

K-12 Collective Bargaining Agreement Data for Certificated Instructional Staff Data as of December 2024

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 2024; the report year is highlighted in blue. Please note that 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 2024

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 |
| 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 |

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 2024

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 |

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

Data as of December 2024

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 2024

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 2024

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 2024

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 | NMEA | 2023-24 | 98.8 | \$50,400 | \$96,739 | \$2,123 | 5.00% | | 2023 |
| Nine Mile Falls | NMEA | 2024-25 | 98.8 | \$52,920 | \$101,576 | \$2,123 | 5.00% | | 2023 |
| 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 |

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

Data as of December 2024

Legislative District 06

| 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 | 2020-21 | 2165.5 | \$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 2024

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 |
| 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 |
| Deer Park | DPEA | 2022-23 | 155.0 | \$49,227 | \$97,043 | \$2,715 | 6.50% | 1 Year 6.5% increase | 2023 |
| Eastmont | Did not report | | | | | | | | 2019 |

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

Data as of December 2024

Legislative District 07

| School District | Bargaining Unit | School Year | Estimated FTE Staff | Min Salary | Max Salary | Avg Supp Pay | Avg % Increase | Comments | Report Year |
|---------------------|--|-------------|---------------------|------------|------------|--------------|----------------|---|-------------|
| 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 |
| Nine Mile Falls | NMEA | 2023-24 | 98.8 | \$50,400 | \$96,739 | \$2,123 | 5.00% | | 2023 |
| Nine Mile Falls | NMEA | 2024-25 | 98.8 | \$52,920 | \$101,576 | \$2,123 | 5.00% | | 2023 |

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

Data as of December 2024

Legislative District 07

| School District | Bargaining Unit | School Year | Estimated FTE Staff | Min Salary | Max Salary | Avg Supp Pay | Avg % Increase | Comments | Report Year |
|-----------------|---|-------------|---------------------|------------|------------|--------------|----------------|--|-------------|
| 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 |
| 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 |

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

Data as of December 2024

Legislative District 07

| School District | Bargaining Unit | School Year | Estimated FTE Staff | Min Salary | Max Salary | Avg Supp Pay | Avg % Increase | Comments | Report Year |
|------------------------|---------------------------------|--------------------|----------------------------|-------------------|-------------------|---------------------|-----------------------|-----------------|--------------------|
| 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 2024

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 2024

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 | CEA | 2020-21 | 39.0 | \$43,073 | \$81,666 | \$928 | 1.60% | | 2020 |
| Colfax | CEA | 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 |
| Lamont | Sprague-Lamont Education Association | 2021-22 | 3.3 | \$42,499 | \$82,191 | \$450 | 0.00% | | 2020 |

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

Data as of December 2024

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 | 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 |
| Othello | Othello Education Association | 2024-25 | 296.0 | \$57,829 | \$122,620 | \$9,890 | 4.70% | | 2024 |
| Palouse | Did not report | | | | | | | | 2019 |

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

Data as of December 2024

Legislative District 09

| School District | Bargaining Unit | School Year | Estimated FTE Staff | Min Salary | Max Salary | Avg Supp Pay | Avg % Increase | Comments | Report Year |
|------------------------|--|--------------------|----------------------------|-------------------|-------------------|---------------------|-----------------------|---|--------------------|
| 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 |
| 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 |
| Reardan-Edwall | Did not report | | | | | | | | 2019 |

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

Data as of December 2024

Legislative District 09

| School District | Bargaining Unit | School Year | Estimated FTE Staff | Min Salary | Max Salary | Avg Supp Pay | Avg % Increase | Comments | Report Year |
|-----------------|--|-------------|---------------------|------------|------------|--------------|----------------|--|-------------|
| 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 | 2165.5 | \$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 |
| 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 |
| Steptoe | 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 |
| 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 2024

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 |

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 2024

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 |

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 2024

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 |
| Index | None | 2019-20 | 3.6 | \$47,593 | \$92,704 | \$0 | 11.50% | | 2019 |
| Lake Chelan | Did not report | | | | | | | | 2019 |
| 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 | SKEA | 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 |
| 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 |

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

Data as of December 2024

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 |

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 2024

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 | CEREA | 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 | Did not report | | | | | | | | 2019 |
| 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 |
| 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 |

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

Data as of December 2024

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 | Did not report | | | | | | | | 2019 |
| 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 |
| Wilson Creek | Wilson Creek Education Association | 2019-20 | 14.0 | \$42,384 | \$79,886 | \$2,967 | 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 2024

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 |
| 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 |
| Wapato | Did not report | | | | | | | | 2019 |
| 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 |

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 2024

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 |

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

Data as of December 2024

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 |
| 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 |
| Walla Walla | Walla Walla Valley Education Association | 2023-24 | 378.4 | \$52,747 | \$109,674 | \$3,277 | 3.50% | | 2020 |

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

Data as of December 2024

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 | 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 2024

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 2024

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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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 2024

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 |
| 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 | Did not report | | | | | | | | 2019 |
| Raymond | Raymond Education Association | 2019-20 | 36.0 | \$46,564 | \$87,765 | \$0 | 2.00% | | 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 |

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

Data as of December 2024

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 | 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 | 3% increase over 18-19 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 |
| 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 2024

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 |
| 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 |
| 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 |

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

Data as of December 2024

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 | 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 |
| 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 |
| 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 2024

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 2024

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 |

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

Data as of December 2024

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

Data as of December 2024

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 | Certified Staff | 2023-24 | 6.0 | \$51,128 | \$96,367 | \$1,500 | 10.00% | | 2023 |
| 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 | 6% | | 2019 |
| | | | | | | | includes IPD | | |
| Crescent | Crescent Education Association | 2020-21 | 22.3 | \$48,376 | \$96,925 | \$2,909 | 2.2% | | 2019 |
| | | | | | | | includes IPD | | |
| Crescent | Crescent Education Association | 2021-22 | 22.3 | \$49,488 | \$99,154 | \$2,959 | 2.2% | | 2019 |
| | | | | | | | includes IPD | | |
| 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 | 5% | Min. and Max. salaries include 180 days. | 2021 |
| | | | | | | | includes 2% IPD | | |
| 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 |

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

Data as of December 2024

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 Angeles | PAEA | 2019-20 | 241.0 | \$47,167 | \$93,029 | \$1,783 | 2.00% | | 2019 |
| 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 WEA | 2020-21 | 15.7 | \$47,925 | \$97,672 | \$180 | 4.70% | | 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 2024

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 |

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 2024

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 | | BA 0- To find the averages we used four ranges Average on the salary schedule (BA 0, BA 90, MA 0, 86%, BA 90- & MA 90) and computed the average low, average mid, and high steps for each of those 51%, MA 0- ranges. Then taking these averages, added average them and divided by three to get the total 52.6%, MA average for each range of the schedule. 90-average 43% | 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 2024

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 |

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 2024

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 |

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 2024

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 |

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 2024

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 |

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 2024

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 |

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 2024

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 2024

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 | 3.7% IPD + .8% per CBA = 4.5% Total | Average Supplemental Pay does not include Extracurricular Assignments | 2024 |
| White River | WREA | 2019-20 | 237.0 | \$46,604 | \$89,458 | \$5,164 | 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 2024

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 | 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 2024

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 2024

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 |

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 2024

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 |
| Hood Canal | Hood Canal Education Association | 2019-20 | 28.0 | \$45,063 | \$85,110 | \$1,721 | 3.00% | | 2019 |
| 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 |
| 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 |

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

Data as of December 2024

Legislative District 35

| 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 |
| Shelton | Did not report | | | | | | | | 2019 |
| Southside | Did not report | | | | | | | | 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 2024

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 2024

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

Data as of December 2024

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 |

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 2024

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 |

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 2024

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 | Estimated 3.4% (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 2024

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 |

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 2024

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

Data as of December 2024

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% | <p>MIN and MAX salaries indicated are the BASE Contract only (180 days)</p> <p>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.</p> <p>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.</p> | 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 Assocation | 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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Washington State K-12 School District Collective Bargaining Agreement Data Collection

Data as of December 2024

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

Data as of December 2024

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 |
| 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 |

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

Data as of December 2024

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 |
| Riverview | Riverview Education Association | 2022-23 | 202.0 | \$55,600 | \$110,454 | \$22,972 | 10.00% | | 2023 |

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

Data as of December 2024

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 |

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 2024

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 2024

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 2024

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>