085	14,575,744	84,211	1,278,712	7,388	2,270,281	13,117	18.57
09	3.000	237,708	79,236	9,244	3,081	39,600	13,200	18.33
13	7.806	619,417	79,351	28,601	3,664	103,039	13,200	18.34
14	1.500	151,227	100,818	5,881	3,921	19,800	13,200	18.19
21	17.510	1,396,260	79,741	51,886	2,963	231,132	13,200	18.77
24	4.490	333,925	74,371	29,538	6,579	59,268	13,200	20.44
31	13.819	1,048,104	75,845	141,946	10,272	175,692	12,714	19.23
34	2.940	240,251	81,718	20,308	6,907	38,808	13,200	21.29
51	4.741	400,853	84,550	15,456	3,260	62,581	13,200	18.30
52	0.500	36,805	73,610	3,476	6,952	6,600	13,200	18.37
53	1.100	118,768	107,971	4,485	4,077	14,520	13,200	18.13
55	12.320	1,106,264	89,794	42,321	3,435	167,033	13,558	18.41
58	0.590	43,233	73,276	89,832	152,258	7,788	13,200	20.49
65	13.070	1,076,474	82,362	38,680	2,959	172,524	13,200	18.30
74	0.798	55,896	70,045	2,174	2,724	10,534	13,200	19.74
97	2.000	362,004	181,002	21,510	10,755	26,400	13,200	16.76
Program 21 Instructional	16.510	1,241,839	75,217	48,295	2,925	217,932	13,200	18.87
Program 21 Administrative	1.000	154,421	154,421	3,591	3,591	13,200	13,200	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	16.000	1,202,789	75,174	8,327	520	211,200	13,200	18.88
Program 31 Instructional	13.819	1,048,104	75,845	141,946	10,272	175,692	12,714	19.23
Program 34 Instructional	2.940	240,251	81,718	20,308	6,907	38,808	13,200	21.29
K-3 BEA Instructional	62.356	4,845,928	77,714	16,402	263	799,709	12,825	18.81
4-6 BEA Instructional	37.941	2,857,193	75,306	7,941	209	507,817	13,384	18.69
7-8 BEA Instructional	27.388	2,131,583	77,829	18,428	673	361,522	13,200	18.86
9-12 BEA Instructional	47.159	3,925,947	83,249	16,689	354	617,734	13,099	18.68
K-12 BEA Instructional	174.844	13,760,651	78,702	59,460	340	2,286,781	13,079	18.76
K-12 BEA Administrative	3.000	432,170	144,057	2,160	720	39,600	13,200	18.01
BEA Instructional	191.844	16,226,103	84,580	1,462,476	7,623	2,511,181	13,090	18.62
BEA Administrative	240.269	19,028,639	79,197	1,686,440	7,019	3,154,800	13,130	18.72
BEA Other	18.000	2,718,736	151,041	93,597	5,200	237,600	13,200	17.83
BEA Other	1.000	55,558	55,558	4,013	4,013	13,200	13,200	18.61
Active	259.269	21,802,933	84,094	1,784,050	6,881	3,405,600	13,135	18.62
Certificated Total	259.269	21,802,933	84,094	1,784,050	6,881	3,405,600	13,135	18.62
Instructional for Funding Purposes	240.269	19,028,639	79,197	1,686,440	7,019	3,154,800	13,130	18.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	240.269	19,028,639	79,197	1,686,440	7,019	3,154,800	13,130	18.72
K-3 Program 01 Teacher	54.790	4,239,768	77,382	2,397	44	713,038	13,014	18.88
K-3 Program 21 Teacher	3.994	287,229	71,915			52,721	13,200	18.40
Grade T Program 09 Teacher	3.000	237,708	79,236			39,600	13,200	18.33

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	20.333	1,693,610	83,294			240,580	11,832	21.36
21	1.340	262,155	195,638			39,436	29,430	18.86
51	1.000	108,062	108,062			11,832	11,832	23.00
52	0.333	7,605	22,838			3,940	11,832	1.15
55	3.500	334,460	95,560			41,412	11,832	15.02
65	1.009	198,340	196,571			23,664	23,453	23.00
97	0.500	126,720	253,440			5,916	11,832	4.60
Program 21 Instructional	1.007	216,525	215,020			35,496	35,249	23.00
Program 21 Administrative	0.333	45,630	137,027			3,940	11,832	1.15
K-12 Program 21 Instructional	1.000	100,225	100,225			11,832	11,832	23.00
K-3 BEA Instructional	4.000	364,618	91,155			47,328	11,832	23.00
7-8 BEA Instructional	15.000	1,091,927	72,795			177,480	11,832	23.00
K-12 BEA Instructional	19.000	1,456,545	76,660			224,808	11,832	23.00
K-12 BEA Administrative	1.333	237,065	177,843			15,772	11,832	8.72
BEA	20.833	1,820,330	87,377			246,496	11,832	20.59
Instructional	24.016	2,144,052	89,276			319,464	13,302	23.00
Administrative	3.999	586,900	146,762			47,316	11,832	6.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other								
Active	28.015	2,730,952	97,482			366,780	13,092	19.55
Certificated Total	28.015	2,730,952	97,482			366,780	13,092	19.55
Instructional for Funding Purposes	24.016	2,144,052	89,276			319,464	13,302	23.00
Instructional for Compliance Purposes	24.016	2,144,052	89,276			319,464	13,302	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	51.400	4,507,081	87,686	276,329	5,376	678,480	13,200	18.36
03	1.000	102,702	102,702			13,200	13,200	18.02
14	0.600	61,621	102,702	6,252	10,420	13,200	22,000	8.76
21	6.451	467,523	72,473	11,436	1,773	85,153	13,200	18.31
31	3.600	369,727	102,702	52,151	14,486	47,520	13,200	17.98
34	1.000	102,702	102,702	6,048	6,048	13,200	13,200	17.98
51	1.200	127,536	106,280	1,000	833	15,840	13,200	18.04
52	0.099	12,418	125,434	2,500	25,253	1,307	13,200	17.99
55	0.250	31,045	124,180	6,252	25,008	3,300	13,200	17.99
74				5,000				
97	1.000	170,670	170,670	5,700	5,700	13,200	13,200	16.35
Program 21 Instructional	6.000	411,642	68,607	11,436	1,906	79,200	13,200	18.35
Program 21 Administrative	0.451	55,881	123,905			5,953	13,200	17.99
K-12 Program 21 Instructional	5.000	343,351	68,670	9,539	1,908	66,000	13,200	18.35
Program 31 Instructional	3.600	369,727	102,702	52,151	14,486	47,520	13,200	17.98
Program 34 Instructional	1.000	102,702	102,702	6,048	6,048	13,200	13,200	17.98
K-3 BEA Instructional	19.540	1,564,181	80,050	57,056	2,920	257,928	13,200	18.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	10.490	877,229	83,625	16,304	1,554	138,468	13,200	18.76
7-8 BEA Instructional	8.130	746,681	91,843	31,875	3,921	107,316	13,200	18.10
9-12 BEA Instructional	15.840	1,490,395	94,091	126,311	7,974	209,088	13,200	18.05
K-12 BEA Instructional	54.000	4,678,486	86,639	231,546	4,288	712,800	13,200	18.37
K-12 BEA Administrative	3.000	403,726	134,575	5,700	1,900	39,600	13,200	17.60
BEA	58.000	5,252,882	90,567	340,228	5,866	765,600	13,200	18.25
Instructional	61.600	5,254,449	85,299	308,570	5,009	818,400	13,286	18.25
Administrative	5.000	698,576	139,715	10,700	2,140	66,000	13,200	17.37
Other				53,398				
Active	66.600	5,953,025	89,385	372,668	5,596	884,400	13,279	18.16
Certificated Total	66.600	5,953,025	89,385	372,668	5,596	884,400	13,279	18.16
Instructional for Funding Purposes	61.600	5,254,449	85,299	308,570	5,009	818,400	13,286	18.25
Instructional for Compliance Purposes	61.600	5,254,449	85,299	308,570	5,009	818,400	13,286	18.25
K-3 Program 01 Teacher	17.710	1,392,962	78,654	38,887	2,196	233,772	13,200	18.68
K-3 Program 21 Teacher	1.000	72,863	72,863	323	323	13,200	13,200	18.31

Rainier Valley Leadership Academy (17910)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.425	1,137,651	84,741	20,305	1,512	190,255	14,172	19.53
13	1.000	112,589	112,589			14,088	14,088	18.82
21	1.200	110,177	91,814			15,701	13,084	21.38
51	0.700	51,670	73,814			10,408	14,868	19.42
55	0.600	42,332	70,553			9,157	15,262	19.50
65	0.210	25,381	120,862					9.91
74	0.050	4,670	93,400			625	12,504	19.06
97	2.000	311,818	155,909			26,592	13,296	17.67
Program 21 Instructional	1.000	91,500	91,500			13,200	13,200	21.86
Program 21 Administrative	0.200	18,677	93,385			2,501	12,504	19.06
K-12 Program 21 Instructional	1.000	91,500	91,500			13,200	13,200	21.86
7-8 BEA Instructional	5.990	492,331	82,192	20,305	3,390	87,968	14,686	19.53
9-12 BEA Instructional	3.785	258,046	68,176			54,022	14,273	20.47
K-12 BEA Instructional	9.775	750,377	76,765	20,305	2,077	141,990	14,526	19.84
K-12 BEA Administrative	5.650	699,092	123,733			74,858	13,249	18.35
BEA	15.425	1,449,469	93,969	20,305	1,316	216,847	14,058	19.13
Instructional	12.185	951,922	78,122	20,305	1,666	173,504	14,239	19.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	7.000	844,366	120,624			93,322	13,332	18.44
Active	19.185	1,796,288	93,630	20,305	1,058	266,826	13,908	19.14
Certificated Total	19.185	1,796,288	93,630	20,305	1,058	266,826	13,908	19.14
Instructional for Funding Purposes	12.185	951,922	78,122	20,305	1,666	173,504	14,239	19.74
Instructional for Compliance Purposes	12.185	951,922	78,122	20,305	1,666	173,504	14,239	19.74

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	24.987	2,155,017	86,246	53,946	2,159	333,762	13,357	18.16
09	1.000	96,730	96,730			13,200	13,200	18.17
14	2.000	147,513	73,757			26,400	13,200	17.32
21	4.688	291,178	62,111	2,915	622	39,600	8,447	18.16
31	3.400	310,749	91,397	15,304	4,501	44,880	13,200	18.11
51	1.540	129,861	84,325			20,328	13,200	17.91
52	0.320	34,431	107,597			4,224	13,200	17.14
55	2.617	237,256	90,660			34,980	13,366	18.74
58	0.125	15,000	120,000	56,030	448,240	1,650	13,200	18.15
64				1,258				
65	0.680	73,166	107,597			8,976	13,200	17.14
74				4,568				
97	1.000	160,735	160,735			13,200	13,200	17.42
Program 21 Instructional	4.688	291,178	62,111	2,915	622	39,600	8,447	18.16
K-12 Program 21 Instructional	4.548	283,877	62,418	2,915	641	38,676	8,504	18.16
Program 31 Instructional	3.200	285,635	89,261	15,304	4,783	42,240	13,200	18.11
Program 31 Administrative	0.200	25,114	125,570			2,640	13,200	18.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	8.284	637,445	76,949	10,464	1,263	109,349	13,200	18.04
4-6 BEA Instructional	4.012	401,626	100,106			52,958	13,200	17.91
7-8 BEA Instructional	3.569	296,986	83,213	10,168	2,849	51,044	14,302	20.02
9-12 BEA Instructional	11.197	966,809	86,345	46,904	4,189	147,800	13,200	17.74
K-12 BEA Instructional	27.062	2,302,866	85,096	67,536	2,496	361,152	13,345	18.15
BEA	29.387	2,626,501	89,376	69,250	2,356	391,842	13,334	18.11
Instructional	39.357	3,245,330	82,459	134,021	3,405	501,600	12,745	18.11
Administrative	3.000	406,306	135,435			39,600	13,200	17.85
Active	42.357	3,651,636	86,211	134,021	3,164	541,200	12,777	18.08
Certificated Total	42.357	3,651,636	86,211	134,021	3,164	541,200	12,777	18.08
Instructional for Funding Purposes	39.357	3,245,330	82,459	134,021	3,405	501,600	12,745	18.11
Instructional for Compliance Purposes	39.357	3,245,330	82,459	134,021	3,405	501,600	12,745	18.11
K-3 Program 01 Teacher	6.784	512,347	75,523			89,549	13,200	18.00
K-3 Program 21 Teacher	1.360	113,592	83,524	2,332	1,715	14,256	10,482	18.11

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	35.320	2,761,783	78,193	17,529	496	488,295	13,825	106.40
02	1.352	99,591	73,662			31,020	22,944	95.09
14	2.600	196,425	75,548			35,100	13,500	100.34
21	3.600	235,817	65,505			47,820	13,283	105.10
24	1.000	67,492	67,492			13,500	13,500	109.93
31	3.111	261,229	83,969	36,587	11,761	41,601	13,372	107.03
34	0.750	58,460	77,947	4,809	6,412	10,044	13,392	107.66
51	0.200	25,000	125,000			2,640	13,200	107.45
55	0.250	31,250	125,000			3,300	13,200	107.44
58				6,019				
97	0.900	146,700	163,000			11,880	13,200	98.29
K-12 Program 02 Instructional	1.252	83,291	66,526			29,700	23,722	94.54
Program 21 Instructional	3.000	158,668	52,889			39,900	13,300	104.07
Program 21 Administrative	0.600	77,149	128,582			7,920	13,200	107.38
K-12 Program 21 Instructional	2.760	145,575	52,745			36,696	13,296	104.34
Program 31 Instructional	2.911	235,513	80,905	29,087	9,992	38,961	13,384	107.00
Program 31 Administrative	0.200	25,716	128,580	7,500	37,500	2,640	13,200	107.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.750	58,460	77,947	4,809	6,412	10,044	13,392	107.66
K-3 BEA Instructional	14.405	1,009,102	70,052			200,363	13,909	106.92
4-6 BEA Instructional	6.031	486,189	80,615			94,670	15,697	107.97
7-8 BEA Instructional	6.165	495,387	80,355	5,855	950	83,096	13,479	105.71
9-12 BEA Instructional	11.882	928,903	78,177	42,356	3,565	165,773	13,952	104.29
K-12 BEA Instructional	38.483	2,919,581	75,867	48,211	1,253	543,900	14,134	106.01
K-12 BEA Administrative	2.050	261,482	127,552	7,500	3,659	27,060	13,200	106.82
BEA	41.433	3,327,763	80,317	58,925	1,422	582,840	14,067	105.72
Instructional	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	105.64
Administrative	4.000	541,581	135,395	7,500	1,875	52,800	13,200	104.52
Other				3,214				
Active	49.083	3,883,747	79,126	64,944	1,323	685,200	13,960	105.49
Certificated Total	49.083	3,883,747	79,126	64,944	1,323	685,200	13,960	105.49
Instructional for Funding Purposes	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	105.64
Instructional for Compliance Purposes	45.083	3,342,166	74,134	54,230	1,203	632,400	14,027	105.64
K-3 Program 01 Teacher	13.879	975,270	70,269			186,863	13,464	107.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	1.440	78,556	54,553			19,224	13,350	101.19

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	697.206	69,791,435	100,102	7,370,596	10,572	8,916,389	12,789	17.99
02	4.762	453,483	95,230	45,791	9,616	92,400	19,404	18.46
13	49.757	5,903,816	118,653	127,955	2,572	447,216	8,988	13.63
14	1.498	143,971	96,109	6,288	4,198	24,156	16,126	18.83
21	183.675	17,602,328	95,834	28,071	153	2,380,620	12,961	18.26
24	23.000	2,504,954	108,911	12,855	559	303,600	13,200	18.67
31	65.671	6,474,796	98,594	668,654	10,182	809,252	12,323	17.15
34	12.933	1,194,627	92,370	99,371	7,684	157,516	12,179	17.80
38	1.000	91,155	91,155	5,917	5,917	13,200	13,200	18.80
51	17.212	1,822,996	105,914	156,531	9,094	225,535	13,103	18.11
52	3.601	380,146	105,567	27,778	7,714	43,573	12,100	17.13
55	27.573	2,969,369	107,691	332,892	12,073	360,558	13,076	18.60
58	0.820	69,692	84,990	6,141	7,489	13,200	16,098	18.81
61	0.170	27,225	160,147			2,244	13,200	17.91
64	0.850	94,011	110,601	6,779	7,975	11,220	13,200	18.69
65	30.132	3,011,593	99,947	255,245	8,471	413,477	13,722	18.55
74	2.000	207,526	103,763	18,284	9,142	26,400	13,200	18.74
79	2.090	186,732	89,345	13,493	6,456	27,588	13,200	18.76
88	0.080	12,878	160,975			1,056	13,200	17.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	2.000	438,432	219,216	124,314	62,157	26,400	13,200	14.32
CP	1.000	177,776	177,776			13,200	13,200	17.20
K-12 Program 02 Instructional	4.762	453,483	95,230			92,400	19,404	18.46
Program 21 Instructional	178.648	16,735,664	93,680	26,377	148	2,311,320	12,938	18.28
Program 21 Administrative	5.027	866,664	172,402	1,694	337	69,300	13,786	17.68
K-12 Program 21 Instructional	152.926	14,310,047	93,575			1,964,860	12,848	18.17
Program 31 Instructional	64.671	6,297,020	97,370	668,654	10,339	796,052	12,309	17.15
Program 31 Administrative	1.000	177,776	177,776			13,200	13,200	17.36
Program 34 Instructional	12.933	1,194,627	92,370	99,371	7,684	157,516	12,179	17.80
K-3 BEA Instructional	291.624	27,764,498	95,206	8,728	30	3,765,920	12,914	18.51
4-6 BEA Instructional	127.437	12,166,274	95,469	6,110	48	1,632,880	12,813	18.47
7-8 BEA Instructional	111.049	10,145,035	91,356	6,536	59	1,423,831	12,822	18.12
9-12 BEA Instructional	207.722	20,332,969	97,885	78,740	379	2,653,438	12,774	17.59
K-12 BEA Instructional	737.832	70,408,776	95,427	100,114	136	9,476,069	12,843	18.18
BEA	782.572	78,352,773	100,122	8,308,726	10,617	10,001,957	12,781	17.90
Instructional	1,053.430	101,089,191	95,962	8,945,314	8,492	13,411,200	12,731	18.02
Administrative	72.600	12,351,316	170,128	351,206	4,838	884,400	12,182	15.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,126.030	113,440,507	100,744	9,296,520	8,256	14,295,600	12,696	17.80
On Leave	1.000	118,434	118,434	10,435	10,435	13,200	13,200	18.63
Certificated Total	1,127.030	113,558,941	100,759	9,306,955	8,258	14,308,800	12,696	17.80
Instructional for Funding Purposes	1,053.430	101,089,191	95,962	8,945,314	8,492	13,411,200	12,731	18.02
Instructional for Compliance Purposes	1,053.430	101,089,191	95,962	8,945,314	8,492	13,411,200	12,731	18.02
K-3 Program 01 Teacher	241.817	22,666,741	93,735	8,728	36	3,103,280	12,833	18.56
K-3 Program 21 Teacher	26.160	2,311,720	88,369			336,336	12,857	18.52

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	18.177	1,454,564	80,022	26,439	1,455	251,196	13,819	17.94
02	2.000	175,218	87,609	3,121	1,561	26,400	13,200	17.92
21	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94
31	1.000	63,556	63,556	1,056	1,056	13,200	13,200	17.97
51	1.000	105,391	105,391			13,200	13,200	17.91
52	0.220	14,907	67,759			2,904	13,200	17.97
55	1.750	124,162	70,950	1,541	881	23,100	13,200	17.96
58				31,000				
74								
97	1.000	159,832	159,832			13,200	13,200	17.90
K-12 Program 02 Instructional	2.000	175,218	87,609	3,121	1,561	26,400	13,200	17.92
Program 21 Instructional	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94
K-12 Program 21 Instructional	3.000	250,662	83,554	4,179	1,393	39,600	13,200	17.94
Program 31 Instructional	1.000	63,556	63,556	1,056	1,056	13,200	13,200	17.97
K-3 BEA Instructional	6.384	472,236	73,972	8,537	1,337	84,374	13,217	17.94
4-6 BEA Instructional	2.862	237,219	82,886	2,981	1,042	37,858	13,228	17.99
7-8 BEA Instructional	4.113	344,491	83,757	4,411	1,072	64,970	15,796	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	6.350	470,800	74,142	12,037	1,896	84,216	13,262	17.90
K-12 BEA Instructional	19.709	1,524,746	77,363	27,966	1,419	271,418	13,771	17.93
K-12 BEA Administrative	1.468	159,361	108,557			19,378	13,200	18.03
BEA	22.177	1,853,170	83,563	30,616	1,381	303,996	13,708	17.93
Instructional	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93
Administrative	2.468	319,193	129,333	2,400	972	32,578	13,200	17.97
Other		9,231						
Active	28.147	2,348,292	83,430	67,336	2,392	382,800	13,600	17.93
Certificated Total	28.147	2,348,292	83,430	67,336	2,392	382,800	13,600	17.93
Instructional for Funding Purposes	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93
Instructional for Compliance Purposes	25.679	2,019,868	78,658	64,936	2,529	350,222	13,638	17.93
K-3 Program 01 Teacher	5.588	406,235	72,698	5,925	1,060	73,762	13,200	17.95
K-3 Program 21 Teacher	0.830	54,707	65,912			10,956	13,200	18.01

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	732.435	73,601,987	100,489	5,157,343	7,041	9,706,620	13,253	18.37
11	1.000	100,702	100,702	25,655	25,655	13,200	13,200	17.71
12				2,000				
21	130.810	11,939,204	91,271	995,025	7,607	1,750,650	13,383	18.83
24	24.444	2,217,133	90,703	161,353	6,601	323,400	13,230	19.88
31	40.480	3,810,361	94,129	502,143	12,405	539,110	13,318	18.78
34	6.000	610,108	101,685	43,837	7,306	79,200	13,200	18.41
51	10.900	1,108,015	101,653	72,336	6,636	143,880	13,200	17.79
52				602				
55	17.114	1,784,673	104,281	102,193	5,971	226,380	13,228	17.65
58				3,544				
65	6.000	622,651	103,775	44,151	7,359	79,200	13,200	18.17
74	1.000	146,224	146,224	26,250	26,250	13,200	13,200	17.51
79	0.800	74,795	93,494	3,324	4,155	10,560	13,200	18.97
88	4.500	413,619	91,915	18,358	4,080	59,400	13,200	17.04
97	2.000	401,480	200,740	119,732	59,866	26,400	13,200	12.87
Program 21 Instructional	128.310	11,527,213	89,839	995,025	7,755	1,717,650	13,387	18.87
Program 21 Administrative	2.500	411,991	164,796			33,000	13,200	17.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	122.810	11,044,148	89,929			1,645,050	13,395	18.90
Program 31 Instructional	39.580	3,660,469	92,483	502,143	12,687	527,230	13,321	18.84
Program 31 Administrative	0.900	149,892	166,547			11,880	13,200	17.22
Program 34 Instructional	5.900	593,453	100,585	43,837	7,430	77,880	13,200	18.44
Program 34 Administrative	0.100	16,655	166,550			1,320	13,200	17.22
K-3 BEA Instructional	246.334	23,232,364	94,312	7,002	28	3,262,695	13,245	17.93
4-6 BEA Instructional	94.508	8,749,315	92,578			1,255,146	13,281	17.74
7-8 BEA Instructional	158.268	15,058,575	95,146			2,082,489	13,158	19.10
9-12 BEA Instructional	219.455	21,615,196	98,495			2,927,540	13,340	18.85
K-12 BEA Instructional	718.565	68,655,450	95,545	7,002	10	9,527,870	13,260	18.46
BEA	780.915	78,423,936	100,426	5,823,055	7,457	10,351,330	13,255	18.36
Instructional	910.933	86,397,837	94,845	7,077,550	7,770	12,092,300	13,275	18.53
Administrative	65.550	10,316,198	157,379	198,617	3,030	865,700	13,207	17.53
Active	976.483	96,714,035	99,043	7,276,167	7,451	12,958,000	13,270	18.42
On Leave	1.000	116,917	116,917	1,679	1,679	13,200	13,200	17.49
Certificated Total	977.483	96,830,952	99,062	7,277,846	7,445	12,971,200	13,270	18.42
Instructional for Funding Purposes	910.933	86,397,837	94,845	7,077,550	7,770	12,092,300	13,275	18.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	910.933	86,397,837	94,845	7,077,550	7,770	12,092,300	13,275	18.53
K-3 Program 01 Teacher	195.845	18,584,933	94,896			2,578,600	13,167	17.86
K-3 Program 21 Teacher	20.650	1,674,539	81,091			262,904	12,731	18.58

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	200.001	18,332,458	91,662	1,577,127	7,886	2,640,000	13,200	18.07
02	5.000	484,743	96,949	27,994	5,599	66,000	13,200	18.02
13	1.000	101,010	101,010			13,200	13,200	18.15
21	38.526	3,335,149	86,569	370,617	9,620	508,046	13,187	17.98
24	7.095	589,284	83,056			93,654	13,200	17.65
31	11.817	936,784	79,274	88,310	7,473	164,010	13,879	18.94
34	4.175	388,667	93,094	29,631	7,097	55,110	13,200	18.42
51	1.996	166,822	83,578	17,517	8,776	26,400	13,226	16.76
55	1.000	88,170	88,170	9,769	9,769	13,200	13,200	18.01
58				160,421				
65	1.400	133,527	95,376	8,919	6,371	18,480	13,200	17.99
74	0.300	30,676	102,253	17,546	58,487	3,960	13,200	17.93
88	1.000	128,953	128,953	540	540	13,200	13,200	18.02
97	1.200	243,858	203,215	348	290	15,840	13,200	16.54
K-12 Program 02 Instructional	4.000	330,793	82,698	27,454	6,864	52,800	13,200	18.05
Program 21 Instructional	37.726	3,203,149	84,906	369,225	9,787	497,486	13,187	18.00
Program 21 Administrative	0.800	132,000	165,000	1,392	1,740	10,560	13,200	17.66
K-12 Program 21 Instructional	32.171	2,744,727	85,317	308,832	9,600	424,160	13,185	17.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	11.632	902,921	77,624	88,310	7,592	161,568	13,890	19.00
Program 31 Administrative	0.185	33,863	183,043			2,442	13,200	17.08
Program 34 Instructional	3.995	360,609	90,265	29,631	7,417	52,734	13,200	18.46
Program 34 Administrative	0.180	28,058	155,878			2,376	13,200	17.79
K-3 BEA Instructional	75.338	6,385,880	84,763	598,829	7,949	1,005,365	13,345	18.13
4-6 BEA Instructional	42.846	3,887,473	90,731	351,877	8,213	569,791	13,299	18.07
7-8 BEA Instructional	32.530	2,910,661	89,476	285,954	8,790	429,396	13,200	18.16
9-12 BEA Instructional	56.651	4,840,671	85,447	478,182	8,441	748,968	13,221	18.30
K-12 BEA Instructional	207.365	18,024,685	86,923	1,714,842	8,270	2,753,520	13,279	18.17
K-12 BEA Administrative	9.000	1,432,190	159,132	1,620	180	118,800	13,200	17.76
BEA	222.193	20,386,510	91,751	1,723,410	7,756	2,940,960	13,236	18.10
Instructional	256.256	22,181,623	86,560	2,298,239	8,969	3,406,700	13,294	18.14
Administrative	17.000	2,682,097	157,770	10,500	618	224,400	13,200	17.68
Other	1.254	96,381	76,859					8.43
Active	274.510	24,960,101	90,926	2,308,739	8,410	3,631,100	13,228	18.06
Certificated Total	274.510	24,960,101	90,926	2,308,739	8,410	3,631,100	13,228	18.06
Instructional for Funding Purposes	256.256	22,181,623	86,560	2,298,239	8,969	3,406,700	13,294	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	256.256	22,181,623	86,560	2,298,239	8,969	3,406,700	13,294	18.14
K-3 Program 01 Teacher	67.785	5,793,902	85,475	489,423	7,220	900,161	13,280	18.10
K-3 Program 21 Teacher	6.402	524,705	81,960	45,307	7,077	84,106	13,137	17.84

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	19.909	1,569,061	78,812	34,158	1,716	265,888	13,355	18.86
02	0.983	51,475	52,365			12,976	13,200	18.35
09	0.984	72,642	73,823			12,989	13,200	18.73
21	1.776	129,959	73,175	2,349	1,323	23,443	13,200	18.71
31	2.952	281,764	95,449	35,466	12,014	38,966	13,200	18.83
51	0.395	37,820	95,747			5,214	13,200	18.58
52				10,875				
55	1.095	105,021	95,910			20,790	18,986	18.77
58				11,410				
88	0.192	10,878	56,656			2,534	13,200	18.88
97	1.000	160,737	160,737			13,200	13,200	17.93
K-12 Program 02 Instructional	0.983	51,475	52,365			12,976	13,200	18.35
Program 21 Instructional	1.776	129,959	73,175	2,349	1,323	23,443	13,200	18.71
K-12 Program 21 Instructional	0.984	85,047	86,430	2,349	2,387	12,989	13,200	18.63
Program 31 Instructional	2.952	281,764	95,449	15,670	5,308	38,966	13,200	18.83
K-3 BEA Instructional	7.139	528,769	74,068			96,070	13,457	18.79
4-6 BEA Instructional	2.616	242,668	92,763			34,558	13,210	18.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	1.330	103,898	78,119			17,556	13,200	19.64
9-12 BEA Instructional	9.852	745,657	75,686	23,229	2,358	130,046	13,200	19.03
K-12 BEA Instructional	20.937	1,620,992	77,422	23,229	1,109	278,230	13,289	18.94
K-12 BEA Administrative	1.907	230,319	120,776			26,400	13,844	18.01
BEA	24.844	2,063,037	83,040	69,624	2,802	331,030	13,324	18.77
Instructional	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.91
Administrative	2.907	391,056	134,522			39,600	13,622	17.98
Other	1.000	50,989	50,989	46,395	46,395	13,200	13,200	18.93
Active	29.286	2,419,357	82,611	94,258	3,219	396,000	13,522	18.76
Certificated Total	29.286	2,419,357	82,611	94,258	3,219	396,000	13,522	18.76
Instructional for Funding Purposes	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.91
Instructional for Compliance Purposes	25.379	1,977,312	77,911	47,863	1,886	343,200	13,523	18.91
K-3 Program 01 Teacher	6.903	515,927	74,740			92,954	13,466	18.80
Grade T Program 09 Teacher	0.984	72,642	73,823			12,989	13,200	18.73

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	70.375	5,906,895	83,935	115,279	1,638	998,681	14,191	18.06
02	4.400	297,878	67,700	24,451	5,557	62,568	14,220	18.16
21	15.541	1,228,669	79,060	4,882	314	217,741	14,011	18.03
24	0.209	11,528	55,158			2,972	14,220	18.34
31	5.600	443,551	79,206	27,304	4,876	79,632	14,220	18.06
34	2.700	253,552	93,908	16,536	6,124	40,285	14,920	18.03
51	2.980	261,274	87,676			49,404	16,579	18.13
55	4.580	438,916	95,833	4,833	1,055	67,407	14,718	18.11
65	0.095	14,028	147,663			1,254	13,200	17.96
74				2,584				
88	0.120	15,771	131,425			1,584	13,200	18.01
97	1.460	264,970	181,486	15,750	10,788	19,272	13,200	16.67
K-12 Program 02 Instructional	4.400	297,878	67,700	24,451	5,557	62,568	14,220	18.16
Program 21 Instructional	15.141	1,169,605	77,248	4,882	322	212,461	14,032	18.04
Program 21 Administrative	0.400	59,064	147,660			5,280	13,200	17.96
K-12 Program 21 Instructional	14.020	1,096,161	78,186	4,882	348	197,658	14,098	18.06
Program 31 Instructional	5.600	443,551	79,206	27,304	4,876	79,632	14,220	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.700	253,552	93,908	16,536	6,124	40,285	14,920	18.03
K-3 BEA Instructional	25.911	1,989,172	76,769	22,867	883	368,454	14,220	18.04
4-6 BEA Instructional	16.830	1,397,312	83,025	167	10	239,323	14,220	18.09
7-8 BEA Instructional	11.934	1,007,016	84,382	2,917	244	171,593	14,378	18.07
9-12 BEA Instructional	23.600	1,864,033	78,984	25,985	1,101	338,436	14,341	18.08
K-12 BEA Instructional	78.275	6,257,533	79,943	51,936	664	1,117,806	14,280	18.07
K-12 BEA Administrative	2.300	296,433	128,884			30,360	13,200	18.02
BEA	84.535	7,166,846	84,780	199,320	2,358	1,200,438	14,200	18.01
Instructional	99.100	7,894,633	79,663	191,036	1,928	1,422,000	14,349	18.07
Administrative	8.460	1,182,527	139,779	20,583	2,433	112,200	13,262	17.70
Other	0.500	59,872	119,744			6,600	13,200	18.05
Active	108.060	9,137,032	84,555	211,619	1,958	1,540,800	14,259	18.02
Certificated Total	108.060	9,137,032	84,555	211,619	1,958	1,540,800	14,259	18.02
Instructional for Funding Purposes	99.100	7,894,633	79,663	191,036	1,928	1,422,000	14,349	18.07
Instructional for Compliance Purposes	99.100	7,894,633	79,663	191,036	1,928	1,422,000	14,349	18.07
K-3 Program 01 Teacher	24.311	1,871,781	76,993			340,014	13,986	18.03

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	2.505	199,683	79,714			35,621	14,220	18.12

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	157.836	16,070,959	101,821	1,826,415	11,572	2,100,595	13,309	17.60
02	9.102	984,485	108,161	94,460	10,378	125,400	13,777	17.46
21	26.590	2,496,138	93,875	293,096	11,023	358,010	13,464	17.55
24	0.591	53,916	91,228	5,884	9,956	7,801	13,200	17.77
31	8.700	949,986	109,194	198,160	22,777	114,840	13,200	17.52
34	1.300	156,917	120,705	11,326	8,712	17,160	13,200	17.06
51	1.181	130,860	110,804	14,751	12,490	18,124	15,346	17.72
55	1.603	164,258	102,469	17,188	10,722	26,400	16,469	17.76
64	0.236	24,213	102,597	2,930	12,415	3,894	16,500	17.73
65	2.955	271,757	91,965	29,388	9,945	42,187	14,277	17.77
73				4,500				
74	0.787	85,037	108,052	2,500	3,177	10,388	13,200	17.70
88				7,500				
97	1.000	267,377	267,377	6,000	6,000	13,200	13,200	14.46
K-12 Program 02 Instructional	8.102	806,983	99,603			112,200	13,848	17.73
Program 21 Instructional	24.590	2,127,089	86,502	288,846	11,746	331,610	13,486	17.79
Program 21 Administrative	2.000	369,049	184,525	4,250	2,125	26,400	13,200	15.95
K-12 Program 21 Instructional	24.590	2,127,089	86,502			331,610	13,486	17.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	8.200	866,885	105,718	176,708	21,550	108,240	13,200	17.60
Program 31 Administrative	0.500	83,101	166,202	3,498	6,996	6,600	13,200	16.50
Program 34 Instructional	0.800	73,816	92,270	7,518	9,398	10,560	13,200	17.62
Program 34 Administrative	0.500	83,101	166,202			6,600	13,200	16.50
K-3 BEA Instructional	64.854	5,999,496	92,508	4,050	62	869,101	13,401	17.69
4-6 BEA Instructional	25.202	2,367,737	93,950			335,306	13,305	18.19
7-8 BEA Instructional	25.873	2,564,938	99,136	18	1	341,524	13,200	17.76
9-12 BEA Instructional	48.419	5,007,219	103,414	12,178	252	640,464	13,228	17.68
K-12 BEA Instructional	164.348	15,939,390	96,986	16,246	99	2,186,395	13,303	17.77
K-12 BEA Administrative	0.865	149,713	173,079			13,200	15,260	16.90
BEA	177.938	18,429,724	103,574	2,136,361	12,006	2,371,195	13,326	17.55
Instructional	196.291	18,796,520	95,758	2,346,216	11,953	2,626,800	13,382	17.77
Administrative	15.590	2,859,383	183,411	98,972	6,348	211,200	13,547	15.99
Other				68,910				
Active	211.881	21,655,903	102,208	2,514,098	11,866	2,838,000	13,394	17.55
Certificated Total	211.881	21,655,903	102,208	2,514,098	11,866	2,838,000	13,394	17.55
Instructional for Funding Purposes	196.291	18,796,520	95,758	2,346,216	11,953	2,626,800	13,382	17.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	196.291	18,796,520	95,758	2,346,216	11,953	2,626,800	13,382	17.77
K-3 Program 01 Teacher	53.109	4,871,668	91,730			706,002	13,293	17.68
K-3 Program 21 Teacher	5.522	436,730	79,089			72,890	13,200	17.81

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	103.252	9,585,146	92,833	1,164,342	11,277	1,366,953	13,239	18.04
02	1.519	148,529	97,781	3,000	1,975	20,078	13,218	17.42
12	5.000	484,742	96,948			66,090	13,218	18.12
13	3.000	243,470	81,157	6,092	2,031	39,654	13,218	17.98
14	2.400	213,794	89,081	1,334	556	39,654	16,523	18.51
21	14.477	1,277,773	88,262	13,909	961	194,001	13,401	18.93
24	3.990	393,527	98,628			52,740	13,218	18.27
31	6.361	501,726	78,875	54,399	8,552	88,045	13,841	18.86
51	1.650	175,724	106,499			21,704	13,154	17.72
52	0.760	74,968	98,642	1,323	1,741	10,046	13,218	18.07
55	4.798	491,666	102,473	612	128	63,909	13,320	17.94
58				24,076				
64	0.150	15,395	102,633			1,983	13,218	18.17
65	1.684	149,354	88,690	153	91	24,453	14,521	18.37
74	0.500	43,123	86,246			1,340	2,680	12.54
97	1.400	269,481	192,486			18,505	13,218	16.22
K-12 Program 02 Instructional	1.241	117,941	95,037			16,404	13,218	17.48
Program 21 Instructional	13.810	1,171,805	84,852	13,909	1,007	185,184	13,409	19.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.667	105,968	158,873			8,816	13,218	17.30
K-12 Program 21 Instructional	12.940	1,089,929	84,229			173,685	13,422	19.11
Program 31 Instructional	6.180	482,672	78,102	54,399	8,802	85,653	13,860	18.92
Program 31 Administrative	0.181	19,054	105,271			2,392	13,218	17.20
K-3 BEA Instructional	39.410	3,328,323	84,454			515,489	13,080	18.35
4-6 BEA Instructional	17.999	1,645,414	91,417			237,911	13,218	18.23
7-8 BEA Instructional	16.030	1,372,192	85,601	400	25	211,686	13,206	18.01
9-12 BEA Instructional	28.151	2,471,436	87,792	1,323	47	383,864	13,636	17.98
K-12 BEA Instructional	101.590	8,817,365	86,794	1,723	17	1,348,950	13,278	18.17
BEA	112.532	10,504,882	93,350	1,221,741	10,857	1,493,581	13,273	18.04
Instructional	138.482	12,139,831	87,664	1,215,799	8,779	1,844,471	13,319	18.23
Administrative	12.459	1,928,587	154,795			164,683	13,218	17.29
Other				53,441				
Active	150.941	14,068,418	93,205	1,269,240	8,409	2,009,154	13,311	18.11
Certificated Total	150.941	14,068,418	93,205	1,269,240	8,409	2,009,154	13,311	18.11
Instructional for Funding Purposes	138.482	12,139,831	87,664	1,215,799	8,779	1,844,471	13,319	18.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	138.482	12,139,831	87,664	1,215,799	8,779	1,844,471	13,319	18.23
K-3 Program 01 Teacher	36.077	3,048,742	84,507			471,433	13,067	18.34
K-3 Program 21 Teacher	3.668	300,071	81,808			48,484	13,218	18.57

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	2.600	177,223	68,163	18,312	7,043	32,011	12,312	17.90
51	0.199	13,035	65,503			2,450	12,312	17.88
53				3,000				
65	0.201	13,035	64,851			2,475	12,312	17.88
97				47,688				
99				11,922				
K-3 BEA Instructional	1.100	63,451	57,683	5,000	4,545	13,543	12,312	17.91
4-6 BEA Instructional	1.500	113,772	75,848			18,468	12,312	17.89
K-12 BEA Instructional	2.600	177,223	68,163	5,000	1,923	32,011	12,312	17.90
BEA	2.600	177,223	68,163	66,000	25,385	32,011	12,312	17.90
Instructional	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.90
Administrative				59,610				
Active	3.000	203,293	67,764	80,922	26,974	36,936	12,312	17.90
Certificated Total	3.000	203,293	67,764	80,922	26,974	36,936	12,312	17.90
Instructional for Funding Purposes	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.90
Instructional for Compliance Purposes	3.000	203,293	67,764	21,312	7,104	36,936	12,312	17.90
K-3 Program 01 Teacher	1.100	63,451	57,683			13,543	12,312	17.91

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	3.000	190,945	63,648			39,600	13,200	20.00
21	0.750	53,596	71,461			9,900	13,200	20.00
24	0.250	17,865	71,460			3,300	13,200	20.00
65	0.050	6,805	136,100			660	13,200	20.00
74	0.050	6,805	136,100			660	13,200	20.00
79	1.200	107,740	89,783			15,840	13,200	20.00
97	0.700	95,270	136,100			9,240	13,200	20.00
Program 21 Instructional	0.750	53,596	71,461			9,900	13,200	20.00
K-12 Program 21 Instructional	0.750	53,596	71,461			9,900	13,200	20.00
9-12 BEA Instructional	3.000	190,945	63,648			39,600	13,200	20.00
K-12 BEA Instructional	3.000	190,945	63,648			39,600	13,200	20.00
K-12 BEA Administrative	0.700	95,270	136,100			9,240	13,200	20.00
BEA	3.700	286,215	77,355			48,840	13,200	20.00
Instructional	5.000	342,926	68,585			66,000	13,200	20.00
Administrative	1.000	136,100	136,100			13,200	13,200	20.00
Active	6.000	479,026	79,838			79,200	13,200	20.00
Certificated Total	6.000	479,026	79,838			79,200	13,200	20.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	5.000	342,926	68,585			66,000	13,200	20.00
Instructional for Compliance Purposes	5.000	342,926	68,585			66,000	13,200	20.00

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	15.229	1,199,723	78,779	21,010	1,380	212,731	13,969	17.81
14	0.450	38,010	84,467			5,940	13,200	17.81
21	1.100	84,202	76,547			14,520	13,200	17.81
31	0.833	50,885	61,086	5,089	6,109	10,996	13,200	17.79
34	0.167	10,179	60,952	5,089	30,473	2,204	13,200	17.79
51	0.168	13,088	77,905			2,218	13,200	17.87
52								
55	0.816	77,127	94,518			10,771	13,200	17.80
58				22,854				
79				3,872				
97	0.350	50,736	144,960	900	2,571	4,620	13,200	17.73
Program 21 Instructional	1.000	69,702	69,702			13,200	13,200	17.82
Program 21 Administrative	0.100	14,500	145,000			1,320	13,200	17.73
K-12 Program 21 Instructional	1.000	69,702	69,702			13,200	13,200	17.82
Program 31 Instructional	0.833	50,885	61,086	5,089	6,109	10,996	13,200	17.79
Program 34 Instructional	0.167	10,179	60,952	5,089	30,473	2,204	13,200	17.79
K-3 BEA Instructional	4.454	340,414	76,429			58,793	13,200	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
4-6 BEA Instructional	3.377	222,368	65,848			44,576	13,200	17.83
7-8 BEA Instructional	2.167	175,838	81,144	5,809	2,681	30,796	14,211	17.80
9-12 BEA Instructional	5.280	408,379	77,345	15,379	2,913	79,213	15,003	17.80
K-12 BEA Instructional	15.278	1,146,999	75,075	21,188	1,387	213,378	13,966	17.81
BEA	16.579	1,311,523	79,107	32,088	1,935	230,551	13,906	17.80
Instructional	17.612	1,330,426	75,541	47,914	2,721	244,187	13,865	17.81
Administrative	1.501	193,524	128,930	10,900	7,262	19,813	13,200	17.74
Active	19.113	1,523,950	79,734	58,814	3,077	264,000	13,813	17.80
Certificated Total	19.113	1,523,950	79,734	58,814	3,077	264,000	13,813	17.80
Instructional for Funding Purposes	17.612	1,330,426	75,541	47,914	2,721	244,187	13,865	17.81
Instructional for Compliance Purposes	17.612	1,330,426	75,541	47,914	2,721	244,187	13,865	17.81
K-3 Program 01 Teacher	4.454	340,414	76,429			58,793	13,200	17.83
K-3 Program 21 Teacher	0.192	13,272	69,125			2,534	13,200	17.82

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	86.400	7,628,746	88,296			1,174,856	13,598	18.21
09	2.000	177,635	88,818			27,158	13,579	18.32
21	10.772	952,685	88,441			146,273	13,579	18.34
24	0.528	35,089	66,456			7,170	13,579	18.51
31	5.700	496,505	87,106			77,400	13,579	18.34
34	1.000	59,267	59,267			13,579	13,579	18.61
51	2.050	173,532	84,650			27,765	13,544	18.35
53	0.050	7,739	154,780			679	13,579	18.15
55	5.000	475,580	95,116			67,895	13,579	18.29
65	2.300	251,141	109,192			31,232	13,579	18.23
74	1.000	77,021	77,021			13,579	13,579	18.41
97	1.200	210,947	175,789			15,935	13,279	17.15
Program 21 Instructional	9.772	819,615	83,874			132,694	13,579	18.36
Program 21 Administrative	1.000	133,070	133,070			13,579	13,579	18.21
K-12 Program 21 Instructional	9.772	819,615	83,874			132,694	13,579	18.36
Program 31 Instructional	5.600	483,684	86,372			76,042	13,579	18.34
Program 31 Administrative	0.100	12,821	128,210			1,358	13,579	18.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.000	59,267	59,267			13,579	13,579	18.61
K-3 BEA Instructional	30.000	2,657,385	88,580			407,370	13,579	18.36
4-6 BEA Instructional	19.000	1,590,758	83,724			246,450	12,971	18.36
7-8 BEA Instructional	12.700	975,944	76,846			172,093	13,551	18.36
9-12 BEA Instructional	25.300	2,025,089	80,043			343,511	13,577	17.86
K-12 BEA Instructional	87.000	7,249,176	83,324			1,169,424	13,442	18.22
K-12 BEA Administrative	4.000	667,311	166,828			67,895	16,974	18.21
BEA	94.300	8,395,465	89,029			1,281,770	13,592	18.19
Instructional	109.000	9,158,186	84,020			1,468,090	13,469	18.25
Administrative	8.200	1,309,741	159,725			124,567	15,191	18.03
Other	0.800	77,960	97,450			10,863	13,579	18.37
Active	118.000	10,545,887	89,372			1,603,520	13,589	18.22
Certificated Total	118.000	10,545,887	89,372			1,603,520	13,589	18.22
Instructional for Funding Purposes	109.000	9,158,186	84,020			1,468,090	13,469	18.25
Instructional for Compliance Purposes	109.000	9,158,186	84,020			1,468,090	13,469	18.25
K-3 Program 01 Teacher	27.000	2,394,410	88,682			366,633	13,579	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	2.772	190,279	68,643			37,641	13,579	18.49

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	40.586	4,082,844	100,597	164,407	4,051	541,055	13,331	18.00
02	0.700	78,321	111,887	3,393	4,847	9,214	13,162	17.95
13	4.146	350,831	84,619			58,687	14,155	18.05
21	8.000	789,652	98,707	29,193	3,649	105,600	13,200	18.00
24	2.044	176,454	86,328	3,744	1,832	26,400	12,916	18.03
31	1.600	151,254	94,534	5,185	3,241	34,320	21,450	18.96
51	1.000	119,057	119,057	2,646	2,646	13,200	13,200	17.93
52				5,099				
55	0.974	86,903	89,223	1,932	1,984	12,857	13,200	18.04
58	0.293	18,068	61,666	24,076	82,171	3,868	13,200	18.23
65	1.000	109,775	109,775	2,440	2,440	13,200	13,200	17.95
74				7,000				
97	1.000	189,873	189,873			13,200	13,200	16.95
K-12 Program 02 Instructional	0.700	78,321	111,887	2,104	3,006	9,214	13,162	17.95
Program 21 Instructional	7.000	633,230	90,461	23,486	3,355	92,400	13,200	18.03
Program 21 Administrative	1.000	156,422	156,422	5,707	5,707	13,200	13,200	17.90
K-12 Program 21 Instructional	7.000	633,230	90,461			92,400	13,200	18.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	1.600	151,254	94,534	5,185	3,241	34,320	21,450	18.96
K-3 BEA Instructional	12.736	1,147,624	90,109	1,764	139	171,653	13,478	18.03
4-6 BEA Instructional	4.863	535,108	110,037	882	181	65,947	13,561	17.95
7-8 BEA Instructional	7.387	657,352	88,988	1,495	202	97,535	13,204	18.02
9-12 BEA Instructional	14.900	1,499,367	100,629	17,224	1,156	209,854	14,084	18.13
K-12 BEA Instructional	39.886	3,839,451	96,261	21,365	536	544,988	13,664	18.06
BEA	43.886	4,502,292	102,591	172,985	3,942	597,788	13,621	18.01
Instructional	56.343	5,333,769	94,666	240,842	4,275	765,600	13,588	18.05
Administrative	5.000	819,263	163,853	5,707	1,141	66,000	13,200	17.72
Other				2,566				
Active	61.343	6,153,032	100,305	249,115	4,061	831,600	13,557	18.01
Certificated Total	61.343	6,153,032	100,305	249,115	4,061	831,600	13,557	18.01
Instructional for Funding Purposes	56.343	5,333,769	94,666	240,842	4,275	765,600	13,588	18.05
Instructional for Compliance Purposes	56.343	5,333,769	94,666	240,842	4,275	765,600	13,588	18.05
K-3 Program 01 Teacher	11.736	1,057,671	90,122	1,764	150	158,453	13,501	18.03
K-3 Program 21 Teacher	1.000	85,506	85,506			13,200	13,200	18.05

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	3.212	272,779	84,925			51,559	16,052	17.68
21	0.509	29,419	57,798			9,900	19,450	17.68
97	0.344	66,505	193,328			4,541	13,200	17.66
Program 21 Instructional	0.509	29,419	57,798			9,900	19,450	17.68
K-12 Program 21 Instructional	0.509	29,419	57,798			9,900	19,450	17.68
K-3 BEA Instructional	2.096	176,177	84,054			36,828	17,571	17.68
4-6 BEA Instructional	1.000	74,434	74,434			13,200	13,200	17.68
K-12 BEA Instructional	3.096	250,611	80,947			50,028	16,159	17.68
BEA	3.556	339,284	95,412			56,100	15,776	17.67
Instructional	3.605	280,030	77,678			59,928	16,624	17.68
Administrative	0.460	88,673	192,767			6,072	13,200	17.66
Active	4.065	368,703	90,702			66,000	16,236	17.68
Certificated Total	4.065	368,703	90,702			66,000	16,236	17.68
Instructional for Funding Purposes	3.605	280,030	77,678			59,928	16,624	17.68
Instructional for Compliance Purposes	3.605	280,030	77,678			59,928	16,624	17.68
K-3 Program 01 Teacher	1.926	166,370	86,381			33,528	17,408	17.68

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	2,596.492	255,173,351	98,276	41,895,677	16,135	35,109,386	13,522	18.81
02	46.841	4,982,629	106,373	779,505	16,642	623,146	13,303	18.14
13	14.500	1,158,965	79,929	302,779	20,881	238,352	16,438	18.59
14	1.000	106,161	106,161	18,979	18,979	13,200	13,200	23.15
21	723.289	65,308,288	90,293	12,509,565	17,295	9,916,130	13,710	19.12
24	39.102	4,442,557	113,615	647,196	16,551	530,666	13,571	19.02
31	102.095	9,124,151	89,369	1,587,377	15,548	1,438,712	14,092	18.96
34	11.985	1,225,775	102,276	218,231	18,209	160,195	13,366	18.76
45	7.505	673,614	89,755	92,451	12,319	118,866	15,838	17.41
51	38.722	3,832,347	98,971	757,109	19,552	541,332	13,980	18.76
52	6.452	632,193	97,984	150,377	23,307	85,166	13,200	18.91
55	92.322	8,723,987	94,495	1,579,492	17,109	1,288,795	13,960	18.86
56	3.000	260,329	86,776	47,015	15,672	39,600	13,200	20.04
58	2.800	264,461	94,450	84,738	30,264	36,960	13,200	18.92
61	1.600	193,919	121,199	32,055	20,034	26,400	16,500	22.15
64	3.300	371,313	112,519	89,683	27,177	43,560	13,200	19.95
65	155.643	14,986,432	96,287	2,646,188	17,002	2,147,812	13,800	19.00
74	4.000	494,704	123,676	81,724	20,431	52,800	13,200	18.71
79	130.746	11,829,141	90,474	2,017,377	15,430	1,841,783	14,087	19.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	13.000	1,513,628	116,433	1,244,365	95,720	171,600	13,200	19.36
K-12 Program 02 Instructional	41.841	4,032,047	96,366			557,146	13,316	18.74
Program 21 Instructional	711.489	64,107,027	90,103	12,429,204	17,469	9,760,370	13,718	19.15
Program 21 Administrative	2.800	553,899	197,821	5,000	1,786	36,960	13,200	16.73
K-12 Program 21 Instructional	682.640	61,619,448	90,266			9,372,238	13,729	19.16
Program 26, 56, and 59 Instructional	3.000	260,329	86,776	47,015	15,672	39,600	13,200	20.04
Program 31 Instructional	99.699	8,692,773	87,190	1,587,377	15,922	1,407,084	14,113	19.08
Program 31 Administrative	2.396	431,378	180,041			31,627	13,200	16.02
Program 34 Instructional	11.585	1,157,475	99,912	218,231	18,837	154,915	13,372	18.78
Program 34 Administrative	0.400	68,300	170,750			5,280	13,200	18.23
K-3 BEA Instructional	999.107	90,424,561	90,505	25,236	25	13,560,070	13,572	19.05
4-6 BEA Instructional	435.615	40,688,398	93,404			5,879,201	13,496	18.88
7-8 BEA Instructional	408.076	37,282,976	91,363			5,488,890	13,451	19.10
9-12 BEA Instructional	681.760	62,905,134	92,269			9,353,630	13,720	19.44
K-12 BEA Instructional	2,524.558	231,301,069	91,620	25,236	10	34,281,790	13,579	19.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	204.285	37,173,335	181,968			2,703,967	13,236	16.21
BEA	2,777.918	272,693,148	98,165	45,817,606	16,494	37,621,905	13,543	18.80
Instructional	3,700.289	338,411,829	91,456	64,868,864	17,531	50,535,677	13,657	19.14
Administrative	228.400	41,893,755	183,423	178,344	781	3,022,800	13,235	16.38
Other	62.705	4,715,061	75,194	639,901	10,205	826,386	13,179	19.55
Active	3,991.394	385,020,645	96,463	65,687,109	16,457	54,384,863	13,626	18.89
On Leave	3.000	277,300	92,433	49,601	16,534	39,600	13,200	20.52
Certificated Total	3,994.394	385,297,945	96,460	65,736,710	16,457	54,424,463	13,625	18.89
Instructional for Funding Purposes	3,697.289	338,151,500	91,459	64,821,849	17,532	50,496,077	13,658	19.14
Instructional for Compliance Purposes	3,697.289	338,151,500	91,459	64,821,849	17,532	50,496,077	13,658	19.14
K-3 Program 01 Teacher	883.051	79,255,301	89,752			11,782,769	13,343	18.84
K-3 Program 21 Teacher	136.775	11,794,824	86,235			1,858,877	13,591	19.02

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	215.921	23,794,477	110,200	828,826	3,839	2,919,699	13,522	17.87
02	0.900	123,240	136,933	738	820	11,880	13,200	17.53
09	1.756	161,826	92,156			28,160	16,036	17.83
11	0.560	46,692	83,379	3,366	6,011	9,240	16,500	18.10
14	1.240	145,169	117,072	10,492	8,461	17,160	13,839	17.94
21	47.160	4,732,625	100,353	364,872	7,737	627,321	13,302	17.65
22	2.681	274,890	102,533	132	49	36,907	13,766	17.90
24	6.391	611,177	95,631			84,480	13,219	18.02
31	17.350	1,822,516	105,044	81,713	4,710	229,020	13,200	17.92
34	2.060	206,767	100,372	2,362	1,147	27,192	13,200	17.97
51	2.981	225,998	75,813	2,064	692	40,669	13,643	18.16
55	6.149	563,547	91,649	13,422	2,183	89,971	14,632	18.05
58				246,872				
65	4.000	418,957	104,739	15,513	3,878	52,800	13,200	17.99
74	1.000	125,160	125,160	4,172	4,172	13,200	13,200	17.92
89	1.000	115,979	115,979	1,271	1,271	13,200	13,200	17.92
97	2.985	656,268	219,855	2,160	724	53,650	17,973	16.52
K-12 Program 02 Instructional	0.650	68,874	105,960			8,580	13,200	17.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	46.698	4,635,148	99,258	364,332	7,802	621,223	13,303	17.68
Program 21 Administrative	0.462	97,477	210,989	540	1,169	6,098	13,200	16.29
K-12 Program 21 Instructional	41.167	4,012,810	97,476			545,508	13,251	17.64
Program 31 Instructional	16.410	1,654,295	100,810	80,633	4,914	216,612	13,200	18.00
Program 31 Administrative	0.940	168,221	178,959	1,080	1,149	12,408	13,200	17.14
Program 34 Instructional	2.000	196,030	98,015	2,362	1,181	26,400	13,200	18.02
Program 34 Administrative	0.060	10,737	178,950			792	13,200	17.14
K-3 BEA Instructional	78.794	7,671,818	97,366			1,065,984	13,529	18.01
4-6 BEA Instructional	44.926	4,732,450	105,339			595,201	13,248	17.98
7-8 BEA Instructional	30.198	3,218,433	106,578	33,735	1,117	405,570	13,430	17.98
9-12 BEA Instructional	61.851	6,731,352	108,832	25,350	410	844,338	13,651	17.96
K-12 BEA Instructional	215.769	22,354,053	103,602	59,085	274	2,911,093	13,492	17.98
BEA Instructional	239.216	26,603,268	111,210	915,799	3,828	3,241,441	13,550	17.84
BEA Administrative	289.349	29,546,252	102,113	1,553,135	5,368	3,906,540	13,501	17.94
BEA Other	22.485	4,224,409	187,877	24,840	1,105	311,050	13,834	16.97
BEA Active	1.300	156,681	120,524			17,160	13,200	17.97
BEA Total	313.134	33,927,342	108,348	1,577,975	5,039	4,234,750	13,524	17.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	97,946	97,946			19,800	19,800	17.99
Certificated Total	314.134	34,025,288	108,315	1,577,975	5,023	4,254,550	13,544	17.82
Instructional for Funding Purposes	289.349	29,546,252	102,113	1,553,135	5,368	3,906,540	13,501	17.94
Instructional for Compliance Purposes	289.349	29,546,252	102,113	1,553,135	5,368	3,906,540	13,501	17.94
K-3 Program 01 Teacher	73.203	7,102,550	97,025			984,733	13,452	18.01
K-3 Program 21 Teacher	8.166	729,010	89,274			107,734	13,193	18.06
Grade T Program 09 Teacher	1.456	108,139	74,271			24,200	16,621	18.17

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	173.961	15,635,677	89,880	785,720	4,517	2,307,848	13,266	17.94
02	1.200	112,658	93,882			15,840	13,200	17.94
09	1.000	105,877	105,877	3,000	3,000	13,200	13,200	17.91
13	0.800	78,534	98,168			10,560	13,200	17.92
21	30.726	2,610,364	84,956	124,869	4,064	408,223	13,286	17.96
26	0.500	29,980	59,960			6,600	13,200	18.16
31	27.220	2,442,946	89,748	111,487	4,096	359,304	13,200	17.94
34	9.620	937,560	97,459	22,112	2,299	126,984	13,200	17.93
51	3.250	409,971	126,145			42,900	13,200	17.86
53	0.125	20,202	161,616			1,650	13,200	17.85
55	13.225	1,256,415	95,003			174,570	13,200	17.96
58	0.200	19,633	98,165	2,000	10,000	2,640	13,200	17.92
65	2.550	223,939	87,819			33,660	13,200	18.00
69	4.250	296,899	69,859	3,000	706	56,100	13,200	18.12
74	0.680	71,291	104,840			8,976	13,200	17.93
76	0.057	7,003	122,860					8.27
79	4.817	371,228	77,066	255,403	53,021	63,584	13,200	18.00
97	3.000	594,688	198,229	26,830	8,943	39,600	13,200	16.82
99	0.800	132,220	165,275			10,560	13,200	17.70

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	1.000	79,603	79,603			13,200	13,200	18.04
Program 21 Instructional	29.726	2,432,979	81,847	124,869	4,201	395,023	13,289	18.00
Program 21 Administrative	1.000	177,385	177,385			13,200	13,200	17.31
K-12 Program 21 Instructional	27.426	2,238,828	81,632			364,663	13,296	18.00
Program 26, 56, and 59 Instructional	0.500	29,980	59,960			6,600	13,200	18.16
Program 31 Instructional	24.820	2,055,096	82,800	111,487	4,492	327,624	13,200	17.99
Program 31 Administrative	2.400	387,850	161,604			31,680	13,200	17.68
Program 34 Instructional	8.720	794,979	91,167	22,112	2,536	115,104	13,200	17.96
Program 34 Administrative	0.900	142,581	158,423			11,880	13,200	17.74
K-3 BEA Instructional	72.130	6,123,168	84,891	65,322	906	963,679	13,360	18.01
4-6 BEA Instructional	28.194	2,281,081	80,907	21,124	749	372,161	13,200	18.02
7-8 BEA Instructional	36.500	3,265,326	89,461	63,123	1,729	481,800	13,200	17.96
9-12 BEA Instructional	59.577	5,080,135	85,270	40,892	686	786,416	13,200	17.86
K-12 BEA Instructional	196.401	16,749,710	85,283	190,461	970	2,604,056	13,259	17.96
K-12 BEA Administrative	5.000	727,803	145,561			66,000	13,200	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	215.001	19,723,529	91,737	946,149	4,401	2,849,576	13,254	17.90
Instructional	255.724	21,789,510	85,207	1,307,591	5,113	3,389,760	13,256	17.96
Administrative	22.057	3,546,400	160,783	26,830	1,216	290,400	13,166	17.59
Other	0.200	21,175	105,875			2,640	13,200	17.86
Active	277.981	25,357,085	91,219	1,334,421	4,800	3,682,800	13,248	17.91
Certificated Total	277.981	25,357,085	91,219	1,334,421	4,800	3,682,800	13,248	17.91
Instructional for Funding Purposes	255.224	21,759,530	85,257	1,307,591	5,123	3,383,160	13,256	17.96
Instructional for Compliance Purposes	255.224	21,759,530	85,257	1,307,591	5,123	3,383,160	13,256	17.96
K-3 Program 01 Teacher	66.130	5,607,974	84,802	59,992	907	884,479	13,375	18.01
K-3 Program 21 Teacher	4.000	289,570	72,393			52,800	13,200	18.06

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	16.727	1,131,737	67,659	32,180	1,924	220,783	13,199	17.90
09	1.200	64,197	53,498			15,840	13,200	18.26
13	1.000	98,592	98,592			13,200	13,200	17.96
21	3.581	235,908	65,878	3,768	1,052	50,384	14,070	16.94
24	0.450	39,727	88,282			8,488	18,861	12.00
31	1.635	119,949	73,363	2,294	1,403	21,582	13,200	19.08
34	0.429	31,915	74,394	1,130	2,634	5,663	13,200	19.14
51	0.764	61,969	81,111			10,085	13,200	18.04
52	0.078	6,384	81,846			1,030	13,200	18.04
55	0.724	41,414	57,202			9,557	13,200	18.21
58				8,569				
69	0.084	4,040	48,095			1,109	13,200	18.32
97	0.750	108,356	144,475			9,900	13,200	18.09
98				4,000				
99	0.150	22,865	152,433			1,980	13,200	18.08
Program 21 Instructional	3.431	213,044	62,094	3,768	1,098	48,404	14,108	16.82
Program 21 Administrative	0.150	22,864	152,427			1,980	13,200	18.08
K-12 Program 21 Instructional	3.431	213,044	62,094	3,768	1,098	48,404	14,108	16.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	1.535	110,675	72,101			20,262	13,200	19.16
Program 31 Administrative	0.100	9,274	92,740	2,294	22,940	1,320	13,200	18.15
Program 34 Instructional	0.379	27,278	71,974			5,003	13,200	19.31
Program 34 Administrative	0.050	4,637	92,740	1,130	22,600	660	13,200	18.15
K-3 BEA Instructional	4.899	321,586	65,643	1,300	265	64,667	13,200	18.12
4-6 BEA Instructional	2.303	167,424	72,698			31,865	13,836	18.24
7-8 BEA Instructional	3.158	205,224	64,985	5,575	1,765	44,616	14,128	18.32
9-12 BEA Instructional	7.481	498,277	66,606	15,825	2,115	94,340	12,611	17.78
K-12 BEA Instructional	17.841	1,192,511	66,841	22,700	1,272	235,488	13,199	18.03
K-12 BEA Administrative				1,490				
BEA	19.541	1,391,957	71,233	35,604	1,822	257,928	13,199	18.05
Instructional	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	17.76
Administrative	2.000	245,175	122,588	13,653	6,827	26,400	13,200	18.11
Active	27.572	1,967,053	71,342	51,941	1,884	369,600	13,405	17.80
Certificated Total	27.572	1,967,053	71,342	51,941	1,884	369,600	13,405	17.80
Instructional for Funding Purposes	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	17.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	25.572	1,721,878	67,335	38,288	1,497	343,200	13,421	17.76
K-3 Program 01 Teacher	4.400	291,640	66,282			58,080	13,200	18.12
K-3 Program 21 Teacher	0.598	37,980	63,512			7,894	13,200	18.14
Grade T Program 09 Teacher	1.000	51,044	51,044			13,200	13,200	18.29

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	113.686	11,836,600	104,117	225,555	1,984	1,566,134	13,776	18.03
02	10.205	992,422	97,249	6,696	656	143,880	14,099	18.00
14	2.710	274,458	101,276	377	139	36,128	13,332	17.95
21	24.888	2,435,050	97,840	33,522	1,347	362,168	14,552	17.82
24	0.983	71,580	72,818			12,976	13,200	18.08
31	13.192	1,384,584	104,956	97,740	7,409	175,120	13,275	18.25
34	2.384	219,638	92,130	15,449	6,480	31,469	13,200	18.01
38				7,400				
51	2.490	266,795	107,147	1,006	404	32,868	13,200	17.86
52	1.000	111,443	111,443	609	609	13,200	13,200	17.93
55	2.095	207,429	99,011	1,682	803	30,373	14,498	17.99
58				138,437				
65	0.720	60,589	84,151	331	460	9,504	13,200	18.01
74	0.800	75,878	94,848	414	518	13,147	16,434	17.98
97	1.000	241,960	241,960	4,839	4,839	13,200	13,200	15.44
K-12 Program 02 Instructional	9.705	915,254	94,307	2,557	263	137,280	14,145	18.00
Program 21 Instructional	23.888	2,266,094	94,863	33,522	1,403	348,968	14,609	17.84
Program 21 Administrative	1.000	168,956	168,956			13,200	13,200	17.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	23.871	2,264,901	94,881	20,990	879	348,744	14,610	17.84
Program 31 Instructional	12.692	1,307,416	103,011	97,740	7,701	168,520	13,278	18.27
Program 31 Administrative	0.500	77,168	154,336			6,600	13,200	17.92
Program 34 Instructional	2.384	219,638	92,130	15,449	6,480	31,469	13,200	18.01
K-3 BEA Instructional	49.661	4,713,270	94,909	23,948	482	673,543	13,563	18.15
4-6 BEA Instructional	22.229	2,195,330	98,760	8,712	392	299,046	13,453	17.96
7-8 BEA Instructional	19.232	1,924,691	100,078	29,062	1,511	277,622	14,435	17.99
9-12 BEA Instructional	38.973	4,196,292	107,672	68,458	1,757	543,060	13,934	18.05
K-12 BEA Instructional	130.095	13,029,583	100,154	130,625	1,004	1,793,271	13,784	18.06
BEA	140.467	14,675,204	104,474	350,279	2,494	1,929,803	13,738	18.00
Instructional	164.291	16,281,061	99,099	529,218	3,221	2,283,968	13,902	18.03
Administrative	11.862	1,897,365	159,953	4,839	408	156,200	13,168	17.54
Active	176.153	18,178,426	103,197	534,057	3,032	2,440,168	13,853	17.98
Certificated Total	176.153	18,178,426	103,197	534,057	3,032	2,440,168	13,853	17.98
Instructional for Funding Purposes	164.291	16,281,061	99,099	529,218	3,221	2,283,968	13,902	18.03
Instructional for Compliance Purposes	164.291	16,281,061	99,099	529,218	3,221	2,283,968	13,902	18.03

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	39.630	3,810,300	96,147	17,762	448	536,950	13,549	18.19
K-3 Program 21 Teacher	3.694	310,662	84,099			62,502	16,920	18.14

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	2.000	215,229	107,615			26,400	13,200	24.45
79				4,000				
97	0.219	45,000	205,479					8.51
K-3 BEA Instructional	1.000	104,277	104,277			13,200	13,200	24.16
4-6 BEA Instructional	0.500	55,476	110,952			6,600	13,200	24.73
7-8 BEA Instructional	0.500	55,476	110,952			6,600	13,200	24.73
K-12 BEA Instructional	2.000	215,229	107,615			26,400	13,200	24.45
K-12 BEA Administrative	0.219	45,000	205,479					8.51
BEA	2.219	260,229	117,273			26,400	11,897	21.74
Instructional	2.000	215,229	107,615	4,000	2,000	26,400	13,200	24.45
Administrative	0.219	45,000	205,479					8.51
Active	2.219	260,229	117,273	4,000	1,803	26,400	11,897	21.74
Certificated Total	2.219	260,229	117,273	4,000	1,803	26,400	11,897	21.74
Instructional for Funding Purposes	2.000	215,229	107,615	4,000	2,000	26,400	13,200	24.45
Instructional for Compliance Purposes	2.000	215,229	107,615	4,000	2,000	26,400	13,200	24.45
K-3 Program 01 Teacher	1.000	104,277	104,277			13,200	13,200	24.16

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	201.312	18,214,896	90,481	816,930	4,058	2,686,556	13,345	18.08
02	5.200	533,428	102,582	23,868	4,590	68,640	13,200	18.08
03	0.422	45,586	108,024					9.02
13	2.750	327,943	119,252	18,954	6,892	36,300	13,200	17.46
14	2.303	238,250	103,452	1,890	821	31,680	13,756	18.13
21	45.273	3,839,322	84,804	173,661	3,836	597,828	13,205	17.64
24	4.710	468,803	99,534	21,755	4,619	62,172	13,200	16.97
31	40.961	3,410,878	83,271	187,568	4,579	553,700	13,518	18.45
34	6.687	576,314	86,184	32,612	4,877	88,268	13,200	17.88
51	6.600	652,585	98,877	26,656	4,039	87,120	13,200	17.89
55	12.629	1,196,514	94,743	48,558	3,845	166,835	13,210	18.06
56	1.000	80,007	80,007			13,200	13,200	18.22
58				237,944				
64	0.250	27,734	110,936			3,300	13,200	18.25
65	9.568	818,569	85,553	16,425	1,717	128,700	13,451	19.00
74	0.350	43,226	123,503	1,890	5,400	4,620	13,200	18.41
79	1.000	90,808	90,808	5,000	5,000	13,200	13,200	18.07
89	0.900	71,022	78,913			11,880	13,200	18.20
97	1.000	240,350	240,350	6,000	6,000	13,200	13,200	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
K-12 Program 02 Instructional	4.200	378,939	90,224			55,440	13,200	18.10
Program 21 Instructional	44.373	3,692,943	83,225	173,661	3,914	585,948	13,205	17.63
Program 21 Administrative	0.900	146,379	162,643			11,880	13,200	17.90
K-12 Program 21 Instructional	36.643	3,019,281	82,397	10,059	275	483,912	13,206	17.68
Program 26, 56, and 59 Instructional	1.000	80,007	80,007			13,200	13,200	18.22
Program 31 Instructional	40.181	3,299,287	82,111	187,568	4,668	543,404	13,524	18.43
Program 31 Administrative	0.780	111,591	143,065			10,296	13,200	19.29
Program 34 Instructional	6.467	544,840	84,249	32,612	5,043	85,364	13,200	17.80
Program 34 Administrative	0.220	31,474	143,064			2,904	13,200	19.29
K-3 BEA Instructional	75.117	5,991,754	79,766			997,418	13,278	18.19
4-6 BEA Instructional	39.863	3,356,414	84,199	5,068	127	528,383	13,255	18.28
7-8 BEA Instructional	28.397	2,584,895	91,027	21,820	768	376,160	13,246	17.82
9-12 BEA Instructional	90.205	7,655,945	84,873	64,152	711	1,218,004	13,503	18.10
K-12 BEA Instructional	233.582	19,589,008	83,864	91,040	390	3,119,965	13,357	18.12
K-12 BEA Administrative	7.500	1,157,638	154,352			99,000	13,200	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	255.582	23,021,452	90,075	1,066,978	4,175	3,410,365	13,344	18.09
Instructional	318.415	27,083,581	85,057	1,601,443	5,029	4,243,800	13,328	18.04
Administrative	23.500	3,649,286	155,289	18,268	777	310,200	13,200	17.89
Other	1.000	143,368	143,368			13,200	13,200	18.05
Active	342.915	30,876,235	90,040	1,619,711	4,723	4,567,200	13,319	18.03
Certificated Total	342.915	30,876,235	90,040	1,619,711	4,723	4,567,200	13,319	18.03
Instructional for Funding Purposes	317.415	27,003,574	85,073	1,601,443	5,045	4,230,600	13,328	18.04
Instructional for Compliance Purposes	317.415	27,003,574	85,073	1,601,443	5,045	4,230,600	13,328	18.04
K-3 Program 01 Teacher	68.227	5,400,538	79,155			905,810	13,276	18.21
K-3 Program 21 Teacher	6.805	513,409	75,446			89,826	13,200	18.13

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	469.668	48,849,481	104,009	10,106,849	21,519	6,607,036	14,067	18.03
02	2.500	277,957	111,183	60,408	24,163	39,600	15,840	18.12
21	82.119	7,571,397	92,200	1,663,654	20,259	1,216,578	14,815	18.12
24	15.708	1,642,101	104,539	392,670	24,998	235,066	14,965	18.10
31	18.284	1,947,079	106,491	395,631	21,638	268,422	14,681	18.07
34	1.497	167,716	112,035	29,817	19,918	22,453	14,999	17.99
51	4.899	521,298	106,409	105,171	21,468	76,850	15,687	18.07
52				4,000				
55	9.488	1,000,415	105,440	205,241	21,632	147,470	15,543	18.08
58				549,466				
64	0.200	23,093	115,465	5,019	25,095	2,640	13,200	18.04
65	8.894	884,161	99,411	190,259	21,392	112,649	12,666	17.70
74	0.900	86,069	95,632	18,705	20,783	33,000	36,667	18.59
88	0.554	113,608	205,069	14,148	25,538	14,916	26,924	18.29
89	0.098	20,063	204,724			1,320	13,469	16.99
97	2.912	747,079	256,552	12,600	4,327	39,600	13,599	16.06
K-12 Program 02 Instructional	2.500	277,957	111,183			39,600	15,840	18.12
Program 21 Instructional	81.237	7,393,183	91,008	1,658,154	20,411	1,199,418	14,764	18.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.882	178,214	202,057	5,500	6,236	17,160	19,456	17.67
K-12 Program 21 Instructional	69.024	6,258,014	90,664	4,644	67	1,005,233	14,564	18.16
Program 31 Instructional	17.400	1,780,142	102,307	390,831	22,462	256,516	14,742	18.12
Program 31 Administrative	0.884	166,937	188,843	4,800	5,430	11,906	13,469	17.37
Program 34 Instructional	1.300	130,718	100,552	28,617	22,013	19,800	15,231	18.13
Program 34 Administrative	0.197	36,998	187,807	1,200	6,091	2,653	13,468	17.37
K-3 BEA Instructional	179.352	17,532,340	97,754	106,144	592	2,425,658	13,525	18.09
4-6 BEA Instructional	64.163	6,420,668	100,068	115,463	1,800	904,649	14,099	18.05
7-8 BEA Instructional	94.006	9,310,300	99,039	26,632	283	1,319,749	14,039	18.12
9-12 BEA Instructional	126.822	12,706,753	100,194	5,516	43	1,908,350	15,047	18.10
K-12 BEA Instructional	464.343	45,970,061	99,000	253,755	546	6,558,407	14,124	18.10
BEA	494.861	51,989,312	105,058	10,605,305	21,431	6,977,111	14,099	18.00
Instructional	584.934	57,369,906	98,079	13,693,190	23,410	8,355,600	14,285	18.10
Administrative	32.787	6,481,611	197,688	60,448	1,844	462,000	14,091	17.18
Active	617.721	63,851,517	103,366	13,753,638	22,265	8,817,600	14,274	18.02
Certificated Total	617.721	63,851,517	103,366	13,753,638	22,265	8,817,600	14,274	18.02
Instructional for Funding Purposes	584.934	57,369,906	98,079	13,693,190	23,410	8,355,600	14,285	18.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	584.934	57,369,906	98,079	13,693,190	23,410	8,355,600	14,285	18.10
K-3 Program 01 Teacher	153.588	15,046,616	97,967	49,556	323	2,087,026	13,588	18.08
K-3 Program 21 Teacher	9.185	803,021	87,427			133,769	14,564	18.19

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	7.086	512,221	72,286	41,552	5,864	97,812	13,804	16.35
09	0.580	29,336	50,579			7,656	13,200	17.97
51	0.194	14,491	74,696			2,561	13,200	17.97
52	0.220	16,433	74,695			2,904	13,200	17.97
55	0.226	16,881	74,695			2,983	13,200	17.97
74	0.024	1,332	55,500			396	16,500	17.97
97	0.230	22,431	97,526			3,828	16,643	8.27
99	0.040	3,867	96,675			660	16,500	8.27
K-3 BEA Instructional	3.427	223,550	65,232			46,596	13,597	16.55
4-6 BEA Instructional	1.774	156,707	88,335			24,552	13,840	17.97
7-8 BEA Instructional	1.000	54,027	54,027			13,200	13,200	17.97
K-12 BEA Instructional	6.201	434,284	70,035			84,348	13,602	17.22
BEA	7.316	534,652	73,080	41,552	5,680	101,640	13,893	16.00
Instructional	7.121	488,556	68,608	24,253	3,406	96,571	13,561	17.32
Administrative	1.479	128,436	86,840	17,299	11,696	22,229	15,030	12.70
Active	8.600	616,992	71,743	41,552	4,832	118,800	13,814	16.25
Certificated Total	8.600	616,992	71,743	41,552	4,832	118,800	13,814	16.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	7.121	488,556	68,608	24,253	3,406	96,571	13,561	17.32
Instructional for Compliance Purposes	7.121	488,556	68,608	24,253	3,406	96,571	13,561	17.32
K-3 Program 01 Teacher	2.416	148,314	61,388			33,396	13,823	17.97
Grade T Program 09 Teacher	0.580	29,336	50,579			7,656	13,200	17.97

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	9.000	907,799	100,867	32,946	3,661	118,800	13,200	18.86
21	1.000	118,448	118,448	6,449	6,449	13,200	13,200	18.87
97	1.000	108,885	108,885			13,200	13,200	18.78
Program 21 Instructional	1.000	118,448	118,448	6,449	6,449	13,200	13,200	18.87
K-12 Program 21 Instructional	1.000	118,448	118,448	6,449	6,449	13,200	13,200	18.87
K-3 BEA Instructional	2.000	182,697	91,349	6,714	3,357	26,400	13,200	18.88
4-6 BEA Instructional	2.000	195,201	97,601	1,452	726	26,400	13,200	18.85
7-8 BEA Instructional	1.000	82,715	82,715	1,654	1,654	13,200	13,200	18.88
9-12 BEA Instructional	4.000	447,186	111,797	20,674	5,169	52,800	13,200	18.85
K-12 BEA Instructional	9.000	907,799	100,867	30,494	3,388	118,800	13,200	18.86
BEA	10.000	1,016,684	101,668	32,946	3,295	132,000	13,200	18.85
Instructional	10.000	1,026,247	102,625	39,395	3,940	132,000	13,200	18.86
Administrative	1.000	108,885	108,885			13,200	13,200	18.78
Active	11.000	1,135,132	103,194	39,395	3,581	145,200	13,200	18.85
Certificated Total	11.000	1,135,132	103,194	39,395	3,581	145,200	13,200	18.85
Instructional for Funding Purposes	10.000	1,026,247	102,625	39,395	3,940	132,000	13,200	18.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.000	1,026,247	102,625	39,395	3,940	132,000	13,200	18.86
K-3 Program 01 Teacher	2.000	182,697	91,349	6,714	3,357	26,400	13,200	18.88

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	465.320	49,637,445	106,674	8,535,089	18,342	6,396,282	13,746	18.35
02	12.329	1,264,245	102,542	218,708	17,739	189,894	15,402	18.23
09	2.000	124,417	62,209	24,239	12,120	26,400	13,200	18.88
19	0.100	18,110	181,100			1,740	17,400	16.75
21	90.656	8,655,259	95,474	1,680,075	18,532	1,274,467	14,058	18.55
24	8.600	745,739	86,714	127,058	14,774	119,513	13,897	18.70
31	20.809	2,195,791	105,521	497,894	23,927	297,700	14,306	18.63
34	5.167	618,019	119,609	100,306	19,413	77,886	15,074	19.39
51	1.000	111,652	111,652	19,858	19,858	13,200	13,200	18.56
52	0.800	93,086	116,358	24,312	30,390	10,560	13,200	18.45
55	7.300	704,795	96,547	142,893	19,574	141,240	19,348	18.31
58	0.600	69,815	116,358	18,235	30,392	7,920	13,200	18.45
65	5.370	494,082	92,008	100,302	18,678	76,085	14,168	18.76
74	1.000	104,486	104,486	29,032	29,032	13,200	13,200	18.56
79	1.763	183,048	103,828	30,788	17,463	22,981	13,035	18.58
89				5,200				
97	4.000	886,058	221,515	59,780	14,945	71,720	17,930	15.41
K-12 Program 02 Instructional	11.329	1,074,875	94,878	78,196	6,902	174,240	15,380	18.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	87.656	8,090,796	92,302	1,680,075	19,167	1,221,607	13,936	18.66
Program 21 Administrative	3.000	564,463	188,154			52,860	17,620	16.54
K-12 Program 21 Instructional	86.656	7,974,438	92,024	451,264	5,208	1,208,407	13,945	18.67
Program 31 Instructional	19.959	2,045,267	102,473	497,894	24,946	283,259	14,192	18.73
Program 31 Administrative	0.850	150,524	177,087			14,441	16,989	16.87
Program 34 Instructional	4.517	499,333	110,545	100,306	22,206	67,100	14,855	19.92
Program 34 Administrative	0.650	118,686	182,594			10,786	16,594	16.68
K-3 BEA Instructional	178.375	17,551,072	98,394	2,533,608	14,204	2,432,935	13,639	18.59
4-6 BEA Instructional	88.721	8,879,332	100,082	756,082	8,522	1,186,774	13,376	18.56
7-8 BEA Instructional	59.692	6,082,096	101,891	691,321	11,581	818,193	13,707	18.69
9-12 BEA Instructional	137.975	14,006,602	101,516	1,155,628	8,376	1,900,892	13,777	18.61
K-12 BEA Instructional	464.763	46,519,102	100,092	5,136,639	11,052	6,338,794	13,639	18.60
K-12 BEA Administrative	1.100	192,640	175,127			18,965	17,241	16.94
BEA	507.625	54,601,558	107,563	9,411,777	18,541	7,033,482	13,856	18.33
Instructional	579.830	57,126,076	98,522	11,518,427	19,865	7,978,300	13,760	18.61
Administrative	45.962	8,665,029	188,526	76,389	1,662	749,288	16,302	16.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	625.792	65,791,105	105,133	11,594,816	18,528	8,727,588	13,946	18.37
On Leave	1.022	114,942	112,468	18,953	18,545	13,200	12,916	18.55
Certificated Total	626.814	65,906,047	105,145	11,613,769	18,528	8,740,788	13,945	18.37
Instructional for Funding Purposes	579.830	57,126,076	98,522	11,518,427	19,865	7,978,300	13,760	18.61
Instructional for Compliance Purposes	579.830	57,126,076	98,522	11,518,427	19,865	7,978,300	13,760	18.61
K-3 Program 01 Teacher	151.901	15,044,231	99,040	1,769,848	11,651	2,063,124	13,582	18.58
K-3 Program 21 Teacher	11.423	987,898	86,483	26,871	2,352	161,634	14,150	18.71

Snoqualmie Valley School District (17410)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	385.136	37,920,876	98,461	4,703,467	12,212	5,213,340	13,536	17.67
02	7.050	726,806	103,093	65,540	9,296	122,100	17,319	17.55
09	1.000	70,789	70,789	5,366	5,366	13,200	13,200	17.95
13	11.000	1,062,410	96,583	82,475	7,498	145,200	13,200	17.82
21	65.453	5,851,776	89,404	833,517	12,735	896,280	13,693	17.82
24	2.000	182,037	91,019	18,651	9,326	26,400	13,200	17.85
31	22.133	2,015,482	91,062	358,731	16,208	302,280	13,657	17.85
34	1.900	192,494	101,313	25,841	13,601	25,080	13,200	17.84
51	0.500	45,068	90,136	6,005	12,010	6,600	13,200	17.87
52	1.000	99,070	99,070	13,992	13,992	13,200	13,200	17.84
55	0.500	45,068	90,136	6,506	13,012	6,600	13,200	17.87
64				5,760				
65	2.000	203,520	101,760	26,452	13,226	26,400	13,200	17.83
71	0.500	39,940	79,880	3,185	6,370	13,200	26,400	17.90
74	5.000	459,717	91,943	38,640	7,728	66,000	13,200	17.86
88	0.100	15,667	156,670			1,320	13,200	16.87
97	3.000	740,182	246,727	81,336	27,112	39,600	13,200	15.04
K-12 Program 02 Instructional	6.300	592,360	94,025			112,200	17,810	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
Program 21 Instructional	64.553	5,685,705	88,078	833,517	12,912	884,400	13,700	17.86
Program 21 Administrative	0.900	166,071	184,523			11,880	13,200	16.09
K-12 Program 21 Instructional	59.553	5,237,183	87,942			818,400	13,742	17.86
Program 31 Instructional	21.133	1,847,878	87,440	358,731	16,975	289,080	13,679	17.94
Program 31 Administrative	1.000	167,604	167,604			13,200	13,200	16.66
Program 34 Instructional	1.900	192,494	101,313	25,841	13,601	25,080	13,200	17.84
K-3 BEA Instructional	151.360	14,247,903	94,133			2,080,584	13,746	17.85
4-6 BEA Instructional	72.800	6,581,423	90,404			963,864	13,240	17.86
7-8 BEA Instructional	56.150	5,158,135	91,863			748,440	13,329	17.74
9-12 BEA Instructional	106.309	9,789,744	92,088			1,479,192	13,914	17.87
K-12 BEA Instructional	386.619	35,777,205	92,539			5,272,080	13,636	17.84
K-12 BEA Administrative	1.000	176,376	176,376			13,200	13,200	16.19
BEA	419.219	41,595,840	99,222	5,234,915	12,487	5,702,400	13,602	17.63
Instructional	473.772	43,542,719	91,906	6,187,628	13,060	6,461,400	13,638	17.84
Administrative	32.900	5,926,804	180,146	87,836	2,670	434,280	13,200	16.16
Other	1.000	133,354	133,354			13,200	13,200	17.83
Active	507.672	49,602,877	97,707	6,275,464	12,361	6,908,880	13,609	17.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	0.600	68,025	113,375			7,920	13,200	17.79
Certificated Total	508.272	49,670,902	97,725	6,275,464	12,347	6,916,800	13,608	17.66
Instructional for Funding Purposes	473.772	43,542,719	91,906	6,187,628	13,060	6,461,400	13,638	17.84
Instructional for Compliance Purposes	473.772	43,542,719	91,906	6,187,628	13,060	6,461,400	13,638	17.84
K-3 Program 01 Teacher	119.140	11,307,805	94,912			1,595,616	13,393	17.85
K-3 Program 21 Teacher	9.295	746,526	80,315			131,366	14,133	17.89
Grade T Program 09 Teacher	1.000	70,789	70,789			13,200	13,200	17.95

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	27.205	2,040,080	74,989	64,226	2,361	359,106	13,200	18.41
09	1.889	123,457	65,356	2,240	1,186	26,400	13,976	18.70
21	4.000	283,366	70,842	23,755	5,939	39,600	9,900	18.44
31	2.390	212,915	89,086	15,259	6,385	31,548	13,200	18.33
34	0.100	6,345	63,450	881	8,810	1,320	13,200	18.55
51	0.510	54,078	106,035	1,502	2,945	6,732	13,200	18.17
55	2.174	170,762	78,547	4,744	2,182	28,697	13,200	18.39
65	0.621	63,716	102,602	1,772	2,853	8,197	13,200	18.19
97	1.000	135,000	135,000			13,200	13,200	18.15
Program 21 Instructional	4.000	283,366	70,842	23,755	5,939	39,600	9,900	18.44
K-12 Program 21 Instructional	4.000	283,366	70,842	7,311	1,828	39,600	9,900	18.44
Program 31 Instructional	2.390	212,915	89,086	15,259	6,385	31,548	13,200	18.33
Program 34 Instructional	0.100	6,345	63,450	881	8,810	1,320	13,200	18.55
K-3 BEA Instructional	8.175	655,537	80,188	18,210	2,228	107,910	13,200	18.35
4-6 BEA Instructional	6.350	425,885	67,069	12,270	1,932	83,820	13,200	18.49
7-8 BEA Instructional	4.482	284,657	63,511	10,145	2,263	59,162	13,200	18.56
9-12 BEA Instructional	8.388	627,088	74,760	35,357	4,215	110,722	13,200	18.39

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	27.395	1,993,167	72,757	75,982	2,774	361,614	13,200	18.42
K-12 BEA Administrative	1.000	118,218	118,218			13,200	13,200	18.23
BEA	30.695	2,394,340	78,004	80,366	2,618	405,174	13,200	18.38
Instructional	36.589	2,688,546	73,480	114,379	3,126	471,240	12,879	18.43
Administrative	3.000	369,362	123,121			39,600	13,200	18.19
Other	0.300	31,811	106,037			3,960	13,200	18.11
Active	39.889	3,089,719	77,458	114,379	2,867	514,800	12,906	18.40
Certificated Total	39.889	3,089,719	77,458	114,379	2,867	514,800	12,906	18.40
Instructional for Funding Purposes	36.589	2,688,546	73,480	114,379	3,126	471,240	12,879	18.43
Instructional for Compliance Purposes	36.589	2,688,546	73,480	114,379	3,126	471,240	12,879	18.43
K-3 Program 01 Teacher	8.175	655,537	80,188	18,210	2,228	107,910	13,200	18.35
K-3 Program 21 Teacher	1.572	133,021	84,619	2,470	1,571	13,200	8,397	18.31
Grade T Program 09 Teacher	1.889	123,457	65,356	2,102	1,113	26,400	13,976	18.70

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	28.639	2,712,574	94,716	96,047	3,354	399,894	13,963	18.42
02				5,500				
09	0.200	14,555	72,775	404	2,020	2,640	13,200	18.65
13	0.150	15,616	104,107			1,980	13,200	18.33
21	2.460	185,931	75,582	5,889	2,394	32,472	13,200	18.54
24	0.900	70,263	78,070			11,880	13,200	18.49
31	2.830	254,007	89,755	10,666	3,769	37,356	13,200	18.46
34	0.340	26,646	78,371			4,488	13,200	18.53
51	1.190	123,230	103,555	2,355	1,979	15,708	13,200	18.31
55	1.340	140,895	105,146	22,569	16,843	17,688	13,200	18.34
58	0.210	21,862	104,105	22,038	104,943	2,772	13,200	18.33
65	0.770	82,570	107,234	5,505	7,149	10,164	13,200	18.28
68	0.100	10,410	104,100			1,320	13,200	18.33
74	0.085	8,194	96,400			1,122	13,200	18.37
79	0.330	33,883	102,676			4,356	13,200	18.20
88	0.800	58,220	72,775	307	384	10,560	13,200	18.65
97	1.000	176,291	176,291	17,136	17,136	28,674	28,674	16.95
Program 21 Instructional	2.100	148,455	70,693	5,889	2,804	27,720	13,200	18.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.360	37,476	104,100			4,752	13,200	18.33
K-12 Program 21 Instructional	1.975	141,248	71,518			26,070	13,200	18.58
Program 31 Instructional	2.830	254,007	89,755	10,666	3,769	37,356	13,200	18.46
Program 34 Instructional	0.340	26,646	78,371			4,488	13,200	18.53
K-3 BEA Instructional	7.763	666,107	85,805			124,331	16,016	18.61
4-6 BEA Instructional	6.561	608,999	92,821			86,605	13,200	18.41
7-8 BEA Instructional	4.557	429,014	94,144			60,152	13,200	18.40
9-12 BEA Instructional	10.528	992,341	94,257	9,080	862	138,970	13,200	18.39
K-12 BEA Instructional	29.409	2,696,461	91,688	9,080	309	410,058	13,943	18.45
BEA	32.809	3,169,518	96,605	129,349	3,942	470,412	14,338	18.34
Instructional	36.704	3,333,360	90,817	152,443	4,153	506,352	13,796	18.44
Administrative	4.640	601,787	129,695	35,973	7,753	76,722	16,535	17.87
Active	41.344	3,935,147	95,181	188,416	4,557	583,074	14,103	18.36
Certificated Total	41.344	3,935,147	95,181	188,416	4,557	583,074	14,103	18.36
Instructional for Funding Purposes	36.704	3,333,360	90,817	152,443	4,153	506,352	13,796	18.44
Instructional for Compliance Purposes	36.704	3,333,360	90,817	152,443	4,153	506,352	13,796	18.44

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	7.103	602,481	84,821			115,619	16,277	18.64
K-3 Program 21 Teacher	0.563	32,432	57,606			7,432	13,200	18.88

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	471.795	48,527,307	102,857	1,212,547	2,570	6,250,732	13,249	17.96
02	21.800	2,559,586	117,412	55,187	2,532	287,760	13,200	17.88
21	83.456	8,022,600	96,130	45,352	543	1,104,180	13,231	18.08
24	36.901	3,461,046	93,793	89,127	2,415	501,600	13,593	18.02
31	34.983	3,535,868	101,074	254,461	7,274	461,776	13,200	17.96
34	16.883	1,751,781	103,760	21,717	1,286	222,856	13,200	17.96
51	11.163	1,108,571	99,308	8,897	797	154,770	13,865	18.03
52	1.500	154,998	103,332	1,551	1,034	19,800	13,200	17.99
55	16.700	1,819,884	108,975	19,693	1,179	253,440	15,176	18.02
58				239,622				
65	1.401	145,586	103,916	1,399	999	18,942	13,520	17.97
74	1.000	95,888	95,888	959	959	13,200	13,200	18.02
79	0.700	70,560	100,800			9,240	13,200	17.99
89	2.667	375,052	140,627	5,047	1,892	35,204	13,200	17.33
97	3.000	551,483	183,828	30,173	10,058	39,600	13,200	16.30
K-12 Program 02 Instructional	19.800	2,260,874	114,186	9,440	477	261,360	13,200	17.94
Program 21 Instructional	80.610	7,553,172	93,700	42,790	531	1,064,580	13,207	18.13
Program 21 Administrative	2.846	469,428	164,943	2,562	900	39,600	13,914	17.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	75.360	7,017,375	93,118			995,280	13,207	18.14
Program 31 Instructional	34.233	3,416,717	99,808	253,786	7,413	451,876	13,200	17.97
Program 31 Administrative	0.750	119,151	158,868	675	900	9,900	13,200	17.58
Program 34 Instructional	15.033	1,470,754	97,835	20,592	1,370	198,436	13,200	18.00
Program 34 Administrative	1.850	281,027	151,906	1,125	608	24,420	13,200	17.76
K-3 BEA Instructional	200.320	19,627,964	97,983	2,202	11	2,663,760	13,298	18.01
4-6 BEA Instructional	104.034	10,163,586	97,695	5,589	54	1,365,175	13,122	18.01
7-8 BEA Instructional	78.173	7,960,008	101,826	26,051	333	1,036,345	13,257	17.97
9-12 BEA Instructional	132.767	13,664,961	102,924	200,731	1,512	1,757,356	13,236	18.01
K-12 BEA Instructional	515.294	51,416,519	99,781	234,573	455	6,822,636	13,240	18.00
BEA Instructional	548.461	56,926,025	103,792	1,574,085	2,870	7,262,724	13,242	17.94
BEA Administrative	37.577	6,245,066	166,194	102,033	2,715	501,600	13,349	17.35
BEA Active	691.949	71,270,337	102,999	1,984,485	2,868	9,214,700	13,317	17.96
BEA On Leave	1.000	124,746	124,746	1,247	1,247	13,200	13,200	17.92
Certificated Total	703.949	72,180,210	102,536	1,985,732	2,821	9,373,100	13,315	17.96
Instructional for Funding Purposes	665.372	65,810,398	98,908	1,882,452	2,829	8,858,300	13,313	18.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	654.372	65,025,271	99,370	1,882,452	2,877	8,713,100	13,315	18.02
K-3 Program 01 Teacher	162.208	15,623,092	96,315	701	4	2,147,482	13,239	18.02
K-3 Program 21 Teacher	26.267	2,229,150	84,865			347,173	13,217	18.09

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	56.335	6,165,746	109,448	529,498	9,399	819,198	14,542	18.36
02	2.150	173,000	80,465	11,444	5,323	31,139	14,483	18.48
09	1.000	82,160	82,160	6,557	6,557	14,578	14,578	18.46
21	9.698	921,522	95,022	110,069	11,350	155,274	16,011	18.25
24	2.000	246,276	123,138	23,043	11,522	29,156	14,578	18.35
31	3.417	342,974	100,373	52,981	15,505	50,290	14,718	18.31
51	1.000	123,138	123,138	18,250	18,250	14,578	14,578	18.36
55	1.000	123,138	123,138	8,830	8,830	14,578	14,578	18.35
58				422				
65	0.200	21,694	108,470			3,645	18,223	18.38
97	1.600	345,668	216,043	6,400	4,000	52,754	32,971	17.21
K-12 Program 02 Instructional	2.000	148,873	74,437	5,742	2,871	29,156	14,578	18.50
Program 21 Instructional	9.298	832,494	89,535	110,069	11,838	139,920	15,048	18.44
Program 21 Administrative	0.400	89,028	222,570			15,354	38,386	16.30
K-12 Program 21 Instructional	9.298	832,494	89,535	110,069	11,838	139,920	15,048	18.44
Program 31 Instructional	3.167	297,140	93,824	52,981	16,729	46,985	14,836	18.42
Program 31 Administrative	0.250	45,834	183,336			3,306	13,222	17.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	15.411	1,494,521	96,978	156,090	10,128	224,662	14,578	18.41
4-6 BEA Instructional	10.991	1,184,495	107,770	75,932	6,909	160,227	14,578	18.38
7-8 BEA Instructional	9.633	1,088,116	112,957	106,844	11,091	143,258	14,872	18.36
9-12 BEA Instructional	21.867	2,249,268	102,861	245,450	11,225	319,593	14,615	18.38
K-12 BEA Instructional	57.902	6,016,400	103,907	584,316	10,091	847,740	14,641	18.38
K-12 BEA Administrative	2.000	347,079	173,540			26,444	13,222	17.82
BEA	63.502	7,027,388	110,664	600,323	9,454	953,381	15,013	18.30
Instructional	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	18.39
Administrative	6.000	1,100,016	183,336	6,400	1,067	120,996	20,166	17.66
Active	78.400	8,545,316	108,996	767,494	9,789	1,185,190	15,117	18.30
Certificated Total	78.400	8,545,316	108,996	767,494	9,789	1,185,190	15,117	18.30
Instructional for Funding Purposes	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	18.39
Instructional for Compliance Purposes	72.400	7,445,300	102,836	761,094	10,512	1,064,194	14,699	18.39
K-3 Program 01 Teacher	14.071	1,395,038	99,143	102,151	7,260	205,127	14,578	18.41
K-3 Program 21 Teacher	2.000	148,956	74,478	11,925	5,963	29,156	14,578	18.50
Grade T Program 09 Teacher	1.000	82,160	82,160	6,557	6,557	14,578	14,578	18.46

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	12.737	1,130,520	88,759	57,927	4,548	168,577	13,235	18.05
21	1.664	174,216	104,697			24,064	14,461	14.03
51	1.096	95,337	86,986			14,467	13,200	18.37
55	0.310	33,522	108,135			4,092	13,200	17.96
97	1.000	154,479	154,479			13,200	13,200	17.65
Program 21 Instructional	1.664	174,216	104,697			24,064	14,461	14.03
K-12 Program 21 Instructional	1.664	174,216	104,697			24,064	14,461	14.03
K-3 BEA Instructional	6.983	603,142	86,373	29,506	4,225	92,624	13,264	17.94
4-6 BEA Instructional	3.416	283,580	83,015	6,753	1,977	45,091	13,200	18.25
7-8 BEA Instructional	1.338	108,651	81,204	2,869	2,144	17,662	13,200	18.25
K-12 BEA Instructional	11.737	995,373	84,806	39,128	3,334	155,377	13,238	18.06
BEA	13.737	1,284,999	93,543	57,927	4,217	181,777	13,233	18.00
Instructional	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54
Administrative	2.000	289,626	144,813			26,400	13,200	17.78
Active	16.807	1,588,074	94,489	57,927	3,447	224,400	13,352	17.58
Certificated Total	16.807	1,588,074	94,489	57,927	3,447	224,400	13,352	17.58
Instructional for Funding Purposes	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	14.807	1,298,448	87,691	57,927	3,912	198,000	13,372	17.54
K-3 Program 01 Teacher	6.840	587,639	85,912	29,506	4,314	90,288	13,200	18.19
K-3 Program 21 Teacher	0.832	87,152	104,750			12,038	14,469	14.03

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	52.275	3,668,913	70,185	58,500	1,119	700,577	13,402	18.63
13	1.744	154,262	88,453			23,021	13,200	18.29
14	0.078	7,170	91,923			1,030	13,200	18.28
19	0.250	32,500	130,000			3,300	13,200	18.09
21	3.500	256,410	73,260			52,800	15,086	21.30
51	1.000	73,304	73,304			13,200	13,200	18.44
52	0.100	11,500	115,000			1,320	13,200	18.16
58	0.030	4,800	160,000			396	13,200	17.99
65	0.750	44,225	58,967			9,900	13,200	28.27
74	0.504	29,736	59,000			6,653	13,200	18.57
97	0.470	75,200	160,000			6,204	13,200	17.99
Program 21 Instructional	3.000	213,736	71,245			39,600	13,200	21.79
Program 21 Administrative	0.500	42,674	85,348			13,200	26,400	18.84
K-12 Program 21 Instructional	3.000	213,736	71,245			39,600	13,200	21.79
K-3 BEA Instructional	22.484	1,528,366	67,976			296,842	13,202	18.59
4-6 BEA Instructional	11.800	781,087	66,194			157,529	13,350	18.56
7-8 BEA Instructional	9.904	631,315	63,743			136,646	13,797	19.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	4.937	327,889	66,415			67,980	13,769	18.69
K-12 BEA Instructional	49.125	3,268,657	66,538			658,997	13,415	18.70
BEA	52.745	3,744,113	70,985	58,500	1,109	706,781	13,400	18.62
Instructional	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.95
Administrative	4.500	566,930	125,984			66,000	14,667	18.14
Other				3,000				
Active	60.701	4,358,020	71,795	58,500	964	818,400	13,482	18.85
Certificated Total	60.701	4,358,020	71,795	58,500	964	818,400	13,482	18.85
Instructional for Funding Purposes	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.95
Instructional for Compliance Purposes	56.201	3,791,090	67,456	55,500	988	752,400	13,388	18.95
K-3 Program 01 Teacher	20.984	1,412,548	67,315			277,042	13,203	18.61
K-3 Program 21 Teacher	1.030	67,256	65,297			13,596	13,200	29.15

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	1,548.083	142,981,152	92,360	9,182,027	5,931	20,888,467	13,493	18.19
02	63.586	5,909,131	92,931	857,785	13,490	880,021	13,840	17.77
03	2.000	210,340	105,170	29,762	14,881	26,400	13,200	19.68
12				2,921				
13	132.061	12,855,220	97,343	717,782	5,435	1,761,450	13,338	18.11
21	322.050	27,190,579	84,430	1,798,192	5,584	4,396,255	13,651	18.35
24	40.550	3,850,754	94,963	221,726	5,468	535,260	13,200	17.95
31	73.650	6,489,299	88,110	463,504	6,293	988,560	13,422	18.28
34	13.550	1,279,183	94,405	65,916	4,865	180,720	13,337	18.15
45	25.000	2,109,215	84,369	114,636	4,585	332,400	13,296	18.03
51	80.619	7,811,186	96,890	422,640	5,242	1,066,891	13,234	17.93
52	12.094	1,250,839	103,426	42,531	3,517	168,041	13,895	18.10
55	104.641	10,043,872	95,984	567,812	5,426	1,434,426	13,708	17.86
58	2.000	210,340	105,170	11,182	5,591	26,400	13,200	19.12
64	1.000	101,911	101,911	5,448	5,448	13,200	13,200	17.46
65	31.100	2,914,411	93,711	181,837	5,847	426,676	13,719	18.06
68	0.500	61,698	123,396	731	1,462	7,200	14,400	17.65
74	13.800	1,310,047	94,931	70,106	5,080	184,800	13,391	17.94
79	2.600	230,529	88,665	4,207	1,618	35,310	13,581	19.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	27.935	2,096,354	75,044	109,033	3,903	379,104	13,571	19.09
89	1.400	202,470	144,621	19,288	13,777	20,160	14,400	17.46
97	6.100	1,111,631	182,235	84,412	13,838	86,640	14,203	16.16
98	0.300	49,034	163,447	3,187	10,623	4,320	14,400	17.59
99	0.200	32,689	163,445	2,125	10,625	2,880	14,400	17.59
CP	2.000	192,077	96,039	24,541	12,271	14,400	7,200	16.51
K-12 Program 02 Instructional	56.186	5,075,268	90,330			788,621	14,036	18.02
Program 21 Instructional	313.475	26,160,604	83,454	1,767,644	5,639	4,287,175	13,676	18.43
Program 21 Administrative	7.575	973,765	128,550	30,548	4,033	109,080	14,400	17.31
K-12 Program 21 Instructional	288.128	24,045,408	83,454			3,944,318	13,689	18.42
Program 31 Instructional	72.100	6,272,515	86,997	450,910	6,254	966,240	13,401	18.31
Program 31 Administrative	1.550	216,784	139,861	12,594	8,125	22,320	14,400	17.57
Program 34 Instructional	13.100	1,216,805	92,886	62,676	4,784	174,240	13,301	18.18
Program 34 Administrative	0.450	62,378	138,618	3,240	7,200	6,480	14,400	17.57
K-3 BEA Instructional	643.659	56,549,365	87,856			8,646,304	13,433	18.06
4-6 BEA Instructional	260.927	22,749,990	87,189			3,480,985	13,341	18.10
7-8 BEA Instructional	256.428	22,824,125	89,008			3,443,392	13,428	18.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	439.024	39,737,236	90,513			5,946,138	13,544	18.38
K-12 BEA Instructional	1,600.038	141,860,716	88,661			21,516,818	13,448	18.22
BEA	1,731.969	160,089,951	92,432	10,798,042	6,235	23,383,207	13,501	18.16
Instructional	2,343.019	208,219,320	88,868	13,140,773	5,608	31,563,840	13,471	18.22
Administrative	156.000	21,405,123	137,212	1,792,197	11,488	2,214,780	14,197	17.77
Other	4.800	608,209	126,710	46,038	9,591	68,160	14,200	17.73
Active	2,503.819	230,232,652	91,953	14,979,008	5,982	33,846,780	13,518	18.17
K-12 Program 21 Contracted	1.000	56,210	56,210					
K-12 BEA Contracted	1.000	103,188	103,188					
On Leave	1.000	101,911	101,911	24,323	24,323	13,200	13,200	17.46
Certificated Total	2,506.819	230,493,961	91,947	15,003,331	5,985	33,859,980	13,507	18.16
Instructional for Funding Purposes	2,345.019	208,378,718	88,860	13,140,773	5,604	31,563,840	13,460	18.20
Instructional for Compliance Purposes	2,343.019	208,219,320	88,868	13,140,773	5,608	31,563,840	13,471	18.22
K-3 Program 01 Teacher	559.279	48,813,212	87,279			7,489,878	13,392	17.98
K-3 Program 21 Teacher	40.038	2,990,830	74,700			547,549	13,676	18.43

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	9.603	734,475	76,484	15,590	1,623	126,720	13,196	17.62
13	0.400	35,010	87,525			5,280	13,200	17.63
14	0.150	14,118	94,120			1,980	13,200	17.62
21	1.450	132,515	91,390			19,140	13,200	17.62
31	1.000	56,663	56,663	9,239	9,239	13,200	13,200	17.63
51	0.250	21,880	87,520	2,494	9,976	3,300	13,200	17.61
52				2,510				
55				2,494				
58				1,000				
74				812				
97	0.150	20,513	136,753			1,980	13,200	17.63
Program 21 Instructional	1.450	132,515	91,390			19,140	13,200	17.62
K-12 Program 21 Instructional	1.450	132,515	91,390			19,140	13,200	17.62
Program 31 Instructional	1.000	56,663	56,663	9,239	9,239	13,200	13,200	17.63
K-3 BEA Instructional	3.480	232,027	66,674			44,154	12,688	17.63
4-6 BEA Instructional	1.214	78,389	64,571			15,576	12,830	17.63
9-12 BEA Instructional	5.059	364,481	72,046	12,239	2,419	68,970	13,633	17.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	9.753	674,897	69,199	12,239	1,255	128,700	13,196	17.62
K-12 BEA Administrative	0.850	116,241	136,754			11,220	13,200	17.63
BEA	10.753	811,651	75,481	24,829	2,309	141,900	13,196	17.63
Instructional	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.62
Administrative	1.000	136,754	136,754			13,200	13,200	17.63
Other				13,100				
Active	13.003	1,015,174	78,072	34,139	2,625	171,600	13,197	17.62
Certificated Total	13.003	1,015,174	78,072	34,139	2,625	171,600	13,197	17.62
Instructional for Funding Purposes	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.62
Instructional for Compliance Purposes	12.003	878,420	73,183	21,039	1,753	158,400	13,197	17.62
K-3 Program 01 Teacher	3.255	212,334	65,233			41,184	12,653	17.63
K-3 Program 21 Teacher	0.480	42,012	87,525			6,336	13,200	17.61

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	12.308	918,034	74,588	9,190	747	190,640	15,489	17.08
21	1.000	81,390	81,390			13,200	13,200	17.84
31	1.000	66,523	66,523	14,783	14,783	13,200	13,200	18.34
51	0.485	27,002	55,674			6,402	13,200	17.85
55	0.485	27,002	55,674			6,402	13,200	17.85
74	0.030	1,670	55,667			396	13,200	17.85
88	1.000	47,223	47,223			13,200	13,200	17.85
97	0.498	72,500	145,582			31,984	64,224	8.12
Program 21 Instructional	1.000	81,390	81,390			13,200	13,200	17.84
K-12 Program 21 Instructional	1.000	81,390	81,390			13,200	13,200	17.84
Program 31 Instructional	1.000	66,523	66,523	14,783	14,783	13,200	13,200	18.34
K-3 BEA Instructional	4.106	264,154	64,334			56,760	13,824	17.85
4-6 BEA Instructional	2.000	161,750	80,875			26,400	13,200	17.84
9-12 BEA Instructional	6.700	486,151	72,560	23,347	3,485	88,440	13,200	17.92
K-12 BEA Instructional	12.806	912,055	71,221	23,347	1,823	171,600	13,400	17.88
BEA	13.806	1,057,057	76,565	23,973	1,736	235,824	17,081	16.58
Instructional	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.000	145,002	145,002			64,224	64,224	8.12
Other				626				
Active	16.806	1,241,344	73,863	23,973	1,426	275,424	16,388	16.76
Certificated Total	16.806	1,241,344	73,863	23,973	1,426	275,424	16,388	16.76
Instructional for Funding Purposes	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.88
Instructional for Compliance Purposes	15.806	1,096,342	69,362	23,347	1,477	211,200	13,362	17.88
K-3 Program 01 Teacher	3.806	238,601	62,691			52,800	13,873	17.85

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	220.761	23,449,801	106,223	2,384,853	10,803	2,969,129	13,450	18.43
02	6.204	699,121	112,689	69,151	11,146	92,400	14,894	18.39
09	1.678	149,170	88,897	15,237	9,080	22,150	13,200	18.59
13	1.000	100,048	100,048	16,674	16,674	13,200	13,200	18.54
21	46.910	4,682,823	99,826	585,982	12,492	607,834	12,957	17.91
24	5.937	588,966	99,203	79,570	13,402	79,200	13,340	18.54
31	16.400	1,781,424	108,623	346,768	21,144	221,760	13,522	18.45
34	3.790	449,958	118,722	64,651	17,058	50,028	13,200	18.37
51	1.580	212,868	134,727	14,778	9,353	20,856	13,200	18.01
55	3.920	476,036	121,438	43,055	10,983	51,744	13,200	18.49
64	0.200	22,806	114,030	2,534	12,670	2,640	13,200	18.49
65	1.400	137,769	98,406	15,306	10,933	18,480	13,200	18.54
74	1.400	112,216	80,154	12,470	8,907	18,480	13,200	18.64
79	0.500	59,547	119,094	6,617	13,234	6,600	13,200	18.47
97	2.750	602,988	219,268			36,300	13,200	16.57
K-12 Program 02 Instructional	5.804	622,324	107,223	34,546	5,952	87,120	15,010	18.51
Program 21 Instructional	44.510	4,224,431	94,910	585,982	13,165	581,434	13,063	18.21
Program 21 Administrative	2.000	395,392	197,696			26,400	13,200	17.17

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	41.510	3,978,052	95,834	259,492	6,251	541,834	13,053	18.19
Program 31 Instructional	15.600	1,634,080	104,749	346,768	22,229	211,200	13,538	18.52
Program 31 Administrative	0.800	147,344	184,180			10,560	13,200	17.54
Program 34 Instructional	3.350	370,597	110,626	64,651	19,299	44,220	13,200	18.50
Program 34 Administrative	0.440	79,361	180,366			5,808	13,200	17.68
K-3 BEA Instructional	92.339	9,210,358	99,745	738,648	7,999	1,254,462	13,585	18.54
4-6 BEA Instructional	47.497	4,827,769	101,644	123,336	2,597	645,190	13,584	18.53
7-8 BEA Instructional	31.870	3,306,020	103,735	285,052	8,944	426,967	13,397	18.52
9-12 BEA Instructional	59.299	6,051,103	102,044	223,464	3,768	793,518	13,382	18.53
K-12 BEA Instructional	231.005	23,395,250	101,276	1,370,500	5,933	3,120,137	13,507	18.53
K-12 BEA Administrative	11.400	2,092,507	183,553			150,480	13,200	17.56
BEA	249.905	26,983,292	107,974	2,865,423	11,466	3,369,617	13,484	18.39
Instructional	291.530	29,237,634	100,290	3,648,646	12,516	3,913,800	13,425	18.49
Administrative	22.000	4,165,360	189,335	9,000	409	290,400	13,200	17.35
Active	313.530	33,402,994	106,538	3,657,646	11,666	4,204,200	13,409	18.36
K-12 Program 21 Contracted	0.400	63,000	157,500					
On Leave	0.500	59,547	119,094			6,600	13,200	18.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	314.430	33,525,541	106,623	3,657,646	11,633	4,210,800	13,392	18.33
Instructional for Funding Purposes	291.930	29,300,634	100,369	3,648,646	12,498	3,913,800	13,407	18.45
Instructional for Compliance Purposes	291.530	29,237,634	100,290	3,648,646	12,516	3,913,800	13,425	18.49
K-3 Program 01 Teacher	79.361	8,038,397	101,289	77,248	973	1,074,467	13,539	18.53
K-3 Program 21 Teacher	7.558	644,868	85,323			100,228	13,261	18.61
Grade T Program 09 Teacher	1.678	149,170	88,897			22,150	13,200	18.59

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
01	2.000	164,725	82,363			26,400	13,200	17.56
97	0.900	20,625	22,917					7.86
99	0.100	2,292	22,920					7.86
K-3 BEA Instructional	1.250	90,494	72,395			16,500	13,200	17.56
4-6 BEA Instructional	0.750	74,231	98,975			9,900	13,200	17.56
K-12 BEA Instructional	2.000	164,725	82,363			26,400	13,200	17.56
BEA	2.900	185,350	63,914			26,400	9,103	16.48
Instructional	2.000	164,725	82,363			26,400	13,200	17.56
Administrative	1.000	22,917	22,917					7.86
Active	3.000	187,642	62,547			26,400	8,800	16.38
Certificated Total	3.000	187,642	62,547			26,400	8,800	16.38
Instructional for Funding Purposes	2.000	164,725	82,363			26,400	13,200	17.56
Instructional for Compliance Purposes	2.000	164,725	82,363			26,400	13,200	17.56
K-3 Program 01 Teacher	1.250	90,494	72,395			16,500	13,200	17.56

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	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56
12	0.500	37,432	74,864			6,600	13,200	17.56
51	0.573	31,123	54,316			7,564	13,200	17.56
52	0.133	7,237	54,414			1,756	13,200	17.56
K-3 BEA Instructional	0.794	53,360	67,204	2,153	2,712	10,481	13,200	17.56
4-6 BEA Instructional	0.273	22,064	80,821			3,604	13,200	17.56
7-8 BEA Instructional	0.727	58,757	80,821	2,547	3,503	9,596	13,200	17.56
K-12 BEA Instructional	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56
BEA	1.794	134,181	74,794	4,700	2,620	23,681	13,200	17.56
Instructional	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.56
Active	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.56
Certificated Total	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.56
Instructional for Funding Purposes	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.56
Instructional for Compliance Purposes	3.000	209,973	69,991	4,700	1,567	39,600	13,200	17.56
K-3 Program 01 Teacher	0.500	37,432	74,864	2,153	4,306	6,600	13,200	17.56

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
01	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
K-3 BEA Instructional	0.485	40,344	83,184	8,127	16,757	6,402	13,200	18.50
4-6 BEA Instructional	0.770	51,552	66,951			10,164	13,200	18.55
7-8 BEA Instructional	0.745	54,388	73,004			9,834	13,200	18.53
K-12 BEA Instructional	2.000	146,284	73,142	8,127	4,064	26,400	13,200	18.53
BEA	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
Instructional	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
Active	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
Certificated Total	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
Instructional for Funding Purposes	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
Instructional for Compliance Purposes	2.000	146,284	73,142	39,927	19,964	26,400	13,200	18.53
K-3 Program 01 Teacher	0.485	40,344	83,184	5,215	10,753	6,402	13,200	18.50

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	143.520	14,378,836	100,187	1,749,907	12,193	1,911,360	13,318	18.69
21	26.436	2,552,896	96,569	328,390	12,422	368,280	13,931	20.23
24	2.000	140,740	70,370	18,523	9,262	26,400	13,200	18.14
31	13.055	1,181,472	90,500	150,641	11,539	172,920	13,245	18.03
34	0.600	59,489	99,148	6,529	10,882	7,920	13,200	18.01
51	4.000	345,504	86,376	34,216	8,554	52,800	13,200	19.45
55	2.000	220,576	110,288	24,208	12,104	26,400	13,200	17.98
65	2.000	197,056	98,528	21,628	10,814	26,400	13,200	18.02
74	0.800	88,228	110,285	9,683	12,104	13,200	16,500	18.06
79	2.600	258,184	99,302	30,735	11,821	34,320	13,200	18.02
97	1.900	386,902	203,633	12,883	6,781	26,400	13,895	17.05
Program 21 Instructional	25.033	2,337,378	93,372	317,956	12,701	348,480	13,921	20.10
Program 21 Administrative	1.403	215,518	153,612	10,434	7,437	19,800	14,113	21.74
K-12 Program 21 Instructional	22.533	2,093,763	92,920	280,295	12,439	315,480	14,001	20.34
Program 31 Instructional	12.400	1,085,643	87,552	146,808	11,839	163,680	13,200	18.05
Program 31 Administrative	0.655	95,829	146,304	3,833	5,852	9,240	14,107	17.79
Program 34 Instructional	0.600	59,489	99,148	6,529	10,882	7,920	13,200	18.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	49.979	5,010,636	100,255	548,887	10,982	660,000	13,206	18.45
4-6 BEA Instructional	30.900	2,881,222	93,243	318,107	10,295	407,880	13,200	19.43
7-8 BEA Instructional	22.893	2,268,940	99,111	250,096	10,925	302,280	13,204	18.10
9-12 BEA Instructional	40.793	3,651,062	89,502	418,164	10,251	543,840	13,332	18.82
K-12 BEA Instructional	144.565	13,811,860	95,541	1,535,254	10,620	1,914,000	13,240	18.70
K-12 BEA Administrative				700				
BEA	159.075	16,006,699	100,624	1,919,960	12,070	2,118,600	13,318	18.60
Instructional	182.998	17,399,526	95,080	2,161,453	11,811	2,442,000	13,344	18.87
Administrative	15.913	2,410,357	151,471	225,890	14,195	224,400	14,102	18.30
Active	198.911	19,809,883	99,592	2,387,343	12,002	2,666,400	13,405	18.80
Certificated Total	198.911	19,809,883	99,592	2,387,343	12,002	2,666,400	13,405	18.80
Instructional for Funding Purposes	182.998	17,399,526	95,080	2,161,453	11,811	2,442,000	13,344	18.87
Instructional for Compliance Purposes	182.998	17,399,526	95,080	2,161,453	11,811	2,442,000	13,344	18.87
K-3 Program 01 Teacher	45.400	4,542,446	100,054	488,077	10,751	599,280	13,200	18.36
K-3 Program 21 Teacher	4.400	399,492	90,794	34,256	7,785	58,080	13,200	20.22

Step toe School District (38304)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.224	301,570	93,539			42,557	13,200	17.59
09	0.445	36,257	81,476			5,874	13,200	17.60
21	0.230	25,384	110,365			3,036	13,200	17.59
97	0.101	5,775	57,178			1,333	13,200	17.59
Program 21 Instructional	0.218	23,111	106,014			2,878	13,200	17.59
Program 21 Administrative	0.012	2,273	189,417			158	13,200	17.59
K-12 Program 21 Instructional	0.218	23,111	106,014			2,878	13,200	17.59
K-3 BEA Instructional	1.233	101,527	82,341			16,276	13,200	17.59
4-6 BEA Instructional	0.894	77,443	86,625			11,801	13,200	17.59
7-8 BEA Instructional	0.851	79,419	93,324			11,233	13,200	17.59
K-12 BEA Instructional	2.978	258,389	86,766			39,310	13,200	17.59
BEA	3.325	307,345	92,435			43,890	13,200	17.59
Instructional	3.641	317,757	87,272			48,061	13,200	17.59
Administrative	0.359	51,229	142,699			4,739	13,200	17.59
Active	4.000	368,986	92,247			52,800	13,200	17.59
Certificated Total	4.000	368,986	92,247			52,800	13,200	17.59
Instructional for Funding Purposes	3.641	317,757	87,272			48,061	13,200	17.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.641	317,757	87,272			48,061	13,200	17.59
K-3 Program 01 Teacher	1.233	101,527	82,341			16,276	13,200	17.59
Grade T Program 09 Teacher	0.445	36,257	81,476			5,874	13,200	17.60

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	44.066	3,855,195	87,487	149,673	3,397	594,792	13,498	18.30
09	2.367	160,511	67,812	5,159	2,180	33,528	14,165	18.43
13	3.150	178,274	56,595	4,807	1,526	48,840	15,505	18.75
31	1.800	177,798	98,777	9,634	5,352	23,760	13,200	19.38
34	0.800	76,352	95,440	5,170	6,463	10,560	13,200	18.87
51	1.091	101,975	93,469	2,315	2,122	16,540	15,160	17.97
52	0.091	11,000	120,879	110	1,209	2,640	29,011	18.05
55	3.064	284,439	92,833	13,280	4,334	46,900	15,307	18.12
65	0.200	17,812	89,060	534	2,670	2,640	13,200	18.26
74	0.200	17,812	89,060	534	2,670	2,640	13,200	18.26
97	0.800	140,000	175,000			16,160	20,200	16.71
Program 31 Instructional	1.800	177,798	98,777	9,001	5,001	23,760	13,200	19.38
Program 31 Administrative				633				
Program 34 Instructional	0.800	76,352	95,440	5,170	6,463	10,560	13,200	18.87
K-3 BEA Instructional	14.007	1,115,272	79,622	35,225	2,515	195,096	13,928	18.39
4-6 BEA Instructional	7.581	689,266	90,920	18,073	2,384	101,376	13,372	18.36
7-8 BEA Instructional	8.178	679,482	83,087	26,008	3,180	109,560	13,397	18.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	13.900	1,223,043	87,989	41,665	2,997	183,480	13,200	18.49
K-12 BEA Instructional	43.666	3,707,063	84,896	120,971	2,770	589,512	13,500	18.40
K-12 BEA Administrative	1.000	139,263	139,263			13,200	13,200	17.83
BEA	47.466	4,249,345	89,524	164,477	3,465	645,272	13,594	18.30
Instructional	53.265	4,399,886	82,604	176,747	3,318	728,640	13,680	18.41
Administrative	4.364	611,292	140,076	14,469	3,316	70,360	16,123	17.63
Other		9,990						
Active	57.629	5,021,168	87,129	191,216	3,318	799,000	13,865	18.31
Certificated Total	57.629	5,021,168	87,129	191,216	3,318	799,000	13,865	18.31
Instructional for Funding Purposes	53.265	4,399,886	82,604	176,747	3,318	728,640	13,680	18.41
Instructional for Compliance Purposes	53.265	4,399,886	82,604	176,747	3,318	728,640	13,680	18.41
K-3 Program 01 Teacher	13.127	1,051,686	80,116	31,551	2,404	183,480	13,977	18.39

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	104.197	11,256,813	108,034	244,751	2,349	1,400,533	13,441	17.76
02	2.848	318,119	111,699	5,623	1,974	47,903	16,820	17.74
09	1.000	77,819	77,819	1,556	1,556	13,200	13,200	17.92
21	19.404	1,930,761	99,503	128,676	6,631	272,976	14,068	17.69
24	0.150	17,673	117,820	353	2,353	1,980	13,200	17.76
31	7.940	841,709	106,009	37,609	4,737	104,808	13,200	17.79
51	1.100	143,215	130,195	6,591	5,992	14,520	13,200	17.69
52	0.100	17,531	175,310			1,320	13,200	17.22
55	3.485	386,474	110,896	7,591	2,178	46,636	13,382	17.77
58				960				
65	1.100	119,361	108,510	2,038	1,853	14,520	13,200	17.73
74	0.400	45,669	114,173	2,313	5,783	8,804	22,011	17.78
97	1.000	229,310	229,310	12,340	12,340	13,200	13,200	15.55
K-12 Program 02 Instructional	2.200	231,127	105,058			30,796	13,998	17.80
Program 21 Instructional	18.404	1,733,861	94,211	128,676	6,992	259,776	14,115	17.81
Program 21 Administrative	1.000	196,900	196,900			13,200	13,200	16.56
K-12 Program 21 Instructional	16.704	1,553,058	92,975	5,000	299	237,336	14,208	17.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	7.940	841,709	106,009	37,609	4,737	104,808	13,200	17.79
K-3 BEA Instructional	41.358	4,194,902	101,429	5,433	131	545,926	13,200	17.82
4-6 BEA Instructional	15.235	1,612,207	105,823	1,983	130	201,102	13,200	17.81
7-8 BEA Instructional	20.048	2,079,180	103,710			286,084	14,270	17.81
9-12 BEA Instructional	29.096	3,079,081	105,825	1,983	68	389,506	13,387	17.79
K-12 BEA Instructional	105.737	10,965,370	103,704	9,399	89	1,422,617	13,454	17.81
BEA	115.985	12,645,951	109,031	300,323	2,589	1,566,444	13,506	17.72
Instructional	131.076	13,436,849	102,512	425,445	3,246	1,778,093	13,565	17.81
Administrative	11.648	1,947,605	167,205	24,956	2,143	162,307	13,934	17.09
Active	142.724	15,384,454	107,792	450,401	3,156	1,940,400	13,595	17.72
Certificated Total	142.724	15,384,454	107,792	450,401	3,156	1,940,400	13,595	17.72
Instructional for Funding Purposes	131.076	13,436,849	102,512	425,445	3,246	1,778,093	13,565	17.81
Instructional for Compliance Purposes	131.076	13,436,849	102,512	425,445	3,246	1,778,093	13,565	17.81
K-3 Program 01 Teacher	39.358	4,004,565	101,747	2,347	60	519,526	13,200	17.82
K-3 Program 21 Teacher	3.818	346,638	90,790			61,618	16,139	17.85
Grade T Program 09 Teacher	1.000	77,819	77,819			13,200	13,200	17.92

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	22.926	2,103,267	91,742			289,423	12,624	18.79
21	2.531	233,769	92,362			33,409	13,200	19.67
24	1.469	129,843	88,389			19,391	13,200	19.67
51	1.799	200,022	111,185			23,747	13,200	19.67
55	0.829	96,246	116,099			10,943	13,200	19.67
65	0.300	26,731	89,103			3,960	13,200	19.67
74	0.146	16,254	111,329			1,927	13,200	19.67
Program 21 Instructional	2.531	233,769	92,362			33,409	13,200	19.67
K-12 Program 21 Instructional	2.531	233,769	92,362			33,409	13,200	19.67
4-6 BEA Instructional	3.493	316,582	90,633			43,811	12,542	18.66
7-8 BEA Instructional	6.210	562,569	90,591			77,880	12,541	18.66
9-12 BEA Instructional	13.223	1,224,116	92,575			167,732	12,685	18.89
K-12 BEA Instructional	22.926	2,103,267	91,742			289,423	12,624	18.79
BEA	22.926	2,103,267	91,742			289,423	12,624	18.79
Instructional	30.000	2,806,132	93,538			382,800	12,760	19.00
Active	30.000	2,806,132	93,538			382,800	12,760	19.00
Certificated Total	30.000	2,806,132	93,538			382,800	12,760	19.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	30.000	2,806,132	93,538			382,800	12,760	19.00
Instructional for Compliance Purposes	30.000	2,806,132	93,538			382,800	12,760	19.00

Summit Public School: Olympus (27905)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.153	724,787	79,186			101,020	11,037	16.34
21	0.567	59,755	105,388			7,484	13,200	19.67
24	0.333	35,095	105,390			4,396	13,200	19.67
51	0.200	16,821	84,105			2,640	13,200	19.67
55	0.505	42,666	84,487			6,666	13,200	19.67
65	0.200	19,039	95,195			2,640	13,200	19.67
74	0.042	3,541	84,310			554	13,200	19.67
Program 21 Instructional	0.567	59,755	105,388			7,484	13,200	19.67
K-12 Program 21 Instructional	0.567	59,755	105,388			7,484	13,200	19.67
9-12 BEA Instructional	9.153	724,787	79,186			101,020	11,037	16.34
K-12 BEA Instructional	9.153	724,787	79,186			101,020	11,037	16.34
BEA	9.153	724,787	79,186			101,020	11,037	16.34
Instructional	11.000	901,704	81,973			125,400	11,400	16.90
Active	11.000	901,704	81,973			125,400	11,400	16.90
Certificated Total	11.000	901,704	81,973			125,400	11,400	16.90
Instructional for Funding Purposes	11.000	901,704	81,973			125,400	11,400	16.90
Instructional for Compliance Purposes	11.000	901,704	81,973			125,400	11,400	16.90

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	10.262	840,354	81,890			126,218	12,300	15.27
21	1.510	124,664	82,559			19,932	13,200	19.67
24	0.490	45,947	93,769			6,468	13,200	19.67
51	0.992	86,668	87,367			13,094	13,200	19.67
55	0.570	49,981	87,686			7,524	13,200	19.67
65	0.300	25,989	86,630			3,960	13,200	19.67
74	0.076	6,664	87,684			1,003	13,200	19.67
Program 21 Instructional	1.510	124,664	82,559			19,932	13,200	19.67
K-12 Program 21 Instructional	1.510	124,664	82,559			19,932	13,200	19.67
9-12 BEA Instructional	10.262	840,354	81,890			126,218	12,300	15.27
K-12 BEA Instructional	10.262	840,354	81,890			126,218	12,300	15.27
BEA	10.262	840,354	81,890			126,218	12,300	15.27
Instructional	14.200	1,180,267	83,117			178,200	12,549	16.35
Active	14.200	1,180,267	83,117			178,200	12,549	16.35
Certificated Total	14.200	1,180,267	83,117			178,200	12,549	16.35
Instructional for Funding Purposes	14.200	1,180,267	83,117			178,200	12,549	16.35
Instructional for Compliance Purposes	14.200	1,180,267	83,117			178,200	12,549	16.35

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	5.636	343,863	61,012			75,715	13,434	17.85
21	0.717	48,122	67,116			10,784	15,041	17.85
51	0.168	8,705	51,815			2,218	13,200	17.87
52	0.191	9,822	51,424			2,521	13,200	17.87
97	0.088	11,250	127,841			1,162	13,200	17.77
Program 21 Instructional	0.600	33,122	55,203			9,240	15,400	17.88
Program 21 Administrative	0.117	15,000	128,205			1,544	13,200	17.77
K-12 Program 21 Instructional	0.600	33,122	55,203			9,240	15,400	17.88
K-3 BEA Instructional	2.536	148,650	58,616			34,795	13,721	17.85
4-6 BEA Instructional	2.251	129,963	57,736			29,713	13,200	17.85
7-8 BEA Instructional	0.761	54,000	70,959			10,045	13,200	17.83
K-12 BEA Instructional	5.548	332,613	59,952			74,554	13,438	17.85
BEA	5.724	355,113	62,039			76,877	13,431	17.84
Instructional	6.507	384,262	59,054			88,532	13,606	17.85
Administrative	0.293	37,500	127,986			3,868	13,200	17.77
Active	6.800	421,762	62,024			92,400	13,588	17.85
Certificated Total	6.800	421,762	62,024			92,400	13,588	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
Instructional for Funding Purposes	6.507	384,262	59,054			88,532	13,606	17.85
Instructional for Compliance Purposes	6.507	384,262	59,054			88,532	13,606	17.85
K-3 Program 01 Teacher	2.404	131,970	54,896			33,053	13,749	17.86
K-3 Program 21 Teacher	0.510	28,489	55,861			8,052	15,788	17.88

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	534.734	51,387,061	96,098	6,370,313	11,913	7,109,916	13,296	18.03
02	2.940	303,744	103,314	38,131	12,970	41,976	14,278	18.03
13	2.000	245,771	122,886	8,840	4,420	26,400	13,200	17.91
21	106.426	9,502,788	89,290	1,326,497	12,464	1,406,579	13,216	17.77
24	13.590	1,232,285	90,676	162,754	11,976	179,388	13,200	18.09
31	29.250	2,662,308	91,019	370,836	12,678	399,300	13,651	18.20
34	6.400	649,173	101,433	104,171	16,277	84,480	13,200	18.07
39	2.000	164,412	82,206			26,400	13,200	18.20
51	1.000	96,801	96,801	13,191	13,191	13,200	13,200	18.08
52	1.150	124,885	108,596	18,379	15,982	15,180	13,200	18.05
55	7.391	768,547	103,984	98,581	13,338	97,561	13,200	17.99
58	0.650	79,658	122,551	561,039	863,137	8,580	13,200	17.75
64	0.300	28,686	95,620	3,188	10,627	3,960	13,200	18.10
65	2.200	228,557	103,890	26,589	12,086	29,040	13,200	17.98
74	7.200	652,734	90,658	87,131	12,102	95,040	13,200	18.11
88				3,000				
97	4.500	946,246	210,277	32,437	7,208	59,400	13,200	16.20
K-12 Program 02 Instructional	2.740	270,750	98,814			39,336	14,356	18.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	103.066	8,921,149	86,558	1,305,093	12,663	1,362,227	13,217	17.79
Program 21 Administrative	3.360	581,639	173,107	21,404	6,370	44,352	13,200	17.33
K-12 Program 21 Instructional	94.516	8,167,189	86,411			1,238,807	13,107	17.76
Program 31 Instructional	27.750	2,404,267	86,640	369,219	13,305	379,500	13,676	18.26
Program 31 Administrative	1.500	258,041	172,027	1,617	1,078	19,800	13,200	17.50
Program 34 Instructional	6.400	649,173	101,433	104,171	16,277	84,480	13,200	18.07
K-3 BEA Instructional	189.004	16,370,032	86,612			2,506,205	13,260	18.12
4-6 BEA Instructional	104.185	9,360,071	89,841			1,378,014	13,227	18.11
7-8 BEA Instructional	73.619	6,779,896	92,094			971,771	13,200	18.10
9-12 BEA Instructional	158.204	14,611,989	92,362	2,215	14	2,141,462	13,536	18.12
K-12 BEA Instructional	525.012	47,121,988	89,754	2,215	4	6,997,452	13,328	18.11
BEA	577.824	55,948,532	96,826	6,915,888	11,969	7,695,072	13,317	18.01
Instructional	663.769	59,353,062	89,418	8,955,872	13,492	8,830,800	13,304	18.07
Administrative	54.962	9,337,074	169,882	250,990	4,567	726,000	13,209	17.38
Other	2.000	274,924	137,462	18,215	9,108	26,400	13,200	17.83
Active	720.731	68,965,060	95,688	9,225,077	12,800	9,583,200	13,297	17.98
On Leave	1.000	108,596	108,596			13,200	13,200	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	721.731	69,073,656	95,706	9,225,077	12,782	9,596,400	13,296	17.98
Instructional for Funding Purposes	663.769	59,353,062	89,418	8,955,872	13,492	8,830,800	13,304	18.07
Instructional for Compliance Purposes	663.769	59,353,062	89,418	8,955,872	13,492	8,830,800	13,304	18.07
K-3 Program 01 Teacher	172.228	14,889,664	86,453			2,278,162	13,228	18.12
K-3 Program 21 Teacher	12.680	969,339	76,446			171,323	13,511	18.11

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	322.679	28,808,210	89,278	1,012,428	3,138	4,280,549	13,266	18.02
09	2.000	131,445	65,723			26,400	13,200	18.28
19	0.750	116,477	155,303			9,900	13,200	17.28
21	50.692	4,136,350	81,598	398,336	7,858	673,174	13,280	18.07
31	15.000	1,362,562	90,837	151,362	10,091	198,000	13,200	17.88
34	2.000	158,406	79,203	16,593	8,297	26,400	13,200	18.11
51	11.173	1,083,790	97,001	904,403	80,945	147,484	13,200	17.97
52	1.250	126,496	101,197	7,915	6,332	16,500	13,200	17.82
53	1.050	96,367	91,778	1,000	952	13,860	13,200	17.71
55	16.243	1,556,384	95,819	758,692	46,709	214,408	13,200	18.02
58				526,682				
64	0.500	52,056	104,112	4,184	8,368	6,600	13,200	17.97
65	8.252	742,225	89,945	3,914	474	108,926	13,200	18.10
69	1.000	94,520	94,520			13,200	13,200	18.06
74	1.000	84,928	84,928			13,200	13,200	18.05
79	0.500	25,852	51,704			6,600	13,200	18.50
97	2.000	387,221	193,611			26,400	13,200	16.07
Program 21 Instructional	48.692	3,858,328	79,239	398,336	8,181	646,774	13,283	18.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.000	278,022	139,011			26,400	13,200	17.65
K-12 Program 21 Instructional	46.692	3,661,068	78,409			620,374	13,287	18.10
Program 31 Instructional	14.000	1,216,545	86,896	151,362	10,812	184,800	13,200	17.90
Program 31 Administrative	1.000	146,017	146,017			13,200	13,200	17.66
Program 34 Instructional	2.000	158,406	79,203	16,593	8,297	26,400	13,200	18.11
K-3 BEA Instructional	112.113	9,479,339	84,552			1,501,012	13,388	18.07
4-6 BEA Instructional	58.656	4,865,831	82,955			774,259	13,200	18.08
7-8 BEA Instructional	50.715	4,301,284	84,813	234	5	669,438	13,200	18.04
9-12 BEA Instructional	92.700	8,002,679	86,329			1,223,640	13,200	18.05
K-12 BEA Instructional	314.184	26,649,133	84,820	234	1	4,168,349	13,267	18.06
BEA	341.679	30,716,399	89,898	1,180,383	3,455	4,531,349	13,262	17.99
Instructional	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	18.06
Administrative	30.995	4,564,200	147,256	1,000	32	409,200	13,202	17.49
Other	1.000	146,017	146,017	15,500	15,500	13,200	13,200	17.66
Active	436.089	38,963,289	89,347	3,785,509	8,681	5,781,600	13,258	18.00
Certificated Total	436.089	38,963,289	89,347	3,785,509	8,681	5,781,600	13,258	18.00
Instructional for Funding Purposes	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	404.094	34,253,072	84,765	3,769,009	9,327	5,359,200	13,262	18.06
K-3 Program 01 Teacher	94.553	7,971,742	84,310			1,267,900	13,409	18.08
K-3 Program 21 Teacher	11.305	883,146	78,120			149,226	13,200	18.12
Grade T Program 09 Teacher	2.000	131,445	65,723			26,400	13,200	18.28

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	13.000	1,270,225	97,710			101,576	7,814	5.00
21	1.000	82,950	82,950			9,096	9,096	12.10
97		78,062						
Program 21 Instructional	1.000	82,950	82,950			9,096	9,096	12.10
K-12 Program 21 Instructional	1.000	82,950	82,950			9,096	9,096	12.10
7-8 BEA Instructional	7.000	629,112	89,873			55,336	7,905	3.85
9-12 BEA Instructional	4.000	283,107	70,777			28,048	7,012	8.58
K-12 BEA Instructional	11.000	912,219	82,929			83,384	7,580	4.62
K-12 BEA Administrative	2.000	172,492	86,246			18,192	9,096	7.40
BEA	13.000	1,348,287	103,714			101,576	7,814	5.00
Instructional	12.000	995,169	82,931			92,480	7,707	4.97
Administrative	2.000	436,068	218,034			18,192	9,096	7.40
Active	14.000	1,431,237	102,231			110,672	7,905	5.28
Certificated Total	14.000	1,431,237	102,231			110,672	7,905	5.28
Instructional for Funding Purposes	12.000	995,169	82,931			92,480	7,707	4.97
Instructional for Compliance Purposes	12.000	995,169	82,931			92,480	7,707	4.97

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	1,400.904	155,658,550	111,113	10,819,207	7,723	18,705,416	13,352	19.13
02	54.901	6,201,323	112,955	476,697	8,683	724,693	13,200	19.27
03	4.000	499,003	124,751	24,818	6,205	50,160	12,540	23.04
09	12.320	1,090,555	88,519	99,372	8,066	162,624	13,200	19.35
13	11.101	1,475,131	132,883	63,535	5,723	147,233	13,263	20.88
14	10.400	934,962	89,900	91,264	8,775	140,356	13,496	20.28
21	288.707	30,222,392	104,682	2,168,445	7,511	3,869,118	13,402	19.50
24	48.400	4,772,179	98,599	345,202	7,132	638,880	13,200	19.41
31	84.381	8,432,180	99,930	578,419	6,855	1,141,549	13,529	20.31
34	17.899	1,899,743	106,137	119,675	6,686	236,267	13,200	19.63
51	44.327	4,972,796	112,184	569,918	12,857	603,016	13,604	20.10
52	10.329	1,180,194	114,260	85,384	8,266	138,983	13,456	21.34
55	89.085	10,244,763	115,000	987,188	11,081	1,183,842	13,289	18.77
56	1.200	152,084	126,737	7,128	5,940	15,840	13,200	20.56
57	1.400	140,144	100,103	12,256	8,754	18,480	13,200	21.87
58	1.983	155,732	78,534	23,690	11,947	26,176	13,200	26.32
61	4.000	471,700	117,925	31,335	7,834	52,800	13,200	18.36
64	1.000	128,624	128,624	8,545	8,545	13,200	13,200	18.32
65	27.397	3,027,229	110,495	289,654	10,572	379,790	13,862	19.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
68	1.000	190,260	190,260			13,200	13,200	18.02
74	0.500	88,601	177,202			6,600	13,200	41.74
79	3.000	206,896	68,965	13,985	4,662	39,600	13,200	20.84
88	13.499	1,317,989	97,636	163,724	12,129	187,414	13,884	19.47
89	1.270	156,920	123,559	15,873	12,498	16,764	13,200	19.96
97	2.000	623,559	311,780			26,400	13,200	16.30
CP	8.000	984,594	123,074	54,398	6,800	105,600	13,200	24.04
K-12 Program 02 Instructional	51.901	5,636,667	108,604			685,093	13,200	19.39
Program 21 Instructional	284.707	29,503,947	103,629	2,168,445	7,616	3,816,318	13,404	19.52
Program 21 Administrative	4.000	718,445	179,611			52,800	13,200	18.36
K-12 Program 21 Instructional	271.119	28,164,091	103,881			3,633,656	13,402	19.54
Program 26, 56, and 59 Instructional	1.000	107,286	107,286	7,128	7,128	13,200	13,200	21.90
Program 26, 56, and 59 Administrative	0.200	44,798	223,990			2,640	13,200	17.13
Program 31 Instructional	79.981	7,514,621	93,955	578,419	7,232	1,083,469	13,547	20.60
Program 31 Administrative	4.400	917,559	208,536			58,080	13,200	17.76
Program 34 Instructional	15.899	1,578,909	99,309	119,675	7,527	209,867	13,200	19.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	2.000	320,834	160,417			26,400	13,200	19.26
K-3 BEA Instructional	511.830	53,647,681	104,815			6,834,194	13,352	18.95
4-6 BEA Instructional	325.180	34,159,353	105,048			4,349,202	13,375	19.16
7-8 BEA Instructional	196.542	20,248,988	103,026			2,615,105	13,306	19.36
9-12 BEA Instructional	409.718	42,432,272	103,565			5,491,226	13,402	19.72
K-12 BEA Instructional	1,443.270	150,488,294	104,269			19,289,728	13,365	19.27
BEA	1,564.085	173,314,358	110,809	12,018,816	7,684	20,884,486	13,353	19.20
Instructional	1,995.703	208,366,441	104,408	16,972,589	8,505	26,697,884	13,378	19.35
Administrative	132.000	25,372,742	192,218			1,742,400	13,200	18.81
Other	9.400	887,626	94,428	63,503	6,756	125,836	13,387	20.11
Active	2,137.103	234,626,809	109,787	17,036,092	7,972	28,566,120	13,367	19.30
On Leave	5.900	601,294	101,914	13,620	2,308	77,880	13,200	18.42
Certificated Total	2,143.003	235,228,103	109,766	17,049,712	7,956	28,644,000	13,366	19.30
Instructional for Funding Purposes	1,994.703	208,259,155	104,406	16,965,461	8,505	26,684,684	13,378	19.35
Instructional for Compliance Purposes	1,994.703	208,259,155	104,406	16,965,461	8,505	26,684,684	13,378	19.35
K-3 Program 01 Teacher	445.160	47,058,395	105,711			5,900,690	13,255	18.80
K-3 Program 21 Teacher	38.867	3,855,183	99,189			515,302	13,258	19.24

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Grade T Program 09 Teacher	12.120	1,054,237	86,983			159,984	13,200	19.39

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	14.850	1,087,243	73,215	48,901	3,293	169,620	11,422	22.65
14	1.000	69,512	69,512			13,200	13,200	22.66
21	1.000	82,807	82,807			13,200	13,200	23.33
31	1.000	96,163	96,163			13,200	13,200	21.78
51	1.000	57,478	57,478			13,200	13,200	23.67
55	0.750	57,882	77,176			9,900	13,200	23.41
58	1.000	105,236	105,236			13,200	13,200	18.64
68	0.400	38,440	96,100			5,280	13,200	22.47
97	1.000	157,500	157,500			13,200	13,200	18.20
Program 21 Instructional	1.000	82,807	82,807			13,200	13,200	23.33
K-12 Program 21 Instructional	1.000	82,807	82,807			13,200	13,200	23.33
Program 31 Instructional	1.000	96,163	96,163			13,200	13,200	21.78
K-3 BEA Instructional	5.250	370,890	70,646			42,900	8,171	23.50
4-6 BEA Instructional	1.000	64,608	64,608			13,200	13,200	23.61
7-8 BEA Instructional	2.880	209,009	72,573	14,425	5,009	38,016	13,200	22.84
9-12 BEA Instructional	5.520	409,608	74,204	10,000	1,812	72,864	13,200	22.60
K-12 BEA Instructional	14.650	1,054,115	71,953	24,425	1,667	166,980	11,398	23.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	16.850	1,340,906	79,579	48,901	2,902	196,020	11,633	22.08
Instructional	19.800	1,465,470	74,014	45,734	2,310	234,960	11,867	22.74
Administrative	2.000	275,000	137,500			26,400	13,200	18.31
Other	0.200	11,791	58,955	3,167	15,835	2,640	13,200	21.66
Active	22.000	1,752,261	79,648	48,901	2,223	264,000	12,000	22.07
Certificated Total	22.000	1,752,261	79,648	48,901	2,223	264,000	12,000	22.07
Instructional for Funding Purposes	19.800	1,465,470	74,014	45,734	2,310	234,960	11,867	22.74
Instructional for Compliance Purposes	19.800	1,465,470	74,014	45,734	2,310	234,960	11,867	22.74
K-3 Program 01 Teacher	4.250	274,790	64,656			29,700	6,988	23.60

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	459.238	45,830,150	99,796	6,176,729	13,450	6,122,688	13,332	18.40
09	1.180	84,627	71,718	10,726	9,090	17,600	14,915	19.37
13	1.200	128,187	106,823	12,318	10,265	13,200	11,000	14.39
21	80.049	7,768,154	97,042	977,164	12,207	1,027,224	12,832	17.65
24	3.634	339,036	93,296	47,661	13,115	51,216	14,094	18.50
31	26.114	2,509,908	96,114	343,837	13,167	348,612	13,350	18.80
34	2.300	191,010	83,048	17,787	7,733	30,360	13,200	18.55
52	1.000	107,959	107,959			13,200	13,200	18.40
65	8.007	794,769	99,259	114,122	14,253	112,200	14,013	18.47
74	7.000	683,305	97,615	92,608	13,230	92,400	13,200	18.45
79	2.250	216,138	96,061	27,397	12,176	33,000	14,667	18.52
97	5.678	1,051,103	185,119	56,496	9,950	52,800	9,299	14.91
Program 21 Instructional	74.549	7,002,180	93,927	955,606	12,818	1,004,784	13,478	18.69
Program 21 Administrative	1.700	304,523	179,131	21,558	12,681	22,440	13,200	17.23
K-12 Program 21 Instructional	66.427	6,180,020	93,035			895,488	13,481	18.73
Program 31 Instructional	25.114	2,339,843	93,169	329,742	13,130	335,412	13,356	18.89
Program 31 Administrative	1.000	170,065	170,065	14,095	14,095	13,200	13,200	17.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.300	191,010	83,048	17,787	7,733	30,360	13,200	18.55
K-3 BEA Instructional	183.087	17,677,384	96,552			2,440,614	13,330	18.50
4-6 BEA Instructional	87.306	8,438,299	96,652			1,170,523	13,407	18.53
7-8 BEA Instructional	67.668	6,398,340	94,555			894,722	13,222	18.48
9-12 BEA Instructional	124.656	12,127,529	97,288			1,675,040	13,437	18.70
K-12 BEA Instructional	462.717	44,641,552	96,477			6,180,900	13,358	18.56
BEA	493.330	49,582,171	100,505	6,594,849	13,368	6,554,460	13,286	18.35
Instructional	561.337	53,966,753	96,140	7,503,541	13,367	7,518,500	13,394	18.57
Administrative	28.578	4,946,943	173,103	361,056	12,634	356,400	12,471	16.74
Other	2.216	158,606	71,573	12,248	5,527	26,400	11,913	14.23
Active	592.131	59,072,302	99,762	7,876,845	13,303	7,901,300	13,344	18.42
K-12 Program 21 Contracted	3.800	461,451	121,434					
K-12 BEA Contracted	1.000	81,750	81,750					
On Leave	0.519	57,843	111,451			13,200	25,434	18.76
Certificated Total	597.650	59,704,346	99,899	7,876,845	13,180	7,914,500	13,243	18.26
Instructional for Funding Purposes	566.337	54,540,954	96,305	7,503,541	13,249	7,518,500	13,276	18.40
Instructional for Compliance Purposes	561.337	53,966,753	96,140	7,503,541	13,367	7,518,500	13,394	18.57

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	155.824	14,797,745	94,964			2,080,003	13,348	18.52
K-3 Program 21 Teacher	12.801	1,125,451	87,919			169,356	13,230	18.51

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	14.191	1,040,320	73,308	13,099	923	193,921	13,665	18.48
09	0.700	34,299	48,999			9,240	13,200	18.50
21	1.106	98,890	89,412	6,712	6,069	14,824	13,403	17.84
31	1.570	76,747	48,883	11,881	7,568	20,724	13,200	18.47
34	0.330	15,764	47,770	1,194	3,618	4,356	13,200	18.46
51	0.325	18,299	56,305			3,960	12,185	18.48
55	1.026	94,679	92,280			16,051	15,644	18.47
58				6,019				
74	0.053	4,268	80,528			924	17,434	18.50
97	0.450	64,800	144,000	720	1,600			18.40
Program 21 Instructional	1.106	98,890	89,412	6,712	6,069	14,824	13,403	17.84
K-12 Program 21 Instructional	1.106	98,890	89,412	6,712	6,069	14,824	13,403	17.84
Program 31 Instructional	1.570	76,747	48,883	11,881	7,568	20,724	13,200	18.47
Program 34 Instructional	0.330	15,764	47,770	1,194	3,618	4,356	13,200	18.46
K-3 BEA Instructional	4.285	336,484	78,526	3,750	875	56,562	13,200	18.48
4-6 BEA Instructional	3.215	240,058	74,668	1,250	389	42,438	13,200	18.48
7-8 BEA Instructional	1.580	93,862	59,406	1,194	756	20,856	13,200	18.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.876	332,121	56,522	19,980	3,400	84,163	14,323	18.48
K-12 BEA Instructional	14.956	1,002,525	67,032	26,174	1,750	204,019	13,641	18.48
K-12 BEA Administrative	1.135	130,306	114,807			14,982	13,200	18.45
BEA	16.541	1,197,631	72,404	26,894	1,626	219,001	13,240	18.47
Instructional	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	18.43
Administrative	1.635	202,306	123,735	720	440	14,982	9,163	18.43
Active	19.751	1,448,066	73,316	39,625	2,006	264,000	13,366	18.43
Certificated Total	19.751	1,448,066	73,316	39,625	2,006	264,000	13,366	18.43
Instructional for Funding Purposes	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	18.43
Instructional for Compliance Purposes	18.116	1,245,760	68,766	38,905	2,148	249,018	13,746	18.43
K-3 Program 01 Teacher	4.285	336,484	78,526	3,750	875	56,562	13,200	18.48
K-3 Program 21 Teacher	0.285	25,384	89,067			3,762	13,200	17.77
Grade T Program 09 Teacher	0.700	34,299	48,999			9,240	13,200	18.50

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	68.352	5,783,346	84,611	391,229	5,724	930,600	13,615	18.41
13	3.830	177,462	46,335			52,800	13,786	18.07
21	10.920	940,780	86,152	63,658	5,829	144,144	13,200	17.88
24	0.360	30,050	83,472	302	839	4,752	13,200	17.95
31	4.120	386,136	93,722	48,311	11,726	54,384	13,200	18.05
34	1.480	106,444	71,922	19,986	13,504	19,536	13,200	17.99
51	0.270	29,021	107,485			3,564	13,200	17.85
52				12,498				
55	1.200	128,918	107,432	5,905	4,921	15,840	13,200	17.89
65	0.100	12,147	121,470			1,320	13,200	17.91
74	0.050	6,074	121,480			660	13,200	17.91
79				12,329				
97	1.000	193,500	193,500			13,200	13,200	16.20
Program 21 Instructional	10.520	878,878	83,544	62,998	5,988	138,864	13,200	17.92
Program 21 Administrative	0.400	61,902	154,755	660	1,650	5,280	13,200	17.40
K-12 Program 21 Instructional	10.520	878,878	83,544	53,157	5,053	138,864	13,200	17.92
Program 31 Instructional	3.670	331,474	90,320	48,311	13,164	48,444	13,200	18.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.450	54,662	121,471			5,940	13,200	17.91
Program 34 Instructional	1.480	106,444	71,922	19,986	13,504	19,536	13,200	17.99
K-3 BEA Instructional	22.038	1,828,498	82,970	91,635	4,158	305,897	13,880	18.07
4-6 BEA Instructional	8.937	730,834	81,776	34,675	3,880	126,707	14,178	17.74
7-8 BEA Instructional	16.507	1,346,752	81,587	86,124	5,217	217,892	13,200	17.88
9-12 BEA Instructional	16.620	1,332,545	80,177	106,103	6,384	223,344	13,438	18.88
K-12 BEA Instructional	64.102	5,238,629	81,723	318,537	4,969	873,840	13,632	18.19
K-12 BEA Administrative	3.800	499,793	131,524	6,000	1,579	50,160	13,200	17.84
BEA	74.952	6,469,426	86,314	459,526	6,131	1,017,720	13,578	18.32
Instructional	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.15
Administrative	8.950	1,247,349	139,369	9,200	1,028	118,140	13,200	18.52
Other	6.780	296,937	43,796			92,400	13,628	19.40
Active	91.682	7,793,878	85,010	554,218	6,045	1,240,800	13,534	18.25
Certificated Total	91.682	7,793,878	85,010	554,218	6,045	1,240,800	13,534	18.25
Instructional for Funding Purposes	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.15
Instructional for Compliance Purposes	75.952	6,249,592	82,283	545,018	7,176	1,030,260	13,565	18.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	23.988	1,879,773	78,363	71,182	2,967	332,297	13,853	18.28
K-3 Program 21 Teacher	4.603	373,105	81,057	6,288	1,366	60,760	13,200	17.97

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	18.227	1,380,233	75,725	182,627	10,020	240,312	13,184	16.90
09	1.000	63,736	63,736	3,187	3,187	12,000	12,000	17.98
13								
21	1.412	136,280	96,516	15,854	11,228	16,944	12,000	17.98
31	0.600	52,312	87,187	2,616	4,360	7,200	12,000	17.67
34	0.150	14,172	94,480	709	4,727	1,800	12,000	17.98
51	0.400	21,314	53,285			4,800	12,000	17.98
52	0.353	39,540	112,011			4,236	12,000	17.98
55	0.459	43,699	95,205	1,620	3,529	5,508	12,000	17.77
58				1,000				
74	0.200	14,120	70,600	706	3,530	2,400	12,000	17.98
97	1.000	192,573	192,573	10,000	10,000	12,000	12,000	16.79
Program 21 Instructional	1.000	91,091	91,091	15,104	15,104	12,000	12,000	17.98
Program 21 Administrative	0.412	45,189	109,682	750	1,820	4,944	12,000	17.98
K-12 Program 21 Instructional	1.000	91,091	91,091	15,104	15,104	12,000	12,000	17.98
Program 31 Instructional	0.600	52,312	87,187	2,616	4,360	7,200	12,000	17.67
Program 34 Instructional	0.150	14,172	94,480	709	4,727	1,800	12,000	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	5.953	442,413	74,318	32,266	5,420	79,062	13,281	16.40
4-6 BEA Instructional	3.660	263,370	71,959	13,169	3,598	32,712	8,938	14.58
7-8 BEA Instructional	2.243	161,380	71,948	7,464	3,328	31,100	13,866	17.98
9-12 BEA Instructional	6.945	556,959	80,196	39,148	5,637	104,326	15,022	18.02
K-12 BEA Instructional	18.801	1,424,122	75,747	92,047	4,896	247,200	13,148	16.92
BEA	19.977	1,639,290	82,059	195,952	9,809	261,312	13,081	16.92
Instructional	22.213	1,697,622	76,425	180,040	8,105	288,144	12,972	17.08
Administrative	1.588	260,357	163,953	10,750	6,770	19,056	12,000	17.11
Other				27,529				
Active	23.801	1,957,979	82,265	218,319	9,173	307,200	12,907	17.08
Certificated Total	23.801	1,957,979	82,265	218,319	9,173	307,200	12,907	17.08
Instructional for Funding Purposes	22.213	1,697,622	76,425	180,040	8,105	288,144	12,972	17.08
Instructional for Compliance Purposes	22.213	1,697,622	76,425	180,040	8,105	288,144	12,972	17.08
K-3 Program 01 Teacher	5.353	410,867	76,755	24,981	4,667	65,862	12,304	16.26

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	41.290	3,854,849	93,360	82,175	1,990	545,028	13,200	18.73
02	1.000	63,643	63,643	2,400	2,400	13,200	13,200	19.08
21	5.000	415,938	83,188	11,734	2,347	66,000	13,200	18.84
31	3.585	311,620	86,923	914	255	47,322	13,200	18.72
34	1.405	98,040	69,779	2,209	1,572	18,546	13,200	18.85
51	1.200	80,414	67,012			15,840	13,200	19.04
52				13,075				
55	0.500	54,696	109,392			6,600	13,200	18.51
74	0.020	2,141	107,050			264	13,200	18.26
97	1.000	146,475	146,475	432	432	13,200	13,200	17.23
K-12 Program 02 Instructional	1.000	63,643	63,643			13,200	13,200	19.08
Program 21 Instructional	5.000	415,938	83,188	11,686	2,337	66,000	13,200	18.84
Program 21 Administrative				48				
K-12 Program 21 Instructional	4.857	407,089	83,815	11,489	2,365	64,112	13,200	18.84
Program 31 Instructional	3.386	284,688	84,078	914	270	44,695	13,200	18.81
Program 31 Administrative	0.199	26,932	135,337			2,627	13,200	17.74
Program 34 Instructional	1.200	76,094	63,412	2,209	1,841	15,840	13,200	19.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	0.205	21,946	107,054			2,706	13,200	18.26
K-3 BEA Instructional	15.300	1,402,958	91,697			201,960	13,200	18.78
4-6 BEA Instructional	7.367	691,953	93,926			97,244	13,200	18.75
7-8 BEA Instructional	7.473	567,078	75,884	15,641	2,093	98,644	13,200	18.89
9-12 BEA Instructional	15.160	1,425,915	94,058	9,206	607	200,112	13,200	18.75
K-12 BEA Instructional	45.300	4,087,904	90,241	24,847	548	597,960	13,200	18.78
BEA	48.280	4,474,627	92,681	88,130	1,825	637,296	13,200	18.69
Instructional	52.000	4,638,952	89,211	96,459	1,855	686,400	13,200	18.79
Administrative	3.000	388,864	129,621	16,480	5,493	39,600	13,200	17.69
Active	55.000	5,027,816	91,415	112,939	2,053	726,000	13,200	18.70
Certificated Total	55.000	5,027,816	91,415	112,939	2,053	726,000	13,200	18.70
Instructional for Funding Purposes	52.000	4,638,952	89,211	96,459	1,855	686,400	13,200	18.79
Instructional for Compliance Purposes	52.000	4,638,952	89,211	96,459	1,855	686,400	13,200	18.79
K-3 Program 01 Teacher	15.300	1,402,958	91,697			201,960	13,200	18.78
K-3 Program 21 Teacher	1.239	82,128	66,286	1,826	1,474	16,355	13,200	19.03

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	59.283	4,811,241	81,157	168,250	2,838	793,888	13,391	18.26
02	0.970	92,964	95,839	2,662	2,744	12,804	13,200	18.14
21	4.981	381,551	76,601	9,414	1,890	67,716	13,595	18.32
24	2.747	174,741	63,612	4,884	1,778	39,204	14,272	18.41
31	3.521	334,296	94,943	80,401	22,835	46,477	13,200	18.61
34	0.579	59,112	102,093	1,643	2,838	7,643	13,200	19.25
51	4.082	346,611	84,912	2,640	647	53,962	13,219	18.24
52	0.970	89,087	91,842	2,550	2,629	12,804	13,200	18.16
53	0.040	5,547	138,675			528	13,200	18.03
55	2.218	180,694	81,467	4,786	2,158	29,278	13,200	18.26
58				56,030				
65	1.356	119,227	87,926	3,332	2,457	17,899	13,200	18.18
74	0.115	14,029	121,991	554	4,817	1,518	13,200	18.05
97	0.900	159,297	176,997	11,100	12,333	11,880	13,200	16.43
K-12 Program 02 Instructional	0.970	92,964	95,839	2,662	2,744	12,804	13,200	18.14
Program 21 Instructional	4.481	307,617	68,649	8,514	1,900	61,116	13,639	18.39
Program 21 Administrative	0.500	73,934	147,868	900	1,800	6,600	13,200	18.00
K-12 Program 21 Instructional	3.881	267,783	68,998	7,407	1,909	53,196	13,707	18.39

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.421	316,596	92,545	80,401	23,502	45,157	13,200	18.71
Program 31 Administrative	0.100	17,700	177,000			1,320	13,200	16.43
Program 34 Instructional	0.579	59,112	102,093	1,643	2,838	7,643	13,200	19.25
K-3 BEA Instructional	18.846	1,486,687	78,886	61,883	3,284	248,767	13,200	18.25
4-6 BEA Instructional	11.209	831,920	74,219	30,901	2,757	152,869	13,638	18.30
7-8 BEA Instructional	8.199	683,331	83,343	23,440	2,859	108,227	13,200	18.34
9-12 BEA Instructional	21.069	1,637,105	77,702	120,746	5,731	284,552	13,506	18.43
K-12 BEA Instructional	59.323	4,639,043	78,200	236,970	3,995	794,416	13,391	18.34
K-12 BEA Administrative	2.460	338,865	137,750	6,436	2,616	32,472	13,200	18.03
BEA	65.253	5,456,910	83,627	264,056	4,047	872,692	13,374	18.24
Instructional	74.792	5,797,116	77,510	329,810	4,410	1,003,596	13,418	18.33
Administrative	6.470	912,501	141,036	18,436	2,849	85,404	13,200	17.71
Other	0.500	58,780	117,560			6,600	13,200	18.11
Active	81.762	6,768,397	82,782	348,246	4,259	1,095,600	13,400	18.25
Certificated Total	81.762	6,768,397	82,782	348,246	4,259	1,095,600	13,400	18.25
Instructional for Funding Purposes	74.792	5,797,116	77,510	329,810	4,410	1,003,596	13,418	18.33

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	74.792	5,797,116	77,510	329,810	4,410	1,003,596	13,418	18.33
K-3 Program 01 Teacher	17.295	1,347,248	77,898	48,532	2,806	228,294	13,200	18.26
K-3 Program 21 Teacher	1.000	65,663	65,663	1,824	1,824	13,200	13,200	18.40

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	149.206	12,865,039	86,223	2,232,532	14,963	2,396,460	16,061	18.04
02	7.264	714,745	98,396	109,921	15,132	150,850	20,767	16.28
21	27.694	2,235,750	80,730	378,242	13,658	409,200	14,776	17.72
31	27.265	1,975,236	72,446	284,661	10,441	440,669	16,162	17.97
34	9.347	656,780	70,266	87,831	9,397	223,476	23,909	18.09
51	7.090	600,610	84,712	87,106	12,286	103,488	14,596	18.39
52	1.496	100,423	67,128	8,710	5,822	25,555	17,082	18.25
53	1.150	105,105	91,396	15,547	13,519	17,160	14,922	17.69
55	13.750	1,198,217	87,143	170,122	12,373	219,146	15,938	18.24
58	2.250	210,300	93,467	202,793	90,130	33,000	14,667	17.77
64	0.501	46,770	93,353	1,383	2,760	13,226	26,400	16.81
65	3.779	361,119	95,559	41,674	11,028	66,370	17,563	17.89
74				18,000				
86	0.250	39,418	157,672	10,729	42,916	6,600	26,400	16.64
97	2.000	444,716	222,358	63,344	31,672	26,400	13,200	15.17
K-12 Program 02 Instructional	5.407	479,059	88,600	58,089	10,743	79,200	14,648	15.48
Program 21 Instructional	25.694	1,951,319	75,945	309,425	12,043	356,400	13,871	17.86
Program 21 Administrative	2.000	284,431	142,216	68,817	34,409	52,800	26,400	16.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	24.694	1,895,840	76,773	243,001	9,840	343,200	13,898	17.85
Program 31 Instructional	26.464	1,910,898	72,207	261,832	9,894	405,874	15,337	18.02
Program 31 Administrative	0.801	64,338	80,322	22,829	28,501	34,795	43,440	16.94
Program 34 Instructional	9.204	634,553	68,943	79,619	8,650	215,926	23,460	18.13
Program 34 Administrative	0.143	22,227	155,434	8,212	57,427	7,550	52,800	16.94
K-3 BEA Instructional	59.417	4,663,033	78,480	571,329	9,616	809,305	13,621	18.43
4-6 BEA Instructional	31.204	2,309,321	74,007	426,846	13,679	431,732	13,836	18.40
7-8 BEA Instructional	28.485	2,063,432	72,439	290,394	10,195	511,236	17,948	18.12
9-12 BEA Instructional	53.488	4,200,339	78,529	600,680	11,230	846,674	15,829	17.75
K-12 BEA Instructional	172.594	13,236,125	76,689	1,889,249	10,946	2,598,948	15,058	18.16
K-12 BEA Administrative	17.382	2,495,345	143,559	301,267	17,332	513,850	29,562	17.19
BEA	195.082	16,656,516	85,382	2,778,289	14,242	3,237,854	16,597	17.88
Instructional	226.554	17,534,062	77,395	2,727,426	12,039	3,387,094	14,950	18.15
Administrative	25.525	3,900,361	152,806	825,170	32,328	719,400	28,184	16.82
Other	0.963	119,805	124,408	159,999	166,146	25,106	26,071	17.53
Active	253.042	21,554,228	85,180	3,712,595	14,672	4,131,600	16,328	17.90
Certificated Total	253.042	21,554,228	85,180	3,712,595	14,672	4,131,600	16,328	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	226.554	17,534,062	77,395	2,727,426	12,039	3,387,094	14,950	18.15
Instructional for Compliance Purposes	226.554	17,534,062	77,395	2,727,426	12,039	3,387,094	14,950	18.15
K-3 Program 01 Teacher	50.417	3,923,600	77,823	457,963	9,084	690,505	13,696	18.33
K-3 Program 21 Teacher	3.720	315,212	84,734	39,128	10,518	49,104	13,200	17.16

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	16.750	1,163,601	69,469	21,107	1,260	258,750	15,448	9.89
09	1.000	57,793	57,793			13,800	13,800	8.84
21	0.100	3,468	34,680			1,380	13,800	9.53
31	1.200	100,228	83,523			16,560	13,800	8.45
34	0.500	41,169	82,338			6,900	13,800	8.44
51	0.200	12,808	64,040			2,760	13,800	8.74
55	0.200	18,679	93,395			2,760	13,800	8.44
65	0.050	4,670	93,400			690	13,800	8.44
97	1.000	147,254	147,254			13,800	13,800	8.30
Program 21 Instructional	0.100	3,468	34,680			1,380	13,800	9.53
K-12 Program 21 Instructional	0.100	3,468	34,680			1,380	13,800	9.53
Program 31 Instructional	1.200	100,228	83,523			16,560	13,800	8.45
Program 34 Instructional	0.500	41,169	82,338			6,900	13,800	8.44
K-3 BEA Instructional	4.650	434,296	93,397			64,170	13,800	8.44
7-8 BEA Instructional	3.500	289,722	82,778			48,300	13,800	8.58
9-12 BEA Instructional	10.300	580,980	56,406			169,740	16,480	11.14
K-12 BEA Instructional	18.450	1,304,998	70,732			282,210	15,296	9.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	19.450	1,452,252	74,666	21,107	1,085	296,010	15,219	9.59
Instructional	20.000	1,402,416	70,121	21,107	1,055	303,600	15,180	9.66
Administrative	1.000	147,254	147,254			13,800	13,800	8.30
Active	21.000	1,549,670	73,794	21,107	1,005	317,400	15,114	9.54
Certificated Total	21.000	1,549,670	73,794	21,107	1,005	317,400	15,114	9.54
Instructional for Funding Purposes	20.000	1,402,416	70,121	21,107	1,055	303,600	15,180	9.66
Instructional for Compliance Purposes	20.000	1,402,416	70,121	21,107	1,055	303,600	15,180	9.66
K-3 Program 01 Teacher	4.650	434,296	93,397			64,170	13,800	8.44

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	36.000	3,191,289	88,647	7,800	217	462,000	12,833	18.54
31	3.140	198,797	63,311			28,248	8,996	17.85
34	0.860	71,837	83,531			11,352	13,200	18.53
51	0.600	63,235	105,392			7,920	13,200	18.52
55	0.400	42,156	105,390			5,280	13,200	18.52
97	1.000	135,000	135,000					8.64
Program 31 Instructional	2.140	183,162	85,590			28,248	13,200	18.53
Program 31 Administrative	1.000	15,635	15,635					8.82
Program 34 Instructional	0.860	71,837	83,531			11,352	13,200	18.53
K-3 BEA Instructional	13.160	1,060,758	80,605			173,712	13,200	18.52
4-6 BEA Instructional	7.840	743,772	94,869			103,488	13,200	18.52
7-8 BEA Instructional	4.260	402,845	94,565			56,232	13,200	18.62
9-12 BEA Instructional	12.740	1,123,571	88,192			168,168	13,200	18.55
K-12 BEA Instructional	38.000	3,330,946	87,656			501,600	13,200	18.54
K-12 BEA Administrative	1.000	15,635	15,635					8.82
BEA	41.000	3,596,923	87,730	7,800	190	501,600	12,234	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	39.000	3,436,337	88,111	7,800	200	514,800	13,200	18.54
Administrative	3.000	265,977	88,659					12.86
Active	42.000	3,702,314	88,150	7,800	186	514,800	12,257	18.15
Certificated Total	42.000	3,702,314	88,150	7,800	186	514,800	12,257	18.15
Instructional for Funding Purposes	39.000	3,436,337	88,111	7,800	200	514,800	13,200	18.54
Instructional for Compliance Purposes	39.000	3,436,337	88,111	7,800	200	514,800	13,200	18.54
K-3 Program 01 Teacher	12.160	1,007,415	82,847			160,512	13,200	18.52

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	16.194	1,443,017	89,108	17,324	1,070	218,196	13,474	17.99
55	0.334	32,836	98,311			4,409	13,200	18.36
65	0.136	13,385	98,419			1,795	13,200	18.45
97	0.407	65,075	159,889	14,632	35,951			8.40
99	0.045	7,231	160,689					8.40
K-3 BEA Instructional	4.594	432,685	94,185			60,641	13,200	18.36
4-6 BEA Instructional	2.426	182,797	75,349	550	227	32,023	13,200	18.36
7-8 BEA Instructional	1.844	148,456	80,508			28,776	15,605	14.98
9-12 BEA Instructional	6.330	554,639	87,621	10,774	1,702	83,556	13,200	18.37
K-12 BEA Instructional	15.194	1,318,577	86,783	11,324	745	204,996	13,492	17.95
K-12 BEA Administrative	1.000	124,440	124,440			13,200	13,200	18.38
BEA	16.601	1,508,092	90,843	31,956	1,925	218,196	13,144	17.59
Instructional	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.97
Administrative	1.452	196,746	135,500	18,632	12,832	13,200	9,091	14.72
Active	17.116	1,561,544	91,233	31,956	1,867	224,400	13,111	17.57
Certificated Total	17.116	1,561,544	91,233	31,956	1,867	224,400	13,111	17.57
Instructional for Funding Purposes	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	15.664	1,364,798	87,130	13,324	851	211,200	13,483	17.97
K-3 Program 01 Teacher	4.424	417,633	94,402			58,397	13,200	18.36

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	142.399	14,482,651	101,705	1,911,347	13,422	1,906,318	13,387	18.26
13	9.400	884,060	94,049	81,123	8,630	124,080	13,200	18.97
14	1.000	108,116	108,116			13,200	13,200	17.94
21	23.859	2,366,627	99,192	321,484	13,474	322,080	13,499	18.40
31	8.020	798,987	99,624	64,470	8,039	108,134	13,483	18.85
34	0.600	58,540	97,567	6,393	10,655	7,920	13,200	17.93
51	2.097	251,471	119,919	27,463	13,096	27,680	13,200	17.87
52	1.100	119,535	108,668	13,054	11,867	14,520	13,200	17.91
55	4.703	461,228	98,071	39,991	8,503	62,080	13,200	17.98
58	0.300	34,220	114,067	379,705	1,265,683	3,960	13,200	17.90
61	0.050	8,022	160,440			660	13,200	17.82
65	7.978	842,379	105,588	83,105	10,417	108,240	13,567	18.44
88	0.640	55,343	86,473	3,591	5,611	8,448	13,200	24.90
89	0.400	49,252	123,130	5,379	13,448	5,280	13,200	17.82
97	2.481	523,423	210,973	3,000	1,209	33,000	13,301	16.31
Program 21 Instructional	23.111	2,248,910	97,309	321,484	13,910	310,200	13,422	18.42
Program 21 Administrative	0.748	117,717	157,376			11,880	15,882	18.01
K-12 Program 21 Instructional	23.111	2,248,910	97,309	21,419	927	310,200	13,422	18.42

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	7.428	689,397	92,811	64,470	8,679	100,320	13,506	19.11
Program 31 Administrative	0.592	109,590	185,118			7,814	13,200	16.94
Program 34 Instructional	0.600	58,540	97,567	6,393	10,655	7,920	13,200	17.93
K-3 BEA Instructional	53.028	5,217,424	98,390	38,251	721	701,395	13,227	18.36
4-6 BEA Instructional	25.065	2,358,684	94,103			331,043	13,207	18.01
7-8 BEA Instructional	23.565	2,247,576	95,378			317,922	13,491	18.18
9-12 BEA Instructional	38.400	3,669,156	95,551			524,040	13,647	18.75
K-12 BEA Instructional	140.058	13,492,840	96,338	38,251	273	1,874,400	13,383	18.38
BEA	153.500	15,863,601	103,346	1,985,210	12,933	2,055,372	13,390	18.23
Instructional	190.469	18,490,042	97,076	2,916,611	15,313	2,547,600	13,375	18.41
Administrative	14.558	2,553,812	175,423	23,494	1,614	198,000	13,601	17.30
Active	205.027	21,043,854	102,639	2,940,105	14,340	2,745,600	13,391	18.29
Certificated Total	205.027	21,043,854	102,639	2,940,105	14,340	2,745,600	13,391	18.29
Instructional for Funding Purposes	190.469	18,490,042	97,076	2,916,611	15,313	2,547,600	13,375	18.41
Instructional for Compliance Purposes	190.469	18,490,042	97,076	2,916,611	15,313	2,547,600	13,375	18.41
K-3 Program 01 Teacher	46.642	4,603,959	98,708	38,251	820	616,044	13,208	18.24

Salary and Benefits by Program for 2023-2024

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	3.840	393,048	102,356			50,688	13,200	18.87

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	299.172	29,184,255	97,550	2,462,765	8,232	4,037,903	13,497	17.82
02	6.360	643,966	101,253	78,273	12,307	83,345	13,105	17.77
19	0.352	22,092	62,761			6,600	18,750	18.24
21	59.814	5,499,035	91,936	663,820	11,098	838,768	14,023	17.87
24	6.600	548,616	83,124	51,815	7,851	79,200	12,000	15.76
31	21.140	2,109,348	99,780	147,284	6,967	288,341	13,640	17.93
34	7.060	637,827	90,344	39,508	5,596	88,519	12,538	17.97
45	4.839	510,243	105,444	33,597	6,943	61,855	12,783	17.42
51	5.426	551,480	101,637	29,355	5,410	72,613	13,382	17.88
52	1.113	119,472	107,342	8,670	7,790	15,629	14,042	17.86
55	4.964	470,461	94,775	29,909	6,025	71,768	14,458	17.90
56	1.000	94,007	94,007	8,879	8,879	13,200	13,200	17.90
58				225,556				
65	1.400	132,711	94,794	14,259	10,185	20,750	14,822	17.89
74	2.000	182,244	91,122	12,138	6,069	26,400	13,200	17.90
86	1.000	106,055	106,055	9,175	9,175	13,200	13,200	17.85
97	1.600	285,614	178,509	13,292	8,308	21,120	13,200	15.96
K-12 Program 02 Instructional	6.000	586,726	97,788	4,124	687	79,200	13,200	17.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	58.814	5,330,310	90,630	663,820	11,287	825,568	14,037	17.89
Program 21 Administrative	1.000	168,725	168,725			13,200	13,200	17.46
K-12 Program 21 Instructional	52.620	4,782,510	90,888	98,848	1,879	742,494	14,110	17.88
Program 26, 56, and 59 Instructional	1.000	94,007	94,007	8,879	8,879	13,200	13,200	17.90
Program 31 Instructional	20.446	1,995,813	97,614	147,284	7,204	279,180	13,655	17.95
Program 31 Administrative	0.694	113,535	163,595			9,161	13,200	17.68
Program 34 Instructional	7.004	628,613	89,751	39,508	5,641	87,780	12,533	17.97
Program 34 Administrative	0.056	9,214	164,536			739	13,200	17.68
K-3 BEA Instructional	107.233	9,682,225	90,291	115,864	1,080	1,445,314	13,478	17.86
4-6 BEA Instructional	59.633	5,589,213	93,727	83,144	1,394	809,284	13,571	17.92
7-8 BEA Instructional	50.192	4,629,968	92,245	82,854	1,651	676,597	13,480	18.04
9-12 BEA Instructional	94.459	9,140,359	96,765	146,352	1,549	1,272,149	13,468	17.87
K-12 BEA Instructional	311.517	29,041,765	93,227	428,214	1,375	4,203,343	13,493	17.90
K-12 BEA Administrative	19.455	2,977,357	153,038	164,536	8,457	258,504	13,287	17.27
BEA Instructional	340.171	33,371,253	98,101	2,774,719	8,157	4,581,083	13,467	17.81
BEA Administrative	394.186	36,599,213	92,848	3,505,800	8,894	5,348,272	13,568	17.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	26.454	4,187,749	158,303	186,823	7,062	348,700	13,181	17.13
Other	2.600	246,829	94,934	57,025	21,933	34,320	13,200	17.69
Active	423.240	41,033,791	96,952	3,749,648	8,859	5,731,292	13,541	17.79
On Leave	0.600	63,635	106,058	78,647	131,078	7,920	13,200	17.87
Certificated Total	423.840	41,097,426	96,964	3,828,295	9,032	5,739,212	13,541	17.79
Instructional for Funding Purposes	393.186	36,505,206	92,845	3,496,921	8,894	5,335,072	13,569	17.87
Instructional for Compliance Purposes	393.186	36,505,206	92,845	3,496,921	8,894	5,335,072	13,569	17.87
K-3 Program 01 Teacher	97.254	8,806,137	90,548	110,813	1,139	1,312,152	13,492	17.89
K-3 Program 21 Teacher	8.492	717,859	84,534	3,712	437	139,489	16,426	18.05

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	32.538	2,716,526	83,488	49,862	1,532	429,694	13,206	18.25
21	4.000	300,895	75,224	10,869	2,717	52,800	13,200	18.22
24	1.702	128,125	75,279	1,646	967	22,466	13,200	18.38
52				28,636				
55	0.760	48,649	64,012	1,351	1,778	10,032	13,200	18.51
58				10,151				
61	1.000	58,071	58,071	645	645	6,600	6,600	18.59
65	2.000	112,965	56,483			26,400	13,200	18.61
97	1.000	161,545	161,545	11,065	11,065	13,200	13,200	16.95
Program 21 Instructional	4.000	300,895	75,224	10,369	2,592	52,800	13,200	18.22
Program 21 Administrative				500				
K-12 Program 21 Instructional	2.000	189,910	94,955	1,158	579	26,400	13,200	17.99
K-3 BEA Instructional	14.148	1,127,641	79,703	13,035	921	186,833	13,206	18.34
4-6 BEA Instructional	9.320	729,569	78,280	9,633	1,034	123,076	13,206	18.36
7-8 BEA Instructional	7.272	628,133	86,377	7,624	1,048	96,051	13,208	18.01
K-12 BEA Instructional	30.740	2,485,343	80,850	30,292	985	405,960	13,206	18.26
BEA	33.538	2,878,071	85,815	60,927	1,817	442,894	13,206	18.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	40.202	3,134,048	77,958	102,660	2,554	524,258	13,041	18.29
Administrative	2.798	392,728	140,360	11,565	4,133	36,934	13,200	17.63
Active	43.000	3,526,776	82,018	114,225	2,656	561,192	13,051	18.22
Certificated Total	43.000	3,526,776	82,018	114,225	2,656	561,192	13,051	18.22
Instructional for Funding Purposes	40.202	3,134,048	77,958	102,660	2,554	524,258	13,041	18.29
Instructional for Compliance Purposes	40.202	3,134,048	77,958	102,660	2,554	524,258	13,041	18.29
K-3 Program 01 Teacher	13.648	1,075,553	78,807	13,035	955	180,233	13,206	18.35
K-3 Program 21 Teacher	0.812	69,660	85,788			10,718	13,200	17.72

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	273.652	26,891,776	98,270	2,529,675	9,244	3,598,980	13,152	18.46
21	41.301	3,802,083	92,058	476,913	11,547	542,520	13,136	18.54
24	4.500	485,279	107,840	72,953	16,212	59,400	13,200	18.51
31	15.950	1,375,188	86,219	134,239	8,416	210,540	13,200	18.63
51	5.300	533,206	100,605	50,666	9,560	69,960	13,200	18.55
52	0.250	38,881	155,524	960	3,840	3,300	13,200	18.03
55	10.350	1,061,079	102,520	106,668	10,306	136,620	13,200	18.51
65	5.000	463,782	92,756	38,262	7,652	66,000	13,200	18.55
74	1.000	107,840	107,840	11,897	11,897	13,200	13,200	18.48
79				33,358				
97	2.000	391,011	195,506	67,651	33,826	26,400	13,200	16.27
Program 21 Instructional	38.501	3,407,951	88,516	458,887	11,919	505,560	13,131	18.56
Program 21 Administrative	2.800	394,132	140,761	18,026	6,438	36,960	13,200	18.34
K-12 Program 21 Instructional	35.928	3,180,550	88,526			473,048	13,167	18.55
Program 31 Instructional	15.200	1,256,469	82,662	131,659	8,662	200,640	13,200	18.65
Program 31 Administrative	0.750	118,719	158,292	2,580	3,440	9,900	13,200	18.41
K-3 BEA Instructional	93.602	8,433,338	90,098	326,014	3,483	1,222,320	13,059	18.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	52.237	4,811,619	92,111	185,020	3,542	689,528	13,200	18.54
7-8 BEA Instructional	40.012	3,826,852	95,643	162,291	4,056	528,158	13,200	18.53
9-12 BEA Instructional	78.801	7,249,765	92,001	369,405	4,688	1,040,173	13,200	18.53
K-12 BEA Instructional	264.652	24,321,574	91,900	1,042,730	3,940	3,480,180	13,150	18.54
K-12 BEA Administrative	18.250	2,877,641	157,679			240,900	13,200	18.16
BEA	291.602	28,657,975	98,278	2,731,565	9,367	3,835,920	13,155	18.44
Instructional	329.303	30,380,711	92,258	3,280,919	9,963	4,330,920	13,152	18.54
Administrative	30.000	4,769,414	158,980	242,323	8,077	396,000	13,200	17.90
Active	359.303	35,150,125	97,829	3,523,242	9,806	4,726,920	13,156	18.46
Certificated Total	359.303	35,150,125	97,829	3,523,242	9,806	4,726,920	13,156	18.46
Instructional for Funding Purposes	329.303	30,380,711	92,258	3,280,919	9,963	4,330,920	13,152	18.54
Instructional for Compliance Purposes	329.303	30,380,711	92,258	3,280,919	9,963	4,330,920	13,152	18.54
K-3 Program 01 Teacher	85.012	7,624,168	89,683	287,904	3,387	1,108,932	13,044	18.55
K-3 Program 21 Teacher	7.030	627,330	89,236			92,796	13,200	18.52

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	23.403	1,700,910	72,679	12,599	538	308,920	13,200	19.37
02	26.994	2,190,263	81,139			356,400	13,203	19.77
09	1.000	49,495	49,495			13,200	13,200	18.73
13		93,290		7,774		13,200		18.25
21	5.000	405,233	81,047			66,000	13,200	18.39
51	0.597	54,648	91,538			7,880	13,200	18.33
55	1.000	83,868	83,868			13,200	13,200	18.38
74				9,132				
97	1.000	158,143	158,143			13,200	13,200	18.22
K-12 Program 02 Instructional	24.994	1,962,213	78,507			330,000	13,203	19.95
Program 21 Instructional	4.749	380,267	80,073			62,687	13,200	18.40
Program 21 Administrative	0.251	24,966	99,466			3,313	13,200	18.29
K-12 Program 21 Instructional	4.620	372,109	80,543			60,984	13,200	18.40
K-3 BEA Instructional	14.695	931,645	63,399			194,027	13,204	20.24
4-6 BEA Instructional	11.931	886,155	74,273			157,502	13,201	19.63
7-8 BEA Instructional	12.571	1,029,062	81,860	3,165	252	165,950	13,201	20.23
9-12 BEA Instructional	7.200	559,133	77,657			95,040	13,200	18.42

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	46.397	3,405,995	73,410	3,165	68	612,520	13,202	19.78
BEA	51.397	4,049,316	78,785	12,599	245	678,520	13,202	19.54
Instructional	53.743	3,974,273	73,950	15,401	287	709,487	13,201	19.59
Administrative	5.251	761,577	145,035	7,774	1,480	82,513	15,714	18.25
Other				6,330				
Active	58.994	4,735,850	80,277	29,505	500	792,000	13,425	19.37
Certificated Total	58.994	4,735,850	80,277	29,505	500	792,000	13,425	19.37
Instructional for Funding Purposes	53.743	3,974,273	73,950	15,401	287	709,487	13,201	19.59
Instructional for Compliance Purposes	53.743	3,974,273	73,950	15,401	287	709,487	13,201	19.59
K-3 Program 01 Teacher	6.602	351,048	53,173			87,146	13,200	19.53
K-3 Program 21 Teacher	0.666	45,281	67,989			8,791	13,200	18.49
Grade T Program 09 Teacher	1.000	49,495	49,495			13,200	13,200	18.73

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	1,091.223	101,864,273	93,349	11,903,148	10,908	14,558,333	13,341	18.09
02	36.600	3,383,818	92,454	350,139	9,567	512,160	13,993	18.16
03	4.040	399,215	98,816	45,512	11,265	56,377	13,955	18.18
09	8.820	731,734	82,963	83,840	9,506	119,064	13,499	18.27
13	36.000	3,521,058	97,807	347,329	9,648	475,200	13,200	18.09
21	238.419	20,328,115	85,262	2,220,499	9,313	3,155,882	13,237	18.06
24	46.000	3,770,228	81,961	506,815	11,018	607,200	13,200	18.25
31	79.124	6,648,909	84,032	971,158	12,274	1,079,509	13,643	18.22
34	14.936	1,317,837	88,232	177,662	11,895	205,300	13,745	18.22
51	32.207	2,832,053	87,933	323,771	10,053	439,652	13,651	18.23
52	6.000	566,300	94,383	64,559	10,760	79,200	13,200	18.17
55	64.453	5,924,620	91,922	661,902	10,270	886,420	13,753	18.21
58	1.260	97,734	77,567	11,141	8,842	24,143	19,161	18.65
64	2.300	224,929	97,795	25,644	11,150	30,360	13,200	18.15
65	32.700	2,919,404	89,278	332,836	10,178	444,840	13,604	18.22
74	3.300	316,947	96,045	36,138	10,951	43,560	13,200	18.16
97	2.000	461,733	230,867	15,000	7,500	26,400	13,200	15.64
K-12 Program 02 Instructional	34.600	3,052,572	88,225			485,760	14,039	18.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	222.720	18,474,878	82,951	2,220,499	9,970	3,033,122	13,619	18.28
Program 21 Administrative	9.300	1,420,745	152,768			122,760	13,200	17.67
K-12 Program 21 Instructional	213.824	17,730,413	82,921			2,906,270	13,592	18.28
Program 31 Instructional	76.724	6,258,334	81,569	971,158	12,658	1,047,829	13,657	18.27
Program 31 Administrative	2.400	390,575	162,740			31,680	13,200	17.42
Program 34 Instructional	14.836	1,301,731	87,741	177,662	11,975	203,980	13,749	18.23
Program 34 Administrative	0.100	16,106	161,060			1,320	13,200	17.48
K-3 BEA Instructional	439.543	38,143,044	86,779	1,171	3	5,886,157	13,392	18.24
4-6 BEA Instructional	196.991	17,131,209	86,964			2,634,416	13,373	18.23
7-8 BEA Instructional	168.470	14,685,101	87,167			2,270,730	13,479	18.23
9-12 BEA Instructional	329.919	28,699,015	86,988			4,436,335	13,447	18.23
K-12 BEA Instructional	1,134.923	98,658,369	86,930	1,171	1	15,227,639	13,417	18.23
BEA	1,227.923	114,075,785	92,901	13,462,619	10,964	16,438,079	13,387	18.09
Instructional	1,586.137	137,316,328	86,573	16,638,652	10,490	21,350,393	13,461	18.24
Administrative	104.046	17,368,916	166,935	1,438,441	13,825	1,380,007	13,263	17.24
Active	1,690.183	154,685,244	91,520	18,077,093	10,695	22,730,400	13,448	18.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	6.399	432,492	67,587					8.83
K-12 BEA Contracted	1.800	106,718	59,288					8.97
On Leave	1.000	84,453	84,453			13,200	13,200	18.24
Certificated Total	1,699.382	155,308,907	91,391	18,077,093	10,637	22,743,600	13,383	18.10
Instructional for Funding Purposes	1,594.336	137,855,538	86,466	16,638,652	10,436	21,350,393	13,391	18.20
Instructional for Compliance Purposes	1,586.137	137,316,328	86,573	16,638,652	10,490	21,350,393	13,461	18.24
K-3 Program 01 Teacher	355.002	30,809,959	86,788			4,727,606	13,317	18.23
K-3 Program 21 Teacher	42.185	3,257,911	77,229			562,307	13,330	18.30
Grade T Program 09 Teacher	8.820	731,734	82,963			119,064	13,499	18.27

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	68.771	7,240,496	105,284	421,100	6,123	942,467	13,704	18.12
02	3.600	400,239	111,178	22,344	6,207	50,160	13,933	19.75
21	10.875	1,163,243	106,965	99,158	9,118	154,110	14,171	18.51
24	1.175	90,949	77,403	719	612	15,510	13,200	18.00
31	5.509	500,000	90,761	22,773	4,134	97,970	17,784	18.31
34	2.360	253,938	107,601	11,302	4,789	34,703	14,705	19.46
51	0.600	52,733	87,888	2,588	4,313	14,520	24,200	17.72
52				24,000				
55	1.360	119,067	87,549	8,988	6,609	31,680	23,294	18.11
65	0.740	58,987	79,712	7,572	10,232	10,560	14,270	18.18
74	0.200	24,274	121,370	1,214	6,070	2,640	13,200	17.90
79	0.360	38,328	106,467	2,083	5,786	5,280	14,667	17.85
97	1.000	198,158	198,158	11,890	11,890	13,200	13,200	15.10
K-12 Program 02 Instructional	3.600	400,239	111,178			50,160	13,933	19.75
Program 21 Instructional	10.125	1,038,281	102,546	99,158	9,793	144,210	14,243	18.71
Program 21 Administrative	0.750	124,962	166,616			9,900	13,200	16.67
K-12 Program 21 Instructional	9.080	929,463	102,364			129,360	14,247	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
Program 31 Instructional	5.209	447,384	85,887	22,773	4,372	94,010	18,048	18.52
Program 31 Administrative	0.300	52,616	175,387			3,960	13,200	16.40
Program 34 Instructional	2.260	237,013	104,873	11,302	5,001	33,383	14,771	19.65
Program 34 Administrative	0.100	16,925	169,250			1,320	13,200	16.59
K-3 BEA Instructional	21.700	2,059,688	94,916			298,320	13,747	18.05
4-6 BEA Instructional	12.100	1,293,202	106,876			159,720	13,200	17.97
7-8 BEA Instructional	13.240	1,355,433	102,374			192,773	14,560	18.36
9-12 BEA Instructional	27.150	2,702,984	99,557			394,627	14,535	18.97
K-12 BEA Instructional	74.190	7,411,307	99,896			1,045,440	14,091	18.43
K-12 BEA Administrative	0.330	57,878	175,388			4,356	13,200	16.40
BEA	81.240	8,592,831	105,771	489,409	6,024	1,138,500	14,014	18.18
Instructional	88.550	8,800,602	99,386	620,341	7,006	1,267,200	14,311	18.45
Administrative	8.000	1,339,810	167,476	15,390	1,924	105,600	13,200	16.52
Active	96.550	10,140,412	105,028	635,731	6,584	1,372,800	14,219	18.21
Certificated Total	96.550	10,140,412	105,028	635,731	6,584	1,372,800	14,219	18.21
Instructional for Funding Purposes	88.550	8,800,602	99,386	620,341	7,006	1,267,200	14,311	18.45

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	88.550	8,800,602	99,386	620,341	7,006	1,267,200	14,311	18.45
K-3 Program 01 Teacher	18.300	1,725,673	94,299			245,520	13,416	18.05

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	9.967	781,720	78,431	28,325	2,842	100,860	10,119	14.77
13				5,000				
14				3,000				
21	1.000	60,683	60,683	3,500	3,500	10,016	10,016	7.92
55	1.000	80,215	80,215	18,913	18,913	1,019	1,019	14.15
58	1.000	30,000	30,000					7.92
79								
Program 21 Instructional	1.000	60,683	60,683	3,500	3,500	10,016	10,016	7.92
K-12 Program 21 Instructional	1.000	60,683	60,683			10,016	10,016	7.92
K-3 BEA Instructional	4.670	368,139	78,831			47,125	10,091	13.44
4-6 BEA Instructional	2.966	212,226	71,553			30,388	10,245	14.79
7-8 BEA Instructional	2.331	201,355	86,381			23,347	10,016	17.16
K-12 BEA Instructional	9.967	781,720	78,431			100,860	10,119	14.77
BEA	9.967	781,720	78,431	28,325	2,842	100,860	10,119	14.77
Instructional	12.967	952,618	73,465	58,738	4,530	111,895	8,629	14.05
Active	12.967	952,618	73,465	58,738	4,530	111,895	8,629	14.05
Certificated Total	12.967	952,618	73,465	58,738	4,530	111,895	8,629	14.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	12.967	952,618	73,465	58,738	4,530	111,895	8,629	14.05
Instructional for Compliance Purposes	12.967	952,618	73,465	58,738	4,530	111,895	8,629	14.05
K-3 Program 01 Teacher	4.000	322,614	80,654			40,414	10,104	12.67
K-3 Program 21 Teacher	0.445	26,968	60,602			4,457	10,016	7.92

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	21.620	1,711,011	79,140	51,287	2,372	285,384	13,200	18.32
02	0.180	11,402	63,344	253	1,406	2,376	13,200	18.46
13	3.141	261,075	83,118	1,514	482	41,461	13,200	18.29
31	1.180	104,128	88,244	40,575	34,386	15,576	13,200	18.14
51	0.580	44,543	76,798			7,656	13,200	18.32
52	0.500	45,913	91,826			6,600	13,200	18.24
55	0.799	73,341	91,791	1,629	2,039	10,547	13,200	18.22
71				9,513				
97	1.000	133,911	133,911			13,200	13,200	19.44
K-12 Program 02 Instructional	0.180	11,402	63,344			2,376	13,200	18.46
Program 31 Instructional	1.180	104,128	88,244	40,575	34,386	15,576	13,200	18.14
K-3 BEA Instructional	7.039	524,913	74,572			92,915	13,200	18.35
4-6 BEA Instructional	4.470	306,562	68,582			59,004	13,200	18.39
7-8 BEA Instructional	2.029	153,809	75,805	1,376	678	26,783	13,200	18.32
9-12 BEA Instructional	7.262	583,376	80,333	55,880	7,695	95,858	13,200	18.26
K-12 BEA Instructional	20.800	1,568,660	75,416	57,256	2,753	274,560	13,200	18.32
BEA	23.980	1,960,452	81,754	92,115	3,841	316,536	13,200	18.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	25.820	1,993,532	77,209	97,444	3,774	340,824	13,200	18.31
Administrative	3.000	379,365	126,455			39,600	13,200	18.67
Other	0.180	12,427	69,039	7,327	40,706	2,376	13,200	18.28
Active	29.000	2,385,324	82,253	104,771	3,613	382,800	13,200	18.36
Certificated Total	29.000	2,385,324	82,253	104,771	3,613	382,800	13,200	18.36
Instructional for Funding Purposes	25.820	1,993,532	77,209	97,444	3,774	340,824	13,200	18.31
Instructional for Compliance Purposes	25.820	1,993,532	77,209	97,444	3,774	340,824	13,200	18.31
K-3 Program 01 Teacher	7.039	524,913	74,572			92,915	13,200	18.35

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	119.911	10,054,897	83,853	1,043,961	8,706	1,580,819	13,183	18.32
09	2.000	144,426	72,213	14,036	7,018	26,400	13,200	18.47
13	4.000	417,450	104,363	38,191	9,548	52,800	13,200	18.13
21	16.606	1,330,234	80,106	124,934	7,523	221,100	13,314	18.37
31	10.360	831,205	80,232	127,039	12,262	136,752	13,200	18.32
34	3.020	252,593	83,640	57,495	19,038	39,864	13,200	18.27
51	2.810	234,575	83,479	31,676	11,273	37,092	13,200	18.32
53	0.600	84,040	140,067			7,920	13,200	18.06
55	11.501	1,056,741	91,883	94,505	8,217	151,813	13,200	18.25
58				16,860				
64				8,000				
65	6.700	603,297	90,044	59,139	8,827	88,440	13,200	18.27
97	1.000	180,516	180,516			20,421	20,421	17.27
Program 21 Instructional	15.606	1,190,167	76,263	121,934	7,813	207,900	13,322	18.41
Program 21 Administrative	1.000	140,067	140,067	3,000	3,000	13,200	13,200	18.05
K-12 Program 21 Instructional	15.516	1,180,625	76,091			206,712	13,323	18.41
Program 31 Instructional	9.000	659,731	73,303	124,086	13,787	118,800	13,200	18.37

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.360	171,474	126,084	2,953	2,171	17,952	13,200	18.10
Program 34 Instructional	2.680	211,500	78,918	56,673	21,147	35,376	13,200	18.29
Program 34 Administrative	0.340	41,093	120,862	822	2,418	4,488	13,200	18.12
K-3 BEA Instructional	42.946	3,454,234	80,432	346	8	567,569	13,216	18.35
4-6 BEA Instructional	25.475	2,010,977	78,939			333,582	13,094	18.37
7-8 BEA Instructional	17.920	1,406,294	78,476			236,544	13,200	18.35
9-12 BEA Instructional	36.200	2,896,663	80,018			477,840	13,200	18.33
K-12 BEA Instructional	122.541	9,768,168	79,713	346	3	1,615,535	13,184	18.35
BEA	134.291	11,319,211	84,289	1,228,495	9,148	1,777,856	13,239	18.30
Instructional	163.508	13,202,196	80,743	1,585,726	9,698	2,158,200	13,199	18.34
Administrative	15.000	1,987,778	132,519	30,110	2,007	205,221	13,681	18.01
Active	178.508	15,189,974	85,094	1,615,836	9,052	2,363,421	13,240	18.30
Certificated Total	178.508	15,189,974	85,094	1,615,836	9,052	2,363,421	13,240	18.30
Instructional for Funding Purposes	163.508	13,202,196	80,743	1,585,726	9,698	2,158,200	13,199	18.34
Instructional for Compliance Purposes	163.508	13,202,196	80,743	1,585,726	9,698	2,158,200	13,199	18.34
K-3 Program 01 Teacher	37.286	3,018,317	80,950			492,857	13,218	18.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 21 Teacher	3.278	225,793	68,881			45,170	13,780	18.57
Grade T Program 09 Teacher	2.000	144,426	72,213			26,400	13,200	18.47

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	17.190	1,261,967	73,413	61,924	3,602	228,360	13,284	18.25
21	1.000	66,159	66,159	3,525	3,525	13,200	13,200	18.15
31	1.910	132,453	69,347	20,374	10,667	25,212	13,200	18.44
34	0.190	17,352	91,326	754	3,968	2,508	13,200	18.06
51	0.300	27,791	92,637	865	2,883	3,960	13,200	18.07
55	0.850	87,325	102,735	4,076	4,795	11,220	13,200	18.06
97	0.450	67,439	149,864			5,940	13,200	18.02
Program 21 Instructional	1.000	66,159	66,159	3,525	3,525	13,200	13,200	18.15
K-12 Program 21 Instructional	0.970	64,207	66,193			12,804	13,200	18.15
Program 31 Instructional	1.830	126,038	68,873	20,374	11,133	24,156	13,200	18.45
Program 31 Administrative	0.080	6,415	80,188			1,056	13,200	18.13
Program 34 Instructional	0.170	15,748	92,635	754	4,435	2,244	13,200	18.05
Program 34 Administrative	0.020	1,604	80,200			264	13,200	18.13
K-3 BEA Instructional	4.650	322,617	69,380	713	153	61,380	13,200	18.26
4-6 BEA Instructional	3.674	247,630	67,401	563	153	49,698	13,527	18.31
7-8 BEA Instructional	3.440	231,629	67,334	1,093	318	45,659	13,273	18.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	6.126	469,757	76,683			80,863	13,200	18.29
K-12 BEA Instructional	17.890	1,271,633	71,081	2,369	132	237,600	13,281	18.29
K-12 BEA Administrative	1.000	80,193	80,193			13,200	13,200	18.13
BEA	19.740	1,479,211	74,935	83,052	4,207	262,020	13,274	18.26
Instructional	19.890	1,430,428	71,917	91,518	4,601	264,000	13,273	18.27
Administrative	2.000	230,058	115,029			26,400	13,200	18.06
Active	21.890	1,660,486	75,856	91,518	4,181	290,400	13,266	18.24
On Leave								
Certificated Total	21.890	1,660,486	75,856	91,518	4,181	290,400	13,266	18.24
Instructional for Funding Purposes	19.890	1,430,428	71,917	91,518	4,601	264,000	13,273	18.27
Instructional for Compliance Purposes	19.890	1,430,428	71,917	91,518	4,601	264,000	13,273	18.27
K-3 Program 01 Teacher	4.650	322,617	69,380	713	153	61,380	13,200	18.26
K-3 Program 21 Teacher	0.412	27,237	66,109			5,438	13,200	18.15

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	247.740	22,153,782	89,424	1,022,050	4,125	3,589,561	14,489	18.22
02	18.922	1,689,496	89,287	56,652	2,994	278,129	14,699	18.24
03	4.214	364,966	86,608	9,906	2,351	61,931	14,696	18.27
09	5.000	414,261	82,852	11,771	2,354	71,636	14,327	18.29
13	15.670	1,229,760	78,479	57,539	3,672	223,931	14,290	18.29
21	58.276	4,677,877	80,271	121,269	2,081	796,064	13,660	17.46
31	15.460	1,227,858	79,422	116,656	7,546	222,290	14,378	18.24
34	3.050	252,919	82,924	13,165	4,316	43,830	14,370	18.40
45	5.230	435,989	83,363	24,615	4,707	75,113	14,362	18.26
51	3.020	272,724	90,306	13,428	4,446	43,671	14,461	18.21
52	0.901	87,436	97,043	2,797	3,104	13,083	14,520	18.18
55	14.174	1,311,848	92,553	86,277	6,087	206,098	14,541	18.18
56	1.140	71,031	62,308	12,755	11,189	16,265	14,268	18.31
58				287,444				
61	1.000	117,122	117,122			14,739	14,739	18.26
64	0.500	44,776	89,552	2,936	5,872	7,279	14,557	18.16
65	6.320	550,098	87,041	22,072	3,492	91,018	14,402	18.23
71	0.400	33,202	83,005	2,523	6,308	481	1,203	9.29
74	3.015	281,655	93,418	13,186	4,373	46,649	15,472	18.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	1.000	87,619	87,619	7,609	7,609	14,424	14,424	18.23
97	2.000	406,708	203,354	1,500	750	31,751	15,875	17.95
K-12 Program 02 Instructional	17.000	1,415,958	83,292			248,668	14,628	18.25
Program 21 Instructional	53.175	4,171,173	78,442	121,269	2,281	765,906	14,403	18.28
Program 21 Administrative	2.000	286,538	143,269			30,158	15,079	18.12
K-12 Program 21 Instructional	53.175	4,171,173	78,442			765,906	14,403	18.28
Program 26, 56, and 59 Instructional	1.100	64,808	58,916	12,755	11,595	15,656	14,232	18.32
Program 26, 56, and 59 Administrative	0.040	6,223	155,575			610	15,239	18.08
Program 31 Instructional	14.830	1,135,224	76,549	116,656	7,866	212,759	14,347	18.25
Program 31 Administrative	0.630	92,634	147,038			9,531	15,128	18.11
Program 34 Instructional	2.910	232,334	79,840	13,165	4,524	41,712	14,334	18.42
Program 34 Administrative	0.140	20,585	147,036			2,118	15,128	18.11
K-3 BEA Instructional	85.506	7,205,029	84,263			1,230,053	14,386	18.24
4-6 BEA Instructional	55.636	4,635,662	83,321			801,753	14,411	18.24
7-8 BEA Instructional	37.092	3,033,644	81,787			538,228	14,511	18.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	92.165	7,855,882	85,237	1,649	18	1,336,173	14,498	18.22
K-12 BEA Instructional	270.399	22,730,217	84,062	1,649	6	3,906,207	14,446	18.24
K-12 BEA Administrative	0.808	108,718	134,552			12,428	15,381	18.30
BEA	296.616	26,531,718	89,448	1,244,544	4,196	4,302,605	14,506	18.22
Instructional	373.534	31,127,233	83,332	1,881,650	5,037	5,388,988	14,427	18.24
Administrative	28.397	4,133,983	145,578	4,500	158	429,375	15,120	18.13
Other	1.000	130,135	130,135			14,909	14,909	18.18
Active	402.931	35,391,351	87,835	1,886,150	4,681	5,833,272	14,477	18.22
K-12 Program 21 Contracted	3.101	220,166	70,998					
On Leave	1.000	99,610	99,610			14,670	14,670	18.11
Certificated Total	407.032	35,711,127	87,735	1,886,150	4,634	5,847,942	14,367	18.12
Instructional for Funding Purposes	375.535	31,282,591	83,301	1,868,895	4,977	5,373,332	14,308	18.11
Instructional for Compliance Purposes	372.434	31,062,425	83,404	1,868,895	5,018	5,373,332	14,428	18.23
K-3 Program 01 Teacher	78.862	6,614,230	83,871			1,132,791	14,364	18.24
K-3 Program 21 Teacher	11.664	832,956	71,413			165,584	14,196	18.34
Grade T Program 09 Teacher	4.000	283,698	70,925			56,722	14,181	18.34

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	160.700	15,242,185	94,849	786	5	2,141,238	13,324	17.91
09	5.800	391,271	67,461			76,560	13,200	18.14
13	8.875	759,001	85,521			117,150	13,200	18.01
21	18.850	1,698,609	90,112	510	27	248,820	13,200	17.13
24	0.250	13,437	53,748			3,300	13,200	18.29
31	13.680	1,261,854	92,241			180,576	13,200	17.97
34	3.050	276,100	90,525			40,260	13,200	17.97
51	9.510	902,632	94,914	678	71	125,532	13,200	17.90
52	0.100	16,883	168,830	120	1,200	1,320	13,200	16.95
53	1.280	139,335	108,855	168	131	16,896	13,200	17.77
55	10.203	963,439	94,427	558	55	134,772	13,209	17.89
64	1.000	104,295	104,295			13,200	13,200	17.93
65	3.300	288,522	87,431	180	55	43,560	13,200	17.95
68	0.880	80,893	91,924			11,616	13,200	17.98
74	1.000	55,293	55,293			13,200	13,200	18.27
97	5.000	936,720	187,344	12,600	2,520	66,000	13,200	16.27
Program 21 Instructional	18.000	1,571,929	87,329			237,600	13,200	17.08
Program 21 Administrative	0.850	126,680	149,035	510	600	11,220	13,200	17.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	16.200	1,468,471	90,646			213,840	13,200	17.00
Program 31 Instructional	13.480	1,229,534	91,212			177,936	13,200	17.98
Program 31 Administrative	0.200	32,320	161,600			2,640	13,200	17.32
Program 34 Instructional	3.000	268,020	89,340			39,600	13,200	17.99
Program 34 Administrative	0.050	8,080	161,600			660	13,200	17.32
K-3 BEA Instructional	53.655	4,802,359	89,504			708,246	13,200	17.99
4-6 BEA Instructional	30.317	2,687,435	88,644			407,220	13,432	18.00
7-8 BEA Instructional	26.400	2,280,484	86,382			348,678	13,208	18.01
9-12 BEA Instructional	51.815	4,749,758	91,668			690,558	13,327	17.98
K-12 BEA Instructional	162.187	14,520,036	89,527			2,154,702	13,285	17.99
K-12 BEA Administrative	2.000	292,620	146,310			26,400	13,200	17.62
BEA Instructional	182.430	17,716,859	97,116	13,386	73	2,428,074	13,310	17.83
BEA Administrative	219.945	19,421,126	88,300			2,917,200	13,263	17.92
BEA Other	23.000	3,674,376	159,755	15,600	678	303,600	13,200	17.22
BEA Active	0.533	34,967	65,604			13,200	24,765	8.42
BEA Total	243.478	23,130,469	95,000	15,600	64	3,234,000	13,283	17.80
Certificated Total	243.478	23,130,469	95,000	15,600	64	3,234,000	13,283	17.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	219.945	19,421,126	88,300			2,917,200	13,263	17.92
Instructional for Compliance Purposes	219.945	19,421,126	88,300			2,917,200	13,263	17.92
K-3 Program 01 Teacher	50.440	4,540,919	90,026			665,808	13,200	17.99
K-3 Program 21 Teacher	5.110	432,933	84,723			67,452	13,200	16.90
Grade T Program 09 Teacher	5.000	339,141	67,828			66,000	13,200	18.14

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	47.365	3,890,017	82,129	282,321	5,961	625,218	13,200	18.44
12				5,516				
13	2.000	215,292	107,646			26,400	13,200	18.15
14	1.000	57,451	57,451			13,200	13,200	18.61
21	7.368	579,706	78,679	15,270	2,072	102,538	13,917	18.40
24	0.499	28,726	57,567	689	1,381	6,587	13,200	18.81
31	3.430	255,640	74,531	37,706	10,993	45,276	13,200	20.06
34	0.200	11,247	56,235	2,145	10,725	2,640	13,200	21.67
51	2.438	244,929	100,463	16,811	6,895	32,182	13,200	18.20
53	0.400	54,000	135,000			5,280	13,200	18.05
55	2.250	246,822	109,699	5,091	2,263	29,700	13,200	18.15
64	0.290	22,912	79,007	554	1,910	3,828	13,200	18.35
65	1.910	161,144	84,369	2,772	1,451	25,212	13,200	18.31
74	0.080	10,800	135,000			1,056	13,200	18.05
97	1.195	189,325	158,431	900	753	15,774	13,200	17.90
98	0.175	23,625	135,000			2,310	13,200	18.05
Program 21 Instructional	6.768	510,106	75,370	15,270	2,256	94,618	13,980	18.43
Program 21 Administrative	0.600	69,600	116,000			7,920	13,200	18.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	5.861	418,469	71,399	11,781	2,010	82,645	14,101	18.48
Program 31 Instructional	3.280	235,390	71,765	37,706	11,496	43,296	13,200	20.20
Program 31 Administrative	0.150	20,250	135,000			1,980	13,200	18.05
Program 34 Instructional	0.200	11,247	56,235	2,145	10,725	2,640	13,200	21.67
K-3 BEA Instructional	14.874	1,130,354	75,995	26,643	1,791	196,337	13,200	18.39
4-6 BEA Instructional	8.245	615,404	74,640	10,665	1,294	108,834	13,200	18.33
7-8 BEA Instructional	9.047	708,041	78,263	27,530	3,043	119,420	13,200	18.45
9-12 BEA Instructional	14.829	1,207,417	81,423	58,912	3,973	195,743	13,200	19.05
K-12 BEA Instructional	46.995	3,661,216	77,907	123,750	2,633	620,334	13,200	18.62
K-12 BEA Administrative	3.000	371,000	123,667			39,600	13,200	18.09
BEA	52.190	4,346,229	83,277	323,072	6,190	688,908	13,200	18.54
Instructional	62.100	4,893,549	78,801	367,080	5,911	825,000	13,285	18.55
Administrative	8.000	1,039,999	130,000	2,695	337	105,600	13,200	18.05
Other	0.500	58,088	116,176			6,600	13,200	18.84
Active	70.600	5,991,636	84,867	369,775	5,238	937,200	13,275	18.47
Certificated Total	70.600	5,991,636	84,867	369,775	5,238	937,200	13,275	18.47
Instructional for Funding Purposes	62.100	4,893,549	78,801	367,080	5,911	825,000	13,285	18.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	62.100	4,893,549	78,801	367,080	5,911	825,000	13,285	18.55
K-3 Program 01 Teacher	14.374	1,077,336	74,950	25,370	1,765	189,737	13,200	18.40

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	134.370	13,036,277	97,018	1,149,715	8,556	1,795,886	13,365	18.15
02	0.988	107,327	108,631	8,687	8,793	13,042	13,200	18.10
09	2.934	283,801	96,728	23,206	7,909	38,729	13,200	18.10
21	28.854	2,667,003	92,431	231,076	8,008	403,445	13,982	17.84
24	3.914	422,882	108,043	34,578	8,834	51,665	13,200	18.10
31	11.366	1,041,919	91,670	98,037	8,625	162,716	14,316	18.48
34	1.996	207,158	103,787	22,869	11,457	26,347	13,200	18.10
51	0.978	106,240	108,630	8,688	8,883	12,910	13,200	18.10
55	2.135	206,567	96,753	24,504	11,477	28,182	13,200	18.10
65	0.988	96,552	97,725	7,815	7,910	13,042	13,200	18.10
97	2.000	373,682	186,841	33,507	16,754	26,400	13,200	18.08
98	0.124	19,129	154,266	725	5,847	1,637	13,200	18.16
K-12 Program 02 Instructional	0.988	107,327	108,631	8,687	8,793	13,042	13,200	18.10
Program 21 Instructional	27.854	2,517,728	90,390	225,526	8,097	390,245	14,010	17.82
Program 21 Administrative	1.000	149,275	149,275	5,550	5,550	13,200	13,200	18.17
K-12 Program 21 Instructional	26.914	2,415,570	89,751	12,977	482	377,837	14,039	17.81
Program 31 Instructional	10.616	927,146	87,335	93,537	8,811	152,816	14,395	18.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.750	114,773	153,031	4,500	6,000	9,900	13,200	18.16
Program 34 Instructional	1.870	188,030	100,551	22,293	11,921	24,684	13,200	18.10
Program 34 Administrative	0.126	19,128	151,810	576	4,571	1,663	13,200	18.16
K-3 BEA Instructional	44.565	4,059,938	91,101	294,243	6,603	603,913	13,551	18.19
4-6 BEA Instructional	30.929	2,745,688	88,774	89,221	2,885	414,427	13,399	18.18
7-8 BEA Instructional	20.917	1,962,226	93,810	87,876	4,201	276,118	13,201	18.12
9-12 BEA Instructional	40.433	3,777,304	93,421	161,760	4,001	546,770	13,523	18.27
K-12 BEA Instructional	136.844	12,545,156	91,675	633,100	4,626	1,841,228	13,455	18.20
K-12 BEA Administrative	4.126	623,328	151,073	23,826	5,775	54,463	13,200	17.83
BEA	150.720	14,766,363	97,972	1,312,815	8,710	2,024,392	13,431	18.17
Instructional	175.647	16,178,926	92,110	1,572,032	8,950	2,376,000	13,527	18.13
Administrative	15.000	2,389,611	159,307	69,158	4,611	198,000	13,200	18.03
Other				2,217				
Active	190.647	18,568,537	97,397	1,643,407	8,620	2,574,000	13,501	18.12
Certificated Total	190.647	18,568,537	97,397	1,643,407	8,620	2,574,000	13,501	18.12
Instructional for Funding Purposes	175.647	16,178,926	92,110	1,572,032	8,950	2,376,000	13,527	18.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	175.647	16,178,926	92,110	1,572,032	8,950	2,376,000	13,527	18.13
K-3 Program 01 Teacher	38.622	3,467,278	89,775	183,178	4,743	522,905	13,539	18.20
K-3 Program 21 Teacher	5.464	472,800	86,530			72,125	13,200	18.10
Grade T Program 09 Teacher	2.934	283,801	96,728	23,206	7,909	38,729	13,200	18.10

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	10.333	825,772	79,916	32,616	3,156	136,396	13,200	17.61
21	0.833	60,841	73,038	3,377	4,054	10,996	13,200	17.63
31	0.500	43,062	86,124	9,457	18,914	6,600	13,200	17.61
34	0.167	14,357	85,970	319	1,910	2,204	13,200	17.61
55	0.167	15,709	94,066	349	2,090	2,204	13,200	17.63
58				6,700				
97	0.423	55,652	131,565	420	993	13,200	31,206	7.95
Program 21 Instructional	0.833	60,841	73,038	3,377	4,054	10,996	13,200	17.63
K-12 Program 21 Instructional	0.773	56,497	73,088	3,281	4,245	10,204	13,200	17.63
Program 31 Instructional	0.500	43,062	86,124	957	1,914	6,600	13,200	17.61
Program 34 Instructional	0.167	14,357	85,970	319	1,910	2,204	13,200	17.61
K-3 BEA Instructional	2.335	178,621	76,497	3,966	1,699	30,822	13,200	17.64
4-6 BEA Instructional	1.554	124,586	80,171	3,168	2,039	20,513	13,200	17.62
7-8 BEA Instructional	1.295	110,020	84,958	2,199	1,698	17,094	13,200	17.59
9-12 BEA Instructional	3.916	319,045	81,472	23,072	5,892	51,691	13,200	17.60
K-12 BEA Instructional	9.100	732,272	80,469	32,405	3,561	120,120	13,200	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
K-12 BEA Administrative	1.323	155,350	117,423	350	265	25,080	18,957	14.23
BEA	11.423	938,843	82,189	42,812	3,748	158,400	13,867	16.99
Instructional	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.61
Administrative	1.323	155,350	117,423	770	582	25,080	18,957	14.23
Other	1.000	51,221	51,221	9,637	9,637	13,200	13,200	17.65
Active	12.423	1,015,393	81,735	53,238	4,285	171,600	13,813	17.03
On Leave								
Certificated Total	12.423	1,015,393	81,735	53,238	4,285	171,600	13,813	17.03
Instructional for Funding Purposes	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.61
Instructional for Compliance Purposes	10.100	808,822	80,081	42,831	4,241	133,320	13,200	17.61
K-3 Program 01 Teacher	2.335	178,621	76,497	3,966	1,699	30,822	13,200	17.64
K-3 Program 21 Teacher	0.236	17,376	73,627	385	1,631	3,115	13,200	17.63

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	16.908	1,412,230	83,524	8,780	519	232,056	13,725	18.09
09	0.966	47,771	49,452			13,200	13,665	18.17
31	1.777	145,331	81,784			24,288	13,668	18.11
34	0.155	15,387	99,271			2,112	13,626	18.06
51	0.549	51,473	93,758	1,420	2,587	7,498	13,657	18.06
52				2,500				
55	0.643	57,789	89,874			8,791	13,672	18.08
65	0.179	17,219	96,196			2,468	13,790	18.08
74				2,000				
79	0.536	43,054	80,325			7,326	13,668	18.17
97	0.444	58,652	132,099	500	1,126	5,861	13,200	17.97
Program 31 Instructional	1.777	145,331	81,784			24,288	13,668	18.11
Program 34 Instructional	0.155	15,387	99,271			2,112	13,626	18.06
K-3 BEA Instructional	4.884	391,792	80,219	1,500	307	66,739	13,665	18.11
4-6 BEA Instructional	2.818	219,898	78,033			38,518	13,668	18.10
7-8 BEA Instructional	3.100	282,281	91,058			42,372	13,668	18.12
9-12 BEA Instructional	6.482	485,699	74,930	1,900	293	90,288	13,929	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	17.284	1,379,670	79,824	3,400	197	237,917	13,765	18.12
BEA	19.284	1,631,600	84,609	9,280	481	264,317	13,707	18.09
Instructional	20.157	1,596,976	79,227	13,200	655	277,200	13,752	18.12
Administrative	2.000	251,930	125,965	2,000	1,000	26,400	13,200	17.94
Active	22.157	1,848,906	83,446	15,200	686	303,600	13,702	18.09
Certificated Total	22.157	1,848,906	83,446	15,200	686	303,600	13,702	18.09
Instructional for Funding Purposes	20.157	1,596,976	79,227	13,200	655	277,200	13,752	18.12
Instructional for Compliance Purposes	20.157	1,596,976	79,227	13,200	655	277,200	13,752	18.12
K-3 Program 01 Teacher	4.561	362,811	79,546	1,500	329	62,330	13,666	18.11

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	27.189	2,685,139	98,758	32,985	1,213	34,392	1,265	18.51
03	3.288	313,770	95,429	73,316	22,298	3,300	1,004	18.10
21	2.000	279,805	139,903	33,331	16,666	3,300	1,650	17.84
24	1.000	82,743	82,743			1,100	1,100	17.93
31	2.735	242,392	88,626	1,200	439	3,009	1,100	17.90
51		21,906				274		17.86
55		65,718				826		17.86
58				63,096				
97	1.000	205,780	205,780	31,880	31,880	1,100	1,100	15.43
Program 21 Instructional	2.000	279,805	139,903	22,033	11,017	3,300	1,650	17.84
Program 21 Administrative				11,298				
K-12 Program 21 Instructional	2.000	279,805	139,903	22,033	11,017	3,300	1,650	17.84
Program 31 Instructional	2.735	242,392	88,626			3,009	1,100	17.90
Program 31 Administrative				1,200				
K-3 BEA Instructional	9.577	851,029	88,862			11,671	1,219	20.41
4-6 BEA Instructional	4.936	426,370	86,380			5,584	1,131	17.75
7-8 BEA Instructional	3.898	368,587	94,558			5,180	1,329	17.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	11.801	1,166,538	98,851	72,716	6,162	15,192	1,287	17.74
K-12 BEA Instructional	30.212	2,812,524	93,093	76,216	2,523	37,627	1,245	18.52
K-12 BEA Administrative	2.000	272,896	136,448	16,375	8,188	1,973	987	17.74
BEA	34.212	3,447,081	100,756	139,381	4,074	41,800	1,222	18.22
Instructional	33.212	3,262,696	98,238	161,345	4,858	43,127	1,299	18.42
Administrative	4.000	634,557	158,639	74,463	18,616	4,173	1,043	16.92
Active	37.212	3,897,253	104,731	235,808	6,337	47,300	1,271	18.17
Certificated Total	37.212	3,897,253	104,731	235,808	6,337	47,300	1,271	18.17
Instructional for Funding Purposes	33.212	3,262,696	98,238	161,345	4,858	43,127	1,299	18.42
Instructional for Compliance Purposes	33.212	3,262,696	98,238	161,345	4,858	43,127	1,299	18.42
K-3 Program 01 Teacher	8.170	727,834	89,086			10,087	1,235	20.86
K-3 Program 21 Teacher		25,618				286		17.77

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	334.696	30,792,741	92,002	1,315,625	3,931	4,445,619	13,283	18.33
02	12.150	1,116,206	91,869	34,477	2,838	167,640	13,798	17.87
09	3.250	284,659	87,587	11,318	3,482	42,900	13,200	17.77
13	5.800	466,486	80,429	10,700	1,845	76,560	13,200	18.03
14	5.600	494,125	88,237	12,229	2,184	73,920	13,200	18.38
19	3.000	208,158	69,386	5,780	1,927	39,600	13,200	18.65
21	71.318	5,767,553	80,871	389,952	5,468	963,600	13,511	18.74
24	4.544	359,538	79,124	6,704	1,475	49,500	10,893	16.19
31	35.841	3,112,236	86,835	370,592	10,340	474,936	13,251	18.11
34	17.343	1,518,482	87,556	80,257	4,628	228,774	13,191	17.62
45	10.200	849,994	83,333	95,288	9,342	134,640	13,200	18.97
51	11.528	1,078,568	93,561	28,503	2,473	138,970	12,055	17.80
52	1.500	151,875	101,250	4,205	2,803	19,800	13,200	18.26
53	3.185	278,705	87,505	5,624	1,766	49,672	15,595	18.56
55	17.623	1,616,737	91,740	45,378	2,575	245,084	13,907	18.38
56	1.000	102,251	102,251	3,340	3,340	13,200	13,200	18.21
58				698,258				
64	1.003	83,612	83,362	2,322	2,315	13,240	13,200	18.35
65	11.447	1,033,677	90,301	33,916	2,963	151,100	13,200	17.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
74	4.000	383,712	95,928	12,158	3,040	52,800	13,200	18.28
79	2.458	245,882	100,033	12,765	5,193	32,446	13,200	18.17
97	1.000	220,233	220,233	12,000	12,000	13,200	13,200	16.01
K-12 Program 02 Instructional	11.000	955,782	86,889	4,544	413	152,460	13,860	17.80
Program 21 Instructional	68.087	5,410,546	79,465	389,952	5,727	913,440	13,416	18.75
Program 21 Administrative	2.800	333,501	119,108			36,960	13,200	18.34
K-12 Program 21 Instructional	56.393	4,416,512	78,317	162,922	2,889	741,840	13,155	18.81
Program 26, 56, and 59 Instructional	1.000	102,251	102,251	3,340	3,340	13,200	13,200	18.21
Program 31 Instructional	34.639	2,954,824	85,303	369,712	10,673	450,120	12,995	18.24
Program 31 Administrative	0.880	139,931	159,013	880	1,000	11,616	13,200	18.08
Program 34 Instructional	17.223	1,499,399	87,058	80,137	4,653	227,190	13,191	17.61
Program 34 Administrative	0.120	19,083	159,025	120	1,000	1,584	13,200	18.08
K-3 BEA Instructional	117.938	10,306,230	87,387	7,320	62	1,543,564	13,088	18.41
4-6 BEA Instructional	75.810	6,620,426	87,329	24,227	320	1,009,444	13,315	18.31
7-8 BEA Instructional	62.919	5,350,833	85,043	6,945	110	839,058	13,336	18.46
9-12 BEA Instructional	120.263	10,237,148	85,123	94,995	790	1,596,368	13,274	18.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	376.930	32,514,637	86,262	133,487	354	4,988,434	13,234	18.31
K-12 BEA Administrative	1.000	180,441	180,441			13,200	13,200	17.36
BEA	411.230	37,609,892	91,457	1,908,239	4,640	5,464,809	13,289	18.27
Instructional	514.844	43,930,799	85,328	3,140,141	6,099	6,820,000	13,247	18.33
Administrative	37.000	5,627,001	152,081	49,750	1,345	488,400	13,200	17.97
Other	1.753	203,373	116,014	1,500	856	39,600	22,590	16.63
Active	553.597	49,761,173	89,887	3,191,391	5,765	7,348,000	13,273	18.28
On Leave	4.889	404,257	82,687			79,200	16,200	19.98
Certificated Total	558.486	50,165,430	89,824	3,191,391	5,714	7,427,200	13,299	18.30
Instructional for Funding Purposes	513.844	43,828,548	85,295	3,136,801	6,105	6,806,800	13,247	18.33
Instructional for Compliance Purposes	513.844	43,828,548	85,295	3,136,801	6,105	6,806,800	13,247	18.33
K-3 Program 01 Teacher	101.179	8,862,471	87,592	7,320	72	1,335,932	13,204	18.40
K-3 Program 21 Teacher	10.454	751,643	71,900			150,031	14,352	19.48
Grade T Program 09 Teacher	3.000	261,678	87,226	1,588	529	39,600	13,200	18.31

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	139.474	12,943,902	92,805	827,536	5,933	1,864,830	13,370	17.71
02	32.300	2,896,008	89,660	148,562	4,599	434,280	13,445	17.69
13	4.216	415,364	98,521	25,190	5,975	62,700	14,872	17.10
14	2.250	191,278	85,012	4,620	2,053	29,700	13,200	17.73
21	32.827	2,892,641	88,118	114,391	3,485	440,220	13,410	17.51
24	5.000	408,423	81,685	10,052	2,010	66,000	13,200	17.73
31	11.950	1,009,536	84,480	38,608	3,231	165,660	13,863	17.74
34	5.050	450,419	89,192	10,326	2,045	66,660	13,200	17.71
51	4.373	371,161	84,876	12,437	2,844	71,412	16,330	17.82
52	0.500	52,000	104,000	43,005	86,010	6,600	13,200	17.70
55	8.191	778,332	95,023	33,862	4,134	109,758	13,400	17.71
58				89,084				
65	1.950	168,281	86,298	3,978	2,040	25,740	13,200	17.72
74	0.500	52,000	104,000	1,006	2,012	6,600	13,200	17.70
79	0.500	52,000	104,000	1,005	2,010	6,600	13,200	17.88
88	0.660	60,001	90,911	1,366	2,070	9,240	14,000	17.74
97	1.000	192,862	192,862	11,572	11,572	13,200	13,200	16.39
K-12 Program 02 Instructional	29.800	2,487,518	83,474	58,569	1,965	401,280	13,466	17.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	31.927	2,755,544	86,308	112,231	3,515	428,340	13,416	17.50
Program 21 Administrative	0.900	137,097	152,330	2,160	2,400	11,880	13,200	17.69
K-12 Program 21 Instructional	27.298	2,373,197	86,937	23,261	852	362,485	13,279	17.58
Program 31 Instructional	11.700	970,527	82,951	29,187	2,495	162,360	13,877	17.74
Program 31 Administrative	0.250	39,009	156,036	600	2,400	3,300	13,200	17.69
Program 34 Instructional	4.600	382,299	83,108	9,246	2,010	60,720	13,200	17.72
Program 34 Administrative	0.450	68,120	151,378	1,080	2,400	5,940	13,200	17.69
K-3 BEA Instructional	53.231	4,678,353	87,888	32,334	607	710,582	13,349	17.72
4-6 BEA Instructional	32.062	2,754,859	85,923	23,098	720	423,218	13,200	17.72
7-8 BEA Instructional	25.382	2,168,682	85,442	41,583	1,638	335,042	13,200	17.76
9-12 BEA Instructional	63.874	5,514,838	86,339	92,793	1,453	874,817	13,696	17.73
K-12 BEA Instructional	174.549	15,116,732	86,605	189,808	1,087	2,343,660	13,427	17.73
K-12 BEA Administrative	11.000	1,728,985	157,180			145,200	13,200	17.54
BEA	189.774	17,492,727	92,177	1,036,604	5,462	2,544,630	13,409	17.69
Instructional	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.69
Administrative	17.500	2,771,002	158,343	60,172	3,438	237,600	13,577	17.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.000	104,000	104,000	345,021	345,021	13,200	13,200	17.67
Active	250.741	22,934,208	91,466	1,376,600	5,490	3,379,200	13,477	17.66
Certificated Total	250.741	22,934,208	91,466	1,376,600	5,490	3,379,200	13,477	17.66
Instructional for Funding Purposes	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.69
Instructional for Compliance Purposes	232.241	20,059,206	86,372	971,407	4,183	3,128,400	13,470	17.69
K-3 Program 01 Teacher	47.191	4,179,763	88,571	19,575	415	630,854	13,368	17.72
K-3 Program 21 Teacher	5.800	517,001	89,138			76,560	13,200	17.84

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	233.973	22,331,561	95,445	1,047,112	4,475	3,094,076	13,224	22.25
03	1.000	93,948	93,948	4,176	4,176	13,200	13,200	23.12
09	3.000	217,904	72,635	9,684	3,228	39,600	13,200	18.92
13	7.450	653,119	87,667	26,196	3,516	98,001	13,154	21.65
21	37.900	3,161,325	83,412	220,283	5,812	504,768	13,318	21.13
24	5.600	560,796	100,142	36,544	6,526	79,200	14,143	23.03
31	18.550	1,761,963	94,985	69,681	3,756	244,094	13,159	21.36
34	15.020	1,366,850	91,002	61,114	4,069	197,203	13,129	20.97
51	5.620	560,071	99,657	22,040	3,922	73,996	13,167	21.63
55	6.260	662,337	105,805	27,654	4,418	82,632	13,200	23.10
58				180,570				
64	0.300	27,356	91,187	1,216	4,053	3,960	13,200	23.25
65	1.920	178,316	92,873	6,542	3,407	25,344	13,200	21.07
74	0.810	84,593	104,436	3,296	4,069	10,692	13,200	23.13
79	0.430	54,367	126,435			5,676	13,200	19.43
97	2.000	462,707	231,354			26,400	13,200	19.06
Program 21 Instructional	35.900	2,880,925	80,249	220,283	6,136	478,368	13,325	21.13
Program 21 Administrative	2.000	280,400	140,200			26,400	13,200	21.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	31.400	2,557,978	81,464			418,968	13,343	21.03
Program 31 Instructional	16.790	1,479,534	88,120	66,741	3,975	220,862	13,154	21.74
Program 31 Administrative	1.760	282,429	160,471	2,940	1,670	23,232	13,200	19.23
Program 34 Instructional	13.780	1,169,707	84,884	58,954	4,278	180,835	13,123	21.27
Program 34 Administrative	1.240	197,143	158,986	2,160	1,742	16,368	13,200	19.12
K-3 BEA Instructional	91.450	8,143,930	89,053			1,213,659	13,271	22.29
4-6 BEA Instructional	34.690	2,950,253	85,046			457,908	13,200	21.88
7-8 BEA Instructional	56.520	5,252,538	92,932			744,069	13,165	22.12
9-12 BEA Instructional	67.883	6,251,273	92,089			895,337	13,189	22.23
K-12 BEA Instructional	250.543	22,597,994	90,196			3,310,973	13,215	22.18
BEA	270.543	26,017,029	96,166	1,182,083	4,369	3,574,973	13,214	22.07
Instructional	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.05
Administrative	23.000	3,840,885	166,995	26,100	1,135	303,600	13,200	21.32
Other				48,521				
Active	339.833	32,177,213	94,685	1,716,108	5,050	4,498,842	13,238	21.97
Certificated Total	339.833	32,177,213	94,685	1,716,108	5,050	4,498,842	13,238	21.97
Instructional for Funding Purposes	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	316.833	28,336,328	89,436	1,641,487	5,181	4,195,242	13,241	22.05
K-3 Program 01 Teacher	85.000	7,555,455	88,888			1,128,519	13,277	22.28
K-3 Program 21 Teacher	11.000	816,069	74,188			141,768	12,888	20.62
Grade T Program 09 Teacher	3.000	217,904	72,635			39,600	13,200	18.92

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	4.825	338,686	70,194			63,690	13,200	20.00
21	0.800	57,465	71,831			10,560	13,200	20.00
24	0.200	14,366	71,830			2,640	13,200	20.00
51	0.600	41,298	68,830			7,920	13,200	20.00
55	0.300	22,369	74,563			3,960	13,200	20.00
65	0.050	4,291	85,820			660	13,200	20.00
74	0.050	6,222	124,440			660	13,200	20.00
79	1.350	99,072	73,387			17,820	13,200	20.00
97	0.825	102,663	124,440			10,890	13,200	20.00
Program 21 Instructional	0.800	57,465	71,831			10,560	13,200	20.00
K-12 Program 21 Instructional	0.800	57,465	71,831			10,560	13,200	20.00
9-12 BEA Instructional	4.825	338,686	70,194			63,690	13,200	20.00
K-12 BEA Instructional	4.825	338,686	70,194			63,690	13,200	20.00
K-12 BEA Administrative	0.825	102,663	124,440			10,890	13,200	20.00
BEA	5.650	441,349	78,115			74,580	13,200	20.00
Instructional	8.000	561,992	70,249			105,600	13,200	20.00
Administrative	1.000	124,440	124,440			13,200	13,200	20.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	9.000	686,432	76,270			118,800	13,200	20.00
Certificated Total	9.000	686,432	76,270			118,800	13,200	20.00
Instructional for Funding Purposes	8.000	561,992	70,249			105,600	13,200	20.00
Instructional for Compliance Purposes	8.000	561,992	70,249			105,600	13,200	20.00

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	20.104	1,619,425	80,552	39,789	1,979	276,281	13,743	116.53
14	0.566	37,718	66,640			7,811	13,800	115.96
21	2.000	144,091	72,046	3,202	1,601	27,600	13,800	106.84
31	2.167	151,840	70,069	7,760	3,581	30,604	14,123	108.13
34	0.668	44,534	66,668			9,419	14,100	106.82
51	0.301	29,167	96,900	5,641	18,741	6,872	22,832	109.98
52	1.000	53,870	53,870			13,800	13,800	110.24
55	1.071	78,851	73,624			17,612	16,445	123.94
58				22,038				
97	1.000	158,200	158,200			13,200	13,200	107.49
Program 21 Instructional	2.000	144,091	72,046	3,202	1,601	27,600	13,800	106.84
K-12 Program 21 Instructional	1.870	136,994	73,259	3,202	1,712	25,806	13,800	106.67
Program 31 Instructional	2.167	151,840	70,069	7,760	3,581	30,604	14,123	108.13
Program 34 Instructional	0.668	44,534	66,668			9,419	14,100	106.82
K-3 BEA Instructional	6.573	441,271	67,134	757	115	88,138	13,409	116.67
4-6 BEA Instructional	3.268	241,684	73,955			47,465	14,524	120.60
7-8 BEA Instructional	3.250	254,380	78,271	885	272	44,475	13,685	102.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.581	585,914	77,287	26,610	3,510	106,142	14,001	110.66
K-12 BEA Instructional	20.672	1,523,249	73,687	28,252	1,367	286,220	13,846	112.31
K-12 BEA Administrative	2.000	265,470	132,735			26,400	13,200	134.53
BEA	23.939	1,973,999	82,460	47,549	1,986	329,504	13,764	114.93
Instructional	25.444	1,851,066	72,751	65,659	2,581	357,625	14,055	112.51
Administrative	3.166	439,550	138,834			41,891	13,231	123.33
Other	0.267	27,080	101,423	12,771	47,831	3,685	13,800	111.01
Active	28.877	2,317,696	80,261	78,430	2,716	403,200	13,963	114.55
Certificated Total	28.877	2,317,696	80,261	78,430	2,716	403,200	13,963	114.55
Instructional for Funding Purposes	25.444	1,851,066	72,751	65,659	2,581	357,625	14,055	112.51
Instructional for Compliance Purposes	25.444	1,851,066	72,751	65,659	2,581	357,625	14,055	112.51
K-3 Program 01 Teacher	6.335	425,483	67,164	757	119	87,423	13,800	116.94
K-3 Program 21 Teacher	0.510	27,845	54,598			7,038	13,800	110.11

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	215.778	19,952,899	92,470	1,083,928	5,023	2,878,172	13,339	18.15
02	2.000	222,036	111,018	9,385	4,693	26,400	13,200	17.90
13	0.650	72,318	111,258	6,830	10,508	8,580	13,200	18.16
14	0.350	38,940	111,257	3,678	10,509	4,620	13,200	18.16
21	38.406	3,306,477	86,093	270,619	7,046	518,760	13,507	17.58
24	6.555	492,715	75,166	29,172	4,450	106,656	16,271	18.36
31	16.052	1,372,300	85,491	119,709	7,458	226,424	14,106	18.30
34	1.800	169,953	94,418	15,649	8,694	23,760	13,200	18.26
51	2.170	196,829	90,705	17,839	8,221	17,644	8,131	18.29
55	0.370	31,076	83,989	4,262	11,519	4,884	13,200	18.34
58				69,421				
64				7,500				
65	1.500	129,281	86,187	4,310	2,873	19,800	13,200	18.29
74				34,500				
88	1.000	100,458	100,458	3,349	3,349	13,200	13,200	18.21
97	2.000	394,395	197,198	38,510	19,255	26,400	13,200	15.90
K-12 Program 02 Instructional	1.000	65,543	65,543			13,200	13,200	18.50
Program 21 Instructional	37.006	3,122,298	84,373	255,166	6,895	505,560	13,662	17.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	155,432	155,432	15,453	15,453	13,200	13,200	17.55
K-12 Program 21 Instructional	32.846	2,780,273	84,646	36,747	1,119	450,120	13,704	17.65
Program 31 Instructional	15.024	1,250,163	83,211	113,575	7,560	203,324	13,533	18.31
Program 31 Administrative	0.750	105,724	140,965	6,134	8,179	9,900	13,200	18.13
Program 34 Instructional	1.550	134,712	86,911	10,415	6,719	20,460	13,200	18.29
Program 34 Administrative	0.250	35,241	140,964	5,234	20,936	3,300	13,200	18.13
K-3 BEA Instructional	85.038	7,413,226	87,175	2,420	28	1,153,020	13,559	18.28
4-6 BEA Instructional	43.600	3,659,575	83,935			575,520	13,200	18.28
7-8 BEA Instructional	30.636	2,604,287	85,007			401,016	13,090	18.23
9-12 BEA Instructional	53.250	4,665,143	87,608	16,577	311	708,400	13,303	18.29
K-12 BEA Instructional	212.524	18,342,231	86,307	18,997	89	2,837,956	13,354	18.27
K-12 BEA Administrative	3.000	433,530	144,510			39,600	13,200	17.91
BEA	237.630	22,111,583	93,050	1,267,181	5,333	3,181,156	13,387	18.12
Instructional	261.780	22,505,793	85,972	1,474,378	5,632	3,505,700	13,392	18.20
Administrative	24.000	3,799,993	158,333	240,327	10,014	316,800	13,200	17.41
Other	2.451	145,144	59,218	3,956	1,614	52,800	21,542	16.04
Active	288.231	26,450,930	91,770	1,718,661	5,963	3,875,300	13,445	18.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	0.400	28,747	71,868					
Certificated Total	288.631	26,479,677	91,742	1,718,661	5,955	3,875,300	13,426	18.05
Instructional for Funding Purposes	262.180	22,534,540	85,951	1,474,378	5,624	3,505,700	13,371	18.18
Instructional for Compliance Purposes	261.780	22,505,793	85,972	1,474,378	5,632	3,505,700	13,392	18.20
K-3 Program 01 Teacher	77.544	6,657,036	85,848	2,420	31	1,047,420	13,507	18.24
K-3 Program 21 Teacher	3.230	238,875	73,955			39,996	12,383	17.38

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	53.520	4,983,027	93,106	203,592	3,804	769,745	14,382	9.99
02	1.089	89,679	82,350	7,877	7,233	52,800	48,485	9.21
13	0.082	6,741	82,207			1,439	17,546	9.69
31	3.400	260,953	76,751	41,935	12,334	44,880	13,200	9.25
51	1.000	91,379	91,379	7,538	7,538	26,400	26,400	9.23
52	0.668	55,048	82,407			11,761	17,607	9.69
55	1.036	83,645	80,738	7,958	7,681	16,975	16,385	9.40
58				68,266				
65				5,000				
74				5,000				
97	1.000	175,000	175,000			13,200	13,200	8.51
K-12 Program 02 Instructional	1.089	89,679	82,350	2,876	2,641	52,800	48,485	9.21
Program 31 Instructional	3.400	260,953	76,751	25,069	7,373	44,880	13,200	9.25
Program 31 Administrative				16,866				
K-3 BEA Instructional	16.714	1,404,114	84,008	49,543	2,964	233,825	13,990	9.77
4-6 BEA Instructional	10.666	1,018,062	95,449	30,177	2,829	156,631	14,685	10.23
7-8 BEA Instructional	7.834	826,478	105,499	25,132	3,208	133,769	17,075	11.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	18.839	1,558,460	82,725	99,262	5,269	290,400	15,415	9.47
K-12 BEA Instructional	54.053	4,807,114	88,933	204,114	3,776	814,625	15,071	10.02
K-12 BEA Administrative	3.956	526,545	133,100	24,790	6,266	52,800	13,347	9.19
BEA	59.009	5,508,659	93,353	253,404	4,294	880,625	14,924	9.89
Instructional	56.089	4,982,138	88,826	280,876	5,008	858,000	15,297	9.99
Administrative	5.706	763,334	133,777	66,290	11,618	79,200	13,880	9.08
Active	61.795	5,745,472	92,976	347,166	5,618	937,200	15,166	9.87
Certificated Total	61.795	5,745,472	92,976	347,166	5,618	937,200	15,166	9.87
Instructional for Funding Purposes	56.089	4,982,138	88,826	280,876	5,008	858,000	15,297	9.99
Instructional for Compliance Purposes	56.089	4,982,138	88,826	280,876	5,008	858,000	15,297	9.99
K-3 Program 01 Teacher	16.714	1,404,114	84,008	31,168	1,865	233,825	13,990	9.77

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	12.590	804,184	63,875			138,600	11,009	17.95
21	1.000	252,300	252,300			6,600	6,600	5.91
24	0.500	37,500	75,000			6,600	13,200	20.00
51	0.400	28,143	70,358			5,280	13,200	20.00
74	0.100	9,500	95,000			1,320	13,200	20.00
79	1.000	82,000	82,000			13,200	13,200	20.00
97	1.000	120,000	120,000			13,200	13,200	20.00
Program 21 Instructional	0.500	37,500	75,000			6,600	13,200	20.00
K-12 Program 21 Instructional	0.500	37,500	75,000			6,600	13,200	20.00
9-12 BEA Instructional	9.990	668,184	66,885			130,680	13,081	19.93
K-12 BEA Instructional	9.990	668,184	66,885			130,680	13,081	19.93
K-12 BEA Administrative	1.600	177,000	110,625			21,120	13,200	20.00
BEA	13.590	924,184	68,005			151,800	11,170	18.22
Instructional	12.090	824,827	68,224			158,400	13,102	19.94
Administrative	2.000	215,000	107,500			26,400	13,200	20.00
Active	14.090	1,039,827	73,799			184,800	13,116	19.95
K-12 BEA Contracted	2.000	79,000	39,500					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	16.590	1,333,627	80,387			184,800	11,139	17.14
Instructional for Funding Purposes	14.590	1,118,627	76,671			158,400	10,857	16.52
Instructional for Compliance Purposes	12.090	824,827	68,224			158,400	13,102	19.94

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	15.532	1,194,783	76,924	41,634	2,681	202,343	13,027	17.90
09	1.289	89,676	69,570	250	194	17,015	13,200	17.98
21	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.91
31	1.690	145,097	85,856			22,308	13,200	17.81
34	0.270	24,386	90,319			3,564	13,200	17.81
52	0.380	28,410	74,763			5,016	13,200	17.90
55	0.082	9,032	110,146			1,082	13,200	17.73
58				18,057				
Program 21 Instructional	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.91
K-12 Program 21 Instructional	2.827	223,532	79,070	5,478	1,938	39,072	13,821	17.91
Program 31 Instructional	1.690	145,097	85,856			22,308	13,200	17.81
Program 34 Instructional	0.270	24,386	90,319			3,564	13,200	17.81
K-3 BEA Instructional	3.285	248,077	75,518	250	76	43,362	13,200	17.92
4-6 BEA Instructional	4.079	254,409	62,370			53,843	13,200	18.04
9-12 BEA Instructional	8.923	743,744	83,351	34,384	3,853	117,784	13,200	17.84
K-12 BEA Instructional	16.287	1,246,230	76,517	34,634	2,126	214,988	13,200	17.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	0.435	46,401	106,669			5,742	13,200	17.73
BEA	17.492	1,364,266	77,994	41,634	2,380	228,215	13,047	17.89
Instructional	20.816	1,591,686	76,465	58,419	2,806	276,527	13,284	17.90
Administrative	0.918	97,996	106,749			12,118	13,200	17.73
Other	0.336	25,234	75,101	7,000	20,833	1,756	5,225	17.98
Active	22.070	1,714,916	77,703	65,419	2,964	290,400	13,158	17.89
Certificated Total	22.070	1,714,916	77,703	65,419	2,964	290,400	13,158	17.89
Instructional for Funding Purposes	20.816	1,591,686	76,465	58,419	2,806	276,527	13,284	17.90
Instructional for Compliance Purposes	20.816	1,591,686	76,465	58,419	2,806	276,527	13,284	17.90
K-3 Program 01 Teacher	3.285	248,077	75,518	250	76	43,362	13,200	17.92
K-3 Program 21 Teacher	1.052	86,284	82,019			14,890	14,154	17.89

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	21.183	1,725,918	81,477	99,179	4,682	286,730	13,536	18.64
13	2.092	212,967	101,801			36,300	17,352	18.81
21	2.970	266,980	89,892	2,845	958	40,260	13,556	18.66
31	1.572	118,812	75,580	24,951	15,872	21,120	13,435	18.70
34	0.394	29,703	75,388	504	1,279	5,280	13,401	18.70
55	0.440	34,925	79,375			5,940	13,500	18.79
58				6,206				
65	0.028	2,593	92,607	1,500	53,571	370	13,200	18.69
97	1.000	144,674	144,674			13,200	13,200	18.21
Program 21 Instructional	2.770	246,417	88,959	2,845	1,027	36,960	13,343	18.69
Program 21 Administrative	0.200	20,563	102,815			3,300	16,500	18.38
K-12 Program 21 Instructional	2.770	246,417	88,959	2,845	1,027	36,960	13,343	18.69
Program 31 Instructional	1.572	118,812	75,580	24,951	15,872	21,120	13,435	18.70
Program 34 Instructional	0.394	29,703	75,388	504	1,279	5,280	13,401	18.70
K-3 BEA Instructional	7.094	566,887	79,911	22,676	3,197	95,225	13,423	18.78
4-6 BEA Instructional	2.070	176,290	85,164	6,565	3,171	27,799	13,430	18.62
7-8 BEA Instructional	5.611	442,072	78,787	9,912	1,767	77,933	13,889	18.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.374	571,370	77,484	37,300	5,058	98,974	13,422	18.61
K-12 BEA Instructional	22.149	1,756,619	79,309	76,453	3,452	299,930	13,541	18.67
BEA	24.149	2,019,107	83,610	124,634	5,161	326,330	13,513	18.62
Instructional	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	18.71
Administrative	3.800	469,179	123,468			52,800	13,895	18.34
Other				48,181				
Active	29.679	2,536,572	85,467	135,185	4,555	409,200	13,788	18.64
Certificated Total	29.679	2,536,572	85,467	135,185	4,555	409,200	13,788	18.64
Instructional for Funding Purposes	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	18.71
Instructional for Compliance Purposes	25.879	2,067,393	79,887	87,004	3,362	356,400	13,772	18.71
K-3 Program 01 Teacher	6.701	532,346	79,443	22,676	3,384	89,945	13,423	18.79
K-3 Program 21 Teacher	0.668	63,694	95,350			8,818	13,200	18.63

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	9.934	675,303	67,979	16,768	1,688	145,200	14,616	18.38
21	1.000	91,254	91,254	27,039	27,039	13,200	13,200	17.75
31	1.931	144,232	74,693	8,518	4,411	34,320	17,773	18.95
34	0.400	30,119	75,298	507	1,268	5,280	13,200	18.58
51	0.200	18,251	91,255	2,421	12,105			17.75
55	0.250	22,814	91,256	2,535	10,140			17.75
58	0.450	41,064	91,253					17.75
65	0.050	4,563	91,260					17.75
74	0.050	4,563	91,260					17.75
97	0.800	88,338	110,423			13,200	16,500	17.92
Program 21 Instructional	1.000	91,254	91,254	2,534	2,534	13,200	13,200	17.75
Program 21 Administrative				24,505				
K-12 Program 21 Instructional	1.000	91,254	91,254	2,534	2,534	13,200	13,200	17.75
Program 31 Instructional	1.931	144,232	74,693	8,518	4,411	34,320	17,773	18.95
Program 34 Instructional	0.400	30,119	75,298	507	1,268	5,280	13,200	18.58
K-3 BEA Instructional	2.174	162,682	74,831	6,681	3,073	41,897	19,272	18.16
4-6 BEA Instructional	1.967	129,823	66,001	1,344	683	26,400	13,421	18.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	0.550	39,209	71,289			7,260	13,200	18.46
9-12 BEA Instructional	7.048	471,980	66,967	15,347	2,177	102,300	14,515	18.60
K-12 BEA Instructional	12.265	849,654	69,275	23,372	1,906	184,800	15,067	18.51
BEA	13.065	937,992	71,794	25,793	1,974	198,000	15,155	18.44
Instructional	14.265	1,032,163	72,356	30,862	2,163	198,000	13,880	18.38
Administrative	0.800	88,338	110,423	26,926	33,658	13,200	16,500	17.92
Active	15.065	1,120,501	74,378	57,788	3,836	211,200	14,019	18.33
Certificated Total	15.065	1,120,501	74,378	57,788	3,836	211,200	14,019	18.33
Instructional for Funding Purposes	14.265	1,032,163	72,356	30,862	2,163	198,000	13,880	18.38
Instructional for Compliance Purposes	14.265	1,032,163	72,356	30,862	2,163	198,000	13,880	18.38
K-3 Program 01 Teacher	2.174	162,682	74,831	6,681	3,073	41,897	19,272	18.16
K-3 Program 21 Teacher	0.500	45,627	91,254	1,267	2,534	6,600	13,200	17.75

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	32.220	2,834,905	87,986	226,020	7,015	469,260	14,564	68.61
09	2.000	134,241	67,121			26,400	13,200	69.22
21	3.450	223,451	64,768	1,731	502	46,200	13,391	73.62
31	3.930	333,039	84,743	7,796	1,984	51,876	13,200	72.43
34	1.170	103,598	88,545			15,444	13,200	71.59
51	1.460	135,865	93,058			25,872	17,721	58.64
52				11,177				
55	2.420	253,632	104,807			40,788	16,855	75.25
58				12,000				
65	0.800	57,888	72,360			10,560	13,200	60.85
74				4,500				
97	1.000	87,000	87,000			13,200	13,200	35.44
Program 21 Instructional	2.950	166,111	56,309	1,731	587	39,600	13,424	71.05
Program 21 Administrative	0.500	57,340	114,680			6,600	13,200	82.48
K-12 Program 21 Instructional	2.950	166,111	56,309			39,600	13,424	71.05
Program 31 Instructional	3.830	319,166	83,333	7,796	2,036	50,556	13,200	72.63
Program 31 Administrative	0.100	13,873	138,730			1,320	13,200	67.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.170	103,598	88,545			15,444	13,200	71.59
K-3 BEA Instructional	11.990	989,288	82,509	19,306	1,610	173,580	14,477	66.58
4-6 BEA Instructional	4.840	374,512	77,379	527	109	68,376	14,127	68.20
7-8 BEA Instructional	6.670	652,284	97,794	16,510	2,475	112,200	16,822	67.13
9-12 BEA Instructional	11.170	936,603	83,850	20,554	1,840	147,444	13,200	73.36
K-12 BEA Instructional	34.670	2,952,687	85,165	56,897	1,641	501,600	14,468	69.13
K-12 BEA Administrative	2.150	262,855	122,258	25,000	11,628	28,380	13,200	67.87
BEA	38.320	3,358,542	87,645	233,816	6,102	549,780	14,347	68.40
Instructional	43.450	3,601,211	82,882	238,224	5,483	633,600	14,582	68.87
Administrative	5.000	562,408	112,482	25,000	5,000	66,000	13,200	67.17
Active	48.450	4,163,619	85,936	263,224	5,433	699,600	14,440	68.66
Certificated Total	48.450	4,163,619	85,936	263,224	5,433	699,600	14,440	68.66
Instructional for Funding Purposes	43.450	3,601,211	82,882	238,224	5,483	633,600	14,582	68.87
Instructional for Compliance Purposes	43.450	3,601,211	82,882	238,224	5,483	633,600	14,582	68.87
K-3 Program 01 Teacher	11.160	937,205	83,979	3,619	324	156,024	13,981	68.25
Grade T Program 09 Teacher	2.000	134,241	67,121			26,400	13,200	69.22

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	14.300	1,225,071	85,669	26,294	1,839	195,360	13,662	18.52
09	1.000	58,271	58,271	971	971	13,200	13,200	19.10
14				4,500				
21	1.000	59,412	59,412	990	990	13,200	13,200	19.09
31	1.634	115,601	70,747	2,426	1,485	21,569	13,200	19.08
34	0.566	40,845	72,164	681	1,203	7,471	13,200	19.12
97	0.751	87,376	116,346			13,200	17,577	18.67
Program 21 Instructional	1.000	59,412	59,412	990	990	13,200	13,200	19.09
K-12 Program 21 Instructional	1.000	59,412	59,412	990	990	13,200	13,200	19.09
Program 31 Instructional	1.634	115,601	70,747	2,426	1,485	21,569	13,200	19.08
Program 34 Instructional	0.566	40,845	72,164	681	1,203	7,471	13,200	19.12
K-3 BEA Instructional	4.000	318,141	79,535	12,696	3,174	52,800	13,200	18.80
4-6 BEA Instructional	3.000	271,154	90,385			39,600	13,200	18.77
7-8 BEA Instructional	2.133	174,469	81,795			28,156	13,200	18.73
9-12 BEA Instructional	6.367	505,753	79,433	12,205	1,917	90,644	14,237	18.30
K-12 BEA Instructional	15.500	1,269,517	81,904	24,901	1,607	211,200	13,626	18.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	17.251	1,468,893	85,148	29,401	1,704	237,600	13,773	18.59
Instructional	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.62
Administrative	1.751	199,376	113,864			26,400	15,077	18.63
Other				4,500				
Active	19.251	1,586,576	82,415	35,862	1,863	264,000	13,714	18.63
Certificated Total	19.251	1,586,576	82,415	35,862	1,863	264,000	13,714	18.63
Instructional for Funding Purposes	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.62
Instructional for Compliance Purposes	17.500	1,387,200	79,269	31,362	1,792	237,600	13,577	18.62
K-3 Program 01 Teacher	4.000	318,141	79,535	1,384	346	52,800	13,200	18.80

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	8.121	680,004	83,734	24,654	3,036	107,197	13,200	15.85
31	0.630	54,762	86,924			8,316	13,200	17.86
51				7,753				
55	0.249	14,604	58,651			3,287	13,200	18.12
69	0.500	29,208	58,416			6,600	13,200	18.12
97	0.500	68,000	136,000			6,600	13,200	17.79
Program 31 Instructional	0.630	54,762	86,924			8,316	13,200	17.86
K-3 BEA Instructional	2.000	163,642	81,821	3,346	1,673	26,400	13,200	17.86
4-6 BEA Instructional	1.000	86,924	86,924	4,300	4,300	13,200	13,200	17.85
7-8 BEA Instructional	2.010	165,948	82,561			26,532	13,200	15.80
9-12 BEA Instructional	3.241	250,252	77,214	9,060	2,795	42,781	13,200	13.90
K-12 BEA Instructional	8.251	666,766	80,810	16,706	2,025	108,913	13,200	15.82
K-12 BEA Administrative	1.000	136,000	136,000			13,200	13,200	17.79
BEA	9.251	802,766	86,776	24,654	2,665	122,113	13,200	16.14
Instructional	9.000	710,578	78,953	32,407	3,601	118,800	13,200	15.96
Administrative	1.000	136,000	136,000			13,200	13,200	17.79
Active	10.000	846,578	84,658	32,407	3,241	132,000	13,200	16.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	10.000	846,578	84,658	32,407	3,241	132,000	13,200	16.25
Instructional for Funding Purposes	9.000	710,578	78,953	32,407	3,601	118,800	13,200	15.96
Instructional for Compliance Purposes	9.000	710,578	78,953	32,407	3,601	118,800	13,200	15.96
K-3 Program 01 Teacher	2.000	163,642	81,821	3,346	1,673	26,400	13,200	17.86

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	118.809	10,704,048	90,095	28,665	241	1,625,468	13,681	18.08
02	3.860	388,705	100,701			57,290	14,842	18.07
13	2.600	211,464	81,332			35,410	13,619	18.10
14	0.800	50,187	62,734			10,560	13,200	18.10
21	23.047	1,992,538	86,455	53,781	2,334	320,913	13,924	18.08
24	1.968	211,844	107,644			26,514	13,473	18.10
31	2.983	239,421	80,262			45,525	15,261	18.36
34	0.700	67,532	96,474			9,273	13,248	18.06
51	1.984	180,878	91,168			26,519	13,367	18.10
52	0.446	48,009	107,643			5,887	13,200	18.10
55	3.022	295,452	97,767			40,699	13,468	18.10
58				62,060				
65	1.288	128,119	99,471			17,695	13,738	18.10
74	0.384	34,459	89,737			5,069	13,200	18.10
97	0.800	163,169	203,961			10,560	13,200	16.72
K-12 Program 02 Instructional	3.610	347,708	96,318			53,890	14,928	18.10
Program 21 Instructional	22.247	1,860,833	83,644	53,781	2,417	310,353	13,950	18.10
Program 21 Administrative	0.800	131,705	164,631			10,560	13,200	17.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	20.150	1,667,258	82,742	45,781	2,272	276,099	13,702	18.10
Program 31 Instructional	2.833	214,726	75,795			43,445	15,335	18.41
Program 31 Administrative	0.150	24,695	164,633			2,080	13,867	17.82
Program 34 Instructional	0.650	59,300	91,231			8,580	13,200	18.10
Program 34 Administrative	0.050	8,232	164,640			693	13,867	17.82
K-3 BEA Instructional	47.549	3,915,313	82,343	4,000	84	661,243	13,907	18.10
4-6 BEA Instructional	23.994	2,109,406	87,914			324,486	13,524	18.10
7-8 BEA Instructional	17.266	1,423,101	82,422	5,100	295	238,942	13,839	18.10
9-12 BEA Instructional	30.143	2,828,411	93,833	19,565	649	412,537	13,686	18.13
K-12 BEA Instructional	118.952	10,276,231	86,390	28,665	241	1,637,209	13,764	18.10
K-12 BEA Administrative	6.400	958,844	149,819			86,614	13,534	17.93
BEA	127.152	11,562,875	90,937	28,665	225	1,748,117	13,748	18.07
Instructional	153.691	13,297,476	86,521	144,506	940	2,115,915	13,767	18.10
Administrative	8.800	1,385,423	157,434			118,695	13,488	17.77
Other	0.200	32,926	164,630			2,773	13,867	17.82
Active	162.691	14,715,825	90,453	144,506	888	2,237,383	13,752	18.07
Certificated Total	162.691	14,715,825	90,453	144,506	888	2,237,383	13,752	18.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	153.691	13,297,476	86,521	144,506	940	2,115,915	13,767	18.10
Instructional for Compliance Purposes	153.691	13,297,476	86,521	144,506	940	2,115,915	13,767	18.10
K-3 Program 01 Teacher	41.798	3,360,100	80,389			573,803	13,728	18.10
K-3 Program 21 Teacher	2.791	215,179	77,097			42,443	15,207	18.10

Yakama Nation Tribal Compact (39901)

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.000	589,852	65,539			14,142	1,571	21.88
21	1.000	66,830	66,830			3,226	3,226	29.92
79	1.000	68,827	68,827			1,207	1,207	15.94
97	2.000	230,983	115,492			7,854	3,927	15.53
Program 21 Instructional	1.000	66,830	66,830			3,226	3,226	29.92
K-12 Program 21 Instructional	1.000	66,830	66,830			3,226	3,226	29.92
7-8 BEA Instructional	1.000	64,875	64,875			1,233	1,233	18.74
9-12 BEA Instructional	8.000	524,977	65,622			12,909	1,614	22.27
K-12 BEA Instructional	9.000	589,852	65,539			14,142	1,571	21.88
BEA	11.000	820,835	74,621			21,996	2,000	20.09
Instructional	11.000	725,509	65,955			18,575	1,689	22.06
Administrative	2.000	230,983	115,492			7,854	3,927	15.53
Active	13.000	956,492	73,576			26,429	2,033	20.48
Certificated Total	13.000	956,492	73,576			26,429	2,033	20.48
Instructional for Funding Purposes	11.000	725,509	65,955			18,575	1,689	22.06
Instructional for Compliance Purposes	11.000	725,509	65,955			18,575	1,689	22.06

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	768.499	70,196,301	91,342	4,840,115	6,298	10,159,446	13,220	18.44
02	6.200	556,945	89,830	47,148	7,605	81,840	13,200	18.45
03	1.350	163,011	120,749	7,792	5,772	17,820	13,200	18.32
21	151.400	13,534,867	89,398	1,202,970	7,946	2,016,960	13,322	18.46
24	12.600	998,489	79,245	88,557	7,028	166,320	13,200	18.52
31	55.700	5,030,090	90,307	374,463	6,723	735,240	13,200	18.45
34	12.700	1,140,549	89,807	104,401	8,221	167,640	13,200	18.45
45	21.000	2,033,982	96,856	137,454	6,545	277,200	13,200	18.40
51	24.500	2,474,342	100,994	1,275,741	52,071	326,700	13,335	18.41
52	7.000	692,109	98,873	47,332	6,762	92,400	13,200	18.41
53	3.375	278,206	82,431	45,651	13,526	44,550	13,200	18.42
55	52.300	4,869,632	93,110	344,580	6,589	690,360	13,200	18.44
56	4.000	388,292	97,073	26,750	6,688	52,800	13,200	18.42
58	0.650	67,600	104,000	5,307	8,165	8,580	13,200	18.38
65	30.500	2,976,478	97,589	207,392	6,800	402,600	13,200	18.40
79	3.300	313,841	95,103	14,480	4,388	43,560	13,200	18.45
97	7.000	1,483,362	211,909	90,515	12,931	92,400	13,200	16.32
K-12 Program 02 Instructional	5.900	508,945	86,262	30,977	5,250	77,880	13,200	18.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	144.000	12,455,892	86,499	1,195,290	8,301	1,919,280	13,328	18.47
Program 21 Administrative	7.400	1,078,975	145,807	7,680	1,038	97,680	13,200	18.43
K-12 Program 21 Instructional	124.440	10,714,830	86,104	153,812	1,236	1,661,088	13,349	18.47
Program 26, 56, and 59 Instructional	4.000	388,292	97,073	26,750	6,688	52,800	13,200	18.42
Program 31 Instructional	55.700	5,030,090	90,307	374,463	6,723	735,240	13,200	18.45
Program 34 Instructional	12.700	1,140,549	89,807	104,401	8,221	167,640	13,200	18.45
K-3 BEA Instructional	288.724	24,294,215	84,143			3,824,251	13,245	18.49
4-6 BEA Instructional	152.380	12,827,062	84,178			2,012,525	13,207	18.50
7-8 BEA Instructional	107.155	9,388,844	87,619			1,414,446	13,200	18.46
9-12 BEA Instructional	252.165	22,556,998	89,453	1,750,875	6,943	3,329,634	13,204	18.45
K-12 BEA Instructional	800.424	69,067,119	86,288	1,750,875	2,187	10,580,856	13,219	18.48
BEA	872.449	80,604,240	92,388	5,601,888	6,421	11,531,586	13,217	18.40
Instructional	1,080.074	94,174,255	87,192	8,683,433	8,040	14,294,016	13,234	18.47
Administrative	80.000	12,757,830	159,473	176,015	2,200	1,056,000	13,200	17.96
Other	1.000	159,000	159,000	1,200	1,200	13,200	13,200	18.28
Active	1,161.074	107,091,085	92,235	8,860,648	7,631	15,363,216	13,232	18.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	107,011	107,011			13,200	13,200	18.37
Certificated Total	1,162.074	107,198,096	92,247	8,860,648	7,625	15,376,416	13,232	18.41
Instructional for Funding Purposes	1,076.074	93,785,963	87,156	8,656,683	8,045	14,241,216	13,234	18.47
Instructional for Compliance Purposes	1,076.074	93,785,963	87,156	8,656,683	8,045	14,241,216	13,234	18.47
K-3 Program 01 Teacher	252.778	21,046,227	83,260			3,349,764	13,252	18.50
K-3 Program 21 Teacher	24.890	2,033,611	81,704			328,548	13,200	18.51

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	277.508	24,371,358	87,822	1,200,362	4,326	3,733,488	13,454	18.35
02	5.000	510,472	102,094	14,814	2,963	66,000	13,200	18.35
09	2.000	163,771	81,886	1,562	781	26,400	13,200	18.40
13	3.670	383,318	104,446	16,539	4,507	48,444	13,200	18.34
21	50.206	4,227,034	84,194	377,889	7,527	668,580	13,317	18.37
24	6.350	486,541	76,621	32,433	5,108	83,820	13,200	18.42
31	21.300	1,875,891	88,070	355,896	16,709	275,880	12,952	18.06
34	1.700	129,890	76,406	18,145	10,674	22,440	13,200	18.38
51	6.300	595,941	94,594	5,514	875	83,160	13,200	18.37
52	3.000	280,370	93,457	4,673	1,558	39,600	13,200	18.37
55	10.000	921,479	92,148	7,234	723	132,000	13,200	18.37
58				96,304				
65	0.600	46,387	77,312	773	1,288	7,920	13,200	18.42
69	1.000	107,531	107,531	11,102	11,102	13,200	13,200	18.31
74	0.990	111,030	112,152			13,068	13,200	18.31
79	1.000	110,757	110,757	21,312	21,312	13,200	13,200	18.31
97	1.000	213,572	213,572	21,587	21,587	19,200	19,200	16.13
K-12 Program 02 Instructional	5.000	510,472	102,094			66,000	13,200	18.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	47.206	3,796,352	80,421	334,555	7,087	628,980	13,324	18.41
Program 21 Administrative	3.000	430,682	143,561	43,334	14,445	39,600	13,200	18.04
K-12 Program 21 Instructional	38.967	3,200,278	82,128	9,505	244	514,800	13,211	18.40
Program 31 Instructional	20.400	1,740,827	85,335	344,137	16,869	264,000	12,941	18.05
Program 31 Administrative	0.900	135,064	150,071	11,759	13,066	11,880	13,200	18.16
Program 34 Instructional	1.600	114,882	71,801	16,839	10,524	21,120	13,200	18.41
Program 34 Administrative	0.100	15,008	150,080	1,306	13,060	1,320	13,200	18.16
K-3 BEA Instructional	104.536	8,581,137	82,088	2,972	28	1,398,910	13,382	18.37
4-6 BEA Instructional	39.232	3,215,784	81,968			523,512	13,344	18.35
7-8 BEA Instructional	62.556	5,430,650	86,813	10,814	173	838,913	13,411	18.42
9-12 BEA Instructional	77.844	6,659,205	85,546	59,767	768	1,054,786	13,550	18.31
K-12 BEA Instructional	284.168	23,886,776	84,059	73,553	259	3,816,120	13,429	18.36
BEA	306.508	27,101,183	88,419	1,610,804	5,255	4,117,008	13,432	18.31
Instructional	361.624	30,371,713	83,987	1,762,710	4,874	4,844,400	13,396	18.37
Administrative	29.000	4,056,799	139,890	401,745	13,853	388,800	13,407	17.98
Other	1.000	106,830	106,830	21,684	21,684	13,200	13,200	18.31
Active	391.624	34,535,342	88,185	2,186,139	5,582	5,246,400	13,397	18.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	391.624	34,535,342	88,185	2,186,139	5,582	5,246,400	13,397	18.32
Instructional for Funding Purposes	361.624	30,371,713	83,987	1,762,710	4,874	4,844,400	13,396	18.37
Instructional for Compliance Purposes	361.624	30,371,713	83,987	1,762,710	4,874	4,844,400	13,396	18.37
K-3 Program 01 Teacher	92.984	7,624,575	81,999	2,972	32	1,236,893	13,302	18.37
K-3 Program 21 Teacher	8.532	706,622	82,820	4,164	488	112,622	13,200	18.38
Grade T Program 09 Teacher	2.000	163,771	81,886			26,400	13,200	18.40

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	66.838	6,370,059	95,306	237,675	3,556	959,192	14,351	17.88
09	2.952	190,059	64,383			38,966	13,200	18.36
21	3.936	417,995	106,198	12,020	3,054	56,575	14,374	17.77
24	0.984	144,090	146,433			25,978	26,400	18.71
31	3.602	269,229	74,744	17,023	4,726	48,796	13,547	18.18
51	1.473	149,211	101,297	18,690	12,688	19,444	13,200	18.07
52				37,712				
55	0.979	198,537	202,796	93,950	95,965	27,232	27,816	17.78
64				37,187				
65	2.267	199,144	87,845			40,709	17,957	18.24
69	0.650	55,174	84,883			8,580	13,200	17.97
74		17,500		6,232		1,320		16.42
79	0.590	60,150	101,949	37,721	63,934	12,989	22,015	18.31
97	0.750	203,750	271,667	26,038	34,717	14,520	19,360	16.15
99	0.250	47,500	190,000			3,300	13,200	16.03
Program 21 Instructional	3.936	356,745	90,636	12,020	3,054	51,955	13,200	18.00
Program 21 Administrative		61,250				4,620		16.42
K-12 Program 21 Instructional	3.936	356,745	90,636	12,020	3,054	51,955	13,200	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
Program 31 Instructional	3.352	233,133	69,550	17,023	5,078	44,246	13,200	18.22
Program 31 Administrative	0.250	36,096	144,384			4,550	18,200	17.86
K-3 BEA Instructional	20.307	1,674,813	82,475	3,040	150	270,613	13,326	18.07
4-6 BEA Instructional	13.221	1,276,789	96,573	4,970	376	193,076	14,604	17.64
7-8 BEA Instructional	11.682	1,036,103	88,692	42,153	3,608	155,932	13,348	17.81
9-12 BEA Instructional	20.230	1,817,376	89,836	130,129	6,432	279,167	13,800	17.96
K-12 BEA Instructional	65.440	5,805,081	88,708	180,292	2,755	898,788	13,735	17.89
K-12 BEA Administrative	5.000	834,207	166,841	58,746	11,749	109,200	21,840	17.92
BEA	71.190	6,843,038	96,124	280,736	3,943	1,022,508	14,363	17.84
Instructional	79.271	7,123,191	89,859	417,572	5,268	1,122,000	14,154	17.95
Administrative	6.000	1,199,207	199,868	91,016	15,169	135,600	22,600	17.40
Other				15,660				
Active	85.271	8,322,398	97,599	524,248	6,148	1,257,600	14,748	17.87
Certificated Total	85.271	8,322,398	97,599	524,248	6,148	1,257,600	14,748	17.87
Instructional for Funding Purposes	79.271	7,123,191	89,859	417,572	5,268	1,122,000	14,154	17.95
Instructional for Compliance Purposes	79.271	7,123,191	89,859	417,572	5,268	1,122,000	14,154	17.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 Program 01 Teacher	18.932	1,569,314	82,892			252,463	13,335	18.06
K-3 Program 21 Teacher	1.308	118,571	90,651	6,010	4,595	17,266	13,200	18.12
Grade T Program 09 Teacher	2.952	190,059	64,383			38,966	13,200	18.36