

SALARY INFORMATION

Salary and Benefit Limitation Law

RCW 28A.400.200 Salaries and Compensation for Employees—Minimum Amounts—Limitations—Supplemental Contracts.

(1) Every school district board of directors shall fix, alter, allow, and order paid salaries and compensation for all district employees in conformance with this section.

(2)(a) Salaries for certificated instructional staff shall not be less than the salary provided in the appropriations act in the statewide salary allocation schedule for an employee with a baccalaureate degree and zero years of service; and

(b) Salaries for certificated instructional staff with a masters degree shall not be less than the salary provided in the appropriations act in the state-wide salary allocation schedule for an employee with a masters degree and zero years of service;

(3)(a) The actual average salary paid to certificated instructional staff shall not exceed the district's average certificated instructional staff salary used for the state basic education allocations for that school year as determined pursuant to RCW 28A.150.410.

(b) Fringe benefit contributions for certificated instructional staff shall be included as salary under (a) of this subsection only to the extent that the district's actual average benefit contribution exceeds the amount of the insurance benefits allocation provided per certificated instructional staff unit in the state operating appropriations act in effect at the time the compensation is payable. For purposes of this section, fringe benefits shall not include payment for unused leave for illness or injury under RCW 28A.400.210; employer contributions for old age survivors insurance, workers' compensation, unemployment compensation, and retirement benefits under the Washington state retirement system; or employer contributions for health benefits in excess of the insurance benefits allocation provided per certificated instructional staff unit in the state operating appropriations act in effect at the time the compensation is payable. A school district may not use state funds to provide employer contributions for such excess health benefits.

(c) Salary and benefits for certificated instructional staff in programs other than basic education shall be consistent with the salary and benefits paid to certificated instructional staff in the basic education program.

(4) Salaries and benefits for certificated instructional staff may exceed the limitations in subsection (3) of this section only by separate contract for additional time, additional responsibilities, or incentives. Supplemental contracts shall not cause the state to incur any present or future funding obligation. Supplemental contracts shall be subject to the collective bargaining provisions of chapter 41.59 RCW and the provisions of RCW 28A.405.240, shall not exceed one year, and if not renewed shall not constitute adverse change in accordance with RCW 28A.405.300 through 28A.405.380. No district may enter into a supplemental contract under this subsection for the provision of services which are a part of the basic education program required by Article IX, section 3 of the state Constitution.

(5) Employee benefit plans offered by any district shall comply with RCW 28A.400.350, 28A.400.275, and 28A.400.280.

Initiative Measure No. 732

RCW 28A.400.205 Cost-of-Living Increases for Employees.

(1) School district employees shall be provided an annual salary cost-of-living increase in accordance with this section.

(a) The cost-of-living increase shall be calculated by applying the rate of the yearly increase in the cost-of-living index to any state-funded salary base used in state funding

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formulas for teachers and other school district employees. Beginning with the 2001-02 school year, and for each subsequent school year, except for the 2003-04 and 2004-05 school years, each school district shall be provided a cost-of-living allocation sufficient to grant this cost-of-living increase.

(b) A school district shall distribute its cost-of-living allocation for salaries and salary-related benefits in accordance with the district's salary schedules, collective bargaining agreements, and compensation policies. No later than the end of the school year, each school district shall certify to the superintendent of public instruction that it has spent funds provided for cost-of-living increases on salaries and salary-related benefits.

(c) Any funded cost-of-living increase shall be included in the salary base used to determine cost-of-living increases for school employees in subsequent years. For teachers and other certificated instructional staff, the rate of the annual cost-of-living increase funded for certificated instructional staff shall be applied to the base salary used with the statewide salary allocation schedule established under RCW 28A.150.410 and to any other salary models used to recognize school district personnel costs.

(2) For the purposes of this section, "cost-of-living index" means, for any school year, the previous calendar year's annual average consumer price index, using the official current base, compiled by the bureau of labor statistics, United States department of labor for the state of Washington. If the bureau of labor statistics develops more than one consumer price index for areas within the state, the index covering the greatest number of people, covering areas exclusively within the boundaries of the state, and including all items shall be used for the cost-of-living index in this section.

NOTE: This agency does not have rule-making authority pursuant to this RCW. Therefore, interpretation of this law should be referred to appropriate legal counsel.

2008–09 K–12 Salary Allocation Schedule for Certificated Instructional Staff

Years of Service	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135	MA+0	MA+4 5	MA+90 or PhD
0	34,426	35,356	36,319	37,285	40,383	42,378	41,274	44,372	46,369
1	34,889	35,832	36,808	37,816	40,946	42,931	41,733	44,863	46,847
2	35,331	36,283	37,269	38,354	41,476	43,481	42,195	45,316	47,321
3	35,786	36,747	37,743	38,864	41,979	44,033	42,632	45,746	47,801
4	36,232	37,235	38,238	39,397	42,531	44,599	43,091	46,225	48,295
5	36,693	37,701	38,713	39,937	43,059	45,169	43,558	46,681	48,791
6	37,167	38,153	39,200	40,484	43,591	45,713	44,036	47,144	49,264
7	37,999	39,000	40,061	41,415	44,568	46,748	44,932	48,084	50,265
8	39,218	40,273	41,359	42,825	46,021	48,281	46,341	49,538	51,797
9		41,591	42,731	44,250	47,521	49,858	47,765	51,038	53,374
10			44,120	45,749	49,063	51,478	49,265	52,580	54,993
11				47,291	50,677	53,141	50,807	54,194	56,656
12				48,784	52,335	54,872	52,410	55,851	58,389
13					54,034	56,646	54,069	57,550	60,162
14					55,740	58,486	55,778	59,368	62,003
15					57,191	60,008	57,227	60,911	63,615
16 or more					58,334	61,207	58,372	62,129	64,887

As used in this subsection, the column headings “BA+(N)” refer to the number of credits earned since receiving the baccalaureate degree.

For credits earned after the baccalaureate degree but before the masters degree, any credits in excess of forty-five credits may be counted after the masters degree. Thus, as used in this subsection, the column headings “MA+(N)” refer to the total of:

- (i) Credits earned since receiving the masters degree; and
- (ii) Any credits in excess of forty-five credits that were earned after the baccalaureate degree but before the masters degree.

For the purposes of this section:

- (a) “BA” means a baccalaureate degree.
- (b) “MA” means a masters degree.
- (c) “PHD” means a doctorate degree.
- (d) “Years of service” shall be calculated under the same rules adopted by the superintendent of public instruction.
- (e) “Credits” means college quarter hour credits and equivalent in-service credits computed in accordance with RCW 28A.415.020 and RCW 28A.415.023.

No more than ninety college quarter-hour credits received by any employee after the baccalaureate degree may be used to determine compensation allocations under the state salary allocation schedule and LEAP documents referenced in this act, or any replacement schedules and documents, unless:

- (a) The employee has a masters degree; or
- (b) The credits were used in generating state salary allocations before January 1, 1992.

The certificated instructional staff base salary specified for each district in LEAP Document 2 and the salary schedules in this section include two learning improvement days. A school district is eligible for the learning improvement day funds only if the learning improvement days have been added to the 180-day contract year. If fewer days are added, the additional learning improvement allocation shall be adjusted accordingly. The additional days shall be limited to specific activities identified in the state required

school improvement plan related to improving student learning that are consistent with education reform implementation, and shall not be considered part of basic education. The principal in each school shall assure that the days are used to provide the necessary school-wide, all staff professional development that is tied directly to the school improvement plan. The school principal and the district superintendent shall maintain documentation as to their approval of these activities. The length of a learning improvement day shall not be less than the length of a full day under the base contract. The superintendent of public instruction shall ensure that school districts adhere to the intent and purposes of this subsection.

The salary allocation schedules established in this section are for allocation purposes only except as provided in RCW 28A.400.200(2) and the above preceding paragraph.

Source: ESHB 2687, Sec. 503.

**LEAP Document 1
Table Of Staff Mix Factors For Certificated Instructional Staff**

*** Education Experience ***

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90 or Ph.D.</u>
0	1.00000	1.02701	1.05499	1.08304	1.17303	1.23099	1.19891	1.28891	1.34693
1	1.01346	1.04084	1.06918	1.09846	1.18939	1.24704	1.21224	1.30317	1.36079
2	1.02628	1.05393	1.08257	1.11411	1.20478	1.26303	1.22566	1.31632	1.37458
3	1.03950	1.06741	1.09636	1.12890	1.21940	1.27905	1.23838	1.32881	1.38850
4	1.05246	1.08160	1.11072	1.14439	1.23542	1.29551	1.25171	1.34274	1.40286
5	1.06585	1.09513	1.12454	1.16008	1.25077	1.31206	1.26526	1.35599	1.41728
6	1.07961	1.10825	1.13866	1.17597	1.26623	1.32785	1.27915	1.36942	1.43100
7	1.10379	1.13286	1.16367	1.20301	1.29461	1.35793	1.30517	1.39673	1.46008
8	1.13919	1.16984	1.20138	1.24398	1.33681	1.40246	1.34610	1.43896	1.50458
9		1.20814	1.24125	1.28538	1.38038	1.44826	1.38747	1.48253	1.55041
10			1.28158	1.32891	1.42517	1.49532	1.43104	1.52733	1.59744
11				1.37371	1.47207	1.54362	1.47584	1.57423	1.64574
12				1.41708	1.52023	1.59391	1.52240	1.62236	1.69607
13					1.56956	1.64544	1.57060	1.67169	1.74756
14					1.61913	1.69890	1.62022	1.72451	1.80105
15					1.66126	1.74310	1.66233	1.76934	1.84788
16 or more					1.69447	1.77794	1.69557	1.80472	1.88482

<p><i>For credits earned after the BA degree but before the MA degree: Any credits in excess of 45 may be counted after the MA degree.</i></p>

LEAP Document 1 is referenced in the Conference Committee Proposed 2008 Supplemental Budget (ESHB 2687).

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LEAP Document 2

Date: March 9, 2008

Time: 15:09 hours

School District	Derived Base Salary Allocations For Certificated Instructional Staff			Salary Allocations For Certificated Administrative Staff			Salary Allocations For Classified Staff		
	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
01 109 Washtucna	31,386	32,746	34,426	60,567	62,808	65,571	28,154	30,111	31,865
01 122 Benge	31,601	32,770	34,426	46,485	54,405	57,986	29,940	31,048	32,414
01 147 Othello	31,386	32,746	34,426	51,674	54,405	57,986	29,318	30,403	31,865
01 158 Lind	31,386	32,746	34,426	66,994	69,473	72,530	28,009	30,111	31,865
01 160 Ritzville	31,386	32,746	34,426	57,905	60,047	62,689	29,468	30,558	31,902
02 250 Clarkston	31,386	32,746	34,426	54,540	56,558	59,046	29,394	30,482	31,865
02 420 Asotin-Anatone	31,386	32,746	34,426	52,844	54,799	57,986	26,516	30,111	31,865
03 017 Kennewick	31,386	32,746	34,426	50,675	54,405	57,986	28,944	30,111	31,865
03 050 Paterson	31,386	32,746	34,426	53,112	55,077	57,986	25,561	30,111	31,865
03 052 Kiona-Benton City	31,386	32,746	34,426	56,986	59,094	61,694	29,177	30,257	31,865
03 053 Finley	31,386	32,746	34,426	55,726	57,788	60,330	28,991	30,111	31,865
03 116 Prosser	31,386	32,746	34,426	58,026	60,173	62,820	28,907	30,111	31,865
03 400 Richland	31,386	32,746	34,426	54,355	56,366	58,846	29,069	30,145	31,865
04 019 Manson	31,386	32,746	34,426	60,275	62,505	65,255	28,963	30,111	31,865
04 069 Stehekin	31,386	32,746	34,426	61,707	63,990	66,806	23,639	30,111	31,865
04 127 Entiat	31,386	32,746	34,426	71,198	73,832	77,081	28,433	30,111	31,865
04 129 Lake Chelan	32,265	33,459	34,932	49,964	54,405	57,986	29,607	30,702	32,053
04 222 Cashmere	31,386	32,746	34,426	64,790	67,187	70,143	29,369	30,456	31,865
04 228 Cascade	31,386	32,746	34,426	58,342	60,501	63,163	28,965	30,111	31,865
04 246 Wenatchee	31,561	32,746	34,426	56,535	58,627	61,207	29,414	30,502	31,865
05 121 Port Angeles	31,386	32,746	34,426	57,153	59,268	61,876	28,809	30,111	31,865
05 313 Crescent	31,386	32,746	34,426	59,008	61,191	63,884	28,857	30,111	31,865
05 323 Sequim	31,386	32,746	34,426	51,524	54,405	57,986	29,394	30,482	31,865
05 401 Cape Flattery	31,386	32,746	34,426	57,309	59,429	62,043	28,774	30,111	31,865
05 402 Quillayute Valley	31,386	32,746	34,426	55,690	57,751	60,292	28,945	30,111	31,865
06 037 Vancouver	31,386	32,746	34,426	56,785	58,886	61,477	28,978	30,111	31,865
06 098 Hockinson	31,386	32,746	34,426	57,780	59,918	62,554	27,163	30,111	31,865
06 101 La Center	31,386	32,746	34,426	58,544	60,710	63,382	26,514	30,111	31,865
06 103 Green Mountain	31,602	32,771	34,426	73,916	76,651	80,023	28,469	30,111	31,865
06 112 Washougal	31,386	32,746	34,426	53,150	55,117	57,986	29,506	30,598	31,945
06 114 Evergreen (Clark)	31,386	32,746	34,426	51,299	54,405	57,986	29,095	30,172	31,865
06 117 Camas	31,386	32,746	34,426	60,194	62,421	65,167	29,519	30,611	31,958
06 119 Battle Ground	31,386	32,746	34,426	55,648	57,707	60,246	28,862	30,111	31,865
06 122 Ridgefield	31,386	32,746	34,426	58,489	60,653	63,322	28,820	30,111	31,865

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	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
07 002 Dayton	31,386	32,746	34,426	50,743	54,405	57,986	29,212	30,293	31,865
07 035 Starbuck	31,386	32,746	34,426	46,485	54,405	57,986	26,599	30,111	31,865
08 122 Longview	31,386	32,746	34,426	53,478	55,457	57,986	29,062	30,137	31,865
08 130 Toutle Lake	31,386	32,746	34,426	63,314	65,657	68,546	29,581	30,675	32,024
08 401 Castle Rock	31,386	32,746	34,426	53,523	55,503	57,986	30,025	31,136	32,506
08 402 Kalama	31,386	32,746	34,426	54,464	56,479	58,964	28,217	30,111	31,865
08 404 Woodland	31,386	32,746	34,426	54,597	56,617	59,108	29,050	30,125	31,865
08 458 Kelso	31,434	32,746	34,426	53,831	55,823	58,280	28,697	30,111	31,865
09 013 Orondo	33,311	34,544	36,064	51,016	54,405	57,986	26,710	30,111	31,865
09 075 Bridgeport	31,386	32,746	34,426	58,507	60,672	63,341	29,789	30,891	32,250
09 102 Palisades	31,386	32,746	34,426	46,485	54,405	57,986	29,006	30,111	31,865
09 206 Eastmont	31,719	32,893	34,426	56,711	58,809	61,396	28,766	30,111	31,865
09 207 Mansfield	31,386	32,746	34,426	71,145	73,777	77,023	29,812	30,915	32,275
09 209 Waterville	31,386	32,746	34,426	54,694	56,718	59,214	29,144	30,222	31,865
10 003 Keller	31,386	32,746	34,426	46,485	54,405	57,986	28,318	30,111	31,865
10 050 Curlew	31,386	32,746	34,426	71,132	73,764	77,010	28,874	30,111	31,865
10 065 Orient	31,386	32,746	34,426	65,939	68,379	71,388	29,381	30,468	31,865
10 070 Inchelium	31,386	32,746	34,426	62,003	64,297	67,126	27,912	30,111	31,865
10 309 Republic	31,386	32,746	34,426	50,614	54,405	57,986	28,287	30,111	31,865
11 001 Pasco	31,386	32,746	34,426	53,639	55,624	58,071	29,437	30,526	31,869
11 051 North Franklin	31,386	32,746	34,426	55,224	57,267	59,787	28,952	30,111	31,865
11 054 Star	31,386	32,746	34,426	46,485	54,405	57,986	23,785	30,111	31,865
11 056 Kahlotus	31,386	32,746	34,426	53,879	55,873	58,331	26,812	30,111	31,865
12 110 Pomeroy	31,386	32,746	34,426	59,264	61,457	64,161	29,490	30,581	31,927
13 073 Wahluke	31,386	32,746	34,426	64,089	66,460	69,385	27,585	30,111	31,865
13 144 Quincy	31,386	32,746	34,426	54,607	56,627	59,119	29,446	30,536	31,879
13 146 Warden	31,386	32,746	34,426	56,745	58,845	61,434	29,237	30,319	31,865
13 151 Coulee-Hartline	31,386	32,746	34,426	60,912	63,166	65,945	27,934	30,111	31,865
13 156 Soap Lake	31,386	32,746	34,426	52,625	54,572	57,986	29,422	30,511	31,865
13 160 Royal	31,386	32,746	34,426	54,278	56,286	58,762	29,041	30,116	31,865
13 161 Moses Lake	31,386	32,746	34,426	54,933	56,966	59,473	28,544	30,111	31,865
13 165 Ephrata	31,386	32,746	34,426	52,986	54,946	57,986	28,064	30,111	31,865
13 167 Wilson Creek	31,386	32,746	34,426	75,883	78,691	82,154	29,329	30,414	31,865
13 301 Grand Coulee Dam	31,386	32,746	34,426	53,431	55,408	57,986	28,435	30,111	31,865

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School District	Derived Base Salary Allocations For Certificated Instructional Staff			Salary Allocations For Certificated Administrative Staff			Salary Allocations For Classified Staff		
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14 005 Aberdeen	31,386	32,746	34,426	54,480	56,496	58,982	28,993	30,111	31,865
14 028 Hoquiam	31,386	32,746	34,426	56,585	58,679	61,260	28,815	30,111	31,865
14 064 North Beach	31,386	32,746	34,426	62,019	64,314	67,144	29,289	30,373	31,865
14 065 McCleary	31,749	32,924	34,426	57,904	60,046	62,688	30,579	31,710	33,106
14 066 Montesano	31,386	32,746	34,426	54,104	56,106	58,575	29,277	30,360	31,865
14 068 Elma	31,386	32,746	34,426	54,102	56,104	58,573	30,340	31,463	32,848
14 077 Taholah	31,611	32,781	34,426	69,248	71,810	74,969	27,772	30,111	31,865
14 097 Quinalt	31,386	32,746	34,426	54,690	56,714	59,210	29,653	30,750	32,103
14 099 Cosmopolis	31,411	32,746	34,426	54,280	56,288	58,764	27,202	30,111	31,865
14 104 Satsop	31,386	32,746	34,426	46,485	54,405	57,986	26,217	30,111	31,865
14 117 Wishkah Valley	31,386	32,746	34,426	69,236	71,798	74,957	30,206	31,324	32,703
14 172 Ocosta	31,386	32,746	34,426	53,769	55,758	58,211	29,611	30,707	32,058
14 400 Oakville	31,386	32,746	34,426	74,317	77,067	80,458	30,361	31,484	32,869
15 201 Oak Harbor	32,004	33,188	34,649	52,112	54,405	57,986	28,867	30,111	31,865
15 204 Coupeville	31,386	32,746	34,426	53,452	55,430	57,986	27,919	30,111	31,865
15 206 South Whidbey	31,386	32,746	34,426	54,233	56,240	58,715	29,787	30,889	32,248
16 020 Queets-Clearwater	31,386	32,746	34,426	55,846	57,912	60,460	29,652	30,749	32,102
16 046 Brinnon	31,386	32,746	34,426	46,485	54,405	57,986	25,359	30,111	31,865
16 048 Quilcene	31,386	32,746	34,426	74,854	77,624	81,039	28,204	30,111	31,865
16 049 Chimacum	31,386	32,746	34,426	55,794	57,858	60,404	30,089	31,202	32,575
16 050 Port Townsend	31,461	32,746	34,426	50,498	54,405	57,986	28,730	30,111	31,865
17 001 Seattle	32,012	33,196	34,657	55,355	57,403	59,929	33,970	35,227	36,777
17 210 Federal Way	31,386	32,746	34,426	50,361	54,405	57,986	28,834	30,111	31,865
17 216 Enumclaw	31,386	32,746	34,426	53,677	55,663	58,112	28,671	30,111	31,865
17 400 Mercer Island	31,386	32,746	34,426	58,394	60,555	63,219	29,679	30,777	32,131
17 401 Highline	31,386	32,746	34,426	57,698	59,833	62,466	29,177	30,257	31,865
17 402 Vashon Island	31,386	32,746	34,426	59,968	62,187	64,923	27,674	30,111	31,865
17 403 Renton	31,386	32,746	34,426	54,005	56,003	58,467	29,303	30,387	31,865
17 404 Skykomish	31,386	32,746	34,426	77,924	80,807	84,362	29,612	30,708	32,059
17 405 Bellevue	31,470	32,746	34,426	56,557	58,650	61,230	31,874	33,053	34,507
17 406 Tukwila	31,386	32,746	34,426	64,700	67,094	70,046	29,206	30,287	31,865
17 407 Riverview	31,386	32,746	34,426	57,560	59,690	62,317	28,499	30,111	31,865
17 408 Auburn	31,386	32,746	34,426	53,244	55,214	57,986	29,260	30,343	31,865
17 409 Tahoma	31,386	32,746	34,426	53,363	55,337	57,986	29,586	30,681	32,031

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School District	Derived Base Salary Allocations For Certificated Instructional Staff			Salary Allocations For Certificated Administrative Staff			Salary Allocations For Classified Staff		
	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
17 410 Snoqualmie Valley	31,386	32,746	34,426	52,394	54,405	57,986	28,673	30,111	31,865
17 411 Issaquah	31,386	32,746	34,426	55,116	57,155	59,670	28,554	30,111	31,865
17 412 Shoreline	31,386	32,746	34,426	58,294	60,451	63,111	30,877	32,019	33,428
17 414 Lake Washington	31,543	32,746	34,426	56,496	58,586	61,164	29,255	30,337	31,865
17 415 Kent	31,386	32,746	34,426	52,359	54,405	57,986	28,977	30,111	31,865
17 417 Northshore	33,120	34,345	35,856	52,863	54,819	57,986	29,848	30,952	32,314
18 100 Bremerton	31,386	32,746	34,426	54,412	56,425	58,907	30,477	31,605	32,996
18 303 Bainbridge Island	31,386	32,746	34,426	56,018	58,091	60,647	28,954	30,111	31,865
18 400 North Kitsap	31,386	32,746	34,426	53,741	55,729	58,181	29,874	30,979	32,342
18 401 Central Kitsap	31,386	32,746	34,426	53,035	54,997	57,986	28,481	30,111	31,865
18 402 South Kitsap	31,386	32,746	34,426	54,884	56,915	59,419	29,535	30,628	31,976
19 007 Damman	31,386	32,746	34,426	46,485	54,405	57,986	22,454	30,111	31,865
19 028 Easton	31,386	32,746	34,426	52,414	54,405	57,986	28,896	30,111	31,865
19 400 Thorp	31,568	32,746	34,426	53,666	55,652	58,100	30,194	31,311	32,688
19 401 Ellensburg	31,386	32,746	34,426	54,770	56,796	59,295	28,780	30,111	31,865
19 403 Kittitas	31,386	32,746	34,426	54,852	56,882	59,385	28,831	30,111	31,865
19 404 Cle Elum-Roslyn	31,386	32,746	34,426	57,644	59,777	62,407	29,436	30,525	31,868
20 094 Wishram	31,386	32,746	34,426	66,777	69,248	72,295	27,829	30,111	31,865
20 203 Bickleton	31,386	32,746	34,426	66,737	69,206	72,251	29,136	30,214	31,865
20 215 Centerville	31,462	32,746	34,426	46,485	54,405	57,986	28,569	30,111	31,865
20 400 Trout Lake	31,386	32,746	34,426	59,012	61,195	63,888	25,525	30,111	31,865
20 401 Glenwood	31,386	32,746	34,426	59,442	61,641	64,353	29,008	30,111	31,865
20 402 Klickitat	31,386	32,746	34,426	64,582	66,972	69,919	25,239	30,111	31,865
20 403 Roosevelt	31,386	32,746	34,426	46,485	54,405	57,986	24,857	30,111	31,865
20 404 Goldendale	31,386	32,746	34,426	52,582	54,528	57,986	28,691	30,111	31,865
20 405 White Salmon	31,386	32,746	34,426	60,416	62,651	65,407	28,523	30,111	31,865
20 406 Lyle	31,386	32,746	34,426	60,668	62,913	65,681	28,490	30,111	31,865
21 014 Napavine	31,386	32,746	34,426	62,053	64,349	67,181	29,483	30,574	31,920
21 018 Vader	32,428	33,628	35,108	46,485	54,405	57,986	27,779	30,111	31,865
21 036 Evaline	31,594	32,763	34,426	46,485	54,405	57,986	27,806	30,111	31,865
21 206 Mossyrock	31,386	32,746	34,426	59,560	61,764	64,482	28,299	30,111	31,865
21 214 Morton	31,386	32,746	34,426	57,522	59,650	62,274	29,646	30,743	32,096
21 226 Adna	31,386	32,746	34,426	62,717	65,038	67,899	27,290	30,111	31,865
21 232 Winlock	31,386	32,746	34,426	56,324	58,408	60,978	28,481	30,111	31,865

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	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
21 234 Boistfort	31,672	32,844	34,426	55,493	57,546	60,078	24,773	30,111	31,865
21 237 Toledo	31,386	32,746	34,426	55,929	57,998	60,550	28,484	30,111	31,865
21 300 Onalaska	31,386	32,746	34,426	54,883	56,914	59,418	28,807	30,111	31,865
21 301 Pe Ell	31,386	32,746	34,426	61,595	63,874	66,684	29,992	31,102	32,471
21 302 Chehalis	31,386	32,746	34,426	53,349	55,323	57,986	29,211	30,292	31,865
21 303 White Pass	31,386	32,746	34,426	54,069	56,070	58,538	28,005	30,111	31,865
21 401 Centralia	31,386	32,746	34,426	58,257	60,413	63,071	28,520	30,111	31,865
22 008 Sprague	31,386	32,746	34,426	61,031	63,289	66,073	29,556	30,650	31,998
22 009 Reardan-Edwall	31,386	32,746	34,426	54,787	56,814	59,314	28,573	30,111	31,865
22 017 Almira	31,386	32,746	34,426	69,495	72,066	75,237	27,634	30,111	31,865
22 073 Creston	31,386	32,746	34,426	68,934	71,485	74,630	28,010	30,111	31,865
22 105 Odessa	31,386	32,746	34,426	57,696	59,831	62,464	28,472	30,111	31,865
22 200 Wilbur	31,386	32,746	34,426	66,283	68,735	71,759	28,258	30,111	31,865
22 204 Harrington	31,386	32,746	34,426	77,924	80,807	84,362	28,186	30,111	31,865
22 207 Davenport	31,386	32,746	34,426	58,685	60,856	63,534	29,095	30,172	31,865
23 042 Southside	32,278	33,472	34,945	46,485	54,405	57,986	27,369	30,111	31,865
23 054 Grapeview	31,386	32,746	34,426	57,997	60,143	62,789	26,466	30,111	31,865
23 309 Shelton	31,386	32,746	34,426	55,988	58,060	60,614	29,530	30,623	31,970
23 311 Mary M. Knight	31,386	32,746	34,426	68,607	71,145	74,275	29,932	31,039	32,404
23 402 Pioneer	31,386	32,746	34,426	46,485	54,405	57,986	27,241	30,111	31,865
23 403 North Mason	31,386	32,746	34,426	50,668	54,405	57,986	29,453	30,543	31,887
23 404 Hood Canal	31,386	32,746	34,426	55,926	57,995	60,547	30,557	31,688	33,083
24 014 Nespelem	31,386	32,746	34,426	62,885	65,212	68,082	26,766	30,111	31,865
24 019 Omak	31,386	32,746	34,426	58,212	60,366	63,022	28,494	30,111	31,865
24 105 Okanogan	31,386	32,746	34,426	55,107	57,146	59,660	29,782	30,884	32,243
24 111 Brewster	31,386	32,746	34,426	54,475	56,491	58,977	29,497	30,588	31,934
24 122 Pateros	31,386	32,746	34,426	54,721	56,746	59,243	28,871	30,111	31,865
24 350 Methow Valley	31,386	32,746	34,426	66,044	68,488	71,502	29,614	30,710	32,062
24 404 Tonasket	31,386	32,746	34,426	56,344	58,429	60,999	28,387	30,111	31,865
24 410 Oroville	31,386	32,746	34,426	53,997	55,995	58,459	30,040	31,151	32,521
25 101 Ocean Beach	31,386	32,746	34,426	60,387	62,621	65,376	28,685	30,111	31,865
25 116 Raymond	31,386	32,746	34,426	55,773	57,837	60,382	28,793	30,111	31,865
25 118 South Bend	31,386	32,746	34,426	52,372	54,405	57,986	28,631	30,111	31,865
25 155 Naselle-Grays River Valley	31,386	32,746	34,426	63,945	66,311	69,228	28,389	30,111	31,865

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	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
25 160 Willapa Valley	31,386	32,746	34,426	51,195	54,405	57,986	28,598	30,111	31,865
25 200 North River	31,386	32,746	34,426	61,004	63,261	66,044	26,757	30,111	31,865
26 056 Newport	31,386	32,746	34,426	53,623	55,607	58,054	28,551	30,111	31,865
26 059 Cusick	31,386	32,746	34,426	67,667	70,171	73,258	29,214	30,295	31,865
26 070 Selkirk	31,386	32,746	34,426	51,994	54,405	57,986	27,945	30,111	31,865
27 001 Steilacoom Historical	31,386	32,746	34,426	55,402	57,452	59,980	29,596	30,691	32,042
27 003 Puyallup	32,439	33,639	35,119	52,024	54,405	57,986	29,167	30,246	31,865
27 010 Tacoma	31,386	32,746	34,426	51,978	54,405	57,986	32,286	33,481	34,954
27 019 Carbonado	31,386	32,746	34,426	65,406	67,826	70,811	28,137	30,111	31,865
27 083 University Place	31,386	32,746	34,426	50,597	54,405	57,986	28,431	30,111	31,865
27 320 Sumner	31,444	32,746	34,426	54,676	56,699	59,194	28,907	30,111	31,865
27 343 Dieringer	31,386	32,746	34,426	58,583	60,751	63,424	29,111	30,188	31,865
27 344 Orting	31,386	32,746	34,426	55,143	57,183	59,699	28,726	30,111	31,865
27 400 Clover Park	31,386	32,746	34,426	54,852	56,882	59,385	28,713	30,111	31,865
27 401 Peninsula	31,386	32,746	34,426	56,231	58,312	60,877	29,448	30,538	31,881
27 402 Franklin Pierce	31,386	32,746	34,426	57,975	60,120	62,765	28,582	30,111	31,865
27 403 Bethel	31,386	32,746	34,426	55,273	57,318	59,840	29,370	30,457	31,865
27 404 Eatonville	31,633	32,803	34,426	53,338	55,312	57,986	28,899	30,111	31,865
27 416 White River	31,386	32,746	34,426	53,594	55,577	58,023	29,099	30,176	31,865
27 417 Fife	31,386	32,746	34,426	55,947	58,017	60,570	28,905	30,111	31,865
28 010 Shaw Island	32,405	33,604	35,083	46,485	54,405	57,986	31,155	32,308	33,729
28 137 Orcas Island	31,386	32,746	34,426	51,558	54,405	57,986	29,510	30,602	31,949
28 144 Lopez Island	32,143	33,332	34,799	57,972	60,117	62,762	29,111	30,188	31,865
28 149 San Juan Island	31,386	32,746	34,426	56,736	58,835	61,424	29,102	30,179	31,865
29 011 Concrete	31,386	32,746	34,426	58,981	61,163	63,854	27,934	30,111	31,865
29 100 Burlington-Edison	31,386	32,746	34,426	54,215	56,221	58,695	28,197	30,111	31,865
29 101 Sedro-Woolley	31,386	32,746	34,426	51,177	54,405	57,986	29,523	30,615	31,962
29 103 Anacortes	31,386	32,746	34,426	55,247	57,291	59,811	29,256	30,338	31,865
29 311 La Conner	31,386	32,746	34,426	60,735	62,982	65,753	29,310	30,394	31,865
29 317 Conway	31,386	32,746	34,426	57,872	60,013	62,653	27,598	30,111	31,865
29 320 Mount Vernon	31,386	32,746	34,426	50,688	54,405	57,986	28,749	30,111	31,865
30 002 Skamania	31,386	32,746	34,426	67,549	70,048	73,130	31,340	32,500	33,930
30 029 Mount Pleasant	31,386	32,746	34,426	46,485	54,405	57,986	32,526	33,729	35,213
30 031 Mill A	31,386	32,746	34,426	49,493	54,405	57,986	29,869	30,974	32,337

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	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
30 303 Stevenson-Carson	31,386	32,746	34,426	54,243	56,250	58,725	28,330	30,111	31,865
31 002 Everett	33,377	34,612	36,135	57,764	59,901	62,536	30,979	32,125	33,539
31 004 Lake Stevens	31,386	32,746	34,426	59,875	62,090	64,822	29,305	30,389	31,865
31 006 Mukilteo	32,177	33,368	34,836	56,645	58,741	61,326	28,553	30,111	31,865
31 015 Edmonds	31,766	32,941	34,426	55,793	57,857	60,403	28,685	30,111	31,865
31 016 Arlington	31,386	32,746	34,426	54,176	56,181	58,653	29,318	30,403	31,865
31 025 Marysville	33,022	34,244	35,751	53,729	55,717	58,169	28,847	30,111	31,865
31 063 Index	31,386	32,746	34,426	46,485	54,405	57,986	29,152	30,231	31,865
31 103 Monroe	31,386	32,746	34,426	55,796	57,860	60,406	28,433	30,111	31,865
31 201 Snohomish	31,386	32,746	34,426	56,958	59,065	61,664	29,427	30,516	31,865
31 306 Lakewood	31,386	32,746	34,426	53,317	55,290	57,986	28,926	30,111	31,865
31 311 Sultan	31,386	32,746	34,426	51,110	54,405	57,986	28,544	30,111	31,865
31 330 Darrington	31,601	32,770	34,426	62,427	64,737	67,586	28,209	30,111	31,865
31 332 Granite Falls	31,386	32,746	34,426	53,665	55,651	58,099	29,380	30,467	31,865
31 401 Stanwood	31,386	32,746	34,426	52,576	54,521	57,986	28,806	30,111	31,865
32 081 Spokane	31,386	32,746	34,426	52,531	54,475	57,986	28,393	30,111	31,865
32 123 Orchard Prairie	31,386	32,746	34,426	46,485	54,405	57,986	28,894	30,111	31,865
32 312 Great Northern	31,386	32,746	34,426	46,485	54,405	57,986	27,383	30,111	31,865
32 325 Nine Mile Falls	31,386	32,746	34,426	59,114	61,301	63,998	28,520	30,111	31,865
32 326 Medical Lake	31,386	32,746	34,426	52,804	54,758	57,986	29,021	30,111	31,865
32 354 Mead	31,386	32,746	34,426	49,958	54,405	57,986	28,934	30,111	31,865
32 356 Central Valley	31,386	32,746	34,426	50,881	54,405	57,986	29,747	30,848	32,206
32 358 Freeman	31,386	32,746	34,426	53,150	55,117	57,986	29,482	30,573	31,919
32 360 Cheney	31,386	32,746	34,426	54,982	57,016	59,525	29,036	30,111	31,865
32 361 East Valley (Spokane)	31,386	32,746	34,426	53,436	55,413	57,986	28,789	30,111	31,865
32 362 Liberty	31,386	32,746	34,426	55,634	57,692	60,231	28,630	30,111	31,865
32 363 West Valley (Spokane)	31,386	32,746	34,426	58,779	60,954	63,636	28,720	30,111	31,865
32 414 Deer Park	31,386	32,746	34,426	54,815	56,843	59,344	29,105	30,182	31,865
32 416 Riverside	31,386	32,746	34,426	55,065	57,102	59,615	29,346	30,432	31,865
33 030 Onion Creek	31,386	32,746	34,426	46,485	54,405	57,986	27,661	30,111	31,865
33 036 Chewelah	31,386	32,746	34,426	53,498	55,477	57,986	29,984	31,093	32,461
33 049 Wellpinit	31,386	32,746	34,426	69,182	71,742	74,899	27,080	30,111	31,865
33 070 Valley	31,386	32,746	34,426	59,538	61,741	64,458	29,324	30,409	31,865
33 115 Colville	31,386	32,746	34,426	52,191	54,405	57,986	26,491	30,111	31,865

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	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
33 183 Loon Lake	31,594	32,763	34,426	52,299	54,405	57,986	23,036	30,111	31,865
33 202 Summit Valley	31,386	32,746	34,426	46,485	54,405	57,986	25,405	30,111	31,865
33 205 Evergreen (Stevens)	31,386	32,746	34,426	46,485	54,405	57,986	24,754	30,111	31,865
33 206 Columbia (Stevens)	31,386	32,746	34,426	77,924	80,807	84,362	29,179	30,259	31,865
33 207 Mary Walker	31,386	32,746	34,426	60,039	62,260	64,999	26,363	30,111	31,865
33 211 Northport	31,386	32,746	34,426	63,624	65,978	68,881	29,265	30,348	31,865
33 212 Kettle Falls	31,386	32,746	34,426	52,504	54,447	57,986	29,699	30,798	32,153
34 002 Yelm	31,386	32,746	34,426	56,733	58,832	61,421	29,086	30,162	31,865
34 003 North Thurston	31,386	32,746	34,426	53,693	55,680	58,129	28,313	30,111	31,865
34 033 Tumwater	31,386	32,746	34,426	57,011	59,120	61,721	28,360	30,111	31,865
34 111 Olympia	31,386	32,746	34,426	55,294	57,340	59,863	29,449	30,539	31,882
34 307 Rainier	31,386	32,746	34,426	56,983	59,091	61,691	28,517	30,111	31,865
34 324 Griffin	31,386	32,746	34,426	47,396	54,405	57,986	28,276	30,111	31,865
34 401 Rochester	31,386	32,746	34,426	52,737	54,688	57,986	29,352	30,438	31,865
34 402 Tenino	31,386	32,746	34,426	50,958	54,405	57,986	29,135	30,213	31,865
35 200 Wahkiakum	31,386	32,746	34,426	51,918	54,405	57,986	28,654	30,111	31,865
36 101 Dixie	31,386	32,746	34,426	58,813	60,989	63,673	26,734	30,111	31,865
36 140 Walla Walla	31,386	32,746	34,426	53,918	55,913	58,373	29,310	30,394	31,865
36 250 College Place	31,386	32,746	34,426	55,087	57,125	59,639	28,986	30,111	31,865
36 300 Touchet	31,386	32,746	34,426	55,489	57,542	60,074	26,287	30,111	31,865
36 400 Columbia (Walla Walla)	31,386	32,746	34,426	53,061	55,024	57,986	28,418	30,111	31,865
36 401 Waitsburg	31,386	32,746	34,426	65,343	67,761	70,742	28,330	30,111	31,865
36 402 Prescott	31,386	32,746	34,426	63,562	65,914	68,814	30,524	31,653	33,046
37 501 Bellingham	31,386	32,746	34,426	54,125	56,128	58,598	28,457	30,111	31,865
37 502 Ferndale	31,386	32,746	34,426	56,328	58,412	60,982	28,866	30,111	31,865
37 503 Blaine	31,386	32,746	34,426	56,490	58,580	61,158	29,798	30,901	32,260
37 504 Lynden	31,386	32,746	34,426	49,842	54,405	57,986	28,998	30,111	31,865
37 505 Meridian	31,386	32,746	34,426	51,578	54,405	57,986	28,804	30,111	31,865
37 506 Nooksack Valley	31,386	32,746	34,426	52,233	54,405	57,986	29,451	30,541	31,884
37 507 Mount Baker	31,386	32,746	34,426	51,393	54,405	57,986	28,458	30,111	31,865
38 126 Lacrosse	31,386	32,746	34,426	64,454	66,839	69,780	29,765	30,866	32,224
38 264 Lamont	31,386	32,746	34,426	60,168	62,394	65,139	29,074	30,150	31,865
38 265 Tekoa	31,386	32,746	34,426	71,860	74,519	77,798	29,297	30,381	31,865
38 267 Pullman	31,386	32,746	34,426	53,452	55,430	57,986	29,587	30,682	32,032

- Legislative Conference -

LEAP Document 2

Date: March 9, 2008

Time: 15:09 hours

<u>School District</u>	<u>Derived Base Salary Allocations For Certificated Instructional Staff</u>			<u>Salary Allocations For Certificated Administrative Staff</u>			<u>Salary Allocations For Classified Staff</u>		
	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
38 300 Colfax	31,386	32,746	34,426	53,884	55,878	58,337	29,269	30,352	31,865
38 301 Palouse	31,386	32,746	34,426	63,916	66,281	69,197	29,767	30,868	32,226
38 302 Garfield	31,386	32,746	34,426	62,557	64,872	67,726	27,961	30,111	31,865
38 304 Steptoe	31,386	32,746	34,426	46,485	54,405	57,986	29,836	30,940	32,302
38 306 Colton	31,386	32,746	34,426	64,776	67,173	70,128	27,986	30,111	31,865
38 308 Endicott	31,386	32,746	34,426	71,886	74,546	77,826	26,755	30,111	31,865
38 320 Rosalia	31,386	32,746	34,426	67,798	70,307	73,400	29,482	30,573	31,919
38 322 St. John	31,386	32,746	34,426	77,924	80,807	84,362	28,546	30,111	31,865
38 324 Oakesdale	31,386	32,746	34,426	70,123	72,718	75,918	26,975	30,111	31,865
39 002 Union Gap	31,386	32,746	34,426	59,233	61,425	64,127	28,754	30,111	31,865
39 003 Naches Valley	31,386	32,746	34,426	57,663	59,797	62,428	28,891	30,111	31,865
39 007 Yakima	31,386	32,746	34,426	58,783	60,958	63,640	29,499	30,590	31,936
39 090 East Valley (Yakima)	31,386	32,746	34,426	54,382	56,394	58,875	29,712	30,811	32,166
39 119 Selah	31,386	32,746	34,426	57,844	59,984	62,623	29,406	30,494	31,865
39 120 Mabton	31,386	32,746	34,426	61,279	63,546	66,342	30,362	31,485	32,870
39 200 Grandview	31,386	32,746	34,426	55,455	57,507	60,037	28,010	30,111	31,865
39 201 Sunnyside	31,386	32,746	34,426	49,912	54,405	57,986	28,366	30,111	31,865
39 202 Toppenish	31,413	32,746	34,426	57,944	60,088	62,732	28,572	30,111	31,865
39 203 Highland	31,386	32,746	34,426	58,616	60,785	63,459	29,001	30,111	31,865
39 204 Granger	31,386	32,746	34,426	57,223	59,340	61,951	28,481	30,111	31,865
39 205 Zillah	31,386	32,746	34,426	56,682	58,779	61,365	28,767	30,111	31,865
39 207 Wapato	31,386	32,746	34,426	55,813	57,878	60,425	28,103	30,111	31,865
39 208 West Valley (Yakima)	31,386	32,746	34,426	52,741	54,692	57,986	28,738	30,111	31,865
39 209 Mount Adams	31,386	32,746	34,426	58,213	60,367	63,023	28,007	30,111	31,865

LEAP Document 1 is referenced in the Conference Committee Proposed 2008 Supplemental Budget (ESHB 2687).