

K-12 Collective Bargaining Agreement Data for Certificated Instructional Staff Data as of December 2025

In 2019, the Washington State Legislature passed Engrossed House Bill 1109, Sec. 501(w), which stipulates:

“Districts shall report to the office [of the superintendent of public instruction] the results of each collective bargaining agreement for certificated staff within their district using a uniform template as required by the superintendent, within thirty days of finalizing contracts. The data must include but is not limited to: Minimum and maximum base salaries, supplemental salary information, and average percent increase for all certificated instructional staff. Within existing resources by December 1st of each year, the office shall produce a report for the legislative evaluation and accountability program committee summarizing the district level collective bargaining agreement data.”

The data collected by the Office of Superintendent of Public Instruction has been organized by legislative district by the LEAP office. This document reflects updates for district submittals for calendar year 2025; the report year is highlighted in blue. Please note that not all districts negotiate bargaining agreements each year.

Legislative District 011	Legislative District 2645
Legislative District 022	Legislative District 2747
Legislative District 033	Legislative District 2848
Legislative District 044	Legislative District 2949
Legislative District 055	Legislative District 3050
Legislative District 066	Legislative District 3151
Legislative District 078	Legislative District 3253
Legislative District 0812	Legislative District 3354
Legislative District 0913	Legislative District 3455
Legislative District 1018	Legislative District 3556
Legislative District 1119	Legislative District 3658
Legislative District 1220	Legislative District 3759
Legislative District 1322	Legislative District 3860
Legislative District 1425	Legislative District 3961
Legislative District 1527	Legislative District 4062
Legislative District 1628	Legislative District 4164
Legislative District 1730	Legislative District 4265
Legislative District 1831	Legislative District 4366
Legislative District 1932	Legislative District 4467
Legislative District 2034	Legislative District 4568
Legislative District 2139	Legislative District 4669
Legislative District 2240	Legislative District 4770
Legislative District 2341	Legislative District 4871
Legislative District 2442	Legislative District 4972
Legislative District 2544	

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 01

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Edmonds	Did not report								2019
Lake Washington	Lake Washington Education Association (LWEA)	2019-20	2,055.7	\$56,747	\$115,050	\$10,668	2.00%		2019
Lake Washington	Lake Washington Education Association (LWEA)	2020-21	2,069.2	\$57,869	\$117,292	\$10,811	2.10%	2.1% reflects the estimated State IPD increase.	2019
Monroe	Monroe Education Association	2019-20	376.0	\$52,420	\$108,218	\$3,178	10.00%		2019
Monroe	Monroe Education Association	2020-21	376.0	\$53,520	\$110,490	\$3,178	2.10%	2.1% (Estimated IPD)	2019
Northshore	Northshore Education Association	2019-20	1,447.0	\$49,059	\$94,093	\$5,394	2.00%		2019
Northshore	Northshore Education Association	2020-21	1,507.0	\$50,580	\$97,010	\$5,340	2.10%	Salary information is based on IPD of 2.1%	2019
Northshore	Northshore Education Association	2021-22	1,507.0	\$52,097	\$99,920	\$5,500	3.00%	Salary is based on IPD of 2% plus an increase of 1%	2019
Northshore	Northshore Education Association	2022-23	1,500.0	\$54,676	\$104,866	\$26,977	6.50%	Salary is based on IPD of 5.5% plus an increase of 1%	2020
Northshore	Northshore Education Association	2023-24	1,477.0	\$56,699	\$108,746	\$28,205	3.70%	Salary is based on IPD of 3.7%	2023
Northshore	Northshore Education Association	2024-25	1,411.0	\$58,797	\$112,770	\$29,629	3.70%		2024
Northshore	Northshore Education Association	2025-26	1,367.0	\$60,267	\$115,589	\$31,587	2.50%		2025
Shoreline	Shoreline Education Association	2019-20	627.6	\$51,553	\$99,833	\$18,923	2.00%		2019
Shoreline	Shoreline Education Association	2021-22	593.8	\$53,960	\$104,494	\$22,300	1% + 2%	Average supplemental pay for each FTE COLA includes 8 additional work days at per diem plus a responsibility stipend.	2020

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 02

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bethel	BEA	2019-20	1,267.0	\$41,575	\$78,362	\$17,656	2.00%	The supplemental figure includes all additional BEA responsibility contracts as well as supplemental stipends per CBA as budgeted for 19-20.	2019
Eatonville	Eatonville Education Association	2019-20	106.0	\$42,943	\$92,212	\$2,934	6.00%	The 6% increase includes 2% IPD on base and the addition of a 4% enrichment stipend.	2019
Eatonville	Eatonville Education Association	2020-21	106.0	\$44,274	\$95,071	\$4,210	4.50%	The increase includes IPD + 1% on base, and an additional 1.5% in enrichment for a total enrichment stipend of 5.5%.	2019
North Thurston	NTEA	2019-20	1,038.0	\$52,150	\$102,811	\$3,026	3.50%		2020
Rainier	Did not report								2019
Tenino	TEA	2019-20	77.0	\$46,813	\$88,234	\$3,267	7.00%		2019
Tenino	TEA	2020-21	77.0	\$47,749	\$89,998	\$3,332	2.00%		2019
Yelm	YEA (Yelm Education Association)	2019-20	350.0	\$46,426	\$89,604	\$3,779	5.00%		2019
Yelm	YEA (Yelm Education Association)	2023-24	362.1	\$58,950	\$113,240	\$0	10.00%	2021-2022= 4% 2022-2023 = 5% 2023-2024 = 10% (regionalization)	2025
Yelm	YEA (Yelm Education Association)	2024-25	332.0	\$61,131	\$117,430	\$4,696	3.70%	2024-2025 = 3.7% 2025-2026 = IPD 2026-2027 = IPD	2025

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 03

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Spokane	Certificated - Spokane Education Association	2019-20	2,165.5	\$46,460	\$92,580	\$5,718	1.00%		2019
Spokane	Certificated - Spokane Education Association	2020-21	2,165.5	\$47,296	\$94,246	\$5,795	1.80%		2019
Spokane	Certificated - Spokane Education Association	2021-22	2,165.5	\$48,242	\$96,131	\$5,882	2.00%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 04

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Central Valley	CVEA	2019-20	943.0	\$42,012	\$93,544	\$2,145	2.00%		2019
Central Valley	CVEA	2022-23	1,069.0	\$48,342	\$108,057	\$2,345	5.50%	The supplemental pay is an estimate of the current year. Not all supplemental contracts are fulfilled yet.	2020
East Valley (Spokane)	East Valley Education Association	2019-20	272.5	\$45,745	\$92,136	\$1,304	4.00%		2019
East Valley (Spokane)	East Valley Education Association	2020-21	272.5	\$46,889	\$94,440	\$1,343	3.02%		2019
East Valley (Spokane)	East Valley Education Association	2022-23	259.8	\$51,447	\$103,620	\$1,565	5.50%		2021
Mead	Mead Education Association	2019-20	650.0	\$45,900	\$93,035	\$4,500	2.00%		2019
Mead	MEA	2022-23	650.0	\$50,183	\$101,717	\$7,217	5.50%	3 year agreement. The increase in the subsequent years are based on IPD, amounts are unknown until IPD is determined.	2020
Orchard Prairie	Did not report								2019
West Valley (Spokane)	West Valley Education Association	2019-20	244.5	\$43,480	\$85,566	\$5,840	2.10%		2019
West Valley (Spokane)	West Valley Education Association	2022-23	250.0	\$50,553	\$98,010	\$6,584	5.50%		2020

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 05

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Enumclaw	Enumclaw Education Association (EEA)	2024-25	267.6	\$65,884	\$115,854	\$4,038	3.70%		2024
Issaquah	Issaquah Education Association	2019-20	1,343.0	\$54,530	\$102,375	\$7,938	2.50%		2019
Kent	Kent Education Association	2020-21	1,649.6	\$55,514	\$106,703		5.00%		2023
Kent	Kent Education Association	2021-22	1,708.2	\$57,179	\$109,904		3.00%		2023
Kent	Kent Education Association	2022-23	1,733.8	\$61,182	\$119,597		7.00%		2023
Snoqualmie Valley	Snoqualmie Valley Education Association	2019-20	459.0	\$55,851	\$109,880	\$9,829	2.50%	Supplemental average includes all supplemental contracts available to both all employees and specific employees based on duties.	2019
Snoqualmie Valley	SVEA	2023-24	476.0	\$65,914	\$129,794	\$9,171	6.20%	Current contract runs 2023-2026. Avg % increase is year 1 and inclusive of IPD. Min & Max includes supplemental pay available to all employees. Average supplemental pay includes supplemental contracts available to all employees.	2023
Tahoma	Did not report								2019

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Note: Average supplemental pay not displayed for the Kent School District; Kent reported these data in a manner inconsistent with other districts.

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 06

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Cheney	CEA	2019-20	352.0	\$42,653	\$83,299	\$3,000	7.00%		2019
Cheney	CEA	2022-23	358.0	\$48,402	\$94,529	\$2,500	3.50%		2022
Great Northern	Did not report								2019
Mead	Mead Education Association	2019-20	650.0	\$45,900	\$93,035	\$4,500	2.00%		2019
Mead	MEA	2022-23	650.0	\$50,183	\$101,717	\$7,217	5.50%	3 year agreement. The increase in the subsequent years are based on IPD, amounts are unknown until IPD is determined.	2020
Medical Lake	MLEA	2019-20	131.0	\$43,000	\$84,047	\$3,948	0.00%	A three year contract was agreed for 2018-2019 through 2020-2021.	2019
Medical Lake	Medical Lake Education Association	2021-22	134.1	\$45,250	\$90,288	\$3,948	5.30%		2023
Medical Lake	Medical Lake Education Association	2022-23	131.8	\$47,739	\$95,254	\$4,121	5.50%		2023
Medical Lake	Medical Lake Education Association	2023-24	130.0	\$49,649	\$99,064	\$4,091	4.00%		2024
Nine Mile Falls	Nine Mile Education Association	2019-20	96.1	\$41,820	\$82,344	\$1,931	2.00%		2019
Nine Mile Falls	Nine Mile Education Association	2020-21	96.1	\$42,656	\$83,990	\$1,931	2.00%		2019
Nine Mile Falls	Nine Mile Education Association	2021-22	103.4	\$43,936	\$86,510	\$1,831	3.00%		2021
Nine Mile Falls	Nine Mile Education Association	2022-23	97.8	\$48,000	\$92,133	\$2,429	7.99%	Cert matrix received a "waterfall" effect in increases varying from 9.25% in the top right corner to 6.5% in the bottom left corner. Additionally, we added a 1% Attract & Retain Stipend for all cert staff.	2019
Nine Mile Falls	Nine Mile Education Association	2023-24	98.8	\$50,400	\$96,739	\$2,123	5.00%		2023
Nine Mile Falls	Nine Mile Education Association	2024-25	98.8	\$52,920	\$101,576	\$2,123	5.00%		2023
Nine Mile Falls	Nine Mile Education Association	2025-26	97.0	\$54,243	\$104,116	\$2,189	2.50%		2025
Nine Mile Falls	Nine Mile Education Association	2026-27	97.0	\$55,870	\$107,239	\$2,242	3.00%		2025
Nine Mile Falls	Nine Mile Education Association	2027-28	97.0	\$57,825	\$110,992	\$2,307	3.50%		2025

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 06

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Riverside	Riverside Education Association	2019-20	93.4	\$43,563	\$81,932	\$1,550	2.00%		2019
Riverside	Riverside Education Association	2022-23	99.0	\$49,216	\$91,719	\$1,154	5.50%		2021
Spokane	Certificated - Spokane Education Association	2019-20	2,165.5	\$46,460	\$92,580	\$5,718	1.00%		2019
Spokane	Certificated - Spokane Education Association	2020-21	2,165.5	\$47,296	\$94,246	\$5,795	1.80%		2019
Spokane	Certificated - Spokane Education Association	2021-22	2,165.5	\$48,242	\$96,131	\$5,882	2.00%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 07

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Brewster	Did not report								2019
Bridgeport	CERTIFICATED	2019-20	62.0	\$63,189	\$83,630	\$117,437	2.00%	19-20 estimate of Average Supplemental pay is based on 18-19 school year pays.	2019
Chewelah	Chewelah Education Association	2019-20	49.0	\$41,820	\$81,506	\$2,539	2.00%		2019
Chewelah	Chewelah Education Association	2021-22	55.1	\$43,339	\$84,466	\$2,223	2.00%		2021
Chewelah	Chewelah Education Association	2022-23	54.0	\$45,723	\$89,112	\$6,644	5.50%	Supplemental pay does not include extracurricular contracts.	2020
Chewelah	Chewelah Education Association	2023-24	54.0	\$46,637	\$90,894	\$3,474	2.00%	Supplemental pay does not include extracurricular contracts.	2019
Chewelah	Chewelah Education Association	2024-25	54.0	\$47,616	\$92,803	\$3,547	2.10%	Supplemental pay does not include extracurricular contracts.	2020
Chewelah	Chewelah Education Association	2025-26	55.0	\$51,835	\$101,024	\$4,394	2.50%		2025
Columbia (Stevens)	Northwest Columbia Education Association	2019-20	13.8	\$40,904	\$77,096	\$1,070	0.00%	No raises were given this year. Other state and federal funding was reduced, could not afford to give raises. Loss of LEA funding has really hurt our small, rural district.	2019
Columbia (Stevens)	Northwest Columbia Education Association	2020-21	12.5	\$41,558	\$78,330	\$1,448	1.60%		2023
Columbia (Stevens)	Northwest Columbia Education Association	2021-22	12.5	\$42,389	\$79,896	\$1,733	2.00%		2023
Columbia (Stevens)	Northwest Columbia Education Association	2022-23	12.5	\$47,476	\$86,288	\$1,031	10.00%		2022
Colville	Colville Education Association (CEA)	2022-23	118.9	\$50,468	\$94,188	\$2,826	6.25%	6.25% Year 1 (2022-23) 2% Year 2 (2023-24) 2.1% Year 3 (2024-25)	2020
Curlew	Did not report								2019
Cusick	Cusick Education Association	2019-20	21.5	\$44,132	\$83,181	\$515	6.00%		2019
Cusick	Cusick Education Association	2020-21	21.5	\$45,015	\$84,928	\$526	2.10%		2019
Deer Park	DPEA	2019-20	151.0	\$44,428	\$87,581	\$2,446	4.00%		2019
Deer Park	DPEA	2020-21	151.0	\$46,317	\$89,333	\$2,494	2.00%		2019
Deer Park	DPEA	2021-22	151.0	\$46,223	\$91,120	\$2,550	2.00%	3 year contract 2019-2022	2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 07

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Deer Park	DPEA	2022-23	155.0	\$49,227	\$97,043	\$2,715	6.50%	1 Year 6.5% increase	2023
Eastmont	EEA	2024-25	427.0	\$57,362	\$108,118	\$2,656	4.90%		2025
Evergreen (Stevens)	Did not report								2019
Grand Coulee Dam	Grand Coulee Dam Educational Association	2019-20	47.3	\$42,913	\$80,885	\$2,217	2.00%		2019
Inchelium	CERT IEA	2019-20	20.5	\$45,167	\$85,212	\$1,450	5.11%		2019
Inchelium	CERT IEA	2020-21	20.5	\$45,167	\$85,212	\$1,450	0.00%		2019
Keller	Did not report								2019
Kettle Falls	Kettle Falls Education Association	2019-20	61.7	\$43,259	\$81,535	\$1,846	3.00%		2020
Kettle Falls	Kettle Falls Education Association	2020-21	58.2	\$43,951	\$82,840	\$1,926	3.60%		2020
Kettle Falls	Kettle Falls Education Association	2022-23	59.6	\$48,387	\$89,989	\$0	6.50%		2020
Loon Lake	Did not report								2019
Mansfield	Mansfield Professional Educators 2019-2022	2019-20	12.0	\$41,575	\$87,851	\$0	4.75%		2019
Mary Walker	WEA	2021-22	26.0	\$43,085	\$81,208	\$3,562	1.90%		2021
Mary Walker	WEA	2022-23	30.0	\$45,455	\$85,674	\$4,091	5.50%		2023
Methow Valley	Did not report								2019
Nespelem	Did not report								2019
Newport	Newport Associated Teachers	2019-20	92.3	\$44,013	\$82,957	\$3,457	2.00%	Average supplemental pay includes stipends for things like band and those teachers that have extended days (ex. counselors).	2019
Nine Mile Falls	Nine Mile Education Association	2019-20	96.1	\$41,820	\$82,344	\$1,931	2.00%		2019
Nine Mile Falls	Nine Mile Education Association	2020-21	96.1	\$42,656	\$83,990	\$1,931	2.00%		2019
Nine Mile Falls	Nine Mile Education Association	2021-22	103.4	\$43,936	\$86,510	\$1,831	3.00%		2021
Nine Mile Falls	Nine Mile Education Association	2022-23	97.8	\$48,000	\$92,133	\$2,429	7.99%	Cert matrix received a "waterfall" effect in increases varying from 9.25% in the top right corner to 6.5% in the bottom left corner. Additionally, we added a 1% Attract & Retain Stipend for all cert staff.	2019

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Data as of December 2025

Legislative District 07

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Nine Mile Falls	Nine Mile Education Association	2023-24	98.8	\$50,400	\$96,739	\$2,123	5.00%		2023
Nine Mile Falls	Nine Mile Education Association	2024-25	98.8	\$52,920	\$101,576	\$2,123	5.00%		2023
Nine Mile Falls	Nine Mile Education Association	2025-26	97.0	\$54,243	\$104,116	\$2,189	2.50%		2025
Nine Mile Falls	Nine Mile Education Association	2026-27	97.0	\$55,870	\$107,239	\$2,242	3.00%		2025
Nine Mile Falls	Nine Mile Education Association	2027-28	97.0	\$57,825	\$110,992	\$2,307	3.50%		2025
Northport	NEA Northport School District 2019-2022	2019-20	18.7	\$41,797	\$78,778	\$0	2.00%		2019
Northport	Teacher CBA	2022-23	21.0	\$48,382	\$87,422	\$572	7.00%	7% increase for all with limited amount of supplemental contracts	2020
Okanogan	Okanogan Education Association	2019-20	65.0	\$43,409	\$81,814	\$3,457	6.50%	2% IPD 4% Regionalization/Staff Mix .5% Additional increase	2019
Omak	Omak Education Association	2021-22	296.0	\$47,092	\$88,759	\$2,050	5.00%	9/29/21: corrections made per request by Scott Haeberle	2021
Omak	Omak Education Association	2022-23	296.0	\$49,258	\$92,842	\$2,144	4.60%	9/29/21: corrections made per request by Scott Haeberle	2021
Omak	Omak Education Association	2023-24	296.0	\$51,573	\$97,206	\$2,245	4.70%	9/29/21: corrections made per request by Scott Haeberle	2021
Onion Creek	Did not report								2019
Orient	Did not report								2019
Orondo	Did not report								2019
Oroville	Did not report								2019
Pateros	Did not report								2019
Republic	Did not report								2019
Selkirk	Selkirk Education Association	2019-20	22.6	\$42,500	\$86,395	\$400	0.00%	0% increase in steps 0 - 16. District added steps 17 - 20 based on the sample state salary grid. Supplemental pay is one per diem day.	2019
Selkirk	Selkirk Education Association	2020-21	22.5	\$43,180	\$87,777	\$363	1.60%		2020
Summit Valley	Did not report								2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 07

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Tonasket	Teachers Education Association	2019-20	74.0	\$44,339	\$83,571	\$3,292	2.00%		2019
Tonasket	Teachers Education Association	2020-21	74.0	\$44,920	\$85,242	\$3,358	2.00%		2019
Valley	There are no bargaining units at Valley School District	2019-20	45.0	\$41,575	\$78,362	\$1,052	3.66%		2019
Waterville	Waterville Teachers' Leadership Council (WTLC)	2019-20	22.0	\$41,575	\$84,821	\$500	2.00%		2019
Wellpinit	WEA	2021-22	33.0	\$47,929	\$90,062	\$3,532	4.00%		2020
Wellpinit	Wellpinit Education Association	2022-23	38.0	\$50,565	\$95,015	\$0	3.00%		2023
Wellpinit	WEA	2023-24	33.0	\$50,847	\$95,547	\$3,741	3.00%		2022
Wenatchee	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 08

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Kennewick	Kennewick Education Association	2019-20	1,200.0	\$50,000	\$93,000	\$10,000	8.00%		2019
Kennewick	Kennewick Education Association	2020-21	1,200.0	\$51,000	\$94,000	\$10,000	3.00%		2019
Pasco	Did not report								2019
Richland	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 09

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Almira	Certificated	2019-20	11.0	\$42,390	\$76,601	\$2,187	2.00%		2019
Asotin-Anatone	AEA	2019-20	40.0	\$42,595	\$80,120	\$3,126	2.00%	Our staff also received step increases for education and experience as if they were on the old state schedule.	2019
Benge	Did not report								2019
Cheney	CEA	2019-20	352.0	\$42,653	\$83,299	\$3,000	7.00%		2019
Cheney	CEA	2022-23	358.0	\$48,402	\$94,529	\$2,500	3.50%		2022
Clarkston	Clarkston Education Association (CEA)	2019-20	164.0	\$46,926	\$85,086	\$7,616	2.00%	Minimum & Maximum salaries are the BASE Contracts only (180 days) Average Supplemental Pay includes all Supplemental contracts that are in the CBA, 11.5 extra days (holiday & PD) Average Increase of 2% is on BASE Contracts only.	2019
Colfax	Colfax Education Association	2019-20	39.0	\$42,395	\$80,380	\$0	3.50%		2020
Colfax	Colfax Education Association	2020-21	39.0	\$43,073	\$81,666	\$928	1.60%		2020
Colfax	Colfax Education Association	2022-23	40.0	\$47,650	\$89,180	\$1,058	7.10%		2020
Colton	CEA	2019-20	17.0	\$42,798	\$76,614	\$2,863	5.00%		2019
Creston	Did not report								2019
Davenport	DEA	2019-20	39.3	\$42,390	\$82,718	\$777	5.00%	I only included the per diem days available under supplemental pay.	2019
Dayton	CCEA	2019-20	31.0	\$41,575	\$78,361	\$1,374	2.00%		2019
Dayton	CCEA	2020-21	31.0	\$42,240	\$79,614	\$1,161	1.60%		2020
Endicott	Endicott Teachers Association	2020-21	12.8	\$42,240	\$75,979	\$782	2.90%		2020
Endicott	Endicott Teachers Association	2022-23	13.0	\$45,538	\$80,599	\$2,945	4.00%		2020
Freeman	Freeman Education Association	2019-20	60.0	\$42,487	\$84,379	\$2,493	6.00%	2% IPD + 4% Experience Factor	2019
Garfield	Did not report								2019
Harrington	Did not report								2019
LaCrosse	Did not report								2019
Lamont	Sprague-Lamont Education Association	2020-21	3.3	\$42,499	\$82,191	\$450	0.00%		2020

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Legislative District 09

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Lamont	Sprague-Lamont Education Association	2021-22	3.3	\$42,499	\$82,191	\$450	0.00%		2020
Lamont	Sprague-Lamont Education Association	2022-23	4.0	\$46,465	\$89,861	\$1,500	5.50%		2019
Liberty	Liberty Education Association	2019-20	35.2	\$41,575	\$82,739	\$3,775	7.40%	2% increase was given on the base. The 7.4% noted above includes movement for experience and additional credits earned.	2019
Lind	Lind Education Association	2019-20	17.7	\$45,206	\$85,206	\$1,068	2.56%	2.1% IPD + 1 state professional learning day=2.56%	2019
Oakesdale	Did not report								2019
Odessa	Odessa Education Association	2019-20	20.0	\$44,502	\$83,878		3.00%	183 day contract	2019
Odessa	Odessa Education Association	2020-21	20.2	\$45,837	\$86,394	\$1,725	3.00%	183 day contract	2020
Odessa	Odessa Education Association	2021-22	19.5	\$47,212	\$88,986	\$2,240	3.00%	183 day contract	2020
Odessa	Odessa Education Association	2022-23	18.2	\$49,808	\$93,879	\$1,744	5.50%	182 day contract	2020
Odessa	Odessa Education Association	2023-24	18.2	\$51,651	\$97,353	\$1,974	3.70%		2023
Othello	Othello Education Association	2019-20	285.0	\$47,426	\$89,389	\$6,570	5.00%		2019
Othello	Othello Education Association	2020-21	285.0	\$49,797	\$93,858	\$6,898	5.00%		2019
Othello	Othello Education Association	2021-22	300.0	\$50,412	\$95,017	\$8,014	3.10%		2020
Othello	Othello Education Association	2022-23	300.0	\$53,185	\$100,243	\$8,587	5.50%		2020
Othello	Othello Education Association	2023-24	300.0	\$54,249	\$102,248	\$8,760	2.00%	After a year-long negotiation process, the 21-22, 22-23, 23-24 OEA contract was finally ratified on 5-26-22. The 23-24 entries are using a projected 2% IPD rate posted on OSPI website. Contract indicates that the 23-24 contracted amounts will increase by finalized IPD factor.	2022

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School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Othello	Othello Education Association	2024-25	296.0	\$57,829	\$122,620	\$9,890	4.70%		2024
Palouse	Did not report								2019
Pomeroy	Garfield County Education Association	2019-20	24.0	\$42,187	\$76,053	\$3,508	3.50%		2019
Pomeroy	GCEA - Garfield County Education Association	2019-20	23.0	\$42,187	\$76,053	\$1,075	3.50%		2019
Pomeroy	GCEA - Garfield County Education Association	2022-23	24.0	\$47,919	\$86,387	\$1,640	7.50%		2020
Pullman	Pullman Education Association	2019-20	184.5	\$45,101	\$85,008	\$2,268	2.00%	The average supplemental pay calculation includes only the six learning improvement days. It does not include supplemental extra-curricular stipends.	2020
Pullman	Pullman Education Association	2020-21	177.4	\$46,003	\$86,708	\$2,688	2.00%	The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2020
Pullman	Pullman Education Association	2021-22	196.6	\$47,383	\$89,309	\$2,672	3.00%	The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2021
Pullman	Pullman Education Association	2022-23	196.6	\$48,615	\$91,361	\$2,741	2.60%	Increase will be IPD + 1%. The minimum and maximum salary amounts are based off an estimated 2.6% increase, but could be changed based on actual IPD. The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2021

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Legislative District 09

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Pullman	Pullman Education Association	2023-24	199.4	\$52,835	\$99,584	\$3,327	4.70%	The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2023
Pullman	Pullman Education Association	2025-26	182.9	\$56,701	\$106,871	\$3,493	2.50%	The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2025
Pullman	Pullman Education Association	2026-27	182.9	\$58,289	\$109,863	\$3,591	2.80%	Increase will be IPD + 0.5%. The minimum and maximum salary amounts are based off an estimated 2.8% increase, but could change based on actual IPD. The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2025
Pullman	Pullman Education Association	2027-28	182.9	\$59,921	\$112,940	\$3,692	2.80%	Increase will be IPD + 0.5%. The minimum and maximum salary amounts are based off an estimated 2.8% increase, but could change based on actual IPD. The average supplemental pay calculation includes only the seven learning improvement days. It does not include supplemental extra-curricular stipends.	2025
Reardan-Edwall	Did not report								2019
Ritzville	Ritzville Education Association	2019-20	25.5	\$45,206	\$85,206	\$749	2.56%	2.1% IPD + 1 Professional Learning Day=2.56%	2019
Rosalia	Did not report								2019
Spokane	Certificated - Spokane Education Association	2019-20	2,165.5	\$46,460	\$92,580	\$5,718	1.00%		2019
Spokane	Certificated - Spokane Education Association	2020-21	2,165.5	\$47,296	\$94,246	\$5,795	1.80%		2019

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Legislative District 09

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Spokane	Certificated - Spokane Education Association	2021-22	2,165.5	\$48,242	\$96,131	\$5,882	2.00%		2019
Sprague	Sprague Lamont Education Association	2020-21	11.3	\$42,499	\$82,191	\$2,438	0.00%		2020
Sprague	Sprague Lamont Education Association	2021-22	10.5	\$42,499	\$82,191	\$2,631	0.00%		2020
Sprague	Sprague-Lamont Education Association	2022-23	12.0	\$46,465	\$89,861	\$2,348	5.50%		2019
St. John	SJTA	2019-20	15.8	\$41,575	\$74,811	\$990	4.00%		2019
St. John	St John Teachers Association	2020-21	14.7	\$42,240	\$77,429	\$1,100	3.50%		2020
St. John	SJTA	2022-23	15.0	\$45,538	\$82,136	\$3,445	4.00%		2021
Starbuck	Did not report								2019
Step toe	Did not report								2019
Tekoa	Certified	2022-23	18.0	\$45,455	\$85,675	\$4,805	5.50%		2020
Washtucna	The Washtucna Education Association	2019-20	10.5	\$41,575	\$79,555	\$2,847	2.00%		2019
Washtucna	Washtucna Education Association	2020-21	11.0	\$44,000	\$83,003	\$2,875	3.80%		2020
Washtucna	Washtucna Education Association	2021-22	10.0	\$44,880	\$84,663	\$1,251	2.00%		2021
Washtucna	Washtucna Education Association	2022-23	11.0	\$47,348	\$89,320	\$3,392	5.50%		2022
Washtucna	Washtucna Education Association	2023-24	11.0	\$49,953	\$94,232	\$3,898	5.50%		2023
Washtucna	Washtucna Education Association	2024-25	11.0	\$52,700	\$99,415	\$4,035	5.50%		2024
Washtucna	Washtucna Education Association	2025-26	11.0	\$54,017	\$101,901	\$4,786	2.50%		2025
Wilbur	Did not report								2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 10

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Anacortes	Did not report								2019
Arlington	Arlington Education Association (Certificated Teachers and ESA's)	2019-20	346.0	\$52,353	\$102,410	\$9,381	3.00%	This is the 2nd (and final) year of the contract. The total increase over the previous contract (2017-18) is 14%. The increase was 11% in 2018-19 and 3% in 2019-20.	2019
Coupeville	Did not report								2019
La Conner	Did not report								2019
Lakewood	Lakewood Education Association	2019-20	169.5	\$52,271	\$98,522	\$4,844	2.00%		2019
Lakewood	Lakewood Education Association	2020-21	146.3	\$56,825	\$107,105	\$3,096	1.60%	One year contract for 20-21	2020
Mount Vernon	Mount Vernon Education Association	2019-20	481.9	\$53,679	\$105,002	\$2,467	10.10%	Current CBA was ratified August 2019 for the period of 9/2018-8/2020; Data entered is from the 2019-2020 salary schedule with the exception of "Average % increase" which is from 2017-2018 to 2018-2019 school year.	2019
Mount Vernon	Mount Vernon Educators Association	2020-21	472.0	\$55,166	\$107,911	\$2,903	3.00%		2020
Mount Vernon	Mount Vernon Education Association	2020-21	469.0	\$55,166	\$107,911	\$2	3.00%		2021
Mount Vernon	MVEA	2021-22	487.0	\$57,373	\$112,227	\$1,781	4.00%		2020
Oak Harbor	Oak Harbor Educational Association	2024-25	392.0	\$68,191	\$129,677	\$3,245	4.70%	Salary is based on IPD of 3.7% plus an increase of 1%	2024
South Whidbey	South Whidbey Educational Association	2019-20	80.0	\$48,671	\$99,907	\$6,530	4.90%		2019
South Whidbey	South Whidbey Education Association	2020-21	78.8	\$50,301	\$103,254	\$7,366	3.35%		2020
Stanwood-Camano	Certificated	2019-20	284.5	\$50,545	\$97,843	\$9,164	2.45%		2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 11

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Highline	HEA	2019-20	1,430.7	\$52,463	\$98,884	\$7,383	2.00%		2019
Kent	Kent Education Association	2020-21	1,649.6	\$55,514	\$106,703		5.00%		2023
Kent	Kent Education Association	2021-22	1,708.2	\$57,179	\$109,904		3.00%		2023
Kent	Kent Education Association	2022-23	1,733.8	\$61,182	\$119,597		7.00%		2023
Renton	Did not report								2019
Tukwila	TEA	2019-20	184.0	\$55,355	\$110,382	\$5,381	6.70%	6.0% increase for all certified employees plus an additional \$4,000 longevity starting on step 20.	2019
Tukwila	TEA	2020-21	184.0	\$56,462	\$112,590	\$5,488	2.00%		2019
Tukwila	TEA	2021-22	184.0	\$57,592	\$114,842	\$5,763	5.00%		2019

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Note: Average supplemental pay not displayed for the Kent School District; Kent reported these data in a manner inconsistent with other districts.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

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Data as of December 2025

Legislative District 12

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Cascade	Did not report								2019
Cashmere	Did not report								2019
Entiat	Entiat Education Association	2019-20	23.0	\$43,593	\$83,691	\$2,867	3.50%		2020
Entiat	Entiat Education Association	2020-21	23.0	\$44,291	\$85,031	\$2,830	1.60%		2020
Entiat	Entiat Education Association	2024-25	31.0	\$54,535	\$104,697	\$3,884	3.70%		2025
Index	None	2019-20	3.6	\$47,593	\$92,704	\$0	11.50%		2019
Lake Chelan	LCEA	2024-25	70.3	\$53,694	\$101,204	\$5,127	3.70%		2025
Manson	Did not report								2019
Monroe	Monroe Education Association	2019-20	376.0	\$52,420	\$108,218	\$3,178	10.00%		2019
Monroe	Monroe Education Association	2020-21	376.0	\$53,520	\$110,490	\$3,178	2.10%	2.1% (Estimated IPD)	2019
Riverview	Riverview Education Association	2022-23	202.0	\$55,600	\$110,454	\$22,972	10.00%		2023
Skykomish	Skykomish Educational Association	2019-20	11.0	\$51,000	\$104,582	\$2,430	1.90%	THE MINIMUM AND MAXIMUM SALARIES DO NOT INCLUDE TRI PAY.	2019
Skykomish	Skykomish Educational Association	2021-22	11.0	\$56,028	\$114,890	\$1,477	3.00%		2021
Skykomish	Skykomish Educational Association	2025-26	10.0	\$67,908	\$133,023	\$2,827	2.50%	The minimum and maximum base salaries do not include Tri- pay.	2025
Snoqualmie Valley	Snoqualmie Valley Education Association	2019-20	459.0	\$55,851	\$109,880	\$9,829	2.50%	Supplemental average includes all supplemental contracts available to both all employees and specific employees based on duties.	2019
Snoqualmie Valley	SVEA	2023-24	476.0	\$65,914	\$129,794	\$9,171	6.20%	Current contract runs 2023-2026. Avg % increase is year 1 and inclusive of IPD. Min & Max includes supplemental pay available to all employees. Average supplemental pay includes supplemental contracts available to all employees.	2023
Stehekin	Did not report								2019

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Legislative District 12

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Sultan	Sultan Education Association	2019-20	124.2	\$52,283	\$106,136	\$1,888	16.30%	This is the second year of a two year contract. The contract was negotiated in 2018-2019. The average increase in 2018-2019 was 15.3%. The increase in 2019-2020 was 1%. Not sure if I was supposed to report last year's contract or not.	2019
Wenatchee	Did not report								2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

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Legislative District 13

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Cle Elum-Roslyn	Cle Elum-Roslyn Education Association	2019-20	58.0	\$41,983	\$79,825	\$4,315	3.00%		2019
Cle Elum-Roslyn	Cle Elum-Roslyn Education Association	2020-21	58.0	\$43,242	\$82,220	\$5,395	3.00%		2019
Cle Elum-Roslyn	Cle Elum-Roslyn Education Association	2023-24	55.2	\$54,853	\$106,298	\$3,571	7.50%		2024
Cle Elum-Roslyn	Cle Elum-Roslyn Education Association	2023-24	78.2	\$58,588	\$113,401	\$3,678	3.00%		2025
Cle Elum-Roslyn	Cle Elum-Roslyn Education Association	2024-25	76.2	\$56,882	\$110,157	\$3,571	3.70%		2024
Coulee-Hartline	Coulee Hartline Education Association	2019-20	16.0	\$40,760	\$76,825	\$0	6.00%	Avg Supplemental Pay is N/A	2019
Damman	Did not report								2019
Eastmont	EEA	2024-25	427.0	\$57,362	\$108,118	\$2,656	4.90%		2025
Easton	Did not report								2019
Ellensburg	Ellensburg Education Association 2019-2022	2019-20	212.0	\$46,392	\$93,544	\$2,000	10.00%		2019
Ellensburg	Ellensburg Education Association 1920-2022	2020-21	212.0	\$47,392	\$95,415	\$2,856	2.00%		2019
Ellensburg	Ellensburg Education Association	2021-22	212.0	\$48,266	\$97,323	\$2,912	2.00%		2019
Ephrata	EEA	2019-20	157.5	\$45,262	\$87,810	\$2,642	4.00%		2019
Ephrata	EEA	2020-21	1.3	\$46,620	\$90,369	\$0	3.00%		2020
Ephrata	EEA	2021-22	8.6	\$48,019	\$93,006	\$0	3.00%		2021
Ephrata	EEA	2024-25	173.0	\$56,089	\$105,715	\$3,500	5.00%		2025
Kittitas	Did not report								2019
Moses Lake	MLEA	2019-20	531.0	\$48,182	\$90,815	\$6,006	2.55%		2019
Moses Lake	Moses Lake Education Association	2024-25	479.0	\$59,234	\$109,982	\$7,337	3.70%	Average increase does not include step increases.	2024
Othello	Othello Education Association	2019-20	285.0	\$47,426	\$89,389	\$6,570	5.00%		2019
Othello	Othello Education Association	2020-21	285.0	\$49,797	\$93,858	\$6,898	5.00%		2019
Othello	Othello Education Association	2021-22	300.0	\$50,412	\$95,017	\$8,014	3.10%		2020
Othello	Othello Education Association	2022-23	300.0	\$53,185	\$100,243	\$8,587	5.50%		2020

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Legislative District 13

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Othello	Othello Education Association	2023-24	300.0	\$54,249	\$102,248	\$8,760	2.00%	After a year-long negotiation process, the 21-22, 22-23, 23-24 OEA contract was finally ratified on 5-26-22. The 23-24 entries are using a projected 2% IPD rate posted on OSPI website. Contract indicates that the 23-24 contracted amounts will increase by finalized IPD factor.	2022
Othello	Othello Education Association	2024-25	296.0	\$57,829	\$122,620	\$9,890	4.70%		2024
Palisades	Non represented	2019-20	3.0	\$41,575	\$78,362	\$0	2.00%	Palisades School District does not bargain, we just pass along the State approved COLA.	2019
Quincy	Quincy Education Association	2019-20	215.0	\$47,130	\$88,831	\$4,533	4.00%		2025
Quincy	Quincy Education Association	2020-21	215.0	\$48,414	\$91,252	\$5,044	1.60%		2025
Quincy	Quincy Education Association	2021-22	220.0	\$50,108	\$94,445	\$5,220	3.50%		2025
Quincy	Quincy Education Association	2022-23	231.0	\$52,864	\$99,639	\$5,507	5.50%		2025
Quincy	Quincy Education Association	2023-24	237.0	\$54,820	\$103,326	\$5,711	3.70%		2025
Quincy	Quincy Education Association	2024-25	237.0	\$57,013	\$107,459	\$5,026	4.00%		2025
Royal	Did not report								2019
Soap Lake	Soap Lake Education Association	2019-20	40.0	\$46,725	\$90,872	\$1,726	2.00%	Supplemental = 5 extra days (includes state days)	2019
Thorp	Thorp Education Association	2019-20	18.3	\$45,050	\$85,911	\$1,290	3.00%		2019
Wahluke	WEA	2019-20	171.0	\$50,161	\$94,545	\$3,064	2.50%		2019
Warden	Did not report								2019

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Data as of December 2025

Legislative District 13

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Wilson Creek	Wilson Creek Education Association	2019-20	14.0	\$42,384	\$79,886	\$2,967	2.00%		2019
Wilson Creek	Wilson Creek Education Association	2023-24	14.0	\$48,415	\$91,254	\$2,600	3.50%	100% of the 3.5% IPD was given in the 2023-2024 school year.	2025
Wilson Creek	Wilson Creek Education Association	2024-25	14.0	\$50,206	\$94,630	\$2,800	3.70%	3.7% IPD Increase was given in the 2024-2025 school year.	2025

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 14

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bickleton	Did not report								2019
Centerville	Centerville Education Association	2019-20	5.0	\$42,881	\$80,822	\$1,392	2.00%		2019
Finley	Finley Education Association	2019-20	57.6	\$46,751	\$88,117	\$1,725	17.00%	13% in 18-19 4% in 19-20	2019
Finley	Finley Education Association	2022-23	61.2	\$51,364	\$96,812	\$2,689	5.50%	IPD increase from 21-22 - 22-23	2023
Glenwood	Did not report								2019
Grandview	Grandview Education Association	2019-20	221.5	\$46,932	\$92,902	\$8,024	6.02%	The average base contract increase the previous year was 31.3%	2019
Granger	Granger Education Association	2019-20	96.7	\$48,064	\$92,956	\$930	3.10%		2019
Granger	Granger Education Association	2025-26	94.0	\$58,540	\$113,216	\$4,371	2.50%		2025
Klickitat	Did not report								2019
Lyle	Did not report								2019
Mabton	MABTON EDUCATION ASSOCIATION	2019-20	54.0	\$47,825	\$90,142	\$2,320	3.00%		2019
Mount Adams	Did not report								2019
Pasco	Did not report								2019
Paterson	Did not report								2019
Roosevelt	District has no bargaining agreement	2019-20	0.0	\$0	\$0	\$0	0.00%		2019
Sunnyside	Did not report								2019
Toppenish	Toppenish Education Association (Certificated)	2019-20	226.0	\$43,068	\$84,839	\$5,773	IPD + 1.0 %)		2019
Union Gap	UGEA	2019-20	36.3	\$46,050	\$94,066		3.00%	Salary includes 5 optional days.	2019
Union Gap	Union Gap Education Association	2019-20	36.3	\$44,805	\$91,524	\$2,171	3.00%	Supplemental Pay includes 5 optional days	2019
Union Gap	Certificated	2021-22	37.6	\$46,615	\$95,221	\$2,040	2.00%		2021
Union Gap	Certificated	2022-23	37.0	\$50,545	\$103,249	\$0	5.50%		2023
Union Gap	Certificated	2025-26	40.0	\$56,257	\$114,916	\$0	3.50%		2025
Wapato	Did not report								2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 14

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Wishram	WISHRAM EDUCATION ASSOCIATION - TEACHERS	2019-20	10.0	\$43,238	\$81,496	\$1,799	4.00%	4% plus 2% IPD	2019
Wishram	Wishram Education Association - Teachers	2020-21	10.0	\$44,941	\$84,706	\$1,872	2.00%	2% plus 2% expected IPD	2019
Yakima	Did not report								2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 15

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
East Valley (Yakima)	East Valley Education Association	2019-20	180.7	\$48,747	\$96,150	\$10,542	3.00%		2020
East Valley (Yakima)	East Valley Education Association	2020-21	179.2	\$50,450	\$99,509	\$10,392	3.00%		2020
Highland	Highland Education Association	2019-20	73.0	\$47,417	\$88,311	\$2,986	3.00%		2019
Naches Valley	Did not report								2019
Prosser	Prosser Education Association	2019-20	166.5	\$41,984	\$86,928	\$1,308	2.40%	Average supplemental pay does not include 112.5 hours of possible enrichment pay that is submitted on timesheets throughout the year.	2019
Prosser	Prosser Education Association	2021-22	160.3	\$43,722	\$90,526	\$2,670	2.50%		2020
Prosser	Prosser Education Association	2022-23	162.5	\$46,127	\$95,506	\$2,247	5.50%		2020
Selah	Selah Education Association	2019-20	233.0	\$47,348	\$90,743	\$2,738	16.70%	The previous contract concluded in 2017-2018 with an average increase of 13.7% in 2018-2019 and an additional increase of 3% for 2019-2020. This is an average as maximum salary increases had a higher percentage increase than did the minimum salary increase for the 2018-2019 year.	2019
Selah	Selah Education Association	2020-21	233.0	\$48,769	\$93,466	\$2,820	3.00%	The 2020-2021 wages will be increased by 3% from the 2019-2020 rates inclusive of any IPD.	2019
Sunnyside	Did not report								2019
West Valley (Yakima)	West Valley Education Association	2020-21	304.0	\$49,977	\$90,193	\$5,800	3.00%		2020
Yakima	Did not report								2019
Zillah	Zillah Education Association	2019-20	64.4	\$43,155	\$80,169	\$5,740	6.00%		2019
Zillah	Zillah Education Association	2025-26	86.0	\$57,359	\$106,554	\$0	3.00%		2025

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 16

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
College Place	Walla Walla Valley Education Association- College Place - CIS staff	2022-23	105.0	\$51,152	\$99,299	\$1,225	5.50%		2019
College Place	Walla Walla Valley Education Association- College Place - CIS staff	2024-25	108.3	\$55,007	\$106,783	\$1,056	3.70%		2024
College Place	Walla Walla Valley Education Association- College Place - CIS staff	2025-26	108.5	\$57,482	\$111,588	\$2,152	4.50%		2025
Columbia (Walla Walla)	Columbia Education Association	2022-23	51.8	\$52,606	\$101,145	\$2,291	8.00%		2019
Columbia (Walla Walla)	Columbia Education Association	2023-24	51.8	\$54,447	\$104,686	\$2,873	3.50%		2023
Columbia (Walla Walla)	Columbia Education Association	2024-25	51.8	\$56,407	\$108,454	\$2,977	3.60%		2021
Dixie	Did not report								2019
Kahlotus	Kahlotus Education Association	2019-20	10.3	\$42,935	\$81,028	\$2,820	2.55%		2019
Kiona-Benton City	Kiona-Benton Education Association	2019-20	87.7	\$44,759	\$90,070	\$7,593	2.10%		2019
North Franklin	North Franklin Education Association	2019-20	136.1	\$41,535	\$90,256	\$3,888	1.90%	Average Supplemental Pay includes 8 inservice days (includes state funded days)	2019
North Franklin	North Franklin Education Association	2021-22	145.1	\$43,909	\$95,414	\$1,351	4.00%		2021
Pasco	Did not report								2019
Prescott	Prescott Education Association	2019-20	19.0	\$44,462	\$83,803	\$0	1.90%		2019
Richland	Did not report								2019
Star	District Has No Bargaining Agreements	2019-20	0.0	\$0	\$0	\$0	0.00%		2019
Touchet	Touchet Education Association	2019-20	19.5	\$43,206	\$80,362	\$8,402	6.00%		2019
Waitsburg	Did not report								2019
Walla Walla	Walla Walla Valley Education Association	2019-20	365.0	\$45,533	\$85,822	\$1,806	10.00%		2019
Walla Walla	Walla Walla Valley Education Association	2022-23	378.4	\$50,963	\$106,080	\$3,166	5.50%		2020

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 16

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Walla Walla	Walla Walla Valley Education Association	2023-24	378.4	\$52,747	\$109,674	\$3,277	3.50%		2020
Walla Walla	Walla Walla Valley Education Association	2024-25	378.4	\$54,593	\$113,394	\$3,392	3.50%		2020

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 17

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Camas	Did not report								2019
Evergreen (Clark)	Did not report								2019
Goldendale	Goldendale Education Association (GEA)	2019-20	55.0	\$42,839	\$80,744	\$4,546	2.00%		2019
Goldendale	Goldendale Education Association (GEA)	2019-20	56.0	\$42,839	\$80,744	\$3,571	2.00%		2019
Mill A	Did not report								2019
Mount Pleasant	Mt. Pleasant Education Association	2019-20	4.8	\$45,101	\$83,878	\$4,416	3.00%		2019
Skamania	Did not report								2019
Stevenson-Carson	Stevenson-Carson Education Association	2019-20	47.2	\$44,880	\$84,225	\$3,030	2.00%		2019
Stevenson-Carson	Stevenson Carson Education Association	2021-22	50.8	\$48,075	\$90,222	\$3,040	4.00%		2021
Stevenson-Carson	Stevenson Carson Education Association	2022-23	52.8	\$49,517	\$92,928	\$3,131	3.00%		2021
Trout Lake	Trout Lake Education Association	2019-20	16.0	\$44,791	\$84,422	\$2,715	2.00%		2019
Washougal	Did not report								2019
White Salmon Valley	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 18

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Battle Ground	Battle Ground Education Association	2019-20	824.0	\$47,558	\$91,732	\$5,893	2.00%		2019
Evergreen (Clark)	Did not report								2019
Vancouver	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 19

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Aberdeen	Did not report								2019
Adna	Adna Education Association	2019-20	37.2	\$44,140	\$82,620	\$2,959	1.04%	We had 3 "top end" teachers retire or leave the district and were replaced with teachers with less experience and/or education credits, therefore, lower salaries. This will skew the avg salary percentage increase.	2019
Adna	Adna Education Association	2023-24	37.0	\$53,215	\$99,606	\$2,131	4.70%	Includes IPD	2024
Adna	Adna Education Association	2024-25	41.0	\$55,716	\$104,288	\$2,950	4.70%		2025
Boistfort	Did not report								2019
Castle Rock	Did not report								2019
Cosmopolis	Did not report								2019
Evaline	Did not report								2019
Kelso	Kelso Education Association	2019-20	318.3	\$46,907	\$90,632	\$956	2.56%		2019
Longview	Longview Education Association	2019-20	440.0	\$48,430	\$91,281	\$2,869	3.10%		2019
McCleary	McCleary Education Association	2019-20	21.2	\$47,107	\$88,787	\$1,530	9.00%		2019
Naselle-Grays River Valley	Naselle-Grays River Education Association	2019-20	29.0	\$45,328	\$85,435	\$5,289	6.00%	2% IPD + 4%	2019
North River	Did not report								2019
Oakville	WEA	2019-20	20.0	\$42,232	\$83,023	\$992	13.52%		2019
Ocean Beach	Ocean Beach Education Association	2019-20	57.8	\$47,101	\$88,777	\$867	2.00%		2019
Ocosta	Did not report								2019
Pe Ell	Pe Ell Education Association	2023-24	21.0	\$52,262	\$100,991	\$1,892	5.70%		2025
Pe Ell	Pe Ell Education Association	2024-25	20.0	\$55,241	\$106,747	\$1,956	3.70%		2025
Raymond	Raymond Education Association	2019-20	36.0	\$46,564	\$87,765	\$0	2.00%		2019
Raymond	Raymond Education Association	2024-25	33.0	\$59,197	\$111,577	\$0	3.70%		2025
Rochester	Rochester Education Association	2019-20	143.1	\$47,401	\$92,092	\$4,642	7.50%		2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 19

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Rochester	Rochester Education Association	2020-21	139.0	\$48,349	\$93,879	\$3,205	2.00%	Supplemental pay includes 5.5	2020
Rochester	Rochester Education Association	2021-22	150.0	\$50,766	\$98,436	\$4,874	5.00%		2021
Rochester	Rochester Education Association	2022-23	150.0	\$52,289	\$101,389	\$5,020	3.00%		2021
Rochester	Rochester Education Association	2023-24	150.0	\$53,858	\$104,431	\$5,171	3.00%		2021
South Bend	South Bend Education Association	2019-20	38.0	\$47,021	\$88,625	\$3,998	19 Contract		2019
Wahkiakum	CIS 2019-20	2019-20	28.0	\$43,206	\$80,992	\$6,302	6.00%		2019
Willapa Valley	WVEA	2023-24	26.0	\$53,496	\$99,498	\$4,290	3.70%		2023
Willapa Valley	WVEA	2024-25	25.0	\$54,566	\$101,488	\$4,290	2.00%		2025
Willapa Valley	WVEA	2025-26	26.0	\$55,930	\$104,024	\$4,290	2.50%		2025
Winlock	WEA	2023-24	44.0	\$51,927	\$99,151	\$5,877	4.70%	IPD plus 1%, lpd plus 1.5% for 24-25	2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 20

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Battle Ground	Battle Ground Education Association	2019-20	824.0	\$47,558	\$91,732	\$5,893	2.00%		2019
Centralia	Centralia Education Association 2020-21	2020-21	200.0	\$46,045	\$95,013	\$4,290	1.60%		2020
Chehalis	Chehalis Education Association	2019-20	194.0	\$48,979	\$92,559	\$2,705	5.00%		2019
Chehalis	Chehalis Education Association	2020-21	194.0	\$50,448	\$95,336	\$2,786	3.00%		2019
Chehalis	Chehalis Education Association	2021-22	194.0	\$51,961	\$98,196	\$2,869	3.00%		2019
Chehalis	Chehalis Education Association	2022-23	190.0	\$55,598	\$105,070	\$2,886	7.00%	Supplemental pay does not include extracurricular contracts or additional contracts for Green Hill Academic School extended year (summer) or other supplemental contracts. Supplemental pay is only reflective of the 6.33 additional contract days and is an estimate only.	2025
Chehalis	Chehalis Education Association	2023-24	190.0	\$58,767	\$111,059	\$3,050	5.70%	Supplemental pay does not include extracurricular contracts or additional contracts for Green Hill Academic School extended year (summer) or other supplemental contracts. Supplemental pay is only reflective of the 6.33 additional contract days and is an estimate only.	2025
Chehalis	Chehalis Education Association	2024-25	190.0	\$62,117	\$117,389	\$3,224	5.70%	Supplemental pay does not include extracurricular contracts or additional contracts for Green Hill Academic School extended year (summer) or other supplemental contracts. Supplemental pay is only reflective of the 6.33 additional contract days and is an estimate only.	2025

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 20

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Chehalis	Chehalis Education Association	2025-26	190.0	\$63,670	\$120,324	\$3,300	2.50%	Supplemental pay does not include extracurricular contracts or additional contracts for Green Hill Academic school extended year (summer), or other supplemental contracts. Supplemental pay is only reflective of the 6.33 additional contract days and is an estimate only.	2025
Green Mountain	Did not report								2019
Hockinson	Hockinson Education Association	2019-20	118.6	\$49,257	\$92,840	\$711	2.00%	2% OVER 2018-2019	2019
Hockinson	Hockinson Education Association	2021-22	121.0	\$51,749	\$97,538	\$1,285	3.00%		2022
Hockinson	Hockinson Education Association	2022-23	115.2	\$55,872	\$105,310	\$563	6.90%	In 21-22 Certs had a 1% TRI contract. In 22-23 we rolled the 1% into base and then added 6.9%	2023
Hockinson	Hockinson Education Association	2023-24	116.4	\$59,139	\$110,406	\$2,939	5.33%		2023
Kalama	Kalama Education Association	2019-20	58.4	\$46,365	\$88,726	\$1,550	1.90%		2019
Kalama	Kalama Education Association	2020-21	58.4	\$47,292	\$90,501	\$1,550	2.00%		2019
Kalama	KEA	2021-22	61.0	\$48,569	\$96,662	\$2,056	2.70%		2023
Kelso	Kelso Education Association	2019-20	318.3	\$46,907	\$90,632	\$956	2.56%		2019
La Center	Did not report								2019
Morton	Morton Education Assosication	2019-20	24.0	\$43,300	\$86,300	\$1,750	2.10%		2019
Morton	Morton Education Assosication	2020-21	24.0	\$44,350	\$87,350	\$2,350	3.60%		2025
Morton	Morton Education Assosication	2021-22	25.0	\$45,700	\$88,700	\$2,350	2.00%		2025
Morton	Morton Education Assosication	2022-23	25.0	\$51,250	\$98,450	\$2,500	1.10%		2025
Morton	Morton Education Assosication	2023-24	26.0	\$54,050	\$101,250	\$2,800	3.70%		2025
Morton	Morton Education Assosication	2024-25	26.0	\$56,950	\$104,150	\$2,900	3.70%		2025

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 20

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Morton	Morton Education Assosication	2025-26	23.0	\$59,250	\$108,350	\$3,016	4.00%		2025
Mossyrock	MOU	2023-24	41.0	\$53,383	\$100,618	\$3,539	3.70%	FTE .98*41 teachers	2024
Napavine	CIS	2019-20	50.0	\$44,164	\$87,565	\$1,410	2.00%		2019
Napavine	NEA	2020-21	50.0	\$44,871	\$89,404	\$1,410	2.10%		2020
Napavine	NEA	2021-22	50.0	\$46,785	\$92,650	\$1,450	2.00%		2024
Napavine	NEA	2022-23	50.0	\$49,592	\$98,025	\$1,537	6.00%		2024
Napavine	NEA	2023-24	50.0	\$51,079	\$100,874	\$1,800	3.00%		2024
Napavine	NEA	2024-25	50.0	\$53,585	\$105,285	\$2,720	6.00%		2024
Onalaska	Did not report								2019
Ridgefield	Ridgefield Education Association	2019-20	200.0	\$46,263	\$89,569	\$4,118	1.90%		2019
Ridgefield	Ridgefield Education Association	2022-23	250.0	\$54,780	\$102,803	\$8,152	6.50%		2020
Ridgefield	Ridgefield Education Association	2023-24	250.0	\$58,676	\$107,429	\$8,519	4.50%		2020
Ridgefield	Ridgefield Education Association	2024-25	250.0	\$61,947	\$110,652	\$8,774	3.00%		2020
Ridgefield	Ridgefield Education Association	2025-26	265.1	\$64,863	\$115,860	\$16,727	4.00%	The minimum and maximum salary amounts is for our Non - Special Ed Staff. Our Special Ed staff receive an additional amount over this based on their position. This breakdown is below: - Resource Room Teachers - 5% Additional - OT / PT - 5.6% Additional - SLP - 8.33% - Intensive Needs, School Psychologists, BCBA: 10%	2025

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 20

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Ridgefield	Ridgefield Education Association	2026-27	265.1	\$67,133	\$120,031	\$17,297	3.60%	The minimum and maximum salary amounts is for our Non - Special Ed Staff. Our Special Ed staff receive an additional amount over this based on their position. This breakdown is below: - Resource Room Teachers - 5% Additional - OT / PT - 5.6% Additional - SLP - 8.33% - Intensive Needs, School Psychologists, BCBA: 10%	2025
Ridgefield	Ridgefield Education Association	2027-28	265.1	\$69,550	\$124,232	\$17,896	3.50%	The minimum and maximum salary amounts is for our Non - Special Ed Staff. Our Special Ed staff receive an additional amount over this based on their position. This breakdown is below: - Resource Room Teachers - 5% Additional - OT / PT - 5.6% Additional - SLP - 8.33% - Intensive Needs, School Psychologists, BCBA: 10%	2025
Toledo	Toledo Education Association	2022-23	52.0	\$51,477	\$102,522	\$1,762	8.50%	Supplemental pay includes only those co-curricular or supplemental contracts covered by the CBA. It does not include athletic coaching stipends that may be paid to certificated or non-certificated employees.	2023
Toledo	Toledo Education Association	2023-24	52.0	\$55,853	\$111,236	\$1,912	8.50%	Estimated increase is based on IPD+3%	2023
Toledo	Toledo Education Association	2024-25	52.0	\$60,601	\$120,691	\$2,074	10.85%	Estimated increase is based on IPD+3%	2023
Toutle Lake	Toutle Lake Education Association	2019-20	37.4	\$44,413	\$90,380	\$1,256	4.50%		2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 20

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Toutle Lake	Toutle Lake Education Association	2020-21	37.4	\$45,745	\$93,091	\$1,293	3.00%		2019
Toutle Lake	Toutle Lake Education Association	2021-22	37.4	\$46,889	\$95,418	\$1,326	2.50%		2019
White Pass	Did not report								2019
Woodland	WEA	2019-20	148.6	\$46,650	\$87,927	\$3,098	4.00%	There was a 2% increase plus IPD of 2% over the last years contract. Due to employees moving up in experience/education there was a 6% increase in employee's compensation.	2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 21

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Edmonds	Did not report								2019
Mukilteo	Mukilteo Education Association	2019-20	1,173.1	\$57,000	\$114,737	\$4,339	10.40%		2019
Mukilteo	Mukilteo Education Association	2020-21	1,185.8	\$58,425	\$117,606	\$4,447	2.50%		2019
Mukilteo	Mukilteo Education Association	2021-22	1,209.5	\$59,886	\$120,546	\$4,558	2.50%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 22

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
North Thurston	NTEA	2019-20	1,038.0	\$52,150	\$102,811	\$3,026	3.50%		2020
Olympia	Olympia Education Association	2019-20	656.0	\$45,909	\$93,627	\$4,611	10.45%	This is the second year of a two year contract. The increase in year 1, 2018-19 was 7-8.83% and in year 2, 2019-20 was 10.45%. MIN and MAX Salary is Base Salary, including longevity for years 22 and beyond. In addition to Base employees may timeslip an additional \$2,040 at MIN and \$4,027 at MAX for Staff Development and 2 additional days. The Average Supplemental Pay includes all supplementals in the CBA. Coaches are not part of the OEA CBA.	2019
Tumwater	Tumwater Education Association	2023-24	398.0	\$59,641	\$95,410	\$8,286	5.70%		2024

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 23

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bainbridge Island	Bainbridge Island Education Association	2019-20	244.3	\$54,966	\$107,163	\$775	2.00%		2019
Bainbridge Island	Bainbridge Island Educator Association	2025-26	205.5	\$65,215	\$127,146	\$4,970	0.00%	No negotiated increase for the one year contract.	2025
Bremerton	BREMERTON EDUCATION ASSOCIATION- BEA, 2019-2020	2019-20	348.8	\$52,385	\$105,019	\$2,521	2.90%	Average Supplemental Pay = (stipends+extra days)/Estimated FTE	2019
Bremerton	WEST SOUND TECHNICAL SKILLS CENTER EDUCATORS ASSOCIATION	2019-20	13.0	\$52,385	\$105,019	\$4,173	2.90%	Average Supplemental Pay = (stipends + extra days)/Estimated FTE	2019
Central Kitsap	Did not report								2019
North Kitsap	Did not report								2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 24

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Aberdeen	Did not report								2019
Brinnon	Brinnon School Employees - certified	2023-24	6.0	\$51,128	\$96,367	\$1,500	10.00%		2023
Brinnon	Brinnon School Employees - certified	2025-26	5.0	\$56,364	\$106,235	\$0	4.00%		2025
Cape Flattery	Did not report								2019
Chimacum	Did not report								2019
Crescent	Crescent Education Association	2019-20	22.3	\$47,030	\$94,228	\$2,860		ncludes IPD	2019
Crescent	Crescent Education Association	2020-21	22.3	\$48,376	\$96,925	\$2,909		ncludes IPD	2019
Crescent	Crescent Education Association	2021-22	22.3	\$49,488	\$99,154	\$2,959		ncludes IPD	2019
Elma	Elma Teachers Organization	2019-20	100.0	\$50,347	\$95,380	\$6,410	6.20%		2020
Hoquiam	Hoquiam Teachers Association	2019-20	98.0	\$47,922	\$93,237	\$2,272	3.00%		2019
Hoquiam	Hoquiam Teachers' Association	2021-22	104.5	\$51,123	\$99,465	\$2,803		ncludes 2% IPD Min. and Max. salaries include 180 days.	2021
Lake Quinalt	Quinalt Education Association	2020-21	16.0	\$42,390	\$79,898	\$0	4.00%		2020
Lake Quinalt	Quinalt Education Association	2021-22	16.0	\$44,086	\$83,094	\$0	4.00%		2020
Lake Quinalt	Quinalt Education Association	2022-23	16.0	\$45,849	\$86,418	\$0	4.00%		2020
Lake Quinalt	Quinalt Education Association	2023-24	17.0	\$50,232	\$94,677	\$1,652	8.00%		2023
Lake Quinalt	Quinalt Education Association	2024-25	17.0	\$53,748	\$101,304	\$1,726	7.00%		2023
Lake Quinalt	Quinalt Education Association	2025-26	17.0	\$56,973	\$107,382	\$1,795	6.00%		2023
Montesano	Montesano Education Association	2019-20	87.0	\$48,436	\$95,827	\$0	5.00%		2019
North Beach	North Beach Education Association	2019-20	49.0	\$57,059	\$90,930	\$0	2.00%		2019
North Beach	North Beach Education Association	2023-24	52.0	\$64,691	\$112,323	\$1,121	3.70%		2024
Port Angeles	PAEA	2019-20	241.0	\$47,167	\$93,029	\$1,783	2.00%		2019

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 24

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Port Townsend	Port Townsend Education Association	2019-20	80.0	\$47,021	\$93,271	\$2,000	6.10%		2019
Queets-Clearwater	Did not report								2019
Quilcene	Quilcene Education Association	2021-22	32.2	\$51,870	\$97,767	\$3,610	5.00%	Increase is made up of 2% IPD + additional 3%	2021
Quillayute Valley	Forks Education Association	2019-20	81.0	\$47,942	\$92,109	\$1,037	33.00%		2019
Quillayute Valley	Forks Education Association	2020-21	80.0	\$48,949	\$94,043	\$1,058	35.00%		2019
Satsop		2019-20						No Bargaining Agreements at Satsop School District	2019
Sequim	Did not report								2019
Taholah	Did not report								2019
Wishkah Valley	Wishkah Valley Education Association	2020-21	15.7	\$47,925	\$97,672	\$180	4.70%		2020
Wishkah Valley	Wishkah Valley Education Association	2021-22	16.5	\$48,644	\$99,137	\$273	1.50%		2025
Wishkah Valley	Wishkah Valley Education Association	2022-23	16.0	\$51,563	\$105,085	\$281	6.00%		2025
Wishkah Valley	Wishkah Valley Education Association	2023-24	17.5	\$53,471	\$108,973	\$257	3.70%		2025
Wishkah Valley	Wishkah Valley Education Association	2024-25	17.5	\$55,449	\$113,005	\$281	3.70%		2025

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 25

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bethel	BEA	2019-20	1,267.0	\$41,575	\$78,362	\$17,656	2.00%	The supplemental figure includes all additional BEA responsibility contracts as well as supplemental stipends per CBA as budgeted for 19-20.	2019
Franklin Pierce	Did not report								2019
Puyallup	Puyallup Education Association (certificated non-supervisory)	2019-20	1,367.2	\$50,073	\$98,313	\$4,037	10.20%	3 year agreement (2018-21) 2-year salary schedule for 2018-2019 and 2019-20 (same amounts both years, IPD has already been included for both years - no additional increases) The parties will re-open negotiations for wages in year three, for 2020-21	2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 26

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bremerton	BREMERTON EDUCATION ASSOCIATION- BEA, 2019-2020	2019-20	348.8	\$52,385	\$105,019	\$2,521	2.90%	Average Supplemental Pay = (stipends+extra days)/Estimated FTE	2019
Bremerton	WEST SOUND TECHNICAL SKILLS CENTER EDUCATORS ASSOCIATION	2019-20	13.0	\$52,385	\$105,019	\$4,173	2.90%	Average Supplemental Pay = (stipends + extra days)/Estimated FTE	2019
Peninsula	Peninsula Education Association	2019-20	633.6	\$50,180	\$103,166	\$2,250	3.00%	Average Supplemental Pay includes the PD contract amounts for each staff member, totaled, and divided by FTE.	2019
Peninsula	Peninsula Education Association - Certificated	2020-21	620.8	\$52,930	\$106,166	\$1,859	3.00%		2021
Peninsula	Peninsula Education Association - Certificated	2021-22	620.8	\$53,936	\$108,183	\$1,895	1.90%	Year 2 Settlement - IPD or 1% whichever is greater used 1.9% IPD as of Feb 2020 for this reporting	2021
South Kitsap	South Kitsap Education Association	2019-20	662.3	\$52,000	\$108,200	\$1,888	average 43%	To find the averages we used four ranges on the salary schedule (BA 0, BA 90, MA 0, & MA 90) and computed the average low, mid, and high steps for each of those ranges. Then taking these averages, added them and divided by three to get the total average for each range of the schedule.	2019
South Kitsap	South Kitsap Education Association	2020-21	666.9	\$52,832	\$109,931	\$1,140	1.60%	SKEA has settled for a three year agreement (through 2023) however, each year there will be different increases based on the State IPD so I can't upload the data for those years at this time. As soon as we know what the IPD is for each year, I will complete the template for each of the appropriate years.	2020

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 26

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
South Kitsap	South Kitsap Education Association, 2021-2022	2021-22	672.4	\$54,889	\$112,610	\$1,015	3.20%	SKEA has settled for a three year agreement (through 2023) however, each year there will be different increases based on the State IPD, so I cannot upload the data for those years at this time. As soon as we know what the IPD is for each year, I will complete the template for the appropriate years.	2021
South Kitsap	South Kitsap Education Association	2024-25	667.0	\$63,222	\$129,362	\$2,614	3.70%		2024

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 27

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Fife	Did not report								2019
Tacoma	Tacoma Education Association	2019-20	2,018.0	\$55,103	\$110,118	\$6,229	3.00%	Salary increase for 2020-2021 IPD + 1.5%; Salary increase for 2021-2022 IPD + 3%	2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 28

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bethel	BEA	2019-20	1,267.0	\$41,575	\$78,362	\$17,656	2.00%	The supplemental figure includes all additional BEA responsibility contracts as well as supplemental stipends per CBA as budgeted for 19-20.	2019
Clover Park	Did not report								2019
Steilacoom Historical	SEA	2019-20	190.0	\$52,000	\$98,011	\$4,195	5.00%		2019
Tacoma	Tacoma Education Association	2019-20	2,018.0	\$55,103	\$110,118	\$6,229	3.00%	Salary increase for 2020-2021 IPD + 1.5%; Salary increase for 2021-2022 IPD + 3%	2019
University Place	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 29

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bethel	BEA	2019-20	1,267.0	\$41,575	\$78,362	\$17,656	2.00%	The supplemental figure includes all additional BEA responsibility contracts as well as supplemental stipends per CBA as budgeted for 19-20.	2019
Clover Park	Did not report								2019
Franklin Pierce	Did not report								2019
Tacoma	Tacoma Education Association	2019-20	2,018.0	\$55,103	\$110,118	\$6,229	3.00%	Salary increase for 2020-2021 IPD + 1.5%; Salary increase for 2021-2022 IPD + 3%	2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 30

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Auburn	Did not report								2019
Federal Way	FWEA Certificated teachers	2019-20	1,561.4	\$55,003	\$107,650	\$0	0.00%		2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 31

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Auburn	Did not report								2019
Bethel	BEA	2019-20	1,267.0	\$41,575	\$78,362	\$17,656	2.00%	The supplemental figure includes all additional BEA responsibility contracts as well as supplemental stipends per CBA as budgeted for 19-20.	2019
Carbonado	Our district is non-union	2019-20	12.5	\$44,113	\$83,145	\$0	2.10%		2019
Dieringer	Dieringer Education Association	2023-24	106.0	\$58,386	\$107,418	\$13,628	4.80%		2023
Enumclaw	Enumclaw Education Association (EEA)	2024-25	267.6	\$65,884	\$115,854	\$4,038	3.70%		2024
Fife	Did not report								2019
Orting	Orting Education Association (OEA)	2019-20	154.0	\$48,144	\$91,301	\$4,968	2.00%		2019
Puyallup	Puyallup Education Association (certificated non-supervisory)	2019-20	1,367.2	\$50,073	\$98,313	\$4,037	10.20%	3 year agreement (2018-21) 2-year salary schedule for 2018-2019 and 2019-20 (same amounts both years, IPD has already been included for both years - no additional increases) The parties will re-open negotiations for wages in year three, for 2020-21	2019
Sumner	Sumner Education Association	2019-20	601.6	\$48,654	\$91,030	\$6,111	2.00%		2019
Sumner	Sumner-Bonney Lake Education Association	2020-21	611.6	\$50,114	\$93,760	\$9,728	3.00%	Reflects 1.6% IPD and 1.4% Bargained increase. This does not include Co-Curricular or Extracurricular assignments	2020
Sumner	Sumner-Bonney Lake Education Association	2021-22	630.4	\$51,116	\$95,635	\$9,917	2.00%	2% bargained increase. Supplemental Pay Average does not include Co-Curricular or Extracurricular assignments.	2020
Sumner	Sumner-Bonney Lake Education Association	2022-23	652.8	\$55,973	\$104,721	\$10,914	9.50%	Salary based on 5.5% IPD & 4% bargained increase. Average Supplemental Pay does not include Co-Curricular or Extracurricular assignments.	2020

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 31

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Sumner	Sumner-Bonney Lake Education Association	2023-24	665.8	\$58,044	\$108,596	\$11,451	3.70%	Average Supplemental Pay does not include Co-Curricular or Extracurricular Assignments	2023
Sumner	Sumner-Bonney Lake Education Association	2024-25	672.3	\$60,656	\$113,483	\$14,631	4.5% Total	Average Supplemental Pay does not include Extracurricular Assignments	2024
Sumner	Sumner-Bonney Lake Education Association	2025-26	679.6	\$63,688	\$119,157	\$14,662	5% Total	Average Supplemental Pay does not include Extracurricular Assignments	2025
White River	WREA	2019-20	237.0	\$46,604	\$89,458	\$5,164	2.00%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 32

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Edmonds	Did not report								2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019
Shoreline	Shoreline Education Association	2019-20	627.6	\$51,553	\$99,833	\$18,923	2.00%		2019
Shoreline	Shoreline Education Association	2021-22	593.8	\$53,960	\$104,494	\$22,300	+ 2% COLA	Average supplemental pay for each FTE includes 8 additional work days at per diem plus a responsibility stipend.	2020

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 33

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Federal Way	FWEA Certificated teachers	2019-20	1,561.4	\$55,003	\$107,650	\$0	0.00%		2019
Highline	HEA	2019-20	1,430.7	\$52,463	\$98,884	\$7,383	2.00%		2019
Kent	Kent Education Association	2020-21	1,649.6	\$55,514	\$106,703		5.00%		2023
Kent	Kent Education Association	2021-22	1,708.2	\$57,179	\$109,904		3.00%		2023
Kent	Kent Education Association	2022-23	1,733.8	\$61,182	\$119,597		7.00%		2023

Not all districts negotiate bargaining agreements each year.

Note: Average supplemental pay not displayed for the Kent School District; Kent reported these data in a manner inconsistent with other districts.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 34

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Highline	HEA	2019-20	1,430.7	\$52,463	\$98,884	\$7,383	2.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019
Vashon Island	Vashon Education Association	2019-20	100.0	\$52,330	\$104,166	\$3,548	13.10%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 35

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Central Kitsap	Did not report								2019
Grapeview	Collective Bargaining Agreement Grapeview Education Association (GEA) and Grapeview School District No. 54	2019-20	13.0	\$44,625	\$88,071	\$4,456	2.00%		2019
Griffin	Griffin Education Association	2019-20	39.6	\$52,003	\$98,017	\$1,436	8.00%		2019
Griffin	Griffin Education Association	2020-21	38.9	\$51,630	\$97,313	\$1,405	2.00%		2020
Griffin	Griffin Education Association	2024-25	39.0	\$64,158	\$120,926	\$1,147	5.00%		2025
Griffin	Griffin Education Association	2025-26	39.0	\$67,687	\$127,577	\$1,147	5.50%		2025
Hood Canal	Hood Canal Education Association	2019-20	28.0	\$45,063	\$85,110	\$1,721	3.00%		2019
Hood Canal	Hood Canal Education Association	2020-21	29.0	\$47,316	\$89,366	\$1,807	4.80%		2025
Hood Canal	Hood Canal Education Association	2021-22	31.0	\$48,736	\$92,048	\$1,861	7.00%		2025
Hood Canal	Hood Canal Education Association	2022-23	28.0	\$52,391	\$98,951	\$2,001	7.50%		2025
Hood Canal	Hood Canal Education Association	2023-24	27.0	\$27	\$55,115	\$104,097	5.20%		2025
Hood Canal	Hood Canal Education Association	2024-25	28.0	\$58,869	\$111,187	\$2,248	7.00%		2025
Mary M. Knight	Did not report								2019
North Mason	North Mason Education Association	2020-21	141.0	\$51,458	\$100,743	\$281	0.00%		2020
North Mason	North Mason Education Association	2021-22	140.0	\$52,487	\$103,778	\$287	2.00%		2021
North Mason	North Mason Education Association	2022-23	178.3	\$56,257	\$110,933	\$300	6.60%		2020
North Thurston	NTEA	2019-20	1,038.0	\$52,150	\$102,811	\$3,026	3.50%		2020

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 35

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Olympia	Olympia Education Association	2019-20	656.0	\$45,909	\$93,627	\$4,611	10.45%	This is the second year of a two year contract. The increase in year 1, 2018-19 was 7-8.83% and in year 2, 2019-20 was 10.45%. MIN and MAX Salary is Base Salary, including longevity for years 22 and beyond. In addition to Base employees may timeslip an additional \$2,040 at MIN and \$4,027 at MAX for Staff Development and 2 additional days. The Average Supplemental Pay includes all supplementals in the CBA. Coaches are not part of the OEA CBA.	2019
Pioneer	Did not report								2019
Rochester	Rochester Education Association	2019-20	143.1	\$47,401	\$92,092	\$4,642	7.50%		2019
Rochester	Rochester Education Association	2020-21	139.0	\$48,349	\$93,879	\$3,205	2.00%	Supplemental pay includes 5.5	2020
Rochester	Rochester Education Association	2021-22	150.0	\$50,766	\$98,436	\$4,874	5.00%		2021
Rochester	Rochester Education Association	2022-23	150.0	\$52,289	\$101,389	\$5,020	3.00%		2021
Rochester	Rochester Education Association	2023-24	150.0	\$53,858	\$104,431	\$5,171	3.00%		2021
Shelton	Did not report								2019
Southside	Southside Education Association	2024-25	14.8	\$57,647	\$113,001	\$4,669	4.50%		2025
Tumwater	Tumwater Education Association	2023-24	398.0	\$59,641	\$95,410	\$8,286	5.70%		2024

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 36

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 37

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Renton	Did not report								2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

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Legislative District 38

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Everett	Everett Education Association	2019-20	1,352.0	\$51,560	\$111,596	\$14,203	2.48%		2019
Everett	Everett Education Association	2020-21	1,352.0	\$51,818	\$112,333	\$14,203	3.00%		2019
Marysville	Did not report								2019
Mukilteo	Mukilteo Education Association	2019-20	1,173.1	\$57,000	\$114,737	\$4,339	10.40%		2019
Mukilteo	Mukilteo Education Association	2020-21	1,185.8	\$58,425	\$117,606	\$4,447	2.50%		2019
Mukilteo	Mukilteo Education Association	2021-22	1,209.5	\$59,886	\$120,546	\$4,558	2.50%		2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

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Legislative District 39

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Concrete	Did not report								2019
Conway	Conway Education Association	2019-20	27.0	\$50,390	\$99,334	\$5,822	1.90%		2019
Conway	CEA	2020-21	26.0	\$51,196	\$100,923	\$9,415	1.60%		2021
Conway	CEA	2021-22	27.5	\$53,872	\$106,197	\$7,400	3.50%		2021
Conway	CEA	2023-24	25.9	\$61,505	\$121,244	\$8,594	6.70%		2023
Conway	CEA	2024-25	26.0	\$63,043	\$124,275	\$8,775	2.50%	Average % Increase over previous contract DOES NOT include IPD - that will be additional increase once known.	2023
Conway	CEA	2025-26	26.0	\$64,304	\$126,760	\$8,950	2.00%	Average % Increase over previous contract DOES NOT include IPD - that will be additional increase once known.	2023
Darrington	Darrington Education Association	2019-20	25.0	\$54,656	\$103,016	\$2,696	2.00%		2019
Granite Falls	GFEA	2020-21	125.0	\$53,526	\$101,597	\$6,000	5.10%		2019
Lake Stevens	Lake Stevens Education Association	2019-20	561.7	\$56,834	\$110,713	\$3,195	3.02%		2019
Marysville	Did not report								2019
Sedro-Woolley	SWEA	2019-20	327.3	\$53,523	\$104,769	\$4,205	2.00%		2019
Sedro-Woolley	Sedro-Woolley Education Association	2023-24	285.0	\$66,070	\$129,330	\$5,060	5.70%		2023
Snohomish	SEA	2019-20	600.0	\$57,918	\$115,018	\$0	13.40%		2019
Snohomish	SEA	2020-21	600.0	\$59,076	\$117,318	\$0	2.00%		2019
Sultan	Sultan Education Association	2019-20	124.2	\$52,283	\$106,136	\$1,888	16.30%	This is the second year of a two year contract. The contract was negotiated in 2018-2019. The average increase in 2018-2019 was 15.3%. The increase in 2019-2020 was 1%. Not sure if I was supposed to report last year's contract or not.	2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 40

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Anacortes	Did not report								2019
Bellingham	Did not report								2019
Burlington-Edison	B-EEA	2019-20	258.3	\$54,035	\$106,951	\$2,500	2.00%	2% IPD over 2018-2019	2019
Burlington-Edison	Burlington-Edison Education Association	2020-21	250.4	\$55,372	\$109,681	\$3,997	3.50%	Min and Max salaries are base salary only, 183 days. Ave Supplemental Pay is for CIS certificated staff FTE only. 3.5% increase = IPD (1.6%) + 1.9%.	2020
Burlington-Edison	Burlington-Edison Education Association	2022-23	259.4	\$60,582	\$117,615	\$6,744	8.25%	Min and Max Salaries are base salary only, 183 days. Ave Supplemental Pay is the "other salary average" for certificated instructional staff as reported on our S-275 1801 Report. 8.25% increase for 2022-23 is IPD+ 2.75%.	2020
Burlington-Edison	Burlington-Edison Education Association	2024-25	250.0	\$66,886	\$126,034	\$9,257	4.70%		2024
Burlington-Edison	Burlington-Edison Education Association	2025-26	250.0	\$69,160	\$130,319	\$9,572	(IPD + 1.5%)		2024
Lopez Island	Did not report								2019
Mount Baker	Mount Baker Education Association	2019-20	133.3	\$49,207	\$89,179	\$2,690	4.00%		2019
Mount Vernon	Mount Vernon Education Association	2019-20	481.9	\$53,679	\$105,002	\$2,467	10.10%	Current CBA was ratified August 2019 for the period of 9/2018-8/2020; Data entered is from the 2019-2020 salary schedule with the exception of "Average % increase" which is from 2017-2018 to 2018-2019 school year.	2019
Mount Vernon	Mount Vernon Educators Association	2020-21	472.0	\$55,166	\$107,911	\$2,903	3.00%		2020
Mount Vernon	Mount Vernon Education Association	2020-21	469.0	\$55,166	\$107,911	\$2	3.00%		2021
Mount Vernon	MVEA	2021-22	487.0	\$57,373	\$112,227	\$1,781	4.00%		2020

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 40

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Orcas Island	Did not report								2019
San Juan Island	Did not report								2019
Shaw Island	Did not report								2019

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Legislative District 41

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bellevue	Bellevue Education Association	2019-20	1,400.0	\$54,303	\$113,114	\$11,347	2.00%	Three year contract,2020-2021 and 2021-2022 increase will be IPD.	2019
Issaquah	Issaquah Education Association	2019-20	1,343.0	\$54,530	\$102,375	\$7,938	2.50%		2019
Lake Washington	Lake Washington Education Association (LWEA)	2019-20	2,055.7	\$56,747	\$115,050	\$10,668	2.00%		2019
Lake Washington	Lake Washington Education Association (LWEA)	2020-21	2,069.2	\$57,869	\$117,292	\$10,811	2.10%	2.1% reflects the estimated State IPD increase.	2019
Mercer Island	Did not report								2019
Renton	Did not report								2019

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

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Legislative District 42

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bellingham	Did not report								2019
Blaine	Blaine Education Association	2019-20	153.0	\$48,398	\$95,003	\$5,027	4.08%	MIN and MAX salaries indicated are the BASE Contract only (180 days) The Average Supplemental Pay includes all Supplemental contracts that are identified in the CBA (Professional Stipends to Chess Team). Coaches are not a part of the CIS CBA. 4.08% increased is based on the average of the BASE Salary Schedule compared to the average of the BASE SS of the prior year. I did not use actual staff and their salaries compared to prior year.	2019
Ferndale	Ferndale Education Association	2019-20	301.4	\$52,766	\$104,147	\$0	2.00%		2019
Lynden	LYNDEN EDUCATION ASSOCIATION	2019-20	215.0	\$47,564	\$93,878	\$3,123	3.50%	Minimum and Maximum salary response reflects base pay. We are still utilizing the state salary schedule model however percentages between the steps were negotiated to be different.	2019
Meridian	Did not report								2019
Mount Baker	Mount Baker Education Association	2019-20	133.3	\$49,207	\$89,179	\$2,690	4.00%		2019
Nooksack Valley	Certificated Staff	2019-20	132.3	\$49,035	\$97,928	\$2,082	9.00%	Data entered is FY2019-2020 salary schedule with exception of "Average % Increase" which is from FY2017-2018 to FY 2018-2019	2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 43

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 44

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Everett	Everett Education Association	2019-20	1,352.0	\$51,560	\$111,596	\$14,203	2.48%		2019
Everett	Everett Education Association	2020-21	1,352.0	\$51,818	\$112,333	\$14,203	3.00%		2019
Monroe	Monroe Education Association	2019-20	376.0	\$52,420	\$108,218	\$3,178	10.00%		2019
Monroe	Monroe Education Association	2020-21	376.0	\$53,520	\$110,490	\$3,178	2.10%	2.1% (Estimated IPD)	2019
Northshore	Northshore Education Association	2019-20	1,447.0	\$49,059	\$94,093	\$5,394	2.00%		2019
Northshore	Northshore Education Association	2020-21	1,507.0	\$50,580	\$97,010	\$5,340	2.10%	Salary information is based on IPD of 2.1%	2019
Northshore	Northshore Education Association	2021-22	1,507.0	\$52,097	\$99,920	\$5,500	3.00%	Salary is based on IPD of 2% plus an increase of 1%	2019
Northshore	Northshore Education Association	2022-23	1,500.0	\$54,676	\$104,866	\$26,977	6.50%	Salary is based on IPD of 5.5% plus an increase of 1%	2020
Northshore	Northshore Education Association	2023-24	1,477.0	\$56,699	\$108,746	\$28,205	3.70%	Salary is based on IPD of 3.7%	2023
Northshore	Northshore Education Association	2024-25	1,411.0	\$58,797	\$112,770	\$29,629	3.70%		2024
Northshore	Northshore Education Association	2025-26	1,367.0	\$60,267	\$115,589	\$31,587	2.50%		2025
Snohomish	SEA	2019-20	600.0	\$57,918	\$115,018	\$0	13.40%		2019
Snohomish	SEA	2020-21	600.0	\$59,076	\$117,318	\$0	2.00%		2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 45

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Lake Washington	Lake Washington Education Association (LWEA)	2019-20	2,055.7	\$56,747	\$115,050	\$10,668	2.00%		2019
Lake Washington	Lake Washington Education Association (LWEA)	2020-21	2,069.2	\$57,869	\$117,292	\$10,811	2.10%	2.1% reflects the estimated State IPD increase.	2019
Northshore	Northshore Education Association	2019-20	1,447.0	\$49,059	\$94,093	\$5,394	2.00%		2019
Northshore	Northshore Education Association	2020-21	1,507.0	\$50,580	\$97,010	\$5,340	2.10%	Salary information is based on IPD of 2.1%	2019
Northshore	Northshore Education Association	2021-22	1,507.0	\$52,097	\$99,920	\$5,500	3.00%	Salary is based on IPD of 2% plus an increase of 1%	2019
Northshore	Northshore Education Association	2022-23	1,500.0	\$54,676	\$104,866	\$26,977	6.50%	Salary is based on IPD of 5.5% plus an increase of 1%	2020
Northshore	Northshore Education Association	2023-24	1,477.0	\$56,699	\$108,746	\$28,205	3.70%	Salary is based on IPD of 3.7%	2023
Northshore	Northshore Education Association	2024-25	1,411.0	\$58,797	\$112,770	\$29,629	3.70%		2024
Northshore	Northshore Education Association	2025-26	1,367.0	\$60,267	\$115,589	\$31,587	2.50%		2025
Riverview	Riverview Education Association	2022-23	202.0	\$55,600	\$110,454	\$22,972	10.00%		2023

Not all districts negotiate bargaining agreements each year.

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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 46

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2019-20	3,988.5	\$50,502	\$97,320	\$15,140	5.00%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2020-21	3,988.5	\$51,563	\$99,364	\$15,458	2.10%		2019
Seattle	Seattle Education Association Certificated Non-Supervisory Employees	2021-22	3,988.5	\$53,626	\$103,339	\$16,076	4.00%		2019

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See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 47

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Auburn	Did not report								2019
Federal Way	FWEA Certificated teachers	2019-20	1,561.4	\$55,003	\$107,650	\$0	0.00%		2019
Kent	Kent Education Association	2020-21	1,649.6	\$55,514	\$106,703		5.00%		2023
Kent	Kent Education Association	2021-22	1,708.2	\$57,179	\$109,904		3.00%		2023
Kent	Kent Education Association	2022-23	1,733.8	\$61,182	\$119,597		7.00%		2023
Tahoma	Did not report								2019

Not all districts negotiate bargaining agreements each year.

Note: Average supplemental pay not displayed for the Kent School District; Kent reported these data in a manner inconsistent with other districts.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 48

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Bellevue	Bellevue Education Association	2019-20	1,400.0	\$54,303	\$113,114	\$11,347	2.00%	Three year contract,2020-2021 and 2021-2022 increase will be IPD.	2019
Lake Washington	Lake Washington Education Association (LWEA)	2019-20	2,055.7	\$56,747	\$115,050	\$10,668	2.00%		2019
Lake Washington	Lake Washington Education Association (LWEA)	2020-21	2,069.2	\$57,869	\$117,292	\$10,811	2.10%	2.1% reflects the estimated State IPD increase.	2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>

Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2025

Legislative District 49

School District	Bargaining Unit	School Year	Estimated FTE Staff	Min Salary	Max Salary	Avg Supp Pay	Avg % Increase	Comments	Report Year
Evergreen (Clark)	Did not report								2019
Vancouver	Did not report								2019

Not all districts negotiate bargaining agreements each year.

See OSPI website: <https://app.smartsheet.com/b/publish?EQBCT=398df99e1bf64d64b932e8783cfa23fa>