



Spokane Public Schools

## 2014-15 COMPENSATION MARKET ASSESSMENT

Report of Results for Represented Jobs

July 27, 2015

**FINAL REPORT**

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## 2014-15 Compensation Market Assessment

*Final Report*

July 27, 2015

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# Executive Summary

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## Background

This report contains the results of Spokane Public Schools' 2015 Market Assessment for union represented positions. The primary objective of the study was to determine Spokane Public Schools' market position for pay rates and pay policies, compared to 14 other school districts in Washington.

The study includes 45 benchmark job titles from each of the following union represented job categories:

- Certificated Positions (including teachers and other certified professionals)
- Educational Support Services
- Secretarial and Clerical
- Nutrition Services
- Electricians, Plumbers/Steamfitters, Trades
- Custodial/Grounds/Warehouse

The benchmark titles represent approximately 89% of Spokane Public Schools' represented employees.

## Summary of Findings

Overall, we found that Spokane Public Schools’ pay ranges are competitive with the market average, as shown in **Table 1**. Naturally, the market position varies among the job titles and employee groups.

**TABLE 1  
SPOKANE PUBLIC SCHOOLS MARKET POSITION BY GROUP**

Employee Group	Spokane Public Schools as a % of the Market Average <sup>1</sup>		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Certificated	102%	102%	102%
Educational Support Services	101%	111%	118%
Secretarial and Clerical	91%	104%	114%
Nutrition Services	92%	105%	115%
Electricians, Plumbers/Steamfitters, Trades	120%	126%	130%
Custodial/Grounds/Warehouse	97%	114%	128%
<b>Overall</b>	<b>103%</b>	<b>110%</b>	<b>116%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

<sup>1</sup> Findings include geographic adjustments, TRI time supplemental pay, professional responsibility pay, educational stipends, other stipends, and longevity pay, where applicable

# Methodology

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## School District Comparators

The market assessment included data from 14 school districts identified as peer districts. Six of the 14 districts were identified by the Washington State Auditor’s Office as peer districts, and the remaining eight regional districts were identified by the District. Additionally, Segal Waters gathered local area employer data for three skilled trade positions.

1. Central Valley School District
2. East Valley School District
3. Evergreen (Clark) Public Schools
4. Federal Way Public Schools
5. Kennewick School District
6. Kent School District
7. Mead School District
8. Pasco School District
9. Richland School District
10. Seattle Public Schools
11. Tacoma Public Schools
12. Vancouver Public Schools
13. West Valley School District
14. Yakima School District

## Data Collection & Verification

Pay range, pay supplement, and pay policy information was gathered from collective bargaining agreements provided by the school district comparators.

It is important to note that some differences may exist between Spokane Public Schools’ jobs and the positions that are used as market matches in this study. Despite these differences, we think the job matches in this report reflect the most comparable positions based on competencies, abilities, knowledge, and skills.

## Data Adjustments

### Geographic Adjustments

To recognize the geographic cost differences among the locations, we adjusted salaries using the geographic wage and salary differentials (cost of labor differentials) reported by the Economic Research Institute (ERI) in 2014, as shown in **Table 2**. Of the 14 school districts, nine (9) required a negative adjustment because the costs in these areas are higher than in Spokane. Five (5) required no adjustment because the costs in these areas are comparable to Spokane.

**TABLE 2  
GEOGRAPHIC ADJUSTMENTS**

Comparator	Location (25-mile radius)	Geographic Adjustment (%) <sup>2</sup>
Central Valley School District	Spokane Valley, WA	--
East Valley School District	Spokane Valley, WA	--
Evergreen (Clark) Public Schools	Vancouver, WA	-6.5%
Federal Way Public Schools	Federal Way, WA	-11.8%
Kennewick School District	Kennewick, WA	-6.8%
Kent School District	Kent, WA	-12.0%
Mead School District	Mead, WA	--
Pasco School District	Pasco, WA	-6.8%
Richland School District	Richland, WA	-6.8%
Seattle Public Schools	Seattle, WA	-12.7%
Tacoma Public Schools	Tacoma, WA	-11.2%
Vancouver Public Schools	Vancouver, WA	-6.5%
West Valley School District	Spokane, WA	--
Yakima School District	Yakima, WA	--
<b>Spokane Public Schools</b>	<b>Spokane, WA</b>	<b>--</b>

<sup>2</sup> Geographic adjustments were only applied if the cost-of-labor was more than 2.0% higher or lower than Spokane, WA's cost-of-labor

It is important to note that these cost-of-labor differentials may not be the same as cost-of-living differences. While cost-of-living measurements reflect the supply and demand for goods and services, cost of labor measurements reflect the supply and demand for employees. For example, housing costs in the Puget Sound area are significantly higher than in Spokane, which places an upward pressure on the cost of living index. Nevertheless, the supply of eligible workers is also higher in the Puget Sound area, which places a downward pressure on the cost of labor. Consequently, while we see differences between Spokane and Puget Sound in the cost of labor, the cost of labor difference is not as great as the cost of living difference.

ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost of labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

### Certificated Work Year and Work Day

Since annual pay was gathered for certificated positions, the number of annual work days was taken into consideration. For certificated jobs, all comparators have a work year of 180 days, therefore no work year adjustments were necessary. Hourly pay rates were collected for all other represented positions.

For certificated position, comparator school districts define a 7.5 hour work day inclusive of a 30 minute lunch period. Spokane's definition of a 7 hour day exclusive of a lunch period amounts to the same definition of a day. Therefore, no adjustments were made for differences in work day.



# Certificated

## Pay Comparison

At each educational level, we found that Spokane Public Schools’ pay rates are competitive with the market average. Base pay rates for certificated jobs in **Table 3** include master’s educational stipends, all types of TRI time supplemental pay, professional responsibility pay, and other stipends, where applicable. Pay range maximums include longevity pay. Spokane’s pay range maximums for Master’s and above include the highest possible amount of professional responsibility pay and TRI time supplemental pay.

**TABLE 3  
SPOKANE PUBLIC SCHOOLS MARKET POSITION  
CERTIFICATED JOBS**

Certificated Salary Scale Pay Lane	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Bachelor’s</b>						
Spokane PS Current Pay Range	\$36,951	\$40,034	\$43,117	\$36,951	\$40,034	\$43,117
Overall Market Average	\$39,247	\$42,567	\$45,887	\$36,876	\$39,997	\$43,119
SPS as a % of Overall Market Average	<b>94%</b>	<b>94%</b>	<b>94%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Bachelor’s plus 15 Credits</b>						
Spokane PS Current Pay Range	\$37,944	\$41,823	\$45,701	\$37,944	\$41,823	\$45,701
Overall Market Average	\$40,144	\$44,170	\$48,196	\$37,727	\$41,518	\$45,309
SPS as a % of Overall Market Average	<b>95%</b>	<b>95%</b>	<b>95%</b>	<b>101%</b>	<b>101%</b>	<b>101%</b>
<b>Bachelor’s plus 30 Credits</b>						
Spokane PS Current Pay Range	\$38,971	\$43,712	\$48,453	\$38,971	\$43,712	\$48,453
Overall Market Average	\$41,098	\$45,930	\$50,762	\$38,630	\$43,183	\$47,735
SPS as a % of Overall Market Average	<b>95%</b>	<b>95%</b>	<b>95%</b>	<b>101%</b>	<b>101%</b>	<b>102%</b>

**TABLE 3  
SPOKANE PUBLIC SCHOOLS MARKET POSITION  
CERTIFICATED JOBS**

Certificated Salary Scale Pay Lane	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Bachelor's plus 45 Credits</b>						
Spokane PS Current Pay Range	\$40,001	\$46,766	\$53,531	\$40,001	\$46,766	\$53,531
Overall Market Average	\$42,063	\$49,237	\$56,410	\$39,544	\$46,277	\$53,010
SPS as a % of Overall Market Average	<b>95%</b>	<b>95%</b>	<b>95%</b>	<b>101%</b>	<b>101%</b>	<b>101%</b>
<b>Bachelor's plus 90 Credits</b>						
Spokane PS Current Pay Range	\$43,306	\$53,616	\$63,926	\$43,306	\$53,616	\$63,926
Overall Market Average	\$45,217	\$55,934	\$66,650	\$42,525	\$52,589	\$62,653
SPS as a % of Overall Market Average	<b>96%</b>	<b>96%</b>	<b>96%</b>	<b>102%</b>	<b>102%</b>	<b>102%</b>
<b>Bachelor's plus 135 Credits</b>						
Spokane PS Current Pay Range	\$45,435	\$56,245	\$67,054	\$45,435	\$56,245	\$67,054
Overall Market Average	\$47,418	\$58,705	\$69,992	\$44,597	\$55,191	\$65,786
SPS as a % of Overall Market Average	<b>96%</b>	<b>96%</b>	<b>96%</b>	<b>102%</b>	<b>102%</b>	<b>102%</b>
<b>Master's</b>						
Spokane PS Current Pay Range	\$45,703	\$55,574	\$65,444	\$45,703	\$55,574	\$65,444
Overall Market Average	\$46,954	\$56,947	\$66,940	\$44,133	\$53,557	\$62,980
SPS as a % of Overall Market Average	<b>97%</b>	<b>98%</b>	<b>98%</b>	<b>104%</b>	<b>104%</b>	<b>104%</b>
<b>Master's plus 45 Credits</b>						
Spokane PS Current Pay Range	\$49,009	\$59,272	\$69,534	\$49,009	\$59,272	\$69,534
Overall Market Average	\$50,044	\$60,976	\$71,908	\$47,058	\$57,329	\$67,601
SPS as a % of Overall Market Average	<b>98%</b>	<b>97%</b>	<b>97%</b>	<b>104%</b>	<b>103%</b>	<b>103%</b>

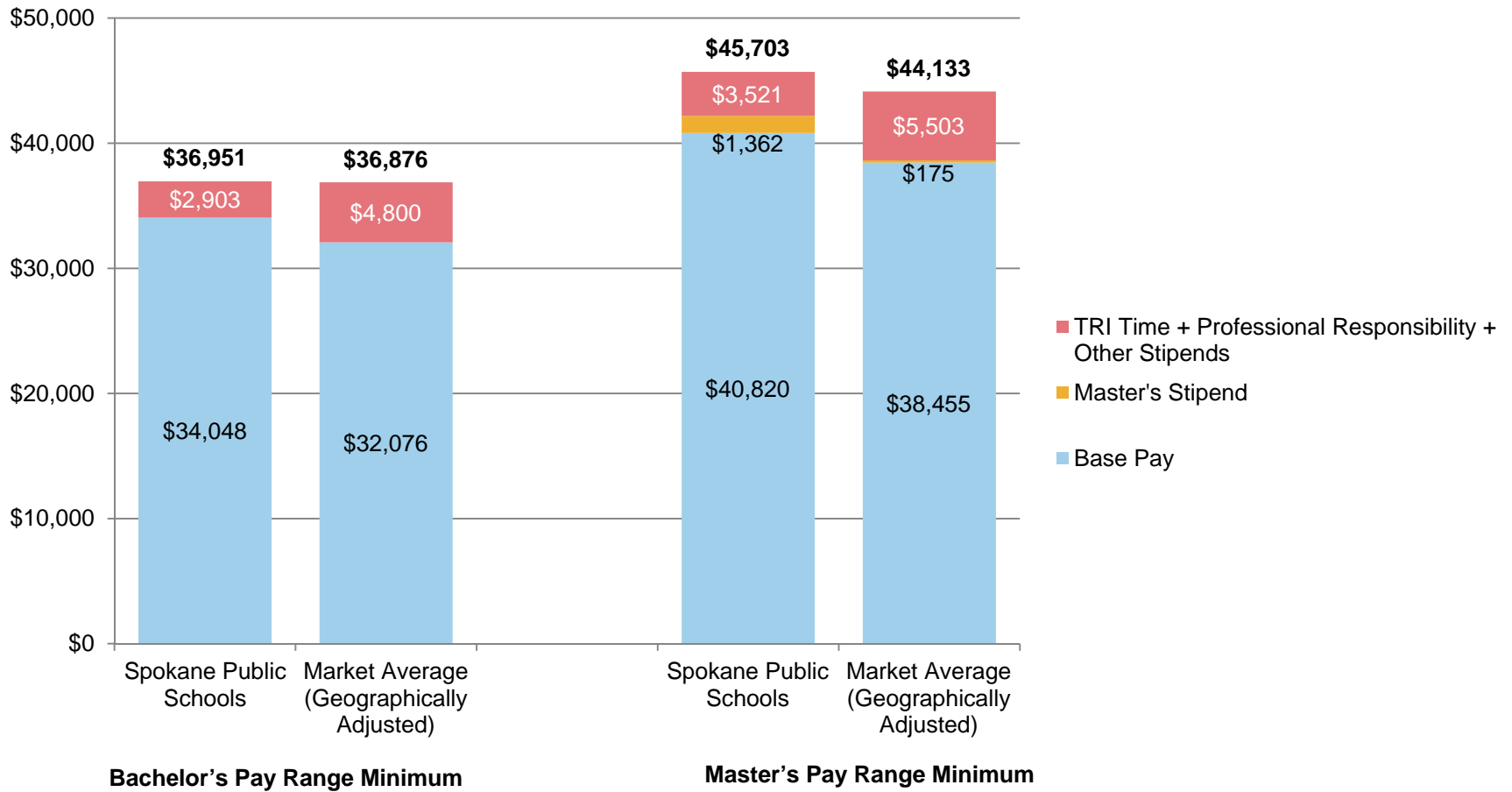
**TABLE 3**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**CERTIFICATED JOBS**

Certificated Salary Scale Pay Lane	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Master's plus 90 Credits or PhD</b>						
Spokane PS Current Pay Range	\$51,862	\$62,568	\$73,274	\$51,862	\$62,568	\$73,274
Overall Market Average	\$52,346	\$63,961	\$75,575	\$49,218	\$60,115	\$71,013
SPS as a % of Overall Market Average	<b>99%</b>	<b>98%</b>	<b>97%</b>	<b>105%</b>	<b>104%</b>	<b>103%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

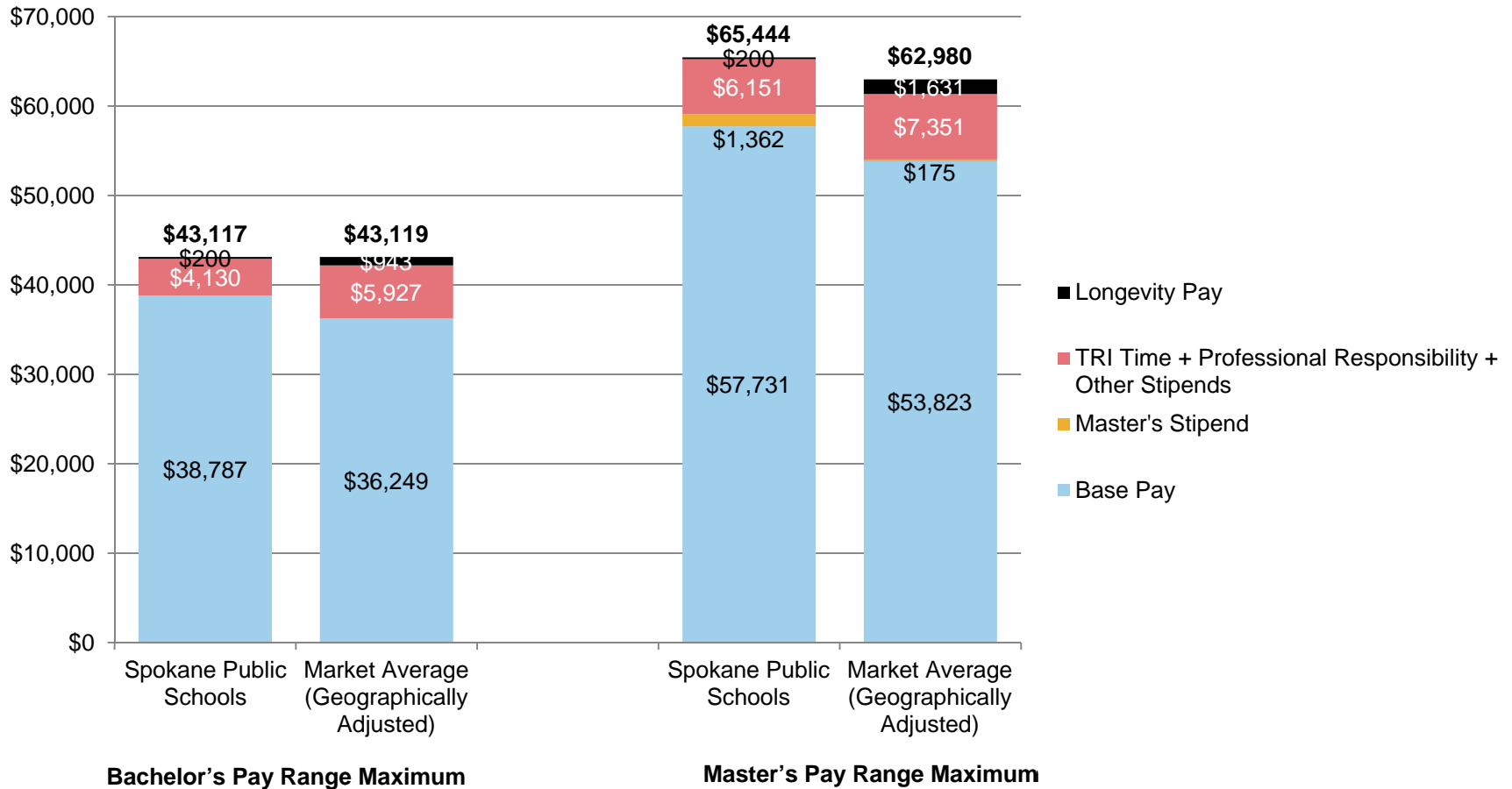
**Chart 1** below compares Spokane Public Schools to the market average at the Bachelor’s Pay Range Minimum (lane BA+0, step 1) and the Master’s Pay Range Minimum (lane MA+0, step 1).

**CHART 1  
CERTIFICATED PAY RANGE MINIMUM COMPARISON**



**Chart 2** below compares Spokane Public Schools to the market average at the Bachelor’s Pay Range Maximum (lane BA+0, top step) and the Master’s Pay Range Maximum (lane MA+0, top step). For Spokane Public Schools, the Master’s Pay Range Maximum includes the highest possible amount of professional responsibility pay and TRI time supplemental pay.

**CHART 2  
CERTIFICATED PAY RANGE MAXIMUM COMPARISON**



## Career Earnings

We also looked at Spokane’s market position from a career earnings standpoint. Over a 30-year career, Spokane Public Schools’ ranking amongst the comparators on a cumulative total earnings basis is shown in **Table 4**. To make this comparison, progression from a bachelor’s degree to a master’s degree after 5 years, accrual of 6 college credits per school year for years 1 through 5, and accrual of 3 college credits per school year for years 6 through 30 was assumed. If offered, master’s education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay are included. As applicable, comparator pay was adjusted for geographic differences.

**TABLE 4  
CUMULATIVE CAREER EARNINGS**

Rank	Cumulative Career Earnings	Comparator	Spokane as a % of Comparator
1	\$1,765,890	Mead School District	97.8%
2	\$1,746,833	Kent School District	98.8%
3	\$1,732,941	Yakima School District	99.7%
<b>4</b>	<b>\$1,726,872</b>	<b>Spokane Public Schools</b>	<b>--</b>
5	\$1,709,602	Vancouver Public Schools	101.1%
6	\$1,701,842	Evergreen (Clark ) Public Schools	101.5%
7	\$1,679,558	Central Valley School District	102.7%
8	\$1,678,390	West Valley School District	102.8%
9	\$1,672,477	Tacoma Public Schools	103.2%
10	\$1,671,522	East Valley School District	103.3%
11	\$1,655,296	Seattle Public Schools	104.3%
12	\$1,634,826	Kennewick School District	105.5%
13	\$1,633,724	Federal Way Public Schools	105.7%
14	\$1,604,853	Pasco School District	107.6%
15	\$1,597,633	Richland School District	108.1%

In rank order, **Table 5** shows the annual salary of each comparator over the same 30-year career. If offered, master’s education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay are included. Salaries below include geographic adjustments. Detailed career earnings data for Spokane and each comparator can be found in **Appendix C**, starting on page 147.

**TABLE 5  
TOTAL ANNUAL SALARY**

Degree	YOS	Credits	Mead	Kent	Yakima	Spokane	Vancouver	Evergreen	Central Valley	West Valley	Tacoma	East Valley	Seattle	Kennewick	Federal Way	Pasco	Richland
BA	0	--	\$37,396	\$38,214	\$37,975	\$36,951	\$40,109	\$37,774	\$36,507	\$36,761	\$35,613	\$36,217	\$38,737	\$35,699	\$35,446	\$34,994	\$34,826
BA	1	6	\$37,890	\$38,704	\$38,486	\$37,445	\$40,537	\$38,263	\$36,998	\$37,240	\$35,944	\$36,704	\$39,044	\$36,180	\$35,923	\$35,465	\$35,294
BA	2	12	\$38,361	\$39,172	\$38,973	\$37,917	\$40,946	\$38,730	\$37,467	\$37,696	\$36,491	\$37,169	\$39,289	\$36,638	\$36,378	\$35,914	\$35,741
BA	3	18	\$39,870	\$40,671	\$40,535	\$39,427	\$42,255	\$40,225	\$38,968	\$39,158	\$38,313	\$38,658	\$39,536	\$38,106	\$37,835	\$37,353	\$37,173
BA	4	24	\$40,390	\$41,188	\$41,073	\$39,948	\$42,706	\$40,741	\$39,486	\$39,663	\$39,548	\$39,172	\$40,635	\$38,612	\$38,338	\$37,849	\$37,667
BA	5	30	\$41,966	\$42,754	\$42,704	\$41,525	\$44,073	\$42,303	\$41,053	\$41,190	\$41,708	\$40,727	\$41,418	\$40,145	\$39,860	\$39,352	\$39,163
MA	6	--	\$49,682	\$48,390	\$48,575	\$48,565	\$48,995	\$47,926	\$46,697	\$46,688	\$47,760	\$46,726	\$48,083	\$45,664	\$45,340	\$44,762	\$44,547
MA	7	3	\$50,637	\$49,338	\$49,563	\$49,521	\$49,823	\$48,873	\$47,647	\$47,613	\$48,866	\$47,669	\$49,616	\$46,593	\$46,262	\$45,673	\$45,453
MA	8	6	\$52,140	\$50,831	\$51,118	\$51,024	\$51,127	\$50,362	\$49,142	\$49,069	\$50,443	\$49,152	\$51,203	\$48,055	\$47,714	\$47,106	\$46,879
MA	9	9	\$53,658	\$52,339	\$52,689	\$52,544	\$52,444	\$51,867	\$50,653	\$50,541	\$52,015	\$50,650	\$52,791	\$49,532	\$49,180	\$48,554	\$48,320
MA	10	12	\$55,257	\$54,455	\$54,344	\$54,144	\$53,831	\$53,451	\$52,243	\$52,090	\$53,595	\$52,228	\$54,377	\$51,087	\$50,724	\$50,078	\$49,837
MA	11	15	\$56,900	\$56,088	\$56,044	\$55,789	\$55,257	\$55,080	\$53,878	\$53,682	\$55,172	\$53,850	\$55,967	\$52,686	\$52,312	\$51,645	\$51,397
MA	12	18	\$58,610	\$57,786	\$57,813	\$57,500	\$56,740	\$56,775	\$55,579	\$55,339	\$56,746	\$55,537	\$55,967	\$54,349	\$53,963	\$53,275	\$53,019
MA	13	21	\$60,378	\$59,543	\$59,644	\$59,270	\$58,500	\$58,528	\$57,338	\$57,053	\$58,326	\$57,283	\$55,967	\$56,070	\$55,671	\$54,962	\$54,698
MA	14	24	\$62,199	\$61,351	\$61,527	\$61,092	\$60,079	\$60,332	\$59,149	\$58,817	\$58,326	\$59,079	\$55,967	\$57,841	\$57,430	\$56,698	\$56,425
MA	15	27	\$63,744	\$62,887	\$63,127	\$62,638	\$61,420	\$61,864	\$60,687	\$60,315	\$58,326	\$60,605	\$55,967	\$59,344	\$58,923	\$58,172	\$57,892
MA	16	30	\$64,964	\$64,099	\$64,389	\$63,860	\$62,821	\$63,073	\$61,900	\$61,497	\$58,326	\$61,809	\$55,967	\$60,531	\$60,101	\$59,335	\$59,050
MA	17	33	\$64,964	\$64,099	\$64,389	\$63,860	\$62,821	\$63,073	\$61,900	\$61,497	\$58,326	\$61,809	\$55,967	\$60,531	\$60,101	\$59,335	\$59,516
MA	18	36	\$65,789	\$64,099	\$64,389	\$63,860	\$62,821	\$63,073	\$61,900	\$61,497	\$58,326	\$61,809	\$55,967	\$60,531	\$60,101	\$59,335	\$59,516
MA	19	39	\$65,789	\$64,099	\$64,389	\$63,860	\$62,821	\$63,073	\$61,900	\$61,497	\$58,326	\$61,809	\$55,967	\$60,531	\$60,101	\$59,335	\$59,516

**TABLE 5  
TOTAL ANNUAL SALARY**

Degree	YOS	Credits	Mead	Kent	Yakima	Spokane	Vancouver	Evergreen	Central Valley	West Valley	Tacoma	East Valley	Seattle	Kennewick	Federal Way	Pasco	Richland
MA	20	42	\$65,789	\$65,507	\$64,389	\$64,060	\$62,821	\$63,073	\$62,580	\$61,497	\$61,242	\$62,309	\$55,967	\$60,531	\$61,119	\$59,335	\$59,516
MA	21	45	\$69,794	\$69,573	\$68,534	\$68,068	\$66,295	\$67,042	\$66,565	\$65,378	\$67,860	\$66,261	\$66,766	\$64,427	\$65,054	\$63,155	\$63,317
MA	22	48	\$69,794	\$69,573	\$68,534	\$68,068	\$66,295	\$67,042	\$66,565	\$65,378	\$67,860	\$66,261	\$66,766	\$64,427	\$65,054	\$63,155	\$63,317
MA	23	51	\$71,418	\$69,573	\$68,534	\$69,420	\$66,295	\$67,042	\$66,565	\$65,378	\$67,860	\$66,261	\$66,766	\$64,427	\$65,054	\$63,155	\$63,317
MA	24	54	\$71,418	\$69,573	\$68,534	\$69,420	\$66,295	\$67,042	\$67,415	\$67,827	\$67,860	\$66,761	\$66,766	\$64,427	\$65,054	\$63,155	\$63,317
MA	25	57	\$71,418	\$70,585	\$68,534	\$69,420	\$66,295	\$67,042	\$67,415	\$67,827	\$67,860	\$66,761	\$66,766	\$64,427	\$66,137	\$64,741	\$63,783
MA	26	60	\$71,418	\$70,585	\$68,534	\$69,420	\$66,295	\$67,042	\$67,415	\$67,827	\$67,860	\$66,761	\$66,766	\$64,427	\$66,137	\$64,741	\$63,783
MA	27	63	\$71,418	\$70,585	\$68,534	\$69,420	\$66,295	\$67,042	\$67,415	\$67,827	\$67,860	\$66,761	\$66,766	\$64,427	\$66,137	\$64,741	\$63,783
MA	28	66	\$71,418	\$70,585	\$68,534	\$69,420	\$66,295	\$67,042	\$68,265	\$70,276	\$67,860	\$67,361	\$66,766	\$67,291	\$66,137	\$64,741	\$63,783
MA	29	69	\$71,418	\$70,585	\$68,534	\$69,420	\$66,295	\$67,042	\$68,265	\$70,276	\$67,860	\$67,361	\$66,766	\$67,291	\$66,137	\$64,741	\$63,783
<b>Cumulative</b>			<b>\$1.77M</b>	<b>\$1.75M</b>	<b>\$1.73M</b>	<b>\$1.73M</b>	<b>\$1.71M</b>	<b>\$1.70M</b>	<b>\$1.68M</b>	<b>\$1.68M</b>	<b>\$1.67M</b>	<b>\$1.67M</b>	<b>\$1.66M</b>	<b>\$1.63M</b>	<b>\$1.63M</b>	<b>\$1.60M</b>	<b>\$1.60M</b>



## Pay Supplements & Stipends

The following schedule (**Table 6**) is used to determine State salary allocations for certificated instructional staff for 283 of 295 Washington State public school districts. The remaining 12 public school districts (one of which is Seattle Public Schools) receive somewhat higher allocations due to a higher base salary.

This schedule determines allocations of State funds. Actual salaries are determined in local negotiations. **Tables 8** through **11** contain information regarding pay supplements and stipends provided as an addition to the state salary allocation.

**TABLE 6**  
**STATE OF WASHINGTON K-12 SALARY ALLOCATION SCHEDULE**  
**FOR CERTIFICATED INSTRUCTIONAL STAFF**

Years of Service	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135	MA+0	MA+45	MA+90 or PhD
0	\$34,048	\$34,968	\$35,920	\$36,875	\$39,939	\$41,913	\$40,820	\$43,885	\$45,860
1	\$34,506	\$35,439	\$36,403	\$37,400	\$40,496	\$42,459	\$41,274	\$44,370	\$46,332
2	\$34,943	\$35,884	\$36,859	\$37,933	\$41,020	\$43,004	\$41,731	\$44,818	\$46,802
3	\$35,393	\$36,343	\$37,329	\$38,437	\$41,518	\$43,549	\$42,164	\$45,243	\$47,276
4	\$35,834	\$36,826	\$37,818	\$38,964	\$42,064	\$44,110	\$42,618	\$45,718	\$47,765
5	\$36,290	\$37,287	\$38,288	\$39,498	\$42,586	\$44,673	\$43,080	\$46,169	\$48,256
6	\$36,759	\$37,734	\$38,769	\$40,039	\$43,113	\$45,211	\$43,552	\$46,626	\$48,723
7	\$37,582	\$38,572	\$39,621	\$40,960	\$44,079	\$46,235	\$44,438	\$47,556	\$49,713
8	\$38,787	\$39,831	\$40,905	\$42,355	\$45,516	\$47,751	\$45,832	\$48,994	\$51,228
9		\$41,135	\$42,262	\$43,765	\$46,999	\$49,310	\$47,241	\$50,447	\$52,788
10			\$43,635	\$45,247	\$48,524	\$50,913	\$48,724	\$52,003	\$54,390
11				\$46,772	\$50,121	\$52,557	\$50,249	\$53,599	\$56,034
12				\$48,249	\$51,761	\$54,269	\$51,835	\$55,238	\$57,748
13					\$53,440	\$56,024	\$53,476	\$56,918	\$59,501
14					\$55,128	\$57,844	\$55,165	\$58,716	\$61,322
15					\$56,563	\$59,349	\$56,599	\$60,242	\$62,917
16 or more					\$57,693	\$60,535	\$57,731	\$61,447	\$64,174

Table 7 shows Seattle Public Schools’ base salary schedule for certificated non-supervisory staff is shown below.

**TABLE 7  
SEATTLE PUBLIC SCHOOLS  
CERTIFICATED NON-SUPERVISORY SALARY SCHEDULE 2014-15 180 DAY**

Years of Service	BA	BA+22.5	BA+45	BA+45+MA	BA+90	BA+90+MA	BA+135	BA+135+MA	BA+155+MA	PhD/DR
--	\$34,048	\$34,188	\$34,188	\$40,821	\$34,188	\$40,987	\$34,188	\$40,987	\$40,987	\$41,037
1	\$34,117	\$34,257	\$34,593	\$41,041	\$35,698	\$41,086	\$36,007	\$41,138	\$41,501	\$43,111
2	\$34,117	\$34,257	\$35,721	\$41,041	\$37,233	\$41,086	\$37,710	\$41,163	\$43,150	\$44,741
3	\$34,117	\$34,257	\$36,460	\$41,041	\$38,352	\$41,086	\$38,988	\$41,163	\$44,326	\$45,886
4	\$34,117	\$34,841	\$37,525	\$41,041	\$39,803	\$41,564	\$40,599	\$42,361	\$45,883	\$47,427
5	\$34,117	\$35,440	\$38,577	\$41,041	\$41,238	\$42,981	\$42,193	\$43,936	\$47,425	\$48,955
6			\$39,983	\$41,728	\$43,047	\$44,792	\$44,166	\$45,908	\$49,401	\$50,930
7			\$41,326	\$43,072	\$44,790	\$46,532	\$46,072	\$47,810	\$51,297	\$52,825
8			\$42,734	\$44,476	\$46,596	\$48,336	\$48,041	\$49,782	\$53,267	\$54,795
9			\$44,138	\$45,881	\$48,403	\$50,143	\$50,014	\$51,753	\$55,239	\$56,768
10			\$45,542	\$47,284	\$50,209	\$51,950	\$51,983	\$53,726	\$57,209	\$58,738
11			\$46,946	\$48,690	\$52,015	\$53,756	\$53,953	\$55,697	\$59,179	\$60,709
12					\$53,819	\$55,562	\$55,926	\$57,668	\$61,150	\$62,680
13					\$55,625	\$57,368	\$57,894	\$59,637	\$63,120	\$64,650
14					\$56,581	\$58,354	\$58,889	\$60,661	\$64,204	\$65,759

Only two of the comparator school district's offer educational pay supplements. Master's pay supplements are included in pay comparisons on prior pages.

**TABLE 8  
EDUCATION PAY SUPPLEMENT  
CERTIFICATED JOBS**

Comparator	Annual Pay Supplement		Policy
	Master's Degree	Doctorate Degree	
Central Valley School District	--	--	
East Valley School District	\$400		Master's Degree Stipend: \$400
Evergreen (Clark) Public Schools	--	--	
Federal Way Public Schools	--	--	
Kennewick School District	--	--	
Kent School District	--	--	
Mead School District	\$2,043		Employees holding a Master's Degree or Doctorate's Degree receive 6% of the State Allocation Schedule base rate of \$34,048
Pasco School District	--	--	
Richland School District	--	--	
Seattle Public Schools	--	--	
Tacoma Public Schools	--	--	
Vancouver Public Schools	--	--	
West Valley School District	--	--	
Yakima School District	--	--	
<b>Spokane Public Schools</b>	<b>\$1,362</b>	<b>\$2,043</b>	<b>Master's Degree Stipend:</b> \$1,362 (4% of the State Allocation Schedule base rate of \$34,048) <b>Doctorate Degree Stipend:</b> \$2,043 (6% of the State Allocation Schedule base rate of \$34,048) An employee may not receive both the master's and doctorate degree stipend in any one year

TRI time and professional responsibility stipends are included in the pay comparisons on the prior pages.

**TABLE 9**  
**TRI TIME & PROFESSIONAL RESPONSIBILITY & OTHER STIPENDS**  
**CERTIFICATED JOBS**

Comparator	Average Annual Pay Supplement (% of base pay)	Policy
Central Valley School District	7.2%	Professional Responsibility Stipend is 12 days of pay TRI Time is 1 Learning Improvement Day (LID)
East Valley School District	6.4%	Instructional Staff receive 86 hours of per diem for activities outside the basic contract; twenty (20) of those hours are for building/district use
Evergreen (Clark) Public Schools	16.6% - 18.7%	Each full-time employee will be compensated at 14.25% of the individual's base salary for TRI responsibilities A \$1,500 Professional Fund is allocated for each full-time employee per school year. This fund may be used as <u>reimbursement</u> for instructional materials, tuition, workshops, and conference fees or as <u>compensation</u> for non-contract time used individually or collaboratively for professional activities such as the district's strategic plan, the site improvement plan, the employee's evaluation, curriculum frameworks, student assessment, national board certification activities, or student focused activities
Federal Way Public Schools	18.0% - 20.0%	Responsibility Contract: 14.7% of base pay (for certificated staff with a master's degree the responsibility stipend increases to 15.7% for 20-24 years of service and 16.7% for 25+ years of service TRI Time: 6 days of pay

**TABLE 9**  
**TRI TIME & PROFESSIONAL RESPONSIBILITY & OTHER STIPENDS**  
**CERTIFICATED JOBS**

Comparator	Average Annual Pay Supplement (% of base pay)	Policy
Kennewick School District	12.5%	<p>Professional Responsibility Stipend is 97.50 hours (13 days) of pay            TRI Time: 71.25 hours (9.5 days) are available as paid extra time, detailed below:</p> <ul style="list-style-type: none"> <li>- 7.50 hours for the last weekday before school starts</li> <li>- 7.50 hours for the annual conference day</li> <li>- 7.50 hours for the Focus on Instruction Day</li> <li>- 7.50 hours for school improvement plan</li> <li>- 7.50 hours for safety/required training and classroom preparation</li> <li>- 15.00 hours for LID days</li> <li>- 7.50 hours for district topics</li> <li>- 3.75 hours for building topics</li> <li>- 3.75 hours for Open House</li> <li>- 3.75 for building professional development activities</li> </ul>
Kent School District	25.0% - 27.5%	<p>Professional Responsibility Stipend is \$2,000 for BA, Step 1 through MA+90 Step 9. This stipend increases to \$2,600 for MA, Step 10 through MA+90, Step 16</p> <p>TRI Time: 35 days of Time Responsibility and Incentive Compensation are “deemed done” and payment is spread evenly over twelve months</p> <p>4 TRI days are available for principal effective education and are paid by extra pay timesheet; these days are optional and are directed by the building/program administrator</p>
Mead School District	8.9% - 9.8%	<p>TRI Time: Employees receive thirteen (13) TRI days and one (1) Learning Improvement Day (LID)</p> <p>Two of the TRI days are designated for the start of school, open house, and staff development/building retreat activities</p> <p>Employees receive a \$700 professional fund for instructional supplies and materials, professional publications, professional dues, conference registration/materials, tuition, clock hour payments, substitute costs, and other related professional expenses</p>

**TABLE 9**  
**TRI TIME & PROFESSIONAL RESPONSIBILITY & OTHER STIPENDS**  
**CERTIFICATED JOBS**

Comparator	Average Annual Pay Supplement (% of base pay)	Policy
Pasco School District	9.7% - 10.3%	<p>TRI Time and Professional Responsibility: Employees receive 17.5 additional days (secondary) or 18.5 additional days (elementary). Days are <u>six hours</u> long and are categorized in the following tiers:</p> <ul style="list-style-type: none"> <li>- Tier #1: Nine and a half (9.5) or ten and a half (10.5) days for work done outside the school day, such as student evaluations, class preparation, reporting student progress, etc.</li> <li>- Tier #2: Five (5) District designated days</li> <li>- Tier #3: Three (3) days for in-services, workshops, and transition to the new evaluation model</li> </ul>
Richland School District	9.7%	<p>TRI Supplemental Contract: The supplemental contract will be divided into pay for completion of additional time and responsibilities.</p> <p>Responsibilities: Employees will be compensated at 6.97% of their base contract</p> <p>Time: Employees will be paid for five (5) supplemental days</p>
Seattle Public Schools	33%	<p>TRI Supplemental Contract (5 days per diem plus Responsibility Contract): the stipend amount varies by degree, credits, and years of service</p> <p>On average, the TRI Supplemental Contract increases base pay by 33%</p>
Tacoma Public Schools	21%	<p>Professional Responsibility Stipend varies by degree, credits, and years of service</p> <p>TRI Time is included in Professional Responsibility Stipend:</p> <ul style="list-style-type: none"> <li>- Attendance at the day before the first student day of the year and the conference/semester day</li> <li>- Preparation for and attendance at reasonable building activities such as open houses, curriculum nights, parent education nights, school and community functions, student orientation, and concerts</li> </ul> <p>On average, the Professional Responsibility Stipend (PRS) increases base pay by 21%</p>

**TABLE 9**  
**TRI TIME & PROFESSIONAL RESPONSIBILITY & OTHER STIPENDS**  
**CERTIFICATED JOBS**

Comparator	Average Annual Pay Supplement (% of base pay)	Policy
Vancouver Public Schools	15.4% - 26.0%	<p>TRI Supplemental Contract:            The time and responsibility stipend amount is \$5,485 for most degree levels, credits, and years of service (the stipend amount increases in the BA+90 through MA+90 lanes for having around 13 to 15 years of service and again at 16+ years of service)            Employees also receive three (3) days of pay at the rate of \$36 per hour for 8 hours to perform administrative essential days (pre-duty/semester break)            Employees are eligible to receive up to \$2,500 of the professional development fund, covering registration fees, credit fees, textbooks, materials for approved courses, workshops, conferences, seminars, subscriptions, mileage, lodging, substitute teacher pay, NBPTS fees, and ProTeach fees</p>
West Valley School District	6.3% - 8.0%	<p>Deemed Done Flex Days: Each employees has four (4) per diem days for professional duties outside the regular workday. These days are used at the employee's discretion and the activities are not administratively assigned.            Each employee also has the option of participating in four (4) staff development days at the per diem rate. These days are determined by the District.            Employees are also eligible for up to \$750 per school year to aid professional growth and up to \$450 per school year for reimbursement of supplies and materials</p>
Yakima School District	11.5%	<p>TRI Time: Employees are eligible for 98 hours per diem of Deemed Done Days as describe below:                1.0 District Directed Days                8.5 Employee Directed Days                <u>4.5 Building Directed Days</u>                14.0 Total Days</p> <p>Responsibility Pay: 2.7% of base pay            Incentive Pay: 0.5% of base pay as a lump sum            Employees are eligible for 1.0 Optional District Directed Day (to be claimed on a timesheet)</p>

**TABLE 9**  
**TRI TIME & PROFESSIONAL RESPONSIBILITY & OTHER STIPENDS**  
**CERTIFICATED JOBS**

Comparator	Average Annual Pay Supplement (% of base pay)	Policy
Spokane Public Schools	8.4% - 10.7%	<p><b>Professional Responsibility Stipend:</b> Employees with 1 to 23 years of experience receive 6.2% of base pay. (This stipend increases to 8.4% of base pay for employees with 24+ years of experience.)</p> <p><b>TRI Time:</b> Employees receive 10.5 hours per diem paid on a supplemental contract for District-Directed TRI Time. The use of District determined hours is required.</p> <p>Employees are eligible for 10.5 hours per diem submitted on an exception hour form for Employee Directed TRI Time. The use of employee determined hours is optional.</p> <p>Employees also receive a \$225 stipend each year for the purchase of instructional materials.</p>



Longevity pay supplements are included in the pay comparisons on the prior pages.

**TABLE 10  
LONGEVITY PAY SUPPLEMENT  
CERTIFICATED JOBS**

Comparator	Annual Pay Supplement for Years of Service				Policy
	20	25	30	35	
Central Valley School District	\$680	\$1,530	\$2,380	\$2,380	Experience stipends are added as follows: \$680 for the 20 <sup>th</sup> year, plus \$850 for the 24 <sup>th</sup> year, plus \$850 for the 28 <sup>th</sup> year
East Valley School District	\$500	\$1000	\$1,600	\$1,600	Longevity pay of \$500 for years 20-23, \$1,000 for years 24-27, and \$1,600 for 28+ years
Evergreen (Clark) Public Schools	--	--	--	--	
Federal Way Public Schools	\$577- \$642	\$1,155- \$1,283	\$1,155- \$1,283	\$1,155- \$1,283	Only employees with a master's degree will receive an additional 1% of pay for 20-24 years of service and 2% of pay for 25+ years of service
Kennewick School District	--	--	\$1,939 - \$3,209	\$1,939 - \$3,209	Longevity pay of 5% of employee's base salary after 27.5 years of service
Kent School District	\$1,600- \$1,800	\$2,675- \$3,000	\$2,675- \$3,000	\$2,675- \$3,000	Longevity stipend begins at 20 years of service and varies by level of education and credits earned
Mead School District	\$825	\$2,449	\$2,449	\$2,449	Longevity pay of \$825 starts at 18 years of service. Longevity pay of \$2,449 begins at 23 years of service.
Pasco School District	--	\$1,702	\$1,702	\$1,702	Employees with 25+ years of service receive 5% of the base rate
Richland School District	\$500	\$1,000	\$1,000	\$1,000	Employees with 17 to 24 years of service will receive a \$500 stipend; employees with 25+ years of experience will receive a \$1,000 stipend
Seattle Public Schools	--	--	--	--	
Tacoma Public Schools	\$2,751- \$3,817	\$2,751- \$3,817	\$2,751- \$3,817	\$2,751- \$3,817	20 Year Increment of 5% applied to Base + Professional Responsibility Stipend Total
Vancouver Public Schools	--	--	--	--	
West Valley School District	--	\$2,449	\$4,898	\$4,898	Longevity pay of 6% of MA+0 base rate is added after the 24 <sup>th</sup> and 28 <sup>th</sup> years
Yakima School District	--	--	--	--	
<b>Spokane Public Schools</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>	<b>Longevity Pay of \$200 for having completed 20 years of service</b>

Extracurricular amounts can vary by school level, years of experience, and, in some cases sport and/or department size. Ranges are reported below. Extracurricular and co-curricular pay supplements are not included in the pay comparisons on prior pages.

**TABLE 11  
EXTRACURRICULAR & CO-CURRICULAR PAY SUPPLEMENTS  
CERTIFICATED JOBS**

Comparator	Annual Pay Supplement					
	Coaching	Band	Drama	Debate	Student Gov't	Department Leader
Central Valley School District	\$1,828-\$7,460	\$1,451-\$5,388	\$2,321-\$3,316	\$2,031-\$5,388	Not Found	\$2,200-\$3,000
East Valley School District	\$2,659-\$6,953	\$8,172	\$3,433	\$2,578	\$1,124	\$2,214-\$3,433
Evergreen (Clark) Public Schools	Not Found	\$1,447-\$5,168	\$1,447-\$5,720	Not Found	\$2,894	Not Funded
Federal Way Public Schools	\$2,698-\$5,726	\$2,000-\$3,500	\$2,000-\$3,000	Not Found	\$1,000	\$2,000
Kennewick School District	\$1,846-\$9,343	\$1,578-\$7,885	\$1,578-\$4,827	\$1,578-\$6,150	\$467 - \$3,270	\$1,164-\$1,925 <sup>3</sup>
Kent School District	\$3,277-\$8,083	\$2,600-\$5,500	\$1,800-\$2,750	\$2,750	\$500-\$1,000	\$1,046-\$4,707
Mead School District	\$825-\$20,840	\$1,021-\$9,697	\$2,383-\$8,533	\$1,702-\$9,309	\$2,383-\$13,576	Not Found
Pasco School District	\$1,668-\$9,670	\$1,668-\$9,670	\$851-\$9,670	\$2,315-\$4,154	\$3,609-\$6,503	\$2,315-\$4,154
Richland School District	\$320-\$8,235	\$3,843-\$5,765	\$3,843-\$5,765	\$1,708-\$2,562	\$1,708-\$2,562	\$1,336-\$3,600 <sup>4</sup>
Seattle Public Schools	\$659-\$4,461	\$6,582-\$10,314	\$6,582-\$10,314	\$1,283	\$1,381	\$1,575-\$3,376
Tacoma Public Schools	\$3,020-\$6,602	Not Found	\$3,320	\$2,656	Not Found	Not Found
Vancouver Public Schools	Not Found	\$3,472-\$7,603	\$1,113-\$4,519	\$3,230-\$4,099	\$1,718-\$2,180	Not Found
West Valley School District	\$2,288-\$8,618	\$5,077-\$7,429	\$3,146-\$4,607	Not Found	Not Found	Not Found
Yakima School District	\$1,458-\$8,427	\$4,564-\$7,300	\$4,029-\$6,447	\$2,911-\$4,657	Not Found	Not Found
<b>Spokane Public Schools</b>	<b>\$2,175-\$9,341</b>	<b>\$5,439-\$7,033</b>	<b>\$2,379-\$3,077</b>	<b>\$4,079-\$5,275</b>	<b>\$2,889-\$3,736</b>	<b>\$904-\$2,296</b>

<sup>3</sup> Kennewick School District: Division Chairperson will receive a stipend of 3% of his/her salary

<sup>4</sup> Richland School District: Annual payment for Department Heads will be related to the BA, no experience step of the certificated employee's salary schedule

# Educational Support Services

## Pay Comparison

While Spokane Public Schools’ market position varies amongst the educational support services positions, overall, Spokane is competitive. Only one job is below market at the pay range midpoint, occupational therapy assistants. Base pay rates for educational support services positions in **Table 12** include longevity pay.

**TABLE 12  
SPOKANE PUBLIC SCHOOLS MARKET POSITION  
EDUCATIONAL SUPPORT SERVICES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Registered Nurse (Classified) – no ESA</b>						
Spokane PS Current Pay Range	\$24.04	\$30.76	\$37.48	\$24.04	\$30.76	\$37.48
Overall Market Average	\$20.91	\$23.67	\$26.43	\$19.68	\$22.29	\$24.90
SPS as a % of Overall Market Average	<b>115%</b>	<b>130%</b>	<b>142%</b>	<b>122%</b>	<b>138%</b>	<b>151%</b>
<b>Bilingual Specialist</b>						
Spokane PS Current Pay Range	\$15.34	\$18.74	\$22.15	\$15.34	\$18.74	\$22.15
Overall Market Average	\$15.98	\$17.83	\$19.69	\$14.93	\$16.66	\$18.40
SPS as a % of Overall Market Average	<b>96%</b>	<b>105%</b>	<b>113%</b>	<b>103%</b>	<b>112%</b>	<b>120%</b>
<b>Interpreter (Deaf/Hard Hearing)</b>						
Spokane PS Current Pay Range	\$15.34	\$18.74	\$22.15	\$15.34	\$18.74	\$22.15
Overall Market Average	\$17.19	\$19.42	\$21.65	\$16.05	\$18.14	\$20.23
SPS as a % of Overall Market Average	<b>89%</b>	<b>97%</b>	<b>102%</b>	<b>96%</b>	<b>103%</b>	<b>110%</b>

**TABLE 12**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**EDUCATIONAL SUPPORT SERVICES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Licensed Practical Nurse</b>						
Spokane PS Current Pay Range	\$15.34	\$18.74	\$22.15	\$15.34	\$18.74	\$22.15
Overall Market Average	\$17.65	\$20.30	\$22.94	\$16.78	\$19.31	\$21.85
SPS as a % of Overall Market Average	<b>87%</b>	<b>92%</b>	<b>97%</b>	<b>91%</b>	<b>97%</b>	<b>101%</b>
<b>Family Mental Health Therapist</b>						
Spokane PS Current Pay Range	\$18.26	\$22.69	\$27.12	\$18.26	\$22.69	\$27.12
Overall Market Average	\$17.86	\$20.45	\$23.04	\$16.53	\$18.91	\$21.29
SPS as a % of Overall Market Average	<b>102%</b>	<b>111%</b>	<b>118%</b>	<b>110%</b>	<b>120%</b>	<b>127%</b>
<b>Instructional Assistant I</b>						
Spokane PS Current Pay Range	\$11.01	\$13.87	\$16.74	\$11.01	\$13.87	\$16.74
Overall Market Average	\$12.98	\$14.74	\$16.49	\$12.17	\$13.83	\$15.48
SPS as a % of Overall Market Average	<b>85%</b>	<b>94%</b>	<b>101%</b>	<b>90%</b>	<b>100%</b>	<b>108%</b>
<b>Instructional Assistant II (Additional Skills)</b>						
Spokane PS Current Pay Range	\$13.36	\$16.76	\$20.17	\$13.36	\$16.76	\$20.17
Overall Market Average	\$16.39	\$18.77	\$21.15	\$15.23	\$17.45	\$19.67
SPS as a % of Overall Market Average	<b>82%</b>	<b>89%</b>	<b>95%</b>	<b>88%</b>	<b>96%</b>	<b>103%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

## Pay Supplements & Stipends

Longevity pay supplements are included in the pay comparisons on prior pages.

**TABLE 13  
LONGEVITY PAY SUPPLEMENT  
EDUCATIONAL SUPPORT SERVICES JOBS**

Comparator	Policy
Central Valley School District	2.5%, 5.0%, and 7.5% at the completion of 15, 20, and 25 years of service respectively
East Valley School District	\$0.25 per hour at the completion of 15 and 20 years of service respectively
Evergreen (Clark) Public Schools	1.5%, 3.0%, 4.5%, and 6.0% at the completion of 10, 15, 20, and 25 years of service respectively
Federal Way Public Schools	Not Applicable
Kennewick School District	1.5% at the completion of 16 years of service
Kent School District	Not Applicable
Mead School District	5.0%, 7.0%, and 15.0% at the completion of 10, 15, and 20 years of service respectively
Pasco School District	1.5% and 3.0% at the completion of 10 and 15 years of service (for paraeducators)
Richland School District	1.5%, 3.0%, 5.0%, and 6.5% for 10, 15, 20, and 25 years respectively
Seattle Public Schools	Not Applicable
Tacoma Public Schools	\$0.25 per hour for 20 years of service (for paraeducators)
Vancouver Public Schools	\$0.20 for 10 years, \$0.60 for 15 years, \$0.85 for 20 years, and \$1.10 for 25+ years
West Valley School District	\$0.25 for 10 years, \$0.50 for 15, \$0.50 for 20 years, \$1.00 for 25 years, and \$1.50 for 30+ years
Yakima School District	4.0% for 10 years of service (for paraeducators)
<b>Spokane Public Schools</b>	<b>Registered Nurse and Family Mental Health Therapist:</b> 5.0%, 10.0%, 15.0%, and 20.0% for 9,14,19, and 24 years respectively <b>Bilingual Specialist, Interpreter, and Licensed Practical Nurse:</b> 3.0%, 8.0%, 12.0%, and 17.0% for 9,14,19, and 24 years respectively <b>Occupational Therapy Assistant, Instructional Assistants I &amp; II:</b> 4.0%, 10.0%, 15.0%, and 20.0% for 9,14,19, and 24 years respectively <b>All educational support services employees receive a \$200 stipend for 20 years of service</b>

Education pay supplements are not included in the pay comparisons on prior pages.

**TABLE 14  
EDUCATION PAY SUPPLEMENT  
EDUCATIONAL SUPPORT SERVICES JOBS**

Comparator	Annual Pay Supplement <sup>5</sup>		Policy
	Associate's Degree	Bachelor's Degree	
Central Valley School District	--	--	
East Valley School District	--	--	
Evergreen (Clark) Public Schools	--	--	
Federal Way Public Schools	--	--	
Kennewick School District	--	--	
Kent School District	--	--	
Mead School District	--	--	
Pasco School District	\$360	\$720	Paraeducators receive \$0.25/hour for obtaining an associate's degree and \$0.50/hour for obtaining a bachelor's degree
Richland School District	\$720	\$1,080	Paraeducators who are working in a specialized role, but do not have advanced certification receive \$0.50/hour for obtaining an associate's degree and \$0.75/hour for obtaining a bachelor's degree
Seattle Public Schools	--	--	
Tacoma Public Schools	\$720	--	Paraeducators receive \$0.50/hour for obtaining an associate's degree
	\$2,880	--	Campus Security Officer and Security Patrol Officer receive \$2.00/hour for obtaining an associate's degree in criminal justice
Vancouver Public Schools	\$720	--	Educational Support Professionals who complete two years of advanced education (associates degree, post-secondary or occupational training, or comparable professional certification program) receive \$0.55/hour
West Valley School District	--	--	
Yakima School District	\$600		Paraeducators with an associate's degree receive \$600/year
	\$720	\$1,200	Professional/Technical employees receive \$720/year for an associate's degree and \$1,200/year for a bachelor's degree
<b>Spokane Public Schools</b>	<b>\$300</b>	<b>\$400</b>	<b>Education Support Services:</b> employees receive \$300/year for an associate's degree and \$400/year for a bachelor's degree

<sup>5</sup> Annual Pay Supplement: To annualize pay supplements for hourly employees, a 180-day work year (40 hours per week for 36 weeks) was assumed.

# Secretarial and Clerical

## Pay Comparison

Pay rates for Spokane Public Schools’ secretarial and clerical positions are consistent with the market at the pay range midpoint. Base pay for secretarial and clerical jobs in **Table 15** include longevity pay. For this group, Spokane’s pay ranges tend to be wider than that of their comparator school districts, resulting in lower minimums (starting salaries) and higher maximums.

**TABLE 15  
SPOKANE PUBLIC SCHOOLS MARKET POSITION  
SECRETARIAL AND CLERICAL JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Library Clerk</b>						
Spokane PS Current Pay Range	\$12.16	\$15.59	\$19.03	\$12.16	\$15.59	\$19.03
Overall Market Average	\$13.91	\$15.66	\$17.42	\$13.07	\$14.73	\$16.39
SPS as a % of Overall Market Average	<b>87%</b>	<b>100%</b>	<b>109%</b>	<b>93%</b>	<b>106%</b>	<b>116%</b>
<b>Secretary I</b>						
Spokane PS Current Pay Range	\$12.58	\$16.13	\$19.69	\$12.58	\$16.13	\$19.69
Overall Market Average	\$14.54	\$16.50	\$18.47	\$13.72	\$15.59	\$17.47
SPS as a % of Overall Market Average	<b>87%</b>	<b>98%</b>	<b>107%</b>	<b>92%</b>	<b>103%</b>	<b>113%</b>
<b>Bookkeeper – High School/Business Office</b>						
Spokane PS Current Pay Range	\$13.47	\$17.27	\$21.07	\$13.47	\$17.27	\$21.07
Overall Market Average	\$15.41	\$17.23	\$19.04	\$14.47	\$16.19	\$17.91
SPS as a % of Overall Market Average	<b>87%</b>	<b>100%</b>	<b>111%</b>	<b>93%</b>	<b>107%</b>	<b>118%</b>

**TABLE 15**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**SECRETARIAL AND CLERICAL JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Secretary II</b>						
Spokane PS Current Pay Range	\$13.48	\$17.27	\$21.07	\$13.48	\$17.27	\$21.07
Overall Market Average	\$16.14	\$18.11	\$20.08	\$15.14	\$17.01	\$18.87
SPS as a % of Overall Market Average	<b>84%</b>	<b>95%</b>	<b>105%</b>	<b>89%</b>	<b>102%</b>	<b>112%</b>
<b>Office Manager</b>						
Spokane PS Current Pay Range	\$13.96	\$17.87	\$21.78	\$13.96	\$17.87	\$21.78
Overall Market Average	\$16.65	\$18.42	\$20.18	\$15.71	\$17.41	\$19.11
SPS as a % of Overall Market Average	<b>84%</b>	<b>97%</b>	<b>108%</b>	<b>89%</b>	<b>103%</b>	<b>114%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)



## Pay Supplements & Stipends

Longevity pay supplements are included in the pay comparisons on prior pages.

**TABLE 16  
LONGEVITY  
SECRETARIAL AND CLERICAL JOBS**

Comparator	Policy
Central Valley School District	2.5%, 5.0%, and 7.5% at the completion of 15, 20, & 25 years of service respectively
East Valley School District	\$0.25 and \$0.50 at the completion of 15 and 20 years of service respectively
Evergreen (Clark) Public Schools	1.5%, 3.0%, 4.5%, 6.0%, and 7.5% at the completion of 5, 10, 15, 20, and 25 years of service respectively
Federal Way Public Schools	2.0% for 15+ years of service
Kennewick School District	2.0% and 4.0% for 10 and 16 years of service respectively
Kent School District	Approximately 1.0%, 2.75%, and 4.75% for 10, 15, and 20 years of service respectively
Mead School District	5.0%, 7.0%, and 11% for 10, 15, and 20 years of service respectively (for administrative assistants)
Pasco School District	1.5% and 3.0% at the completion of 10 and 15 years of service respectively (for secretaries/clerks)
Richland School District	1.5%, 3.0%, 4.5%, 6.0%, 8.0%, and 10.0% at the completion of 5, 10, 15, 20, 25, and 30 years of service respectively
Seattle Public Schools	Not Applicable
Tacoma Public Schools	5.5% and 11.0% for 15 and 20 years of service respectively
Vancouver Public Schools	\$0.20 for 10 years, \$0.60 for 15 years, \$0.85 for 20 years, and \$1.10 for 25+ years (for educational support professionals)
West Valley School District	\$0.25 for 10 years, \$0.50 for 15, \$0.50 for 20 years, \$1.00 for 25 years, and \$1.50 for 30+ years
Yakima School District	3.0% at the completion of 10 years of service
<b>Spokane Public Schools</b>	<b>All Secretarial and Clerical Benchmark Jobs:</b> 5.0%, 10.0%, 15.0%, and 20.0% for 9, 14, 19, and 24 years respectively <b>All secretarial and clerical employees receive a \$200 stipend for 20 years of service</b>

# Nutrition Services

## Pay Comparison

Overall, Spokane Public Schools’ pay rates for nutrition services positions are competitive with the market average. Base pay rates for nutrition services jobs in **Table 17** include longevity pay. For this group, Spokane’s pay ranges tend to be wider than that of their comparator school districts, resulting in lower minimums (starting salaries) and higher maximums.

**TABLE 17**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**NUTRITION SERVICES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Food Service Worker I</b>						
Spokane PS Current Pay Range	\$9.47	\$11.72	\$13.97	\$9.47	\$11.72	\$13.97
Overall Market Average	\$11.75	\$12.82	\$13.89	\$11.04	\$12.06	\$13.08
SPS as a % of Overall Market Average	<b>81%</b>	<b>91%</b>	<b>101%</b>	<b>86%</b>	<b>97%</b>	<b>107%</b>
<b>Food Services Worker II</b>						
Spokane PS Current Pay Range	\$10.43	\$13.03	\$15.63	\$10.43	\$13.03	\$15.63
Overall Market Average	\$12.40	13.40	14.41	11.76	12.72	13.68
SPS as a % of Overall Market Average	<b>84%</b>	<b>97%</b>	<b>108%</b>	<b>89%</b>	<b>102%</b>	<b>114%</b>
<b>Food Service Assistant Manager</b>						
Spokane PS Current Pay Range	\$11.21	\$13.96	\$16.71	\$11.21	\$13.96	\$16.71
Overall Market Average	\$12.92	\$14.03	\$15.14	\$12.12	\$13.15	\$14.19
SPS as a % of Overall Market Average	<b>87%</b>	<b>100%</b>	<b>110%</b>	<b>93%</b>	<b>106%</b>	<b>118%</b>

**TABLE 17**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**NUTRITION SERVICES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Food Service Manager – Elementary School</b>						
Spokane PS Current Pay Range	\$11.99	\$14.92	\$17.85	\$11.99	\$14.92	\$17.85
Overall Market Average	\$13.76	\$15.07	\$16.37	\$12.93	\$14.17	\$15.40
SPS as a % of Overall Market Average	<b>87%</b>	<b>99%</b>	<b>109%</b>	<b>93%</b>	<b>105%</b>	<b>116%</b>
<b>Food Service Manager - Secondary</b>						
Spokane PS Current Pay Range	\$13.64	\$16.80	\$19.95	\$13.64	\$16.80	\$19.95
Overall Market Average	\$14.79	\$16.18	\$17.56	\$13.91	\$15.22	\$16.54
SPS as a % of Overall Market Average	<b>92%</b>	<b>104%</b>	<b>114%</b>	<b>98%</b>	<b>110%</b>	<b>121%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

## Pay Supplements & Stipends

Longevity pay supplements are included in the pay comparisons on prior pages.

**TABLE 18  
LONGEVITY PAY SUPPLEMENTS  
NUTRITION SERVICES JOBS**

Comparator	Policy
Central Valley School District	2.5%, 5.0%, and 7.5% at the completion of 15, 20, and 25 years of service respectively
East Valley School District	\$0.25 and \$0.50 per hour at the completion of 15 and 20 years of service respectively
Evergreen (Clark) Public Schools	Not Applicable
Federal Way Public Schools	2.0% for 15 years of service
Kennewick School District	2.5% and 4.0% for 10 and 16 years of service respectively
Kent School District	\$0.35 per hour 10 years, \$0.25 per hour 15 years, and \$0.50 per hour for 20 years
Mead School District	5.0%, 7.0%, and 9.0% for 10, 15, and 20 years of service respectively
Pasco School District	1.5% and 3.0% at the completion of 10 and 15 years of service
Richland School District	1.5%, 3.0%, 4.5% at the completion of 10, 15, and 20 years of service respectively
Seattle Public Schools	\$0.35 per hour for 20+ years of service
Tacoma Public Schools	\$0.50 per hour for 20 years and \$0.65 per hour for 25+ years
Vancouver Public Schools	\$0.10 per hour for 10 years, \$0.25 per hour for 15 years, and \$0.50 per hour for 20+ years
West Valley School District	\$0.25 for 10 years, \$0.50 for 15 years, \$0.50 for 20 years, \$1.00 for 25 years, and \$1.50 for 30+ years
Yakima School District	Approximately 5.0% for 5 years of service, 4.0% for 10 years of service, and 3.0% for 15+ years of service
<b>Spokane Public Schools</b>	<b>Food Service Worker I, Food Service Assistant Manager, Food Service Manager – Elementary School:</b> 5.0%, 10.0%, 15.0%, and 20.0% for 9,14,19, and 24 years respectively <b>Food Service Worker II and Food Service Manager – Secondary:</b> 4.0%, 9.0%, 14.0%, and 19.0% for 9,14,19, and 24 years respectively <b>All nutrition services employees receive a \$200 stipend for 20 years of service</b>

Certification pay supplements are not included in the pay comparisons on prior pages.

**TABLE 19**  
**SCHOOL NUTRITION CERTIFICATION PAY SUPPLEMENTS**  
**NUTRITION SERVICES JOBS**

Comparator	Annual Pay Supplement <sup>6</sup>	Policy
Central Valley School District	--	
East Valley School District	--	
Evergreen (Clark) Public Schools	--	
Federal Way Public Schools	\$504	Nutrition Services employees receive \$0.35/hour for the School Nutrition Association (SNA) Certification
Kennewick School District	\$360 - \$1,152	Nutrition Services employees receive \$0.25/hour for initial SNA certification, \$0.35/hour for level 1 certification, \$0.45/hour for level 2 certification, \$0.55/hour for level 3 certification, and \$0.80/hour for level 4 certification
Kent School District	\$432	Nutrition Services employees receive \$0.30/hour for the School Nutrition Association (SNA) Certification
Mead School District	\$1,080	Nutrition Services employees receive \$0.75/hour for the School Nutrition Association (SNA) Certification
Pasco School District	\$360 - \$1,152	Nutrition Services employees receive additional pay for obtaining continuing education credits as follows: \$0.25/hour for 32 credits, \$0.30/hour for 64 credits, \$0.35/hour for 96 credits, and \$0.80/hour for 96 credits and ASFSA certification Credits are earned through first aid classes, safety & sanitation workshops, WSFSA meetings, Allied Professional meetings, district in-service, college courses, and nutrition shows and conferences.
Richland School District	--	
Seattle Public Schools	\$346 - \$1,498	Nutrition Services employees receive \$0.24/hour for level 1 certification, \$0.58/hour for level 2 certification, and \$1.04/hour for level 3 certification
Tacoma Public Schools	\$792 - \$864	Nutrition Services employees receive \$0.55/hour for level 1 certification and \$0.60/hour for level 2 certification
Vancouver Public Schools	--	
West Valley School District	--	

<sup>6</sup> Annual Pay Supplement: To annualize pay supplements for hourly employees, a 180-day work year (40 hours per week for 36 weeks) was assumed.

**TABLE 19**  
**SCHOOL NUTRITION CERTIFICATION PAY SUPPLEMENTS**  
**NUTRITION SERVICES JOBS**

<b>Comparator</b>	<b>Annual Pay Supplement<sup>6</sup></b>	<b>Policy</b>
Yakima School District	\$576 - \$720	Managers with SNA Certification receive \$0.50/hour; Cooks and Assistant Cooks with SNA Certification receive \$0.40/hour
<b>Spokane Public Schools</b>	<b>\$200 - \$300</b>	<p><b>Nutrition Services:</b> employees receive \$200 for Level 1 or Level 2 certification and \$300 for Level 3 certification</p> <p><i>Additionally, Nutrition Services employees are eligible for \$300/year for an Associate's Degree and \$400/year for a Bachelor's Degree</i></p>

# Electricians, Plumbers/Steamfitters, Trades

## Pay Comparison

Regardless of whether or not pay rates are adjusted for geographic differences, Spokane Public Schools’ pay rates for electricians, plumbers/steamfitters, and trades are more generous than the market average. Base pay rates for electricians, plumbers/steamfitters, and trades jobs in **Table 20** include longevity pay.

**TABLE 20**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Electrician</b>						
Spokane PS Current Pay Range	\$25.66	\$29.45	\$33.23	\$25.66	\$29.45	\$33.23
Overall Market Average	\$23.73	\$25.72	\$27.90	\$23.00	\$24.97	\$27.12
SPS as a % of Overall Market Average	<b>108%</b>	<b>114%</b>	<b>119%</b>	<b>112%</b>	<b>118%</b>	<b>123%</b>
<b>Electrician Foreman</b>						
Spokane PS Current Pay Range	\$32.02	\$34.61	\$37.20	\$32.02	\$34.61	\$37.20
Overall Market Average	\$27.89	\$28.73	\$29.57	\$25.59	\$26.38	\$27.17
SPS as a % of Overall Market Average	<b>115%</b>	<b>120%</b>	<b>126%</b>	<b>125%</b>	<b>131%</b>	<b>137%</b>
<b>Plumber/Steamfitter</b>						
Spokane PS Current Pay Range	\$27.81	\$30.72	\$33.63	\$27.81	\$30.72	\$33.63
Overall Market Average	\$23.71	\$25.71	\$28.10	\$22.95	\$24.93	\$27.29
SPS as a % of Overall Market Average	<b>117%</b>	<b>119%</b>	<b>120%</b>	<b>121%</b>	<b>123%</b>	<b>123%</b>

**TABLE 20**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Plumber/Steamfitter Foreman</b>						
Spokane PS Current Pay Range	\$31.15	\$34.40	\$37.65	\$31.15	\$34.40	\$37.65
Overall Market Average	\$28.32	\$29.18	\$30.03	\$25.97	\$26.77	\$27.58
SPS as a % of Overall Market Average	110%	118%	125%	120%	128%	137%
<b>Carpenter</b>						
Spokane PS Current Pay Range	\$24.87	\$27.48	\$30.10	\$24.87	\$27.48	\$30.10
Overall Market Average	\$21.62	\$23.21	\$25.15	\$20.96	\$22.52	\$24.42
SPS as a % of Overall Market Average	115%	118%	120%	119%	122%	123%
<b>Carpenter Foreman</b>						
Spokane PS Current Pay Range	\$27.85	\$30.77	\$33.69	\$27.85	\$30.77	\$33.69
Overall Market Average	\$26.21	\$27.25	\$28.29	\$24.24	\$25.24	\$26.23
SPS as a % of Overall Market Average	106%	113%	119%	115%	122%	128%
<b>Mechanic</b>						
Spokane PS Current Pay Range	\$24.87	\$27.48	\$30.10	\$24.87	\$27.48	\$30.10
Overall Market Average	\$21.49	\$22.79	\$24.08	\$20.10	\$21.34	\$22.59
SPS as a % of Overall Market Average	116%	121%	125%	124%	129%	133%



**TABLE 20**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Mechanic Foreman</b>						
Spokane PS Current Pay Range	\$27.85	\$30.77	\$33.69	\$27.85	\$30.77	\$33.69
Overall Market Average	\$24.08	\$25.26	\$26.43	\$22.44	\$23.56	\$24.69
SPS as a % of Overall Market Average	116%	122%	127%	124%	131%	136%

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

## Pay Supplements & Stipends

Longevity pay supplements are included in pay comparisons on prior pages.

**TABLE 21  
LONGEVITY PAY SUPPLEMENTS  
ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Comparator	Policy
Central Valley School District	2.5%, 5.0%, and 7.5% at the completion of 15, 20, and 25 years of service respectively
East Valley School District	\$0.25 and \$0.50 per hour for 15 and 20 years of service respectively
Evergreen (Clark) Public Schools	1.5%, 3.0%, 4.5%, and 6.0% for 10, 15, 20, and 25 years of service respectively
Federal Way Public Schools	2.0% for 15+ years of service (for mechanic)
Kennewick School District	1.5% for 16+ years of service
Kent School District	\$300 for 5 years, \$400 for 10 years, \$500 for 15 years, and \$600 for 20 years
Mead School District	5.0%, 7.0%, 9.0% for 10, 15, and 20 years of service
Pasco School District	2.0% for 15+ years of service
Richland School District	1.5%, 3.5%, 4.5% for 15, 20, and 25 years of service respectively
Seattle Public Schools	Not Applicable
Tacoma Public Schools	7.5% for 20+ years of service
Vancouver Public Schools	\$0.10 per hour after 10 years, \$0.25 after 15 years, and \$0.50 after completion of 20 years
West Valley School District	\$0.25 for 10 years, \$0.50 for 15, \$0.50 for 20 years, \$1.00 for 25 years, and \$1.50 for 30+ years
Yakima School District	2.0%, 4.0%, and 6.0% at the completion of 10, 15, and 20 years of service respectively
<b>Spokane Public Schools</b>	<b>Electrician:</b> 3.0%, 8.0%, 13.0%, and 18.0% for 9,15,20, and 25 years respectively <b>Electrician Foreman:</b> 5.0%, 10.0%, and 15.0% for 15,20, and 25 years respectively <b>Plumbers/Steamfitters, Carpenters, Mechanics, and Foreman:</b> 2.0%, 7.0%, 12.0%, and 17.0% for 9,14,19, and 24 years respectively <b>All electrician, plumber/steamfitter, and trades employees receive a \$200 stipend for 20 years of service</b>

Shift differentials are not included in pay comparisons on prior pages.

**TABLE 22**  
**SHIFT DIFFERENTIALS**  
**ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Comparator	Policy
Central Valley School District	Employees who are required to work a regular shift, wherein four (4) hours of more of that shift occur after the hour of 12:00 midnight, shall receive, in addition to their regular pay, a shift differential
East Valley School District	Any shift where fifty percent (50%) or more of the shift is after 11:00pm, the entire shift will receive an additional twenty-five cents (\$0.25) per hour differential
Evergreen (Clark) Public Schools	When an employee is assigned to work a schedule of four (4) hours of more and at least four (4) hours of the shift are worked before 7:30am or after 3:30 pm, the employee is entitled to shift differential pay for those hours worked prior to 7:30am or after 3:30pm. This shift differential is fifty cents (\$0.50) per hour to those employees
Federal Way Public Schools	Electrician and Plumber: Employees who are assigned to work graveyard shift shall be paid twenty-five cents (\$0.25) per hour differential pay
Kennewick School District	Not Applicable
Kent School District	Not Applicable
Mead School District	Not Applicable
Pasco School District	Employees assigned to the graveyard shift receive a \$0.75 per hour shift differential Employees working a day shift who are involuntarily assigned to work swing shift or graveyard shift receive a \$0.75 per hour shift differential
Richland School District	Not Applicable
Seattle Public Schools	Employees that start work on a second shift after 11:00am receive a premium of \$2.00 per hour
Tacoma Public Schools	Employees assigned to the swing shift receive an additional \$0.75 per hour
Vancouver Public Schools	Not Applicable
West Valley School District	Not Applicable
Yakima School District	Not Applicable
<b>Spokane Public Schools</b>	<b>Electricians:</b> preventative maintenance employees who work the swing shift (3:30pm – 11:30pm) receive an additional 4.0% of base pay <b>Plumbers/Steamfitters:</b> preventative maintenance employees who work the swing shift (3:00pm- 11:30pm) receive approximately an additional \$1.00 per hour <b>Trades:</b> preventative maintenance employees who work the swing shift (3:00pm – 11:30pm) receive an additional 4.0% of base pay

License/certification pay supplements are not included in pay comparisons on prior pages.

**TABLE 23**  
**LICENSE/CERTIFICATION PAY SUPPLEMENT**  
**ELECTRICIANS, PLUMBERS/STEAMFITTERS, TRADES JOBS**

Comparator	Policy
Central Valley School District	Not Applicable
East Valley School District	Not Applicable
Evergreen (Clark) Public Schools	Not Applicable
Federal Way Public Schools	Not Applicable
Kennewick School District	Mechanical/Structural Journeyman receive an additional \$0.25 per hour
Kent School District	Not Applicable
Mead School District	Licenses and Certificates: The District will reimburse renewal fees for licenses/certificates required for performance of duties
Pasco School District	Not Applicable
Richland School District	Employees who possess certificates applicable to their positions receive an additional \$0.20 per hour Compensation is limited to one (1) person in the following categories: mechanics, custodial, warehouse, and security
Seattle Public Schools	Plumbers with AS1 certification receive a \$4.00 per hour stipend when performing sprinkler fitter duties Plumbers with BAT certification receive a \$4.00 per hour stipend when performing backflow assembly tester duties Electrician with EG-01 certification receive a \$4.00 per hour stipend when installing, maintaining, and confidence testing electrical systems related to emergency generators
Tacoma Public Schools	Employees who are required by the state to maintain a state license receive an additional \$0.25 per hour
Vancouver Public Schools	Not Applicable
West Valley School District	Not Applicable
Yakima School District	An employee with journey level skills in HVAC/Refrigeration/Electrician and meets the minimum requirements for field related management of projects, troubleshooting, and the management of operating control systems is paid on the Maintenance III schedule (approximately \$3.00 per hour higher than the Maintenance II schedule)
<b>Spokane Public Schools</b>	<b>Electricians:</b> Journeyman receive a \$400 stipend <b>Plumbers/Steamfitters and Unified Trades:</b> Journeyman receive a \$200 stipend <i>Additionally, electricians, plumbers/steamfitters, and trades employees receive \$300 for an associate's degree and \$400 for a bachelor's degree</i>

# Custodial/Grounds/Warehouse

## Pay Comparison

Overall, Spokane Public Schools’ pay rates for custodian/grounds/warehouse positions are competitive with the market average. Base pay rates for custodial/grounds/warehouse jobs in **Table 24** include longevity pay.

**TABLE 24  
SPOKANE PUBLIC SCHOOLS MARKET POSITION  
CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Sweeper</b>						
Spokane PS Current Pay Range	\$12.42	\$15.91	\$19.40	\$12.42	\$15.91	\$19.40
Overall Market Average	\$15.39	\$16.54	\$17.68	\$13.80	\$14.81	\$15.83
SPS as a % of Overall Market Average	<b>81%</b>	<b>96%</b>	<b>110%</b>	<b>90%</b>	<b>107%</b>	<b>123%</b>
<b>Custodian (“Licensed Assistant”)</b>						
Spokane PS Current Pay Range	\$13.00	\$16.65	\$20.30	\$13.00	\$16.65	\$20.30
Overall Market Average	\$15.91	\$17.26	\$18.61	\$14.93	\$16.22	\$17.52
SPS as a % of Overall Market Average	<b>82%</b>	<b>96%</b>	<b>109%</b>	<b>87%</b>	<b>103%</b>	<b>116%</b>
<b>Head Custodian, Elementary</b>						
Spokane PS Current Pay Range	\$15.09	\$19.32	\$23.55	\$15.09	\$19.32	\$23.55
Overall Market Average	\$18.22	\$19.75	\$21.29	\$17.08	\$18.54	\$20.01
SPS as a % of Overall Market Average	<b>83%</b>	<b>98%</b>	<b>111%</b>	<b>88%</b>	<b>104%</b>	<b>118%</b>

**TABLE 24**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Head Custodian, Middle School</b>						
Spokane PS Current Pay Range	\$16.00	\$20.48	\$24.96	\$16.00	\$20.48	\$24.96
Overall Market Average	\$18.77	\$20.34	\$21.91	\$17.58	\$19.08	\$20.58
SPS as a % of Overall Market Average	<b>85%</b>	<b>101%</b>	<b>114%</b>	<b>91%</b>	<b>107%</b>	<b>121%</b>
<b>Head Custodian, High School</b>						
Spokane PS Current Pay Range	\$16.70	\$21.37	\$26.04	\$16.70	\$21.37	\$26.04
Overall Market Average	\$19.58	\$21.17	\$22.76	\$18.34	\$19.86	\$21.37
SPS as a % of Overall Market Average	<b>85%</b>	<b>101%</b>	<b>114%</b>	<b>91%</b>	<b>108%</b>	<b>122%</b>
<b>Gardener I</b>						
Spokane PS Current Pay Range	\$13.00	\$16.65	\$20.30	\$13.00	\$16.65	\$20.30
Overall Market Average	\$15.78	\$16.43	\$17.08	\$14.62	\$15.26	\$15.90
SPS as a % of Overall Market Average	<b>82%</b>	<b>101%</b>	<b>119%</b>	<b>89%</b>	<b>109%</b>	<b>128%</b>
<b>Gardener II</b>						
Spokane PS Current Pay Range	\$16.31	\$20.54	\$24.77	\$16.31	\$20.54	\$24.77
Overall Market Average	\$13.92	\$15.27	\$16.62	\$13.12	\$14.42	\$15.72
SPS as a % of Overall Market Average	<b>117%</b>	<b>135%</b>	<b>149%</b>	<b>124%</b>	<b>142%</b>	<b>158%</b>

**TABLE 24**  
**SPOKANE PUBLIC SCHOOLS MARKET POSITION**  
**CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

Benchmark Title	Unadjusted Pay Range			Geographically Adjusted Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Groundskeeper</b>						
Spokane PS Current Pay Range	\$17.22	\$21.70	\$26.18	\$17.22	\$21.70	\$26.18
Overall Market Average	\$18.25	\$19.80	\$21.36	\$17.10	\$18.59	\$20.07
SPS as a % of Overall Market Average	<b>94%</b>	<b>110%</b>	<b>123%</b>	<b>101%</b>	<b>117%</b>	<b>130%</b>
<b>Grounds Foreman</b>						
Spokane PS Current Pay Range	\$19.14	\$24.14	\$29.15	\$19.14	\$24.14	\$29.15
Overall Market Average	\$24.86	\$25.92	\$26.98	\$22.64	\$23.60	\$24.57
SPS as a % of Overall Market Average	<b>77%</b>	<b>93%</b>	<b>108%</b>	<b>85%</b>	<b>102%</b>	<b>119%</b>
<b>Warehouse Clerk</b>						
Spokane PS Current Pay Range	\$18.92	\$22.67	\$26.41	\$18.92	\$22.67	\$26.41
Overall Market Average	\$18.28	\$19.42	\$20.57	\$17.12	\$18.22	\$19.33
SPS as a % of Overall Market Average	<b>104%</b>	<b>117%</b>	<b>128%</b>	<b>111%</b>	<b>124%</b>	<b>137%</b>
<b>Delivery Driver</b>						
Spokane PS Current Pay Range	\$19.43	\$23.17	\$26.92	\$19.43	\$23.17	\$26.92
Overall Market Average	\$17.40	\$18.74	\$20.08	\$16.14	\$17.42	\$18.69
SPS as a % of Overall Market Average	<b>112%</b>	<b>124%</b>	<b>134%</b>	<b>120%</b>	<b>133%</b>	<b>144%</b>

Figures shown in **red** are below market (less than 95% of the market average)  
 Figures shown in **black** within the market range (95% to 105% of the market average)  
 Figures shown in **blue** are above market (more than 105% of the market average)

## Pay Supplements & Stipends

Longevity pay supplements are included in pay comparisons on prior pages.

**TABLE 25  
LONGEVITY PAY SUPPLEMENTS  
CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

Comparator	Policy
Central Valley School District	2.5%, 5.0%, and 7.5% at the completion of 15, 20, and 25 years of service respectively
East Valley School District	\$0.25 and \$0.50 per hour for 15 and 20 years of service respectively
Evergreen (Clark) Public Schools	1.5%, 3.0%, 4.5%, and 6.0% at the completion of 10, 15, 20, and 25 years of service respectively
Federal Way Public Schools	2.0% for 15+ years of service (for courier/truck driver)
Kennewick School District	1.5% for 16+ years of service
Kent School District	\$300 for 5-9 years, \$400 for 10-14 years, \$500 for 15-19 years, and \$600 for 20+ years
Mead School District	5.0%, 7.0%, and 9.0% for 10,15, and 20 years of service respectively
Pasco School District	2.0% for 15+ years of service
Richland School District	1.5%, 3.5%, and 4.5% for 15, 20, and 25 years of service respectively
Seattle Public Schools	\$0.26 per hour for 25+ years of service (for assistant custodians) 9.0% for 5+ years of service (for senior gardener) \$0.73 per hour (for senior landscape lead designation)
Tacoma Public Schools	5.0% and 7.0% for 20 and 25 years of service respectively (for custodians) 7.5% for 20 years of service (for grounds and warehouse)
Vancouver Public Schools	\$0.10 per hour for 10 years, \$0.25 per hour for 15 years, and \$0.50 per hour for 20+ years
West Valley School District	\$0.25 for 10 years, \$0.50 for 15, \$0.50 for 20 years, \$1.00 for 25 years, and \$1.50 for 30+ years
Yakima School District	1.5% and 3.0% at the completion of 10 and 20 years of service respectively
<b>Spokane Public Schools</b>	<b>Custodians and Grounds Benchmark Jobs:</b> 6.0%, 11.0%, 16.0%, and 21.0% for 9,14,19, and 24 years respectively <b>Warehouse Clerk and Delivery Driver:</b> 5.0%, 10.0%, 15.0%, and 20.0% for 9,14,19, and 20 years respectively <b>All custodial/grounds/warehouse employees receive a \$200 stipend for 20 years of service</b>



Shift differentials are not included in pay comparisons on prior pages.

**TABLE 26  
SHIFT DIFFERENTIALS  
CUSTODIAL JOBS**

Comparator	Policy
Central Valley School District	Employees who are required to work a regular shift, wherein four (4) hours of more of that shift occur after the hour of 12:00 midnight, shall receive, in addition to their regular pay, a shift differential
East Valley School District	Any shift where fifty percent (50%) or more of the shift is after 11:00pm, the entire shift will receive an additional twenty-five cents (\$0.25) per hour differential
Evergreen (Clark) Public Schools	When an employee is assigned to work a schedule of four (4) hours of more and at least four (4) hours of the shift are worked before 7:30am or after 3:30 pm, the employee is entitled to shift differential pay for those hours worked prior to 7:30am or after 3:30pm. This shift differential is fifty cents (\$0.50) per hour to those employees
Federal Way Public Schools	Custodian, Grounds, and Warehouse: Employees who are assigned to work graveyard shift shall be paid twenty-five cents (\$0.25) per hour differential pay
Kennewick School District	Custodians receive an additional \$0.20 per hour for the swing shift Custodians receive an additional \$0.30 per hour for the graveyard shift
Kent School District	Custodians receive an additional \$0.40 per hour for the graveyard shift
Mead School District	Custodian IIIs receive an additional \$0.50 per hour for the swing shift
Pasco School District	Employees assigned to the graveyard shift receive a \$0.75 per hour shift differential Employees working a day shift who are involuntarily assigned to work swing shift or graveyard shift receive a \$0.75 per hour shift differential
Richland School District	Not Applicable
Seattle Public Schools	Custodians: second shift employees receive an additional \$0.26 per hour
Tacoma Public Schools	Custodians: graveyard shift employees receive an additional \$0.65 per hour
Vancouver Public Schools	Maintenance, Operations, and Warehouse: graveyard shift employees receive an additional \$0.50 per hour Custodial Assistants: swing shift employees receive an additional \$0.75 per hour
West Valley School District	Not Applicable
Yakima School District	Not Applicable
<b>Spokane Public Schools</b>	<b>Not Applicable</b>

License/certification pay supplements are not included in pay comparisons on prior pages.

**TABLE 27**  
**LICENSE/CERTIFICATION PAY SUPPLEMENTS**  
**CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

Comparator	Policy
Central Valley School District	Not Applicable
East Valley School District	Not Applicable
Evergreen (Clark) Public Schools	Not Applicable
Federal Way Public Schools	Custodians who complete, or who have completed, advanced custodial training shall receive an additional twenty-five cents (\$.25) per hour above their regular rate of pay Custodial employees holding at least a 4 <sup>th</sup> grade boiler license shall receive twenty-five cents (\$.25) per hour above their regular rate of pay
Kennewick School District	Grounds Workers with a pesticide license receive an additional \$2.00 per hour when spraying
Kent School District	Not Applicable
Mead School District	Licenses and Certificates: The District will reimburse renewal fees for licenses/certificates required for performance of duties
Pasco School District	Employees receive an additional \$2.00 per hour while spraying, calibrating, mixing, cleaning up, or disposing of hazardous chemicals
Richland School District	Employees who possess certificates applicable to their positions receive an additional \$0.20 per hour Compensation is limited to one (1) person in the following categories: mechanics, custodial, warehouse, and security
Seattle Public Schools	<u>Grounds</u> : employees with arborist, master gardener, or certified landscaper certification receive an additional \$1.04 per hour <u>Custodians</u> : employees with a fire extinguisher license receive an additional \$0.33 per hour; unlicensed employees with a 4 <sup>th</sup> grade boiler operator’s license or a refrigerator license receive one (1) additional step increment (2% increase); employees with a refrigeration license receive an additional \$0.66 per hour; employees who are required to apply chemicals and are required to possess a license to apply chemicals receive an additional \$0.70 per hour
Tacoma Public Schools	Employees who have a forklift certificate or who have completed the chief refresher course will receive an additional \$.25 per hour
Vancouver Public Schools	<u>Groundskeeper</u> : employees receive an additional \$2.00 per hour while chemical spraying <u>Custodians</u> : for obtaining certification, elementary custodians receive an additional \$0.57 per hour, middle school custodians receive an additional \$0.72 per hour, and high school custodians receive an additional \$1.00 per hour
West Valley School District	Not Applicable

**TABLE 27**  
**LICENSE/CERTIFICATION PAY SUPPLEMENTS**  
**CUSTODIAL/GROUNDS/WAREHOUSE JOBS**

<b>Comparator</b>	<b>Policy</b>
Yakima School District	Head Custodians: employees with advanced HVAC qualifications and duties receive an additional \$50 per month stipend; employees with an associate's degree or higher or a two year certificate from an accredited trade school receive an additional \$50 per month stipend
<b>Spokane Public Schools</b>	<p><b>Custodial/Grounds/Warehouse:</b> employees will earn a stipend of \$200 for completion of a certificate related to the assignment, as approved by the supervisor</p> <p><b>Groundskeepers:</b> employees required to spray receive a \$200 stipend</p> <p><i>Additionally, custodial/grounds/warehouse employees receive \$300 for an associate's degree and \$400 for a bachelor's degree</i></p>

## Appendix A: Detailed Market Data (Unadjusted)

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<b><u>Certificated</u></b>	<b><u>Page #</u></b>	<b><u>Electricians, Plumbers/Steamfitters, Trades</u></b>	<b><u>Page #</u></b>
Bachelor's	50	Electrician	76
Bachelor's + 15	51	Electrician Foreman	78
Bachelor's + 30	52	Plumber/Steamfitter	79
Bachelor's + 45	53	Plumber/Steamfitter Foreman	81
Bachelor's + 90	54	Carpenter	82
Bachelor's + 135	55	Carpenter Foreman	84
Master's	56	Mechanic	85
Master's + 45	57	Mechanic Foreman	86
Master's + 90 or PhD	58	<b><u>Custodial/Grounds/Warehouse</u></b>	<b><u>Page #</u></b>
<b><u>Educational Support Services</u></b>	<b><u>Page #</u></b>	Sweeper	87
Registered Nurse (Classified) - no ESA	59	Custodian ("Licensed Assistant")	88
Bilingual Specialist	60	Head Custodian, Elementary	89
Interpreter (Deaf/Hard Hearing)	61	Head Custodian, Middle School	90
Licensed Practical Nurse	62	Head Custodian, High School	91
Family Mental Health Therapist	63	Gardener I	92
Instructional Assistant I	64	Gardener II	93
Instructional Assistant II (Additional Skills)	65	Groundskeeper	94
<b><u>Secretarial Clerical</u></b>	<b><u>Page #</u></b>	Grounds Foreman	95
Library Clerk	66	Warehouse Clerk	96
Secretary I	67	Delivery Driver	97
Bookkeeper - High School/Business Office	68		
Secretary II	69		
Office Manager	70		
<b><u>Nutrition Services</u></b>	<b><u>Page #</u></b>		
Food Service Worker I	71		
Food Service Worker II	72		
Food Service Assistant Manager	73		
Food Service Manager - Elementary School	74		
Food Service Manager - Secondary	75		

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bachelor's Certificated</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's	\$36,507.00	\$40,237.50	\$43,968.00
East Valley School District	Bachelor's	\$36,217.00	\$39,537.50	\$42,858.00
Evergreen (Clark) Public Schools	Bachelor's	\$40,400.00	\$43,107.00	\$45,814.00
Federal Way Public Schools	Bachelor's	\$40,188.00	\$42,985.00	\$45,782.00
Kennewick School District	Bachelor's	\$38,304.00	\$41,939.00	\$45,574.00
Kent School District	Bachelor's	\$43,425.00	\$46,308.00	\$49,191.00
Mead School District	Bachelor's	\$37,396.00	\$41,174.50	\$44,953.00
Pasco School District	Bachelor's	\$37,547.00	\$41,011.50	\$44,476.00
Richland School District	Bachelor's	\$37,367.00	\$40,467.50	\$43,568.00
Seattle Public Schools	Bachelor's	\$44,372.00	\$45,110.50	\$45,849.00
Tacoma Public Schools	Bachelor's	\$40,105.00	\$48,942.50	\$57,780.00
Vancouver Public Schools	Bachelor's	\$42,897.00	\$45,266.50	\$47,636.00
West Valley School District	Bachelor's	\$36,761.00	\$39,236.00	\$41,711.00
Yakima School District	Bachelor's	\$37,975.00	\$40,617.50	\$43,260.00
<b>Spokane Public Schools</b>		<b>\$36,951.00</b>	<b>\$40,034.00</b>	<b>\$43,117.00</b>
<b>Overall Comparator Market Average</b>		<b>\$39,247.21</b>	<b>\$42,567.18</b>	<b>\$45,887.14</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>94%</b>	<b>94%</b>	<b>94%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bachelor's + 15 Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 15	\$37,493.00	\$41,989.50	\$46,486.00
East Valley School District	Bachelor's + 15	\$37,195.00	\$41,275.50	\$45,356.00
Evergreen (Clark) Public Schools	Bachelor's + 15	\$41,451.00	\$44,974.00	\$48,497.00
Federal Way Public Schools	Bachelor's + 15	\$41,274.00	\$44,913.50	\$48,553.00
Kennewick School District	Bachelor's + 15	\$39,339.00	\$43,836.50	\$48,334.00
Kent School District	Bachelor's + 15	\$44,544.00	\$48,296.00	\$52,048.00
Mead School District	Bachelor's + 15	\$38,388.00	\$42,935.50	\$47,483.00
Pasco School District	Bachelor's + 15	\$38,562.00	\$42,813.50	\$47,065.00
Richland School District	Bachelor's + 15	\$38,377.00	\$42,261.00	\$46,145.00
Seattle Public Schools	Bachelor's	\$44,372.00	\$45,110.50	\$45,849.00
Tacoma Public Schools	Bachelor's + 15	\$40,479.00	\$49,689.50	\$58,900.00
Vancouver Public Schools	Bachelor's + 15	\$43,817.00	\$46,900.50	\$49,984.00
West Valley School District	Bachelor's + 15	\$37,722.00	\$40,942.50	\$44,163.00
Yakima School District	Bachelor's + 15	\$39,001.00	\$42,440.00	\$45,879.00
<b>Spokane Public Schools</b>		<b>\$37,944.00</b>	<b>\$41,822.50</b>	<b>\$45,701.00</b>
<b>Overall Comparator Market Average</b>		<b>\$40,143.86</b>	<b>\$44,169.86</b>	<b>\$48,195.86</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>95%</b>	<b>95%</b>	<b>95%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bachelor's + 30 Certificated</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 30	\$38,515.00	\$43,840.50	\$49,166.00
East Valley School District	Bachelor's + 30	\$38,209.00	\$43,112.00	\$48,015.00
Evergreen (Clark) Public Schools	Bachelor's + 30	\$42,539.00	\$46,946.00	\$51,353.00
Federal Way Public Schools	Bachelor's + 30	\$42,398.00	\$46,951.00	\$51,504.00
Kennewick School District	Bachelor's + 30	\$40,410.00	\$45,840.50	\$51,271.00
Kent School District	Bachelor's + 30	\$45,703.00	\$50,396.00	\$55,089.00
Mead School District	Bachelor's + 30	\$39,414.00	\$44,796.00	\$50,178.00
Pasco School District	Bachelor's + 30	\$39,612.00	\$44,717.00	\$49,822.00
Richland School District	Bachelor's + 30	\$39,421.00	\$44,154.50	\$48,888.00
Seattle Public Schools	Bachelor's + 22.5	\$44,750.00	\$46,096.50	\$47,443.00
Tacoma Public Schools	Bachelor's + 30	\$40,850.00	\$50,433.00	\$60,016.00
Vancouver Public Schools	Bachelor's + 30	\$44,769.00	\$48,626.50	\$52,484.00
West Valley School District	Bachelor's + 30	\$38,716.00	\$42,745.00	\$46,774.00
Yakima School District	Bachelor's + 30	\$40,063.00	\$44,365.50	\$48,668.00
<b>Spokane Public Schools</b>		<b>\$38,971.00</b>	<b>\$43,712.00</b>	<b>\$48,453.00</b>
<b>Overall Comparator Market Average</b>		<b>\$41,097.79</b>	<b>\$45,930.00</b>	<b>\$50,762.21</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>95%</b>	<b>95%</b>	<b>95%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bachelor's + 45 Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 45	\$39,538.00	\$46,826.00	\$54,114.00
East Valley School District	Bachelor's + 45	\$39,224.00	\$46,073.50	\$52,923.00
Evergreen (Clark) Public Schools	Bachelor's + 45	\$43,630.00	\$50,127.00	\$56,624.00
Federal Way Public Schools	Bachelor's + 45	\$43,525.00	\$50,237.50	\$56,950.00
Kennewick School District	Bachelor's + 45	\$41,484.00	\$49,088.00	\$56,692.00
Kent School District	Bachelor's + 45	\$46,865.00	\$53,784.00	\$60,703.00
Mead School District	Bachelor's + 45	\$40,443.00	\$47,797.00	\$55,151.00
Pasco School District	Bachelor's + 45	\$40,665.00	\$47,787.50	\$54,910.00
Richland School District	Bachelor's + 45	\$40,469.00	\$47,210.50	\$53,952.00
Seattle Public Schools	Bachelor's + 45	\$44,984.00	\$53,415.50	\$61,847.00
Tacoma Public Schools	Bachelor's + 45	\$41,490.00	\$52,431.50	\$63,373.00
Vancouver Public Schools	Bachelor's + 45	\$45,724.00	\$51,411.00	\$57,098.00
West Valley School District	Bachelor's + 45	\$39,714.00	\$45,653.50	\$51,593.00
Yakima School District	Bachelor's + 45	\$41,128.00	\$47,471.00	\$53,814.00
<b>Spokane Public Schools</b>		<b>\$40,001.00</b>	<b>\$46,766.00</b>	<b>\$53,531.00</b>
<b>Overall Comparator Market Average</b>		<b>\$42,063.07</b>	<b>\$49,236.68</b>	<b>\$56,410.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>95%</b>	<b>95%</b>	<b>95%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bachelor's + 90 Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 90	\$42,824.00	\$53,532.00	\$64,240.00
East Valley School District	Bachelor's + 90	\$42,483.00	\$52,725.50	\$62,968.00
Evergreen (Clark) Public Schools	Bachelor's + 90	\$47,130.00	\$57,272.00	\$67,414.00
Federal Way Public Schools	Bachelor's + 90	\$47,141.00	\$57,619.00	\$68,097.00
Kennewick School District	Bachelor's + 90	\$44,931.00	\$56,360.50	\$67,790.00
Kent School District	Bachelor's + 90	\$50,592.00	\$62,730.00	\$74,868.00
Mead School District	Bachelor's + 90	\$43,745.00	\$54,537.00	\$65,329.00
Pasco School District	Bachelor's + 90	\$44,044.00	\$54,684.50	\$65,325.00
Richland School District	Bachelor's + 90	\$43,832.00	\$54,074.50	\$64,317.00
Seattle Public Schools	Bachelor's + 90	\$46,391.00	\$60,290.00	\$74,189.00
Tacoma Public Schools	Bachelor's + 90	\$43,679.00	\$54,643.50	\$65,608.00
Vancouver Public Schools	Bachelor's + 90	\$48,788.00	\$57,969.00	\$67,150.00
West Valley School District	Bachelor's + 90	\$42,914.00	\$52,185.50	\$61,457.00
Yakima School District	Bachelor's + 90	\$44,545.00	\$54,446.00	\$64,347.00
<b>Spokane Public Schools</b>		<b>\$43,306.00</b>	<b>\$53,616.00</b>	<b>\$63,926.00</b>
<b>Overall Comparator Market Average</b>		<b>\$45,217.07</b>	<b>\$55,933.50</b>	<b>\$66,649.93</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>96%</b>	<b>96%</b>	<b>96%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Bachelor's + 135  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 135	\$44,940.00	\$56,113.50	\$67,287.00
East Valley School District	Bachelor's + 135	\$44,583.00	\$55,287.00	\$65,991.00
Evergreen (Clark) Public Schools	Bachelor's + 135	\$49,386.00	\$60,023.50	\$70,661.00
Federal Way Public Schools	Bachelor's + 135	\$49,471.00	\$60,461.00	\$71,451.00
Kennewick School District	Bachelor's + 135	\$47,152.00	\$59,140.50	\$71,129.00
Kent School District	Bachelor's + 135	\$52,994.00	\$65,722.50	\$78,451.00
Mead School District	Bachelor's + 135	\$45,873.00	\$57,132.50	\$68,392.00
Pasco School District	Bachelor's + 135	\$46,221.00	\$57,340.00	\$68,459.00
Richland School District	Bachelor's + 135	\$45,999.00	\$56,717.50	\$67,436.00
Seattle Public Schools	Bachelor's + 135	\$47,329.00	\$62,413.50	\$77,498.00
Tacoma Public Schools	Bachelor's + 135	\$47,425.00	\$59,314.00	\$71,203.00
Vancouver Public Schools	Bachelor's + 135	\$50,762.00	\$60,377.00	\$69,992.00
West Valley School District	Bachelor's + 135	\$44,976.00	\$54,700.50	\$64,425.00
Yakima School District	Bachelor's + 135	\$46,747.00	\$57,132.00	\$67,517.00
<b>Spokane Public Schools</b>		<b>\$45,435.00</b>	<b>\$56,244.50</b>	<b>\$67,054.00</b>
<b>Overall Comparator Market Average</b>		<b>\$47,418.43</b>	<b>\$58,705.36</b>	<b>\$69,992.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>96%</b>	<b>96%</b>	<b>96%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Master's Certificated</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's	\$43,768.00	\$54,024.50	\$64,281.00
East Valley School District	Master's	\$43,821.00	\$53,614.50	\$63,408.00
Evergreen (Clark) Public Schools	Master's	\$48,137.00	\$57,797.50	\$67,458.00
Federal Way Public Schools	Master's	\$48,181.00	\$59,316.00	\$70,451.00
Kennewick School District	Master's	\$45,923.00	\$56,878.50	\$67,834.00
Kent School District	Master's	\$51,664.00	\$63,601.50	\$75,539.00
Mead School District	Master's	\$46,738.00	\$57,075.50	\$67,413.00
Pasco School District	Master's	\$45,015.00	\$55,191.00	\$65,367.00
Richland School District	Master's	\$44,799.00	\$54,578.50	\$64,358.00
Seattle Public Schools	Bachelor's + 45 + Master's	\$52,270.00	\$58,189.50	\$64,109.00
Tacoma Public Schools	Master's	\$48,005.00	\$58,485.50	\$68,966.00
Vancouver Public Schools	Master's	\$49,669.00	\$58,428.50	\$67,188.00
West Valley School District	Master's	\$43,834.00	\$55,114.50	\$66,395.00
Yakima School District	Master's	\$45,528.00	\$54,958.50	\$64,389.00
<b>Spokane Public Schools</b>		<b>\$45,703.00</b>	<b>\$55,573.50</b>	<b>\$65,444.00</b>
<b>Overall Comparator Market Average</b>		<b>\$46,953.71</b>	<b>\$56,946.71</b>	<b>\$66,939.71</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>97%</b>	<b>98%</b>	<b>98%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Master's + 45  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's + 45	\$47,055.00	\$57,659.50	\$68,264.00
East Valley School District	Master's + 45	\$47,081.00	\$57,221.00	\$67,361.00
Evergreen (Clark) Public Schools	Master's + 45	\$51,639.00	\$61,671.00	\$71,703.00
Federal Way Public Schools	Master's + 45	\$51,799.00	\$63,392.50	\$74,986.00
Kennewick School District	Master's + 45	\$49,371.00	\$60,785.50	\$72,200.00
Kent School District	Master's + 45	\$55,393.00	\$67,802.00	\$80,211.00
Mead School District	Master's + 45	\$50,096.00	\$60,784.50	\$71,473.00
Pasco School District	Master's + 45	\$48,395.00	\$58,930.00	\$69,465.00
Richland School District	Master's + 45	\$48,163.00	\$58,300.00	\$68,437.00
Seattle Public Schools	Bachelor's + 90 + Master's	\$53,848.00	\$65,163.50	\$76,479.00
Tacoma Public Schools	Master's + 45	\$49,057.00	\$62,738.00	\$76,419.00
Vancouver Public Schools	Master's + 45	\$52,734.00	\$61,819.00	\$70,904.00
West Valley School District	Master's + 45	\$47,035.00	\$58,655.50	\$70,276.00
Yakima School District	Master's + 45	\$48,946.00	\$58,740.00	\$68,534.00
<b>Spokane Public Schools</b>		<b>\$49,009.00</b>	<b>\$59,271.50</b>	<b>\$69,534.00</b>
<b>Overall Comparator Market Average</b>		<b>\$50,043.71</b>	<b>\$60,975.86</b>	<b>\$71,908.00</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>98%</b>	<b>97%</b>	<b>97%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Master's + 90 or PhD  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's + 90 or PhD	\$49,172.00	\$60,180.50	\$71,189.00
East Valley School District	Master's + 90 or PhD	\$49,182.00	\$59,722.50	\$70,263.00
Evergreen (Clark) Public Schools	Master's + 90 or PhD	\$53,895.00	\$64,357.00	\$74,819.00
Federal Way Public Schools	Master's + 90 or PhD	\$54,130.00	\$66,221.50	\$78,313.00
Kennewick School District	Master's + 90 or PhD	\$51,593.00	\$63,499.00	\$75,405.00
Kent School District	Master's + 90 or PhD	\$57,796.00	\$70,737.00	\$83,678.00
Mead School District	Master's + 90 or PhD	\$52,282.00	\$63,376.00	\$74,470.00
Pasco School District	Master's + 90 or PhD	\$50,573.00	\$61,522.50	\$72,472.00
Richland School District	Master's + 90 or PhD	\$50,330.00	\$60,880.00	\$71,430.00
Seattle Public Schools	PhD	\$56,243.00	\$71,339.00	\$86,435.00
Tacoma Public Schools	PhD	\$52,694.00	\$66,421.00	\$80,148.00
Vancouver Public Schools	Master's + 90 or PhD	\$54,709.00	\$64,717.50	\$74,726.00
West Valley School District	Master's + 90 or PhD	\$49,098.00	\$61,111.50	\$73,125.00
Yakima School District	Master's + 90 or PhD	\$51,149.00	\$61,362.00	\$71,575.00
<b>Spokane Public Schools</b>		<b>\$51,862.00</b>	<b>\$62,568.00</b>	<b>\$73,274.00</b>
<b>Overall Comparator Market Average</b>		<b>\$52,346.14</b>	<b>\$63,960.50</b>	<b>\$75,574.86</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>99%</b>	<b>98%</b>	<b>97%</b>

NA = Data Not Available

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Registered Nurse (Classified) - no ESA Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	RN & BSN	\$20.62	\$23.71	\$26.80
Evergreen (Clark) Public Schools	Registered Nurse	\$22.56	\$27.40	\$32.23
Federal Way Public Schools	Registered Nurse	\$22.78	\$26.04	\$29.29
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	Registered Nurse	\$18.28	\$21.33	\$24.38
Pasco School District	Nurse	\$24.57	\$25.29	\$26.01
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Nurse	\$23.42	\$27.88	\$32.34
Tacoma Public Schools	Registered Nurse	\$20.58	\$20.71	\$20.83
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Registered Nurse	\$19.50	\$23.09	\$26.67
Yakima School District	Nurse	\$15.88	\$17.60	\$19.32
<b>Spokane Public Schools</b>		<b>\$24.04</b>	<b>\$30.76</b>	<b>\$37.48</b>
<b>Overall Comparator Market Average</b>		<b>\$20.91</b>	<b>\$23.67</b>	<b>\$26.43</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>115%</b>	<b>130%</b>	<b>142%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Bilingual Specialist  
Educational Support Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	ELD Paraeducator	\$12.36	\$14.13	\$15.89
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Bilingual Staff Assistant	\$17.12	\$19.01	\$20.90
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Speech/Language Assistant	\$15.03	\$16.81	\$18.59
Kent School District	Paraeducator	\$14.67	\$15.53	\$16.38
Mead School District	No Match	NA	NA	NA
Pasco School District	Bilingual Translator	\$24.57	\$25.29	\$26.01
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Bilingual Instructional Assistant	\$19.02	\$22.45	\$25.87
Tacoma Public Schools	Bilingual Program Liaison	\$14.00	\$16.25	\$18.49
Vancouver Public Schools	Bilingual Paraeducator	\$14.75	\$16.40	\$18.04
West Valley School District	Interpreter - ELL	\$13.44	\$16.05	\$18.66
Yakima School District	Bilingual Assessment Specialist	\$14.83	\$16.44	\$18.04
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b>Overall Comparator Market Average</b>		<b>\$15.98</b>	<b>\$17.83</b>	<b>\$19.69</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>96%</b>	<b>105%</b>	<b>113%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Interpreter (Deaf/Hard Hearing) Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Interpreter	\$15.60	\$17.84	\$20.07
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Educational Sign Language Intepreter	\$18.77	\$21.28	\$23.79
Federal Way Public Schools	Sign Language Interpreter	\$21.15	\$23.59	\$26.03
Kennewick School District	Hearing Interpreter with Certification	\$15.03	\$16.81	\$18.59
Kent School District	Paraeducator	\$14.67	\$15.53	\$16.38
Mead School District	Interpreter	\$15.25	\$18.12	\$20.98
Pasco School District	Educational Signer/Interpreter	\$16.26	\$16.76	\$17.25
Richland School District	Certified Interpreter for the Deaf	\$22.65	\$26.69	\$30.72
Seattle Public Schools	Interpreter for the Deaf	\$21.37	\$25.22	\$29.07
Tacoma Public Schools	Interpreter	\$18.26	\$20.27	\$22.27
Vancouver Public Schools	Interpreter Paraeducator	\$14.75	\$16.40	\$18.04
West Valley School District	Interpreter - Deaf	\$14.44	\$17.05	\$19.66
Yakima School District	Hearing Interpreter	\$15.27	\$16.93	\$18.58
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b>Overall Comparator Market Average</b>		<b>\$17.19</b>	<b>\$19.42</b>	<b>\$21.65</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>89%</b>	<b>97%</b>	<b>102%</b>

NA = Data Not Available



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Licensed Practical Nurse Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Licensed Practical Nurse	\$17.54	\$20.05	\$22.56
East Valley School District	Licensed Practical Nurse	\$15.01	\$17.33	\$19.65
Evergreen (Clark) Public Schools	Licensed Practical Nurse	\$17.98	\$20.65	\$23.31
Federal Way Public Schools	Licensed Practical Nurse	\$22.78	\$26.04	\$29.29
Kennewick School District	No Match	NA	NA	NA
Kent School District	Licensed Practical Nurse	\$18.83	\$20.57	\$22.31
Mead School District	Licensed Practical Nurse	\$16.45	\$19.23	\$22.00
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Licensed Practical Nurse	\$14.98	\$18.22	\$21.46
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$17.65</b>	<b>\$20.30</b>	<b>\$22.94</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>92%</b>	<b>97%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Family Mental Health Therapist  
Educational Support Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	No Match	NA	NA	NA
Kent School District	Family Advocate	\$13.88	\$16.71	\$19.53
Mead School District	No Match	NA	NA	NA
Pasco School District	Secondary Intervention & Prevention Spe	\$19.00	\$19.58	\$20.16
Richland School District	Prevention/Interventionist (MSW)	\$22.65	\$26.69	\$30.72
Seattle Public Schools	Family Support Specialist	\$23.42	\$27.88	\$32.34
Tacoma Public Schools	Prevention Program Specialist	\$16.82	\$18.83	\$20.83
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Intervention Specialist	\$14.44	\$17.05	\$19.66
Yakima School District	Intervention Specialist	\$14.83	\$16.44	\$18.04
<b>Spokane Public Schools</b>		<b>\$18.26</b>	<b>\$22.69</b>	<b>\$27.12</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$17.86</b>	<b>\$20.45</b>	<b>\$23.04</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>102%</b>	<b>111%</b>	<b>118%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Instructional Assistant I Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Instructional Assistant	\$12.18	\$13.93	\$15.67
East Valley School District	Paraeducator	\$10.66	\$12.39	\$14.11
Evergreen (Clark) Public Schools	Instructional Assistant	\$12.97	\$14.56	\$16.14
Federal Way Public Schools	Paraeducator	\$14.71	\$15.94	\$17.17
Kennewick School District	Paraeducator Tier I	\$10.71	\$12.89	\$15.07
Kent School District	Paraeducator (Title, LAO, ELL, IP, IC)	\$14.67	\$15.37	\$16.07
Mead School District	Instructional Assistant	\$11.50	\$13.59	\$15.68
Pasco School District	Paraeducator	\$12.90	\$13.77	\$14.63
Richland School District	Paraeducator	\$11.93	\$13.46	\$14.99
Seattle Public Schools	Instructional Assistant	\$17.95	\$21.18	\$24.41
Tacoma Public Schools	Educational Assistant I	\$12.10	\$14.43	\$16.75
Vancouver Public Schools	Paraeducator	\$14.34	\$15.97	\$17.59
West Valley School District	Instructional Paraeducator	\$11.51	\$13.82	\$16.13
Yakima School District	Paraeducator	\$13.58	\$15.05	\$16.51
<b>Spokane Public Schools</b>		<b>\$11.01</b>	<b>\$13.87</b>	<b>\$16.74</b>
<b>Overall Comparator Market Average</b>		<b>\$12.98</b>	<b>\$14.74</b>	<b>\$16.49</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>85%</b>	<b>94%</b>	<b>101%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Instructional Assistant II (Additional Skills) Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Braillist	\$16.55	\$18.92	\$21.29
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Braillist Assistant	\$17.12	\$19.01	\$20.90
Federal Way Public Schools	Certified Braille Transcriber	\$22.78	\$26.04	\$29.29
Kennewick School District	Paraeducator Tier II	\$10.82	\$13.03	\$15.23
Kent School District	Paraeducator (SC, SA, ASC, ECE)	\$14.95	\$15.67	\$16.38
Mead School District	Braillists	\$15.25	\$18.12	\$20.98
Pasco School District	Paraeducator (Additional Skills)	\$13.90	\$14.78	\$15.66
Richland School District	Specialized Paraeducator (Braille Cert)	\$22.65	\$26.69	\$30.72
Seattle Public Schools	Braillist/Vision Assistant	\$21.37	\$25.22	\$29.07
Tacoma Public Schools	Educational Assistant II	\$13.09	\$15.35	\$17.60
Vancouver Public Schools	Special Program Paraeducator	\$14.75	\$16.40	\$18.04
West Valley School District	Paraeducator (Special Training)	\$13.44	\$16.05	\$18.66
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$13.36</b>	<b>\$16.76</b>	<b>\$20.17</b>
<b>Overall Comparator Market Average</b>		<b>\$16.39</b>	<b>\$18.77</b>	<b>\$21.15</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>82%</b>	<b>89%</b>	<b>95%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Library Clerk  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	District Curriculum Library Assistant	\$13.78	\$15.76	\$17.73
East Valley School District	Library Technician	\$10.66	\$12.39	\$14.11
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Library Assistant	\$16.52	\$17.39	\$18.26
Kennewick School District	No Match	NA	NA	NA
Kent School District	Library Office Professional	\$15.62	\$16.99	\$18.36
Mead School District	No Match	NA	NA	NA
Pasco School District	Library Clerk	\$12.54	\$14.26	\$15.97
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Library Assistant	\$14.81	\$17.47	\$20.13
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Clerk	\$15.43	\$17.15	\$18.86
West Valley School District	Library Assistant	\$11.51	\$13.82	\$16.13
Yakima School District	Library Specialist (Level 2)	\$14.30	\$15.76	\$17.22
<b>Spokane Public Schools</b>		<b>\$12.16</b>	<b>\$15.59</b>	<b>\$19.03</b>
<b>Overall Comparator Market Average</b>		<b>\$13.91</b>	<b>\$15.66</b>	<b>\$17.42</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>100%</b>	<b>109%</b>

NA = Data Not Available

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Secretary I  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Asst/Attendance School Secretary	\$13.78	\$15.76	\$17.73
East Valley School District	Secretary	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Secretary	\$16.84	\$18.33	\$19.81
Federal Way Public Schools	Secretary Generalist	\$16.52	\$17.39	\$18.26
Kennewick School District	Secreterial-Clerical	\$12.60	\$15.07	\$17.54
Kent School District	Office Professional Level II	\$15.62	\$16.99	\$18.36
Mead School District	Administrative Assistant Level II	\$13.76	\$16.53	\$19.30
Pasco School District	Secretary	\$13.27	\$14.91	\$16.54
Richland School District	Secretary	\$14.72	\$16.27	\$17.82
Seattle Public Schools	Secretary	\$16.66	\$19.65	\$22.64
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Secretary (Level III)	\$13.05	\$16.01	\$18.97
Yakima School District	Office Assistant (Level 2)	\$14.30	\$15.76	\$17.22
<b>Spokane Public Schools</b>		<b>\$12.58</b>	<b>\$16.13</b>	<b>\$19.69</b>
<b>Overall Comparator Market Average</b>		<b>\$14.54</b>	<b>\$16.50</b>	<b>\$18.47</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>98%</b>	<b>107%</b>

NA = Data Not Available

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Bookkeeper - High School/Business Office Secretarial Clerical</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bookkeeper/Accounting	\$14.56	\$16.65	\$18.73
East Valley School District	Bookkeeper	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Accounts Payable Clerk	\$16.25	\$17.61	\$18.96
Federal Way Public Schools	Financial Secretary	\$17.27	\$18.18	\$19.08
Kennewick School District	No Match	NA	NA	NA
Kent School District	Office Professional Level III - Accounting	\$16.98	\$18.30	\$19.61
Mead School District	No Match	NA	NA	NA
Pasco School District	Accounting Assistant	\$13.27	\$14.91	\$16.54
Richland School District	Financial Services Secretary	\$16.47	\$17.84	\$19.20
Seattle Public Schools	Accounting Specialist	\$16.66	\$19.65	\$22.64
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Fiscal Clerk	\$16.23	\$17.99	\$19.75
West Valley School District	ASB Secretary	\$13.59	\$16.55	\$19.51
Yakima School District	ASB Specialist (Level 3)	\$14.91	\$16.44	\$17.97
<b>Spokane Public Schools</b>		<b>\$13.47</b>	<b>\$17.27</b>	<b>\$21.07</b>
<b>Overall Comparator Market Average</b>		<b>\$15.41</b>	<b>\$17.23</b>	<b>\$19.04</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>100%</b>	<b>111%</b>

NA = Data Not Available

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Secretary II  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Central Office Secretary	\$14.06	\$16.08	\$18.09
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Secretary to Director	\$17.51	\$19.10	\$20.69
Federal Way Public Schools	Secretary II	\$17.27	\$18.18	\$19.08
Kennewick School District	No Match	NA	NA	NA
Kent School District	Department Secretary	\$18.35	\$19.72	\$21.09
Mead School District	Administrative Assistant Level I	\$14.60	\$17.53	\$20.45
Pasco School District	Secretary to Director	\$14.18	\$15.96	\$17.74
Richland School District	Director's Secretary	\$16.47	\$17.84	\$19.20
Seattle Public Schools	Administrative Secretary	\$18.70	\$22.07	\$25.44
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Secretary	\$17.86	\$19.75	\$21.63
West Valley School District	Secretary (Level II)	\$13.59	\$16.55	\$19.51
Yakima School District	Secretary (Level 3)	\$14.91	\$16.44	\$17.97
<b>Spokane Public Schools</b>		<b>\$13.48</b>	<b>\$17.27</b>	<b>\$21.07</b>
<b>Overall Comparator Market Average</b>		<b>\$16.14</b>	<b>\$18.11</b>	<b>\$20.08</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>84%</b>	<b>95%</b>	<b>105%</b>

NA = Data Not Available

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Office Manager Secretarial Clerical</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Secretary	\$14.56	\$16.65	\$18.73
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Coordinator of Office Operations	\$19.05	\$20.05	\$21.04
Kennewick School District	No Match	NA	NA	NA
Kent School District	Office Manager	\$19.08	\$20.62	\$22.16
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	Lead Secretary	\$16.47	\$17.84	\$19.20
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Head Secretary (Level I)	\$14.68	\$17.64	\$20.59
Yakima School District	Office Manager (Level 4)	\$16.07	\$17.72	\$19.36
<b>Spokane Public Schools</b>		<b>\$13.96</b>	<b>\$17.87</b>	<b>\$21.78</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$16.65</b>	<b>\$18.42</b>	<b>\$20.18</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>84%</b>	<b>97%</b>	<b>108%</b>

NA = Data Not Available

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Food Service Worker I  
Nutrition Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Assistant Cook	\$11.07	\$12.66	\$14.25
East Valley School District	Food Server	\$8.99	\$10.48	\$11.96
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Kitchen Assistant, Cashier	\$13.87	\$14.40	\$14.92
Kennewick School District	Cook	\$9.90	\$11.39	\$12.87
Kent School District	Food Service Helper	\$12.84	\$13.59	\$14.34
Mead School District	Cook III	\$10.74	\$11.77	\$12.80
Pasco School District	Helper/Cashier	\$12.08	\$12.42	\$12.76
Richland School District	Nutrition Services Worker II	\$12.09	\$12.37	\$12.64
Seattle Public Schools	Lunchroom Assistant	\$11.99	\$13.40	\$14.80
Tacoma Public Schools	Helper	\$11.27	\$12.70	\$14.13
Vancouver Public Schools	Cafeteria Assistant	\$13.96	\$14.39	\$14.81
West Valley School District	Assistant/Cashier	\$11.49	\$13.89	\$16.29
Yakima School District	Assistant Cook	\$12.40	\$13.17	\$13.94
<b>Spokane Public Schools</b>		<b>\$9.47</b>	<b>\$11.72</b>	<b>\$13.97</b>
<b>Overall Comparator Market Average</b>		<b>\$11.75</b>	<b>\$12.82</b>	<b>\$13.89</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>81%</b>	<b>91%</b>	<b>101%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Food Service Worker II  
Nutrition Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Cook	\$12.38	\$14.15	\$15.92
East Valley School District	Assistant Cook	\$10.10	\$11.74	\$13.37
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Kitchen Assistant, Central Kitchen	\$14.24	\$14.79	\$15.34
Kennewick School District	Lead	\$9.90	\$11.61	\$13.32
Kent School District	No Match	NA	NA	NA
Mead School District	Cook II	\$11.53	\$12.64	\$13.74
Pasco School District	First Helper	\$13.16	\$13.46	\$13.76
Richland School District	Nutrition Services Worker III	\$12.79	\$13.08	\$13.37
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Helper/Cashier	\$11.49	\$12.96	\$14.43
Vancouver Public Schools	Cook	\$15.67	\$16.10	\$16.52
West Valley School District	No Match	NA	NA	NA
Yakima School District	Cook	\$12.72	\$13.53	\$14.33
<b>Spokane Public Schools</b>		<b>\$10.43</b>	<b>\$13.03</b>	<b>\$15.63</b>
<b>Overall Comparator Market Average</b>		<b>\$12.40</b>	<b>\$13.40</b>	<b>\$14.41</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>84%</b>	<b>97%</b>	<b>108%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Food Service Assistant Manager  
Nutrition Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Kitchen Supervisor	\$9.90	\$11.81	\$13.72
Kent School District	No Match	NA	NA	NA
Mead School District	Assistant Manager (High School)	\$13.06	\$14.32	\$15.58
Pasco School District	Assistant Unit Manager	\$13.36	\$13.67	\$13.97
Richland School District	Kitchen Manager I	\$13.66	\$13.97	\$14.28
Seattle Public Schools	Assistant Manager	\$13.66	\$15.26	\$16.85
Tacoma Public Schools	Assistant Cook	\$12.13	\$13.61	\$15.09
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	\$14.67	\$15.59	\$16.50
<b>Spokane Public Schools</b>		<b>\$11.21</b>	<b>\$13.96</b>	<b>\$16.71</b>
<b>Overall Comparator Market Average</b>		<b>\$12.92</b>	<b>\$14.03</b>	<b>\$15.14</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>100%</b>	<b>110%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Food Service Manager - Elementary School Nutrition Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Lead Cook - Elementary	\$12.38	\$14.15	\$15.92
East Valley School District	Kitchen Manager	\$11.23	\$13.03	\$14.82
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Elementary Kitchen Manager	\$14.68	\$15.10	\$15.52
Kennewick School District	Kitchen Manager	\$9.90	\$12.25	\$14.60
Kent School District	Elementary Kitchen Manager	\$13.75	\$14.50	\$15.25
Mead School District	Manager (Middle & Elementary)	\$13.06	\$14.32	\$15.58
Pasco School District	Unit Manager	\$14.55	\$14.99	\$15.43
Richland School District	Kitchen Manager III	\$15.15	\$15.50	\$15.84
Seattle Public Schools	Manager	\$16.75	\$18.88	\$21.00
Tacoma Public Schools	Elementary School Cook	\$13.02	\$14.90	\$16.78
Vancouver Public Schools	Elementary School Kitchen Manager	\$17.65	\$18.08	\$18.50
West Valley School District	Nutrition Svcs Manager - Elementary	\$12.24	\$14.69	\$17.13
Yakima School District	Elementary Kitchen Manager	\$14.58	\$15.50	\$16.42
<b>Spokane Public Schools</b>		<b>\$11.99</b>	<b>\$14.92</b>	<b>\$17.85</b>
<b>Overall Comparator Market Average</b>		<b>\$13.76</b>	<b>\$15.07</b>	<b>\$16.37</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>99%</b>	<b>109%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Food Service Manager - Secondary  
Nutrition Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Lead Cook - High School	\$13.12	\$15.00	\$16.87
East Valley School District	Kitchen Manager - High School	\$12.20	\$14.14	\$16.07
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Secondary Kitchen Manager	\$15.36	\$15.77	\$16.18
Kennewick School District	Kitchen Manager	\$9.90	\$12.25	\$14.60
Kent School District	Secondary Kitchen Coordinator	\$16.95	\$17.70	\$18.45
Mead School District	Manager (High School)	\$14.58	\$16.01	\$17.43
Pasco School District	Unit Manager	\$14.55	\$14.99	\$15.43
Richland School District	Kitchen Manager III	\$15.15	\$15.50	\$15.84
Seattle Public Schools	Manager	\$16.75	\$18.88	\$21.00
Tacoma Public Schools	Senior High School Cook	\$14.70	\$17.07	\$19.43
Vancouver Public Schools	High School Kitchen Manager	\$18.92	\$19.35	\$19.77
West Valley School District	Nutrition Svcs Manager - High School	\$14.69	\$17.29	\$19.88
Yakima School District	High School Kitchen Manager	\$15.44	\$16.41	\$17.38
<b>Spokane Public Schools</b>		<b>\$13.64</b>	<b>\$16.80</b>	<b>\$19.95</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$14.79</b>	<b>\$16.18</b>	<b>\$17.56</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>92%</b>	<b>104%</b>	<b>114%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Electrician Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Electrician	\$18.67	\$21.35	\$24.03
East Valley School District	Electrician	\$16.61	\$19.15	\$21.68
Evergreen (Clark) Public Schools	Crafts - Electrician	\$23.49	\$25.41	\$27.32
Federal Way Public Schools	Electrician	\$27.39	\$27.39	\$27.39
Kennewick School District	Mechanical Worker	\$18.29	\$20.32	\$22.35
Kent School District	Electrician	\$30.51	\$30.66	\$30.80
Mead School District	Journey Level - Electrician	\$20.25	\$22.71	\$25.16
Pasco School District	Electrician	\$17.62	\$19.49	\$21.35
Richland School District	Journeyman Craft	\$20.20	\$21.83	\$23.46
Seattle Public Schools	Electrician	\$30.91	\$30.91	\$30.91
Tacoma Public Schools	Electrician Journeyman	\$23.63	\$24.52	\$25.40
Vancouver Public Schools	Electrician	\$25.11	\$25.54	\$25.96
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Electrician	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Electricians (472111)	\$21.06	\$26.76	\$34.12
Construction Labor Research Council, Spokane, 2014	No Match	NA	NA	NA
ERI Salary Assessor, Spokane, 2015	Electrician (Maintenance)	\$24.78	\$26.73	\$29.30
Federal Wage Grade Pay Scale, Spokane, 2015	Electrician (WG 10-11)	\$22.59	\$25.15	\$27.70
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 2015	Electrician (Building Construction)	\$30.00	\$30.00	\$30.00
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Electrician	\$30.72	\$31.97	\$33.21
Spokane County Government, 2015	Chief Building Maintenance Spec	\$21.65	\$25.43	\$29.21

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Spokane Public Schools</b>	<b>\$25.66</b>	<b>\$29.45</b>	<b>\$33.23</b>
<b>Overall Comparator Market Average</b>	<b>\$23.73</b>	<b>\$25.72</b>	<b>\$27.90</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>108%</b>	<b>114%</b>	<b>119%</b>

NA = Data Not Available

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$22.33 at the minimum, \$23.77 at the midpoint, and \$25.21 at the maximum. The adjusted market average is \$20.87 at the minimum, \$22.26 at the midpoint, and \$23.66 at the maximum.

Local Area Employers: The market average is \$25.13 at the minimum, \$27.67 at the midpoint, and \$30.59 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Electrician Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Electrician	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Mechanical Lead	\$23.97	\$24.15	\$24.33
Kent School District	Electrician Lead	\$33.86	\$34.01	\$34.15
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Electrician	\$18.49	\$20.36	\$22.22
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	General Foreperson	\$38.55	\$38.55	\$38.55
Tacoma Public Schools	Electrician Lead	\$26.38	\$27.37	\$28.36
Vancouver Public Schools	Crew Leader - Electrician	\$30.07	\$30.50	\$30.92
West Valley School District	No Match	NA	NA	NA
Yakima School District	Electrician Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$32.02</b>	<b>\$34.61</b>	<b>\$37.20</b>
<b>Overall Comparator Market Average</b>		<b>\$27.89</b>	<b>\$28.73</b>	<b>\$29.57</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>115%</b>	<b>120%</b>	<b>126%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Plumber/Steamfitter Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Plumber	\$18.67	\$21.35	\$24.03
East Valley School District	Plumber	\$16.61	\$19.15	\$21.68
Evergreen (Clark) Public Schools	Crafts - Plumber	\$23.49	\$25.41	\$27.32
Federal Way Public Schools	Plumber	\$27.39	\$27.39	\$27.39
Kennewick School District	Mechanical Worker	\$18.29	\$20.32	\$22.35
Kent School District	Plumber	\$30.51	\$30.66	\$30.80
Mead School District	Journey Level - Plumber	\$20.25	\$22.71	\$25.16
Pasco School District	Plumber	\$17.62	\$19.49	\$21.35
Richland School District	Journeyman Craft	\$20.20	\$21.83	\$23.46
Seattle Public Schools	Plumber/Steamfitter	\$33.93	\$33.93	\$33.93
Tacoma Public Schools	Plumber Journeyman	\$27.06	\$28.08	\$29.09
Vancouver Public Schools	Plumber	\$25.11	\$25.54	\$25.96
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Plumber	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Plumbers/Steamfitters (472152)	\$20.99	\$25.53	\$33.14
Construction Labor Research Council, Spokane, 2014	No Match	NA	NA	NA
ERI Salary Assessor, Spokane, 2015	Pipefitter	\$24.60	\$26.82	\$29.78
Federal Wage Grade Pay Scale, Spokane, 2015	Plumber and Pipefitter (WG 9-10)	\$21.43	\$23.89	\$26.35
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 2015	Plumber (Building Construction)	\$35.81	\$35.81	\$35.81
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Plumber/Steamfitter (insufficient data)	NA	NA	NA
Spokane County Government, 2015	Building Maintenance Specialist	\$20.35	\$23.90	\$27.45

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Spokane Public Schools</b>	<b>\$27.81</b>	<b>\$30.72</b>	<b>\$33.63</b>
<b>Overall Comparator Market Average</b>	<b>\$23.71</b>	<b>\$25.71</b>	<b>\$28.10</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>117%</b>	<b>119%</b>	<b>120%</b>

NA = Data Not Available

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$22.79 at the minimum, \$24.24 at the midpoint, and \$25.69 at the maximum. The adjusted market average is \$21.27 at the minimum, \$22.68 at the midpoint, and \$24.08 at the maximum.

Local Area Employers: The market average is \$24.64 at the minimum, \$27.19 at the midpoint, and \$30.51 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Plumber/Steamfitter Foreman  
Electricians, Plumbers/Steamfitters, Trades**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Plumber	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Mechanical Lead	\$23.97	\$24.15	\$24.33
Kent School District	Plumber Lead	\$33.86	\$34.01	\$34.15
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Plumber	\$18.49	\$20.36	\$22.22
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	General Foreperson	\$38.55	\$38.55	\$38.55
Tacoma Public Schools	Plumber Lead	\$29.81	\$30.93	\$32.05
Vancouver Public Schools	Crew Leader - Plumber	\$30.07	\$30.50	\$30.92
West Valley School District	No Match	NA	NA	NA
Yakima School District	Plumber Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$31.15</b>	<b>\$34.40</b>	<b>\$37.65</b>
<b>Overall Comparator Market Average</b>		<b>\$28.32</b>	<b>\$29.18</b>	<b>\$30.03</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>110%</b>	<b>118%</b>	<b>125%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Carpenter Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Carpenter	\$18.67	\$21.35	\$24.03
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Crafts - Carpenter	\$23.49	\$25.41	\$27.32
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Structural Worker	\$12.11	\$17.10	\$22.09
Kent School District	Carpenter	\$26.42	\$26.57	\$26.71
Mead School District	Journey Level - Carpenter	\$20.25	\$22.71	\$25.16
Pasco School District	Carpenter	\$17.62	\$19.49	\$21.35
Richland School District	Journeyman Craft	\$20.20	\$21.83	\$23.46
Seattle Public Schools	Carpenter	\$29.05	\$29.05	\$29.05
Tacoma Public Schools	Carpenter Journeyman	\$22.03	\$22.86	\$23.68
Vancouver Public Schools	Carpenter	\$25.11	\$25.54	\$25.96
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Carpenter	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Carpenters (472031)	\$16.78	\$21.30	\$29.37
Construction Labor Research Council, Spokane, 2014	Carpenter	\$26.56	\$26.56	\$26.56
ERI Salary Assessor, Spokane, 2015	Carpenter (Maintenance)	\$21.48	\$23.08	\$25.24
Federal Wage Grade Pay Scale, Spokane, 2015	Carpenter (WG 9)	\$21.43	\$23.22	\$25.01
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 2015	Carpenter (Building Construction)	\$27.06	\$27.06	\$27.06
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Carpenter (insufficient data)	NA	NA	NA
Spokane County Government, 2015	Trades Specialist 2	\$18.67	\$19.66	\$20.64

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Spokane Public Schools</b>	<b>\$24.87</b>	<b>\$27.48</b>	<b>\$30.10</b>
<b>Overall Comparator Market Average</b>	<b>\$21.62</b>	<b>\$23.21</b>	<b>\$25.15</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>115%</b>	<b>118%</b>	<b>120%</b>

NA = Data Not Available

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$21.24 at the minimum, \$22.95 at the midpoint, and \$24.66 at the maximum. The adjusted market average is \$19.91 at the minimum, \$21.55 at the midpoint, and \$23.20 at the maximum.

Local Area Employers: The market average is \$22.00 at the minimum, \$23.48 at the midpoint, and \$25.65 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Carpenter Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Carpenter	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Structural Lead	\$23.72	\$23.90	\$24.08
Kent School District	Carpenter Lead	\$29.77	\$29.92	\$30.06
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Plumber	\$18.49	\$20.36	\$22.22
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Carpenter Foreperson	\$38.54	\$38.54	\$38.54
Tacoma Public Schools	Carpenter Lead	\$24.78	\$25.71	\$26.64
Vancouver Public Schools	Crew Leader - Carpenter	\$30.07	\$30.50	\$30.92
West Valley School District	Head Carpenter	\$18.71	\$21.42	\$24.13
Yakima School District	Carpenter Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$27.85</b>	<b>\$30.77</b>	<b>\$33.69</b>
<b>Overall Comparator Market Average</b>		<b>\$26.21</b>	<b>\$27.25</b>	<b>\$28.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>106%</b>	<b>113%</b>	<b>119%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Mechanic Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Mechanic	\$18.41	\$21.05	\$23.68
East Valley School District	Mechanic	\$14.09	\$16.29	\$18.48
Evergreen (Clark) Public Schools	Journey Bus Mechanic	\$25.74	\$26.53	\$27.32
Federal Way Public Schools	Mechanic	\$26.17	\$27.07	\$27.96
Kennewick School District	Mechanical Technician	\$23.19	\$23.37	\$23.54
Kent School District	Maintenance Mechanic	\$27.63	\$27.78	\$27.92
Mead School District	Mechanic	\$17.02	\$19.23	\$21.43
Pasco School District	Mechanic	\$17.62	\$19.49	\$21.35
Richland School District	Mechanic III	\$20.02	\$21.64	\$23.26
Seattle Public Schools	Auto Machinist	\$25.02	\$26.40	\$27.77
Tacoma Public Schools	Machinist Mechanic	\$22.00	\$22.83	\$23.65
Vancouver Public Schools	Mechanic	\$25.11	\$25.54	\$25.96
West Valley School District	Assistant Mechanic	\$16.39	\$19.01	\$21.62
Yakima School District	Mechanic	\$22.50	\$22.84	\$23.18
<b>Spokane Public Schools</b>		<b>\$24.87</b>	<b>\$27.48</b>	<b>\$30.10</b>
<b>Overall Comparator Market Average</b>		<b>\$21.49</b>	<b>\$22.79</b>	<b>\$24.08</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>116%</b>	<b>121%</b>	<b>125%</b>

NA = Data Not Available



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Mechanic Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Shop Foreman	\$20.30	\$23.21	\$26.11
East Valley School District	Lead Mechanic	\$15.93	\$18.38	\$20.82
Evergreen (Clark) Public Schools	Lead Journey Mechanic	\$29.26	\$30.16	\$31.06
Federal Way Public Schools	Lead Mechanic	\$27.48	\$28.42	\$29.36
Kennewick School District	Mechanical Lead	\$23.97	\$24.15	\$24.33
Kent School District	Maintenance Mechanic Lead	\$30.98	\$31.13	\$31.27
Mead School District	No Match	NA	NA	NA
Pasco School District	Lead Mechanic	\$21.80	\$22.01	\$22.22
Richland School District	Mechanic Lead	\$20.20	\$21.83	\$23.46
Seattle Public Schools	Foreman - Auto Machinist	\$27.02	\$28.40	\$29.77
Tacoma Public Schools	Master Mechanic	\$23.80	\$24.70	\$25.59
Vancouver Public Schools	Crew Leader - Mechanic	\$30.07	\$30.50	\$30.92
West Valley School District	Head Mechanic	\$18.78	\$21.66	\$24.54
Yakima School District	Mechanic Lead	\$23.50	\$23.84	\$24.18
<b>Spokane Public Schools</b>		<b>\$27.85</b>	<b>\$30.77</b>	<b>\$33.69</b>
<b>Overall Comparator Market Average</b>		<b>\$24.08</b>	<b>\$25.26</b>	<b>\$26.43</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>116%</b>	<b>122%</b>	<b>127%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Sweeper Custodial/Grounds/Warehouse</b>				
Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Custodian	\$14.47	\$15.05	\$15.63
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Assistant Custodian	\$15.56	\$16.63	\$17.70
Tacoma Public Schools	Apprentice Custodian	\$13.84	\$16.34	\$18.83
Vancouver Public Schools	Custodial Assistant	\$17.70	\$18.13	\$18.55
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$12.42</b>	<b>\$15.91</b>	<b>\$19.40</b>
<b>Overall Comparator Market Average</b>		<b>\$15.39</b>	<b>\$16.54</b>	<b>\$17.68</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>81%</b>	<b>96%</b>	<b>110%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Custodian ("Licensed Assistant") Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Custodian	\$13.97	\$15.97	\$17.96
East Valley School District	Custodian	\$12.05	\$13.95	\$15.85
Evergreen (Clark) Public Schools	Specialist - Maintenance	\$20.98	\$22.28	\$23.57
Federal Way Public Schools	Elementary Custodian	\$16.28	\$17.19	\$18.09
Kennewick School District	Custodian	\$11.91	\$14.58	\$17.25
Kent School District	Custodian	\$17.17	\$17.82	\$18.46
Mead School District	Custodian II	\$15.56	\$17.46	\$19.35
Pasco School District	Custodian	\$15.29	\$16.32	\$17.34
Richland School District	Custodian	\$14.32	\$15.48	\$16.64
Seattle Public Schools	Licensed Assistant	\$16.75	\$17.78	\$18.81
Tacoma Public Schools	Custodian	\$18.12	\$18.97	\$19.82
Vancouver Public Schools	Custodian - Elementary (Certified)	\$19.52	\$19.95	\$20.37
West Valley School District	Custodian	\$14.74	\$17.30	\$19.85
Yakima School District	Custodian	\$16.01	\$16.58	\$17.15
<b>Spokane Public Schools</b>		<b>\$13.00</b>	<b>\$16.65</b>	<b>\$20.30</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$15.91</b>	<b>\$17.26</b>	<b>\$18.61</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>82%</b>	<b>96%</b>	<b>109%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Head Custodian, Elementary Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - Elementary School	\$15.14	\$17.31	\$19.47
East Valley School District	Lead Custodian	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Lead - Maintenance	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	Elementary Head Custodian	\$18.21	\$18.97	\$19.72
Kennewick School District	Elementary Lead Custodian	\$12.41	\$15.08	\$17.75
Kent School District	Elementary Head Custodian	\$19.67	\$20.32	\$20.96
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Elementary Head Custodian	\$14.64	\$16.16	\$17.68
Richland School District	Building Foreman I	\$15.95	\$17.24	\$18.53
Seattle Public Schools	Custodial Engineer G3, G4 Buildings	\$19.55	\$20.79	\$22.03
Tacoma Public Schools	Chief Custodian - Elementary	\$21.27	\$22.69	\$24.10
Vancouver Public Schools	Crew Leader - Custodian	\$30.07	\$30.50	\$30.92
West Valley School District	Head Custodian II	\$15.74	\$18.37	\$20.99
Yakima School District	Elementary Head Custodian	\$16.70	\$17.30	\$17.90
<b>Spokane Public Schools</b>		<b>\$15.09</b>	<b>\$19.32</b>	<b>\$23.55</b>
<b>Overall Comparator Market Average</b>		<b>\$18.22</b>	<b>\$19.75</b>	<b>\$21.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>83%</b>	<b>98%</b>	<b>111%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Head Custodian, Middle School  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - MS	\$15.49	\$17.71	\$19.92
East Valley School District	Lead Custodian	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Lead - Maintenance	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	Middle School Head Custodian	\$18.29	\$19.47	\$20.65
Kennewick School District	Middle School Lead Custodian	\$12.46	\$15.13	\$17.80
Kent School District	Middle School Head Custodian	\$21.17	\$21.82	\$22.46
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Middle School Head Custodian	\$14.83	\$16.38	\$17.93
Richland School District	Building Foreman II	\$16.14	\$17.45	\$18.75
Seattle Public Schools	Custodial Engineer G2 Buildings	\$21.30	\$22.64	\$23.97
Tacoma Public Schools	Chief Custodian - Middle School	\$23.00	\$24.30	\$25.60
Vancouver Public Schools	Crew Leader - Custodian	\$30.07	\$30.50	\$30.92
West Valley School District	Head Custodian III	\$16.57	\$19.19	\$21.80
Yakima School District	Middle School Head Custodian	\$17.73	\$18.37	\$19.01
<b>Spokane Public Schools</b>		<b>\$16.00</b>	<b>\$20.48</b>	<b>\$24.96</b>
<b>Overall Comparator Market Average</b>		<b>\$18.77</b>	<b>\$20.34</b>	<b>\$21.91</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>85%</b>	<b>101%</b>	<b>114%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Head Custodian, High School  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - HS	\$15.89	\$18.17	\$20.44
East Valley School District	Lead Custodian (HS)	\$13.81	\$15.96	\$18.11
Evergreen (Clark) Public Schools	Lead - Maintenance	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	High School Head Custodian	\$19.73	\$20.67	\$21.60
Kennewick School District	High School Lead Custodian	\$12.76	\$15.43	\$18.10
Kent School District	Senior High School Head Custodian	\$22.67	\$23.32	\$23.96
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Senior High Head Custodian	\$15.06	\$16.61	\$18.15
Richland School District	Building Foreman III	\$16.33	\$17.65	\$18.97
Seattle Public Schools	Custodial Engineer G1 Buildings	\$23.21	\$24.68	\$26.14
Tacoma Public Schools	Chief Custodian - High School	\$24.36	\$25.73	\$27.10
Vancouver Public Schools	Crew Leader - Custodian	\$30.07	\$30.50	\$30.92
West Valley School District	Head Custodian IV	\$17.65	\$20.28	\$22.90
Yakima School District	High School Head Custodian	\$20.24	\$20.97	\$21.70
<b>Spokane Public Schools</b>		<b>\$16.70</b>	<b>\$21.37</b>	<b>\$26.04</b>
<b>Overall Comparator Market Average</b>		<b>\$19.58</b>	<b>\$21.17</b>	<b>\$22.76</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>85%</b>	<b>101%</b>	<b>114%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

**Gardener I  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Groundskeeper Assistant (seasonal)	\$10.65	\$12.18	\$13.70
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Gardener - 6 months	\$17.57	\$17.57	\$17.57
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	Groundskeeper - Summer	\$19.11	\$19.54	\$19.96
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$13.00</b>	<b>\$16.65</b>	<b>\$20.30</b>
<b>Overall Comparator Market Average</b>		<b>\$15.78</b>	<b>\$16.43</b>	<b>\$17.08</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>82%</b>	<b>101%</b>	<b>119%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Gardener II Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Tractor/Mower/Operator	\$11.58	\$13.24	\$14.89
East Valley School District	Grounds/Maintenance Assistant	\$12.05	\$13.95	\$15.85
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Grounds Helper	\$17.18	\$17.75	\$18.31
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	Custodial Groundsperson	\$13.58	\$14.99	\$16.40
Richland School District	Groundsperson	\$15.19	\$16.42	\$17.65
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$16.31</b>	<b>\$20.54</b>	<b>\$24.77</b>
<b>Overall Comparator Market Average</b>		<b>\$13.92</b>	<b>\$15.27</b>	<b>\$16.62</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>117%</b>	<b>135%</b>	<b>149%</b>

NA = Data Not Available



**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Groundskeeper Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Groundskeeper	\$17.05	\$19.49	\$21.93
East Valley School District	Maintenance Specialist	\$14.42	\$16.65	\$18.87
Evergreen (Clark) Public Schools	Grounds	\$18.84	\$20.17	\$21.50
Federal Way Public Schools	Grounds Technician	\$24.27	\$24.80	\$25.33
Kennewick School District	Grounds Worker	\$12.98	\$16.36	\$19.73
Kent School District	Groundskeeper	\$22.18	\$22.33	\$22.47
Mead School District	General Level - Grounds	\$17.06	\$19.09	\$21.11
Pasco School District	Groundsperson	\$16.79	\$18.52	\$20.25
Richland School District	Grounds Applicator	\$16.09	\$17.40	\$18.70
Seattle Public Schools	Gardener	\$17.57	\$19.52	\$21.47
Tacoma Public Schools	Maintenance	\$23.90	\$24.80	\$25.69
Vancouver Public Schools	Groundskeeper	\$19.77	\$20.20	\$20.62
West Valley School District	Grounds	\$16.60	\$19.22	\$21.84
Yakima School District	Maintenance Assistant - Grounds	\$18.00	\$18.74	\$19.48
<b>Spokane Public Schools</b>		<b>\$17.22</b>	<b>\$21.70</b>	<b>\$26.18</b>
<b>Overall Comparator Market Average</b>		<b>\$18.25</b>	<b>\$19.80</b>	<b>\$21.36</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>94%</b>	<b>110%</b>	<b>123%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Grounds Foreman Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Grounds	\$25.30	\$27.35	\$29.40
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Ground Lead	\$23.97	\$24.15	\$24.33
Kent School District	Groundskeeper Lead	\$25.53	\$25.68	\$25.82
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Groundsperson	\$17.66	\$19.39	\$21.12
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Landscape Lead	\$20.74	\$22.47	\$24.20
Tacoma Public Schools	Foreman - Grounds	\$30.78	\$31.94	\$33.09
Vancouver Public Schools	Crew Leader - Grounds	\$30.07	\$30.50	\$30.92
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$19.14</b>	<b>\$24.14</b>	<b>\$29.15</b>
<b>Overall Comparator Market Average</b>		<b>\$24.86</b>	<b>\$25.92</b>	<b>\$26.98</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>77%</b>	<b>93%</b>	<b>108%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Warehouse Clerk Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Warehouse Assistant (full year)	\$15.18	\$17.35	\$19.52
East Valley School District	Warehouse	\$12.67	\$14.67	\$16.66
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Warehouse	\$25.90	\$26.28	\$26.66
Kennewick School District	No Match	NA	NA	NA
Kent School District	Distribution (Warehouse) Svcs Tech	\$21.38	\$21.53	\$21.67
Mead School District	General Level - Warehouse	\$17.06	\$19.09	\$21.11
Pasco School District	Warehouse	\$15.77	\$17.37	\$18.96
Richland School District	Warehouse	\$15.07	\$16.29	\$17.50
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Warehouseman	\$23.90	\$24.80	\$25.69
Vancouver Public Schools	Warehouse Worker	\$19.17	\$19.60	\$20.02
West Valley School District	No Match	NA	NA	NA
Yakima School District	Warehouse	\$16.70	\$17.30	\$17.90
<b>Spokane Public Schools</b>		<b>\$18.92</b>	<b>\$22.67</b>	<b>\$26.41</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$18.28</b>	<b>\$19.42</b>	<b>\$20.57</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>104%</b>	<b>117%</b>	<b>128%</b>

NA = Data Not Available

**Appendix A  
Spokane Public Schools  
Detailed Market Data (Unadjusted)**

<b>Delivery Driver Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Truck Driver	\$14.84	\$16.97	\$19.09
East Valley School District	Courier, Warehouse Assistant	\$9.70	\$11.28	\$12.86
Evergreen (Clark) Public Schools	Delivery, Fixed Asset	\$19.91	\$20.80	\$21.68
Federal Way Public Schools	Courier/Truck Driver	\$18.48	\$19.65	\$20.82
Kennewick School District	Warehouse Delivery	\$11.91	\$15.01	\$18.11
Kent School District	Distribution (Warehouse) Lead/Driver	\$21.77	\$21.92	\$22.06
Mead School District	General Level - Warehouse Delivery	\$17.06	\$19.09	\$21.11
Pasco School District	Delivery	\$14.46	\$15.97	\$17.48
Richland School District	Delivery	\$13.14	\$14.21	\$15.27
Seattle Public Schools	Maintenance Services - Truck Driver	\$28.42	\$29.13	\$29.84
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	Delivery Worker	\$21.67	\$22.10	\$22.52
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$19.43</b>	<b>\$23.17</b>	<b>\$26.92</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$17.40</b>	<b>\$18.74</b>	<b>\$20.08</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>112%</b>	<b>124%</b>	<b>134%</b>

NA = Data Not Available

## Appendix B: Detailed Market Data (Adjusted)

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<b><u>Certificated</u></b>	<b><u>Page #</u></b>	<b><u>Electricians, Plumbers/Steamfitters, Trades</u></b>	<b><u>Page #</u></b>
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Bachelor's + 15	100	Electrician Foreman	127
Bachelor's + 30	101	Plumber/Steamfitter	128
Bachelor's + 45	102	Plumber/Steamfitter Foreman	130
Bachelor's + 90	103	Carpenter	131
Bachelor's + 135	104	Carpenter Foreman	133
Master's	105	Mechanic	134
Master's + 45	106	Mechanic Foreman	135
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<b><u>Secretarial Clerical</u></b>	<b><u>Page #</u></b>	Grounds Foreman	144
Library Clerk	115	Warehouse Clerk	145
Secretary I	116	Delivery Driver	146
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Food Service Worker I	120		
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Food Service Manager - Elementary School	123		
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**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Bachelor's Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's	\$36,507.00	\$40,237.50	\$43,968.00
East Valley School District	Bachelor's	\$36,217.00	\$39,537.50	\$42,858.00
Evergreen (Clark) Public Schools	Bachelor's	\$37,774.00	\$40,305.05	\$42,836.09
Federal Way Public Schools	Bachelor's	\$35,445.82	\$37,912.77	\$40,379.72
Kennewick School District	Bachelor's	\$35,699.33	\$39,087.15	\$42,474.97
Kent School District	Bachelor's	\$38,214.00	\$40,751.04	\$43,288.08
Mead School District	Bachelor's	\$37,396.00	\$41,174.50	\$44,953.00
Pasco School District	Bachelor's	\$34,993.80	\$38,222.72	\$41,451.63
Richland School District	Bachelor's	\$34,826.04	\$37,715.71	\$40,605.38
Seattle Public Schools	Bachelor's	\$38,736.76	\$39,381.47	\$40,026.18
Tacoma Public Schools	Bachelor's	\$35,613.24	\$43,460.94	\$51,308.64
Vancouver Public Schools	Bachelor's	\$40,108.70	\$42,324.18	\$44,539.66
West Valley School District	Bachelor's	\$36,761.00	\$39,236.00	\$41,711.00
Yakima School District	Bachelor's	\$37,975.00	\$40,617.50	\$43,260.00
<b>Spokane Public Schools</b>		<b>\$36,951.00</b>	<b>\$40,034.00</b>	<b>\$43,117.00</b>
<b>Overall Comparator Market Average</b>		<b>\$36,876.26</b>	<b>\$39,997.43</b>	<b>\$43,118.60</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Bachelor's + 15  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 15	\$37,493.00	\$41,989.50	\$46,486.00
East Valley School District	Bachelor's + 15	\$37,195.00	\$41,275.50	\$45,356.00
Evergreen (Clark) Public Schools	Bachelor's + 15	\$38,756.69	\$42,050.69	\$45,344.70
Federal Way Public Schools	Bachelor's + 15	\$36,403.67	\$39,613.71	\$42,823.75
Kennewick School District	Bachelor's + 15	\$36,663.95	\$40,855.62	\$45,047.29
Kent School District	Bachelor's + 15	\$39,198.72	\$42,500.48	\$45,802.24
Mead School District	Bachelor's + 15	\$38,388.00	\$42,935.50	\$47,483.00
Pasco School District	Bachelor's + 15	\$35,939.78	\$39,902.18	\$43,864.58
Richland School District	Bachelor's + 15	\$35,767.36	\$39,387.25	\$43,007.14
Seattle Public Schools	Bachelor's	\$38,736.76	\$39,381.47	\$40,026.18
Tacoma Public Schools	Bachelor's + 15	\$35,945.35	\$44,124.28	\$52,303.20
Vancouver Public Schools	Bachelor's + 15	\$40,968.90	\$43,851.97	\$46,735.04
West Valley School District	Bachelor's + 15	\$37,722.00	\$40,942.50	\$44,163.00
Yakima School District	Bachelor's + 15	\$39,001.00	\$42,440.00	\$45,879.00
<b>Spokane Public Schools</b>		<b>\$37,944.00</b>	<b>\$41,822.50</b>	<b>\$45,701.00</b>
<b>Overall Comparator Market Average</b>		<b>\$37,727.16</b>	<b>\$41,517.90</b>	<b>\$45,308.65</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>101%</b>	<b>101%</b>	<b>101%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Bachelor's + 30  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 30	\$38,515.00	\$43,840.50	\$49,166.00
East Valley School District	Bachelor's + 30	\$38,209.00	\$43,112.00	\$48,015.00
Evergreen (Clark) Public Schools	Bachelor's + 30	\$39,773.97	\$43,894.51	\$48,015.06
Federal Way Public Schools	Bachelor's + 30	\$37,395.04	\$41,410.78	\$45,426.53
Kennewick School District	Bachelor's + 30	\$37,662.12	\$42,723.35	\$47,784.57
Kent School District	Bachelor's + 30	\$40,218.64	\$44,348.48	\$48,478.32
Mead School District	Bachelor's + 30	\$39,414.00	\$44,796.00	\$50,178.00
Pasco School District	Bachelor's + 30	\$36,918.38	\$41,676.24	\$46,434.10
Richland School District	Bachelor's + 30	\$36,740.37	\$41,151.99	\$45,563.62
Seattle Public Schools	Bachelor's + 22.5	\$39,066.75	\$40,242.24	\$41,417.74
Tacoma Public Schools	Bachelor's + 30	\$36,274.80	\$44,784.50	\$53,294.21
Vancouver Public Schools	Bachelor's + 30	\$41,859.02	\$45,465.78	\$49,072.54
West Valley School District	Bachelor's + 30	\$38,716.00	\$42,745.00	\$46,774.00
Yakima School District	Bachelor's + 30	\$40,063.00	\$44,365.50	\$48,668.00
<b>Spokane Public Schools</b>		<b>\$38,971.00</b>	<b>\$43,712.00</b>	<b>\$48,453.00</b>
<b>Overall Comparator Market Average</b>		<b>\$38,630.43</b>	<b>\$43,182.63</b>	<b>\$47,734.83</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>101%</b>	<b>101%</b>	<b>102%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Bachelor's + 45 Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 45	\$39,538.00	\$46,826.00	\$54,114.00
East Valley School District	Bachelor's + 45	\$39,224.00	\$46,073.50	\$52,923.00
Evergreen (Clark) Public Schools	Bachelor's + 45	\$40,794.05	\$46,868.75	\$52,943.44
Federal Way Public Schools	Bachelor's + 45	\$38,389.05	\$44,309.48	\$50,229.90
Kennewick School District	Bachelor's + 45	\$38,663.09	\$45,750.02	\$52,836.94
Kent School District	Bachelor's + 45	\$41,241.20	\$47,329.92	\$53,418.64
Mead School District	Bachelor's + 45	\$40,443.00	\$47,797.00	\$55,151.00
Pasco School District	Bachelor's + 45	\$37,899.78	\$44,537.95	\$51,176.12
Richland School District	Bachelor's + 45	\$37,717.11	\$44,000.19	\$50,283.26
Seattle Public Schools	Bachelor's + 45	\$39,271.03	\$46,631.73	\$53,992.43
Tacoma Public Schools	Bachelor's + 45	\$36,843.12	\$46,559.17	\$56,275.22
Vancouver Public Schools	Bachelor's + 45	\$42,751.94	\$48,069.29	\$53,386.63
West Valley School District	Bachelor's + 45	\$39,714.00	\$45,653.50	\$51,593.00
Yakima School District	Bachelor's + 45	\$41,128.00	\$47,471.00	\$53,814.00
<b>Spokane Public Schools</b>		<b>\$40,001.00</b>	<b>\$46,766.00</b>	<b>\$53,531.00</b>
<b>Overall Comparator Market Average</b>		<b>\$39,544.10</b>	<b>\$46,276.96</b>	<b>\$53,009.83</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>101%</b>	<b>101%</b>	<b>101%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Bachelor's + 90 Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 90	\$42,824.00	\$53,532.00	\$64,240.00
East Valley School District	Bachelor's + 90	\$42,483.00	\$52,725.50	\$62,968.00
Evergreen (Clark) Public Schools	Bachelor's + 90	\$44,066.55	\$53,549.32	\$63,032.09
Federal Way Public Schools	Bachelor's + 90	\$41,578.36	\$50,819.96	\$60,061.55
Kennewick School District	Bachelor's + 90	\$41,875.69	\$52,527.99	\$63,180.28
Kent School District	Bachelor's + 90	\$44,520.96	\$55,202.40	\$65,883.84
Mead School District	Bachelor's + 90	\$43,745.00	\$54,537.00	\$65,329.00
Pasco School District	Bachelor's + 90	\$41,049.01	\$50,965.95	\$60,882.90
Richland School District	Bachelor's + 90	\$40,851.42	\$50,397.43	\$59,943.44
Seattle Public Schools	Bachelor's + 90	\$40,499.34	\$52,633.17	\$64,767.00
Tacoma Public Schools	Bachelor's + 90	\$38,786.95	\$48,523.43	\$58,259.90
Vancouver Public Schools	Bachelor's + 90	\$45,616.78	\$54,201.02	\$62,785.25
West Valley School District	Bachelor's + 90	\$42,914.00	\$52,185.50	\$61,457.00
Yakima School District	Bachelor's + 90	\$44,545.00	\$54,446.00	\$64,347.00
<b>Spokane Public Schools</b>		<b>\$43,306.00</b>	<b>\$53,616.00</b>	<b>\$63,926.00</b>
<b>Overall Comparator Market Average</b>		<b>\$42,525.43</b>	<b>\$52,589.05</b>	<b>\$62,652.66</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>102%</b>	<b>102%</b>	<b>102%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Bachelor's + 135  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bachelor's + 135	\$44,940.00	\$56,113.50	\$67,287.00
East Valley School District	Bachelor's + 135	\$44,583.00	\$55,287.00	\$65,991.00
Evergreen (Clark) Public Schools	Bachelor's + 135	\$46,175.91	\$56,121.97	\$66,068.04
Federal Way Public Schools	Bachelor's + 135	\$43,633.42	\$53,326.60	\$63,019.78
Kennewick School District	Bachelor's + 135	\$43,945.66	\$55,118.95	\$66,292.23
Kent School District	Bachelor's + 135	\$46,634.72	\$57,835.80	\$69,036.88
Mead School District	Bachelor's + 135	\$45,873.00	\$57,132.50	\$68,392.00
Pasco School District	Bachelor's + 135	\$43,077.97	\$53,440.88	\$63,803.79
Richland School District	Bachelor's + 135	\$42,871.07	\$52,860.71	\$62,850.35
Seattle Public Schools	Bachelor's + 135	\$41,318.22	\$54,486.99	\$67,655.75
Tacoma Public Schools	Bachelor's + 135	\$42,113.40	\$52,670.83	\$63,228.26
Vancouver Public Schools	Bachelor's + 135	\$47,462.47	\$56,452.50	\$65,442.52
West Valley School District	Bachelor's + 135	\$44,976.00	\$54,700.50	\$64,425.00
Yakima School District	Bachelor's + 135	\$46,747.00	\$57,132.00	\$67,517.00
<b>Spokane Public Schools</b>		<b>\$45,435.00</b>	<b>\$56,244.50</b>	<b>\$67,054.00</b>
<b>Overall Comparator Market Average</b>		<b>\$44,596.56</b>	<b>\$55,191.48</b>	<b>\$65,786.40</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>102%</b>	<b>102%</b>	<b>102%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Master's Certificated</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's	\$43,768.00	\$54,024.50	\$64,281.00
East Valley School District	Master's	\$43,821.00	\$53,614.50	\$63,408.00
Evergreen (Clark) Public Schools	Master's	\$45,008.10	\$54,040.66	\$63,073.23
Federal Way Public Schools	Master's	\$42,495.64	\$52,316.71	\$62,137.78
Kennewick School District	Master's	\$42,800.24	\$53,010.76	\$63,221.29
Kent School District	Master's	\$45,464.32	\$55,969.32	\$66,474.32
Mead School District	Master's	\$46,738.00	\$57,075.50	\$67,413.00
Pasco School District	Master's	\$41,953.98	\$51,438.01	\$60,922.04
Richland School District	Master's	\$41,752.67	\$50,867.16	\$59,981.66
Seattle Public Schools	Bachelor's + 45 + Master's	\$45,631.71	\$50,799.43	\$55,967.16
Tacoma Public Schools	Master's	\$42,628.44	\$51,935.12	\$61,241.81
Vancouver Public Schools	Master's	\$46,440.52	\$54,630.65	\$62,820.78
West Valley School District	Master's	\$43,834.00	\$55,114.50	\$66,395.00
Yakima School District	Master's	\$45,528.00	\$54,958.50	\$64,389.00
<b>Spokane Public Schools</b>		<b>\$45,703.00</b>	<b>\$55,573.50</b>	<b>\$65,444.00</b>
<b>Overall Comparator Market Average</b>		<b>\$44,133.19</b>	<b>\$53,556.81</b>	<b>\$62,980.43</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>104%</b>	<b>104%</b>	<b>104%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Master's + 45  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's + 45	\$47,055.00	\$57,659.50	\$68,264.00
East Valley School District	Master's + 45	\$47,081.00	\$57,221.00	\$67,361.00
Evergreen (Clark) Public Schools	Master's + 45	\$48,282.47	\$57,662.39	\$67,042.31
Federal Way Public Schools	Master's + 45	\$45,686.72	\$55,912.19	\$66,137.65
Kennewick School District	Master's + 45	\$46,013.77	\$56,652.09	\$67,290.40
Kent School District	Master's + 45	\$48,745.84	\$59,665.76	\$70,585.68
Mead School District	Master's + 45	\$50,096.00	\$60,784.50	\$71,473.00
Pasco School District	Master's + 45	\$45,104.14	\$54,922.76	\$64,741.38
Richland School District	Master's + 45	\$44,887.92	\$54,335.60	\$63,783.28
Seattle Public Schools	Bachelor's + 90 + Master's	\$47,009.30	\$56,887.74	\$66,766.17
Tacoma Public Schools	Master's + 45	\$43,562.62	\$55,711.34	\$67,860.07
Vancouver Public Schools	Master's + 45	\$49,306.29	\$57,800.77	\$66,295.24
West Valley School District	Master's + 45	\$47,035.00	\$58,655.50	\$70,276.00
Yakima School District	Master's + 45	\$48,946.00	\$58,740.00	\$68,534.00
<b>Spokane Public Schools</b>		<b>\$49,009.00</b>	<b>\$59,271.50</b>	<b>\$69,534.00</b>
<b>Overall Comparator Market Average</b>		<b>\$47,058.00</b>	<b>\$57,329.37</b>	<b>\$67,600.73</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>104%</b>	<b>103%</b>	<b>103%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Master's + 90 or PhD  
Certificated**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Master's + 90 or PhD	\$49,172.00	\$60,180.50	\$71,189.00
East Valley School District	Master's + 90 or PhD	\$49,182.00	\$59,722.50	\$70,263.00
Evergreen (Clark) Public Schools	Master's + 90 or PhD	\$50,391.83	\$60,173.80	\$69,955.77
Federal Way Public Schools	Master's + 90 or PhD	\$47,742.66	\$58,407.36	\$69,072.07
Kennewick School District	Master's + 90 or PhD	\$48,084.68	\$59,181.07	\$70,277.46
Kent School District	Master's + 90 or PhD	\$50,860.48	\$62,248.56	\$73,636.64
Mead School District	Master's + 90 or PhD	\$52,282.00	\$63,376.00	\$74,470.00
Pasco School District	Master's + 90 or PhD	\$47,134.04	\$57,338.97	\$67,543.90
Richland School District	Master's + 90 or PhD	\$46,907.56	\$56,740.16	\$66,572.76
Seattle Public Schools	PhD	\$49,100.14	\$62,278.95	\$75,457.76
Tacoma Public Schools	PhD	\$46,792.27	\$58,981.85	\$71,171.42
Vancouver Public Schools	Master's + 90 or PhD	\$51,152.92	\$60,510.86	\$69,868.81
West Valley School District	Master's + 90 or PhD	\$49,098.00	\$61,111.50	\$73,125.00
Yakima School District	Master's + 90 or PhD	\$51,149.00	\$61,362.00	\$71,575.00
<b>Spokane Public Schools</b>		<b>\$51,862.00</b>	<b>\$62,568.00</b>	<b>\$73,274.00</b>
<b>Overall Comparator Market Average</b>		<b>\$49,217.83</b>	<b>\$60,115.29</b>	<b>\$71,012.76</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>105%</b>	<b>104%</b>	<b>103%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

Base pay for certificated jobs includes master's education stipends, TRI time supplemental pay, professional responsibility stipends, other stipends, and longevity pay.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Registered Nurse (Classified) - no ESA Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	RN & BSN	\$20.62	\$23.71	\$26.80
Evergreen (Clark) Public Schools	Registered Nurse	\$21.09	\$25.61	\$30.14
Federal Way Public Schools	Registered Nurse	\$20.09	\$22.96	\$25.83
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	Registered Nurse	\$18.28	\$21.33	\$24.38
Pasco School District	Nurse	\$22.90	\$23.57	\$24.24
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Nurse	\$20.45	\$24.34	\$28.23
Tacoma Public Schools	Registered Nurse	\$18.28	\$18.39	\$18.50
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Registered Nurse	\$19.50	\$23.09	\$26.67
Yakima School District	Nurse	\$15.88	\$17.60	\$19.32
<b>Spokane Public Schools</b>		<b>\$24.04</b>	<b>\$30.76</b>	<b>\$37.48</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$19.68</b>	<b>\$22.29</b>	<b>\$24.90</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>122%</b>	<b>138%</b>	<b>151%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Bilingual Specialist Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	ELD Paraeducator	\$12.36	\$14.13	\$15.89
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Bilingual Staff Assistant	\$16.01	\$17.77	\$19.54
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Speech/Language Assistant	\$14.01	\$15.67	\$17.33
Kent School District	Paraeducator	\$12.91	\$13.66	\$14.41
Mead School District	No Match	NA	NA	NA
Pasco School District	Bilingual Translator	\$22.90	\$23.57	\$24.24
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Bilingual Instructional Assistant	\$16.60	\$19.59	\$22.58
Tacoma Public Schools	Bilingual Program Liaison	\$12.43	\$14.43	\$16.42
Vancouver Public Schools	Bilingual Paraeducator	\$13.79	\$15.33	\$16.87
West Valley School District	Interpreter - ELL	\$13.44	\$16.05	\$18.66
Yakima School District	Bilingual Assessment Specialist	\$14.83	\$16.44	\$18.04
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b>Overall Comparator Market Average</b>		<b>\$14.93</b>	<b>\$16.66</b>	<b>\$18.40</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>103%</b>	<b>112%</b>	<b>120%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Interpreter (Deaf/Hard Hearing) Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Interpreter	\$15.60	\$17.84	\$20.07
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Educational Sign Language Intepreter	\$17.55	\$19.90	\$22.24
Federal Way Public Schools	Sign Language Interpreter	\$18.65	\$20.81	\$22.96
Kennewick School District	Hearing Interpreter with Certification	\$14.01	\$15.67	\$17.33
Kent School District	Paraeducator	\$12.91	\$13.66	\$14.41
Mead School District	Interpreter	\$15.25	\$18.12	\$20.98
Pasco School District	Educational Signer/Interpreter	\$15.15	\$15.62	\$16.08
Richland School District	Certified Interpreter for the Deaf	\$21.11	\$24.87	\$28.63
Seattle Public Schools	Interpreter for the Deaf	\$18.66	\$22.02	\$25.38
Tacoma Public Schools	Interpreter	\$16.21	\$18.00	\$19.78
Vancouver Public Schools	Interpreter Paraeducator	\$13.79	\$15.33	\$16.87
West Valley School District	Interpreter - Deaf	\$14.44	\$17.05	\$19.66
Yakima School District	Hearing Interpreter	\$15.27	\$16.93	\$18.58
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b>Overall Comparator Market Average</b>		<b>\$16.05</b>	<b>\$18.14</b>	<b>\$20.23</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>96%</b>	<b>103%</b>	<b>110%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Licensed Practical Nurse Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Licensed Practical Nurse	\$17.54	\$20.05	\$22.56
East Valley School District	Licensed Practical Nurse	\$15.01	\$17.33	\$19.65
Evergreen (Clark) Public Schools	Licensed Practical Nurse	\$16.81	\$19.30	\$21.79
Federal Way Public Schools	Licensed Practical Nurse	\$20.09	\$22.96	\$25.83
Kennewick School District	No Match	NA	NA	NA
Kent School District	Licensed Practical Nurse	\$16.57	\$18.10	\$19.63
Mead School District	Licensed Practical Nurse	\$16.45	\$19.23	\$22.00
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Licensed Practical Nurse	\$14.98	\$18.22	\$21.46
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$15.34</b>	<b>\$18.74</b>	<b>\$22.15</b>
<b>Overall Comparator Market Average</b>		<b>\$16.78</b>	<b>\$19.31</b>	<b>\$21.85</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>91%</b>	<b>97%</b>	<b>101%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Family Mental Health Therapist  
Educational Support Services**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	No Match	NA	NA	NA
Kent School District	Family Advocate	\$12.21	\$14.70	\$17.19
Mead School District	No Match	NA	NA	NA
Pasco School District	Secondary Intervention & Prevention Sp	\$17.71	\$18.25	\$18.79
Richland School District	Prevention/Interventionist (MSW)	\$21.11	\$24.87	\$28.63
Seattle Public Schools	Family Support Specialist	\$20.45	\$24.34	\$28.23
Tacoma Public Schools	Prevention Program Specialist	\$14.94	\$16.72	\$18.50
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Intervention Specialist	\$14.44	\$17.05	\$19.66
Yakima School District	Intervention Specialist	\$14.83	\$16.44	\$18.04
<b>Spokane Public Schools</b>		<b>\$18.26</b>	<b>\$22.69</b>	<b>\$27.12</b>
<b>Overall Comparator Market Average</b>		<b>\$16.53</b>	<b>\$18.91</b>	<b>\$21.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>110%</b>	<b>120%</b>	<b>127%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Instructional Assistant I Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Instructional Assistant	\$12.18	\$13.93	\$15.67
East Valley School District	Paraeducator	\$10.66	\$12.39	\$14.11
Evergreen (Clark) Public Schools	Instructional Assistant	\$12.13	\$13.61	\$15.09
Federal Way Public Schools	Paraeducator	\$12.97	\$14.06	\$15.14
Kennewick School District	Paraeducator Tier I	\$9.98	\$12.01	\$14.05
Kent School District	Paraeducator (Title, LAO, ELL, IP, IC)	\$12.91	\$13.53	\$14.14
Mead School District	Instructional Assistant	\$11.50	\$13.59	\$15.68
Pasco School District	Paraeducator	\$12.02	\$12.83	\$13.64
Richland School District	Paraeducator	\$11.12	\$12.54	\$13.97
Seattle Public Schools	Instructional Assistant	\$15.67	\$18.49	\$21.31
Tacoma Public Schools	Educational Assistant I	\$10.74	\$12.81	\$14.87
Vancouver Public Schools	Paraeducator	\$13.41	\$14.93	\$16.45
West Valley School District	Instructional Paraeducator	\$11.51	\$13.82	\$16.13
Yakima School District	Paraeducator	\$13.58	\$15.05	\$16.51
<b>Spokane Public Schools</b>		<b>\$11.01</b>	<b>\$13.87</b>	<b>\$16.74</b>
<b>Overall Comparator Market Average</b>		<b>\$12.17</b>	<b>\$13.83</b>	<b>\$15.48</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>90%</b>	<b>100%</b>	<b>108%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Instructional Assistant II (Additional Skills) Educational Support Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Braillist	\$16.55	\$18.92	\$21.29
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Braillist Assistant	\$16.01	\$17.77	\$19.54
Federal Way Public Schools	Certified Braille Transcriber	\$20.09	\$22.96	\$25.83
Kennewick School District	Paraeducator Tier II	\$10.08	\$12.14	\$14.19
Kent School District	Paraeducator (SC, SA, ASC, ECE)	\$13.16	\$13.79	\$14.41
Mead School District	Braillists	\$15.25	\$18.12	\$20.98
Pasco School District	Paraeducator (Additional Skills)	\$12.95	\$13.77	\$14.60
Richland School District	Specialized Paraeducator (Braille Cert)	\$21.11	\$24.87	\$28.63
Seattle Public Schools	Braillist/Vision Assistant	\$18.66	\$22.02	\$25.38
Tacoma Public Schools	Educational Assistant II	\$11.62	\$13.63	\$15.63
Vancouver Public Schools	Special Program Paraeducator	\$13.79	\$15.33	\$16.87
West Valley School District	Paraeducator (Special Training)	\$13.44	\$16.05	\$18.66
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$13.36</b>	<b>\$16.76</b>	<b>\$20.17</b>
<b>Overall Comparator Market Average</b>		<b>\$15.23</b>	<b>\$17.45</b>	<b>\$19.67</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>88%</b>	<b>96%</b>	<b>103%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Library Clerk  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	District Curriculum Library Assistant	\$13.78	\$15.76	\$17.73
East Valley School District	Library Technician	\$10.66	\$12.39	\$14.11
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Library Assistant	\$14.57	\$15.34	\$16.11
Kennewick School District	No Match	NA	NA	NA
Kent School District	Library Office Professional	\$13.75	\$14.95	\$16.16
Mead School District	No Match	NA	NA	NA
Pasco School District	Library Clerk	\$11.69	\$13.29	\$14.88
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Library Assistant	\$12.93	\$15.25	\$17.57
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Clerk	\$14.43	\$16.03	\$17.63
West Valley School District	Library Assistant	\$11.51	\$13.82	\$16.13
Yakima School District	Library Specialist (Level 2)	\$14.30	\$15.76	\$17.22
<b>Spokane Public Schools</b>		<b>\$12.16</b>	<b>\$15.59</b>	<b>\$19.03</b>
<b>Overall Comparator Market Average</b>		<b>\$13.07</b>	<b>\$14.73</b>	<b>\$16.39</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>93%</b>	<b>106%</b>	<b>116%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Secretary I  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Asst/Attendance School Secretary	\$13.78	\$15.76	\$17.73
East Valley School District	Secretary	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Secretary	\$15.75	\$17.13	\$18.52
Federal Way Public Schools	Secretary Generalist	\$14.57	\$15.34	\$16.11
Kennewick School District	Secreterial-Clerical	\$11.74	\$14.05	\$16.35
Kent School District	Office Professional Level II	\$13.75	\$14.95	\$16.16
Mead School District	Administrative Assistant Level II	\$13.76	\$16.53	\$19.30
Pasco School District	Secretary	\$12.37	\$13.89	\$15.42
Richland School District	Secretary	\$13.72	\$15.16	\$16.61
Seattle Public Schools	Secretary	\$14.54	\$17.15	\$19.76
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Secretary (Level III)	\$13.05	\$16.01	\$18.97
Yakima School District	Office Assistant (Level 2)	\$14.30	\$15.76	\$17.22
<b>Spokane Public Schools</b>		<b>\$12.58</b>	<b>\$16.13</b>	<b>\$19.69</b>
<b>Overall Comparator Market Average</b>		<b>\$13.72</b>	<b>\$15.59</b>	<b>\$17.47</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>92%</b>	<b>103%</b>	<b>113%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Bookkeeper - High School/Business Office Secretarial Clerical</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Bookkeeper/Accounting	\$14.56	\$16.65	\$18.73
East Valley School District	Bookkeeper	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Accounts Payable Clerk	\$15.19	\$16.46	\$17.73
Federal Way Public Schools	Financial Secretary	\$15.23	\$16.03	\$16.83
Kennewick School District	No Match	NA	NA	NA
Kent School District	Office Professional Level III - Accountin	\$14.94	\$16.10	\$17.26
Mead School District	No Match	NA	NA	NA
Pasco School District	Accounting Assistant	\$12.37	\$13.89	\$15.42
Richland School District	Financial Services Secretary	\$15.35	\$16.62	\$17.89
Seattle Public Schools	Accounting Specialist	\$14.54	\$17.15	\$19.76
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Fiscal Clerk	\$15.18	\$16.82	\$18.47
West Valley School District	ASB Secretary	\$13.59	\$16.55	\$19.51
Yakima School District	ASB Specialist (Level 3)	\$14.91	\$16.44	\$17.97
<b>Spokane Public Schools</b>		<b>\$13.47</b>	<b>\$17.27</b>	<b>\$21.07</b>
<b>Overall Comparator Market Average</b>		<b>\$14.47</b>	<b>\$16.19</b>	<b>\$17.91</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>93%</b>	<b>107%</b>	<b>118%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Secretary II  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Central Office Secretary	\$14.06	\$16.08	\$18.09
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Secretary to Director	\$16.37	\$17.86	\$19.35
Federal Way Public Schools	Secretary II	\$15.23	\$16.03	\$16.83
Kennewick School District	No Match	NA	NA	NA
Kent School District	Department Secretary	\$16.15	\$17.35	\$18.56
Mead School District	Administrative Assistant Level I	\$14.60	\$17.53	\$20.45
Pasco School District	Secretary to Director	\$13.22	\$14.87	\$16.53
Richland School District	Director's Secretary	\$15.35	\$16.62	\$17.89
Seattle Public Schools	Administrative Secretary	\$16.33	\$19.27	\$22.21
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	Secretary	\$16.70	\$18.46	\$20.22
West Valley School District	Secretary (Level II)	\$13.59	\$16.55	\$19.51
Yakima School District	Secretary (Level 3)	\$14.91	\$16.44	\$17.97
<b>Spokane Public Schools</b>		<b>\$13.48</b>	<b>\$17.27</b>	<b>\$21.07</b>
<b>Overall Comparator Market Average</b>		<b>\$15.14</b>	<b>\$17.01</b>	<b>\$18.87</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>89%</b>	<b>102%</b>	<b>112%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Office Manager  
Secretarial Clerical**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Secretary	\$14.56	\$16.65	\$18.73
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Coordinator of Office Operations	\$16.80	\$17.68	\$18.56
Kennewick School District	No Match	NA	NA	NA
Kent School District	Office Manager	\$16.79	\$18.15	\$19.50
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	Lead Secretary	\$15.35	\$16.62	\$17.89
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Unknown*	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	Head Secretary (Level I)	\$14.68	\$17.64	\$20.59
Yakima School District	Office Manager (Level 4)	\$16.07	\$17.72	\$19.36
<b>Spokane Public Schools</b>		<b>\$13.96</b>	<b>\$17.87</b>	<b>\$21.78</b>
<b>Overall Comparator Market Average</b>		<b>\$15.71</b>	<b>\$17.41</b>	<b>\$19.11</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>89%</b>	<b>103%</b>	<b>114%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

\*Tacoma Public Schools: Pay grade assignments are not known for Office Professional classifications

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Food Service Worker I  
Nutrition Services**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Assistant Cook	\$11.07	\$12.66	\$14.25
East Valley School District	Food Server	\$8.99	\$10.48	\$11.96
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Kitchen Assistant, Cashier	\$12.23	\$12.70	\$13.16
Kennewick School District	Cook	\$9.23	\$10.61	\$11.99
Kent School District	Food Service Helper	\$11.30	\$11.96	\$12.62
Mead School District	Cook III	\$10.74	\$11.77	\$12.80
Pasco School District	Helper/Cashier	\$11.26	\$11.58	\$11.89
Richland School District	Nutrition Services Worker II	\$11.27	\$11.52	\$11.78
Seattle Public Schools	Lunchroom Assistant	\$10.47	\$11.69	\$12.92
Tacoma Public Schools	Helper	\$10.01	\$11.28	\$12.55
Vancouver Public Schools	Cafeteria Assistant	\$13.05	\$13.45	\$13.85
West Valley School District	Assistant/Cashier	\$11.49	\$13.89	\$16.29
Yakima School District	Assistant Cook	\$12.40	\$13.17	\$13.94
<b>Spokane Public Schools</b>		<b>\$9.47</b>	<b>\$11.72</b>	<b>\$13.97</b>
<b>Overall Comparator Market Average</b>		<b>\$11.04</b>	<b>\$12.06</b>	<b>\$13.08</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>86%</b>	<b>97%</b>	<b>107%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Food Service Worker II  
Nutrition Services**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Cook	\$12.38	\$14.15	\$15.92
East Valley School District	Assistant Cook	\$10.10	\$11.74	\$13.37
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Kitchen Assistant, Central Kitchen	\$12.56	\$13.04	\$13.53
Kennewick School District	Lead	\$9.23	\$10.82	\$12.41
Kent School District	No Match	NA	NA	NA
Mead School District	Cook II	\$11.53	\$12.64	\$13.74
Pasco School District	First Helper	\$12.27	\$12.54	\$12.82
Richland School District	Nutrition Services Worker III	\$11.92	\$12.19	\$12.46
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Helper/Cashier	\$10.20	\$11.51	\$12.81
Vancouver Public Schools	Cook	\$14.65	\$15.05	\$15.45
West Valley School District	No Match	NA	NA	NA
Yakima School District	Cook	\$12.72	\$13.53	\$14.33
<b>Spokane Public Schools</b>		<b>\$10.43</b>	<b>\$13.03</b>	<b>\$15.63</b>
<b>Overall Comparator Market Average</b>		<b>\$11.76</b>	<b>\$12.72</b>	<b>\$13.68</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>89%</b>	<b>102%</b>	<b>114%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Food Service Assistant Manager  
Nutrition Services**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Kitchen Supervisor	\$9.23	\$11.01	\$12.79
Kent School District	No Match	NA	NA	NA
Mead School District	Assistant Manager (High School)	\$13.06	\$14.32	\$15.58
Pasco School District	Assistant Unit Manager	\$12.45	\$12.74	\$13.02
Richland School District	Kitchen Manager I	\$12.73	\$13.02	\$13.31
Seattle Public Schools	Assistant Manager	\$11.93	\$13.32	\$14.71
Tacoma Public Schools	Assistant Cook	\$10.77	\$12.09	\$13.40
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	\$14.67	\$15.59	\$16.50
<b>Spokane Public Schools</b>		<b>\$11.21</b>	<b>\$13.96</b>	<b>\$16.71</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$12.12</b>	<b>\$13.15</b>	<b>\$14.19</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>93%</b>	<b>106%</b>	<b>118%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Food Service Manager - Elementary School Nutrition Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Lead Cook - Elementary	\$12.38	\$14.15	\$15.92
East Valley School District	Kitchen Manager	\$11.23	\$13.03	\$14.82
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Elementary Kitchen Manager	\$12.95	\$13.32	\$13.69
Kennewick School District	Kitchen Manager	\$9.23	\$11.42	\$13.61
Kent School District	Elementary Kitchen Manager	\$12.10	\$12.76	\$13.42
Mead School District	Manager (Middle & Elementary)	\$13.06	\$14.32	\$15.58
Pasco School District	Unit Manager	\$13.56	\$13.97	\$14.38
Richland School District	Kitchen Manager III	\$14.12	\$14.44	\$14.76
Seattle Public Schools	Manager	\$14.62	\$16.48	\$18.33
Tacoma Public Schools	Elementary School Cook	\$11.56	\$13.23	\$14.90
Vancouver Public Schools	Elementary School Kitchen Manager	\$16.50	\$16.90	\$17.30
West Valley School District	Nutrition Svcs Manager - Elementary	\$12.24	\$14.69	\$17.13
Yakima School District	Elementary Kitchen Manager	\$14.58	\$15.50	\$16.42
<b>Spokane Public Schools</b>		<b>\$11.99</b>	<b>\$14.92</b>	<b>\$17.85</b>
<b>Overall Comparator Market Average</b>		<b>\$12.93</b>	<b>\$14.17</b>	<b>\$15.40</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>93%</b>	<b>105%</b>	<b>116%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Food Service Manager - Secondary Nutrition Services</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Lead Cook - High School	\$13.12	\$15.00	\$16.87
East Valley School District	Kitchen Manager - High School	\$12.20	\$14.14	\$16.07
Evergreen (Clark) Public Schools	No Match (Chartwells Food Services)	NA	NA	NA
Federal Way Public Schools	Secondary Kitchen Manager	\$13.55	\$13.91	\$14.27
Kennewick School District	Kitchen Manager	\$9.23	\$11.42	\$13.61
Kent School District	Secondary Kitchen Coordinator	\$14.92	\$15.58	\$16.24
Mead School District	Manager (High School)	\$14.58	\$16.01	\$17.43
Pasco School District	Unit Manager	\$13.56	\$13.97	\$14.38
Richland School District	Kitchen Manager III	\$14.12	\$14.44	\$14.76
Seattle Public Schools	Manager	\$14.62	\$16.48	\$18.33
Tacoma Public Schools	Senior High School Cook	\$13.05	\$15.15	\$17.25
Vancouver Public Schools	High School Kitchen Manager	\$17.69	\$18.09	\$18.48
West Valley School District	Nutrition Svcs Manager - High School	\$14.69	\$17.29	\$19.88
Yakima School District	High School Kitchen Manager	\$15.44	\$16.41	\$17.38
<b>Spokane Public Schools</b>		<b>\$13.64</b>	<b>\$16.80</b>	<b>\$19.95</b>
<b>Overall Comparator Market Average</b>		<b>\$13.91</b>	<b>\$15.22</b>	<b>\$16.54</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>98%</b>	<b>110%</b>	<b>121%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Electrician</b>				
<b>Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Electrician	\$18.67	\$21.35	\$24.03
East Valley School District	Electrician	\$16.61	\$19.15	\$21.68
Evergreen (Clark) Public Schools	Crafts - Electrician	\$21.96	\$23.75	\$25.54
Federal Way Public Schools	Electrician	\$24.16	\$24.16	\$24.16
Kennewick School District	Mechanical Worker	\$17.05	\$18.94	\$20.83
Kent School District	Electrician	\$26.85	\$26.98	\$27.10
Mead School District	Journey Level - Electrician	\$20.25	\$22.71	\$25.16
Pasco School District	Electrician	\$16.42	\$18.16	\$19.90
Richland School District	Journeyman Craft	\$18.83	\$20.35	\$21.86
Seattle Public Schools	Electrician	\$26.98	\$26.98	\$26.98
Tacoma Public Schools	Electrician Journeyman	\$20.98	\$21.77	\$22.56
Vancouver Public Schools	Electrician	\$23.48	\$23.88	\$24.27
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Electrician	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Electricians (472111)	\$21.06	\$26.76	\$34.12
Construction Labor Research Council, Spokane, 2014	No Match	NA	NA	NA
ERI Salary Assessor, Spokane, 2015	Electrician (Maintenance)	\$24.78	\$26.73	\$29.30
Federal Wage Grade Pay Scale, Spokane, 2015	Electrician (WG 10-11)	\$22.59	\$25.15	\$27.70
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 201	Electrician (Building Construction)	\$30.00	\$30.00	\$30.00
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Electrician	\$30.72	\$31.97	\$33.21
Spokane County Government, 2015	Chief Building Maintenance Spec	\$21.65	\$25.43	\$29.21



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Spokane Public Schools</b>	<b>\$25.66</b>	<b>\$29.45</b>	<b>\$33.23</b>
<b>Overall Comparator Market Average</b>	<b>\$23.00</b>	<b>\$24.97</b>	<b>\$27.12</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>112%</b>	<b>118%</b>	<b>123%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$22.33 at the minimum, \$23.77 at the midpoint, and \$25.21 at the maximum. The adjusted market average is \$20.87 at the minimum, \$22.26 at the midpoint, and \$23.66 at the maximum.

Local Area Employers: The market average is \$25.13 at the minimum, \$27.67 at the midpoint, and \$30.59 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Electrician Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Electrician	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Mechanical Lead	\$22.34	\$22.51	\$22.68
Kent School District	Electrician Lead	\$29.80	\$29.92	\$30.05
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Electrician	\$17.23	\$18.97	\$20.71
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	General Foreperson	\$33.65	\$33.65	\$33.65
Tacoma Public Schools	Electrician Lead	\$23.43	\$24.30	\$25.18
Vancouver Public Schools	Crew Leader - Electrician	\$28.12	\$28.51	\$28.91
West Valley School District	No Match	NA	NA	NA
Yakima School District	Electrician Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$32.02</b>	<b>\$34.61</b>	<b>\$37.20</b>
<b>Overall Comparator Market Average</b>		<b>\$25.59</b>	<b>\$26.38</b>	<b>\$27.17</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>125%</b>	<b>131%</b>	<b>137%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Plumber/Steamfitter Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Plumber	\$18.67	\$21.35	\$24.03
East Valley School District	Plumber	\$16.61	\$19.15	\$21.68
Evergreen (Clark) Public Schools	Crafts - Plumber	\$21.96	\$23.75	\$25.54
Federal Way Public Schools	Plumber	\$24.16	\$24.16	\$24.16
Kennewick School District	Mechanical Worker	\$17.05	\$18.94	\$20.83
Kent School District	Plumber	\$26.85	\$26.98	\$27.10
Mead School District	Journey Level - Plumber	\$20.25	\$22.71	\$25.16
Pasco School District	Plumber	\$16.42	\$18.16	\$19.90
Richland School District	Journeyman Craft	\$18.83	\$20.35	\$21.86
Seattle Public Schools	Plumber/Steamfitter	\$29.62	\$29.62	\$29.62
Tacoma Public Schools	Plumber Journeyman	\$24.03	\$24.93	\$25.83
Vancouver Public Schools	Plumber	\$23.48	\$23.88	\$24.27
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Plumber	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Plumbers/Steamfitters (472152)	\$20.99	\$25.53	\$33.14
Construction Labor Research Council, Spokane, 2014	No Match	NA	NA	NA
ERI Salary Assessor, Spokane, 2015	Pipefitter	\$24.60	\$26.82	\$29.78
Federal Wage Grade Pay Scale, Spokane, 2015	Plumber and Pipefitter (WG 9-10)	\$21.43	\$23.89	\$26.35
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 201	Plumber (Building Construction)	\$35.81	\$35.81	\$35.81
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Plumber/Steamfitter (insufficient data)	NA	NA	NA
Spokane County Government, 2015	Building Maintenance Specialist	\$20.35	\$23.90	\$27.45

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Spokane Public Schools</b>	<b>\$27.81</b>	<b>\$30.72</b>	<b>\$33.63</b>
<b>Overall Comparator Market Average</b>	<b>\$22.95</b>	<b>\$24.93</b>	<b>\$27.29</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>121%</b>	<b>123%</b>	<b>123%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$22.79 at the minimum, \$24.24 at the midpoint, and \$25.69 at the maximum. The adjusted market average is \$21.27 at the minimum, \$22.68 at the midpoint, and \$24.08 at the maximum.

Local Area Employers: The market average is \$24.64 at the minimum, \$27.19 at the midpoint, and \$30.51 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Plumber/Steamfitter Foreman  
Electricians, Plumbers/Steamfitters, Trades**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Plumber	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Mechanical Lead	\$22.34	\$22.51	\$22.68
Kent School District	Plumber Lead	\$29.80	\$29.92	\$30.05
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Plumber	\$17.23	\$18.97	\$20.71
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	General Foreperson	\$33.65	\$33.65	\$33.65
Tacoma Public Schools	Plumber Lead	\$26.47	\$27.47	\$28.46
Vancouver Public Schools	Crew Leader - Plumber	\$28.12	\$28.51	\$28.91
West Valley School District	No Match	NA	NA	NA
Yakima School District	Plumber Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$31.15</b>	<b>\$34.40</b>	<b>\$37.65</b>
<b>Overall Comparator Market Average</b>		<b>\$25.97</b>	<b>\$26.77</b>	<b>\$27.58</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>120%</b>	<b>128%</b>	<b>137%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Carpenter Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Carpenter	\$18.67	\$21.35	\$24.03
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Crafts - Carpenter	\$21.96	\$23.75	\$25.54
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Structural Worker	\$11.29	\$15.94	\$20.59
Kent School District	Carpenter	\$23.25	\$23.38	\$23.50
Mead School District	Journey Level - Carpenter	\$20.25	\$22.71	\$25.16
Pasco School District	Carpenter	\$16.42	\$18.16	\$19.90
Richland School District	Journeyman Craft	\$18.83	\$20.35	\$21.86
Seattle Public Schools	Carpenter	\$25.36	\$25.36	\$25.36
Tacoma Public Schools	Carpenter Journeyman	\$19.56	\$20.30	\$21.03
Vancouver Public Schools	Carpenter	\$23.48	\$23.88	\$24.27
West Valley School District	Building Maintenance	\$16.60	\$19.22	\$21.84
Yakima School District	Carpenter	\$23.30	\$24.28	\$25.25
<b><i>Local Area Employer Data Sources</i></b>				
BLS, OES, Spokane, 2014	Carpenters (472031)	\$16.78	\$21.30	\$29.37
Construction Labor Research Council, Spokane, 2014	Carpenter	\$26.56	\$26.56	\$26.56
ERI Salary Assessor, Spokane, 2015	Carpenter (Maintenance)	\$21.48	\$23.08	\$25.24
Federal Wage Grade Pay Scale, Spokane, 2015	Carpenter (WG 9)	\$21.43	\$23.22	\$25.01
Prevailing Wage for Federally Funded Projects, WA Dept of Labor, Spokane, 201	Carpenter (Building Construction)	\$27.06	\$27.06	\$27.06
Segal's Washington State Salary Survey (Eastern WA private employers), 2014	Carpenter (insufficient data)	NA	NA	NA
Spokane County Government, 2015	Trades Specialist 2	\$18.67	\$19.66	\$20.64

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Spokane Public Schools</b>	<b>\$24.87</b>	<b>\$27.48</b>	<b>\$30.10</b>
<b>Overall Comparator Market Average</b>	<b>\$20.96</b>	<b>\$22.52</b>	<b>\$24.42</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>	<b>119%</b>	<b>122%</b>	<b>123%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

The overall market average is an average of the comparator school district market average and the local area employer market average.

Comparator School Districts: The unadjusted market average is \$21.24 at the minimum, \$22.95 at the midpoint, and \$24.66 at the maximum. The adjusted market average is \$19.91 at the minimum, \$21.55 at the midpoint, and \$23.20 at the maximum.

Local Area Employers: The market average is \$22.00 at the minimum, \$23.48 at the midpoint, and \$25.65 at the maximum.

BLS/OES and ERI data reflects the 25th, 50, and 75th percentiles of base pay rates.

BLS OES = U.S. Bureau of Labor Statistics, Occupational Employment Statistics

ERI = Economic Research Institute

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Carpenter Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Carpenter	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Structural Lead	\$22.11	\$22.27	\$22.44
Kent School District	Carpenter Lead	\$26.20	\$26.33	\$26.45
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Plumber	\$17.23	\$18.97	\$20.71
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Carpenter Foreperson	\$33.65	\$33.65	\$33.65
Tacoma Public Schools	Carpenter Lead	\$22.00	\$22.83	\$23.66
Vancouver Public Schools	Crew Leader - Carpenter	\$28.12	\$28.51	\$28.91
West Valley School District	Head Carpenter	\$18.71	\$21.42	\$24.13
Yakima School District	Carpenter Lead	\$26.48	\$27.57	\$28.65
<b>Spokane Public Schools</b>		<b>\$27.85</b>	<b>\$30.77</b>	<b>\$33.69</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$24.24</b>	<b>\$25.24</b>	<b>\$26.23</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>115%</b>	<b>122%</b>	<b>128%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Mechanic Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Mechanic	\$18.41	\$21.05	\$23.68
East Valley School District	Mechanic	\$14.09	\$16.29	\$18.48
Evergreen (Clark) Public Schools	Journey Bus Mechanic	\$24.07	\$24.81	\$25.54
Federal Way Public Schools	Mechanic	\$23.08	\$23.87	\$24.66
Kennewick School District	Mechanical Technician	\$21.61	\$21.78	\$21.94
Kent School District	Maintenance Mechanic	\$24.31	\$24.44	\$24.57
Mead School District	Mechanic	\$17.02	\$19.23	\$21.43
Pasco School District	Mechanic	\$16.42	\$18.16	\$19.90
Richland School District	Mechanic III	\$18.66	\$20.17	\$21.68
Seattle Public Schools	Auto Machinist	\$21.84	\$23.04	\$24.24
Tacoma Public Schools	Machinist Mechanic	\$19.54	\$20.27	\$21.00
Vancouver Public Schools	Mechanic	\$23.48	\$23.88	\$24.27
West Valley School District	Assistant Mechanic	\$16.39	\$19.01	\$21.62
Yakima School District	Mechanic	\$22.50	\$22.84	\$23.18
<b>Spokane Public Schools</b>		<b>\$24.87</b>	<b>\$27.48</b>	<b>\$30.10</b>
<b>Overall Comparator Market Average</b>		<b>\$20.10</b>	<b>\$21.34</b>	<b>\$22.59</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>124%</b>	<b>129%</b>	<b>133%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Mechanic Foreman Electricians, Plumbers/Steamfitters, Trades</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Shop Foreman	\$20.30	\$23.21	\$26.11
East Valley School District	Lead Mechanic	\$15.93	\$18.38	\$20.82
Evergreen (Clark) Public Schools	Lead Journey Mechanic	\$27.36	\$28.20	\$29.04
Federal Way Public Schools	Lead Mechanic	\$24.24	\$25.07	\$25.90
Kennewick School District	Mechanical Lead	\$22.34	\$22.51	\$22.68
Kent School District	Maintenance Mechanic Lead	\$27.26	\$27.39	\$27.52
Mead School District	No Match	NA	NA	NA
Pasco School District	Lead Mechanic	\$20.32	\$20.51	\$20.71
Richland School District	Mechanic Lead	\$18.83	\$20.35	\$21.86
Seattle Public Schools	Foreman - Auto Machinist	\$23.59	\$24.79	\$25.99
Tacoma Public Schools	Master Mechanic	\$21.13	\$21.93	\$22.72
Vancouver Public Schools	Crew Leader - Mechanic	\$28.12	\$28.51	\$28.91
West Valley School District	Head Mechanic	\$18.78	\$21.66	\$24.54
Yakima School District	Mechanic Lead	\$23.50	\$23.84	\$24.18
<b>Spokane Public Schools</b>		<b>\$27.85</b>	<b>\$30.77</b>	<b>\$33.69</b>
<b>Overall Comparator Market Average</b>		<b>\$22.44</b>	<b>\$23.56</b>	<b>\$24.69</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>124%</b>	<b>131%</b>	<b>136%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Sweeper Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Custodian	\$12.76	\$13.27	\$13.79
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Assistant Custodian	\$13.58	\$14.52	\$15.45
Tacoma Public Schools	Apprentice Custodian	\$12.29	\$14.51	\$16.72
Vancouver Public Schools	Custodial Assistant	\$16.55	\$16.95	\$17.34
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$12.42</b>	<b>\$15.91</b>	<b>\$19.40</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$13.80</b>	<b>\$14.81</b>	<b>\$15.83</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>90%</b>	<b>107%</b>	<b>123%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Custodian ("Licensed Assistant")  
Custodial/Grounds/Warehouse**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Custodian	\$13.97	\$15.97	\$17.96
East Valley School District	Custodian	\$12.05	\$13.95	\$15.85
Evergreen (Clark) Public Schools	Specialist - Maintenance	\$19.62	\$20.83	\$22.04
Federal Way Public Schools	Elementary Custodian	\$14.36	\$15.16	\$15.96
Kennewick School District	Custodian	\$11.10	\$13.59	\$16.08
Kent School District	Custodian	\$15.11	\$15.68	\$16.24
Mead School District	Custodian II	\$15.56	\$17.46	\$19.35
Pasco School District	Custodian	\$14.25	\$15.21	\$16.16
Richland School District	Custodian	\$13.35	\$14.43	\$15.51
Seattle Public Schools	Licensed Assistant	\$14.62	\$15.52	\$16.42
Tacoma Public Schools	Custodian	\$16.09	\$16.85	\$17.60
Vancouver Public Schools	Custodian - Elementary (Certified)	\$18.25	\$18.65	\$19.05
West Valley School District	Custodian	\$14.74	\$17.30	\$19.85
Yakima School District	Custodian	\$16.01	\$16.58	\$17.15
<b>Spokane Public Schools</b>		<b>\$13.00</b>	<b>\$16.65</b>	<b>\$20.30</b>
<b>Overall Comparator Market Average</b>		<b>\$14.93</b>	<b>\$16.22</b>	<b>\$17.52</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>87%</b>	<b>103%</b>	<b>116%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Head Custodian, Elementary  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - Elementary School	\$15.14	\$17.31	\$19.47
East Valley School District	Lead Custodian	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Lead - Maintenance	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	Elementary Head Custodian	\$16.06	\$16.73	\$17.39
Kennewick School District	Elementary Lead Custodian	\$11.57	\$14.05	\$16.54
Kent School District	Elementary Head Custodian	\$17.31	\$17.88	\$18.44
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Elementary Head Custodian	\$13.64	\$15.06	\$16.48
Richland School District	Building Foreman I	\$14.87	\$16.07	\$17.27
Seattle Public Schools	Custodial Engineer G3, G4 Buildings	\$17.07	\$18.15	\$19.23
Tacoma Public Schools	Chief Custodian - Elementary	\$18.89	\$20.14	\$21.40
Vancouver Public Schools	Crew Leader - Custodian	\$28.12	\$28.51	\$28.91
West Valley School District	Head Custodian II	\$15.74	\$18.37	\$20.99
Yakima School District	Elementary Head Custodian	\$16.70	\$17.30	\$17.90
<b>Spokane Public Schools</b>		<b>\$15.09</b>	<b>\$19.32</b>	<b>\$23.55</b>
<b>Overall Comparator Market Average</b>		<b>\$17.08</b>	<b>\$18.54</b>	<b>\$20.01</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>88%</b>	<b>104%</b>	<b>118%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Head Custodian, Middle School Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - MS	\$15.49	\$17.71	\$19.92
East Valley School District	Lead Custodian	\$13.30	\$15.39	\$17.48
Evergreen (Clark) Public Schools	Lead - Maintenance	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	Middle School Head Custodian	\$16.13	\$17.17	\$18.21
Kennewick School District	Middle School Lead Custodian	\$11.61	\$14.10	\$16.59
Kent School District	Middle School Head Custodian	\$18.63	\$19.20	\$19.76
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Middle School Head Custodian	\$13.82	\$15.27	\$16.71
Richland School District	Building Foreman II	\$15.04	\$16.26	\$17.48
Seattle Public Schools	Custodial Engineer G2 Buildings	\$18.59	\$19.76	\$20.93
Tacoma Public Schools	Chief Custodian - Middle School	\$20.42	\$21.58	\$22.73
Vancouver Public Schools	Crew Leader - Custodian	\$28.12	\$28.51	\$28.91
West Valley School District	Head Custodian III	\$16.57	\$19.19	\$21.80
Yakima School District	Middle School Head Custodian	\$17.73	\$18.37	\$19.01
<b>Spokane Public Schools</b>		<b>\$16.00</b>	<b>\$20.48</b>	<b>\$24.96</b>
<b>Overall Comparator Market Average</b>		<b>\$17.58</b>	<b>\$19.08</b>	<b>\$20.58</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>91%</b>	<b>107%</b>	<b>121%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Head Custodian, High School  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Head Custodian - HS	\$15.89	\$18.17	\$20.44
East Valley School District	Lead Custodian (HS)	\$13.81	\$15.96	\$18.11
Evergreen (Clark) Public Schools	Lead - Maintenance	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	High School Head Custodian	\$17.40	\$18.23	\$19.05
Kennewick School District	High School Lead Custodian	\$11.89	\$14.38	\$16.87
Kent School District	Senior High School Head Custodian	\$19.95	\$20.52	\$21.08
Mead School District	Custodian III	\$17.06	\$19.09	\$21.11
Pasco School District	Senior High Head Custodian	\$14.04	\$15.48	\$16.92
Richland School District	Building Foreman III	\$15.22	\$16.45	\$17.68
Seattle Public Schools	Custodial Engineer G1 Buildings	\$20.26	\$21.54	\$22.82
Tacoma Public Schools	Chief Custodian - High School	\$21.63	\$22.85	\$24.06
Vancouver Public Schools	Crew Leader - Custodian	\$28.12	\$28.51	\$28.91
West Valley School District	Head Custodian IV	\$17.65	\$20.28	\$22.90
Yakima School District	High School Head Custodian	\$20.24	\$20.97	\$21.70
<b>Spokane Public Schools</b>		<b>\$16.70</b>	<b>\$21.37</b>	<b>\$26.04</b>
<b>Overall Comparator Market Average</b>		<b>\$18.34</b>	<b>\$19.86</b>	<b>\$21.37</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>91%</b>	<b>108%</b>	<b>122%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Gardener I  
Custodial/Grounds/Warehouse**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Groundskeeper Assistant (seasonal)	\$10.65	\$12.18	\$13.70
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	No Match	NA	NA	NA
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Gardener - 6 months	\$15.34	\$15.34	\$15.34
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	Groundskeeper - Summer	\$17.87	\$18.27	\$18.66
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$13.00</b>	<b>\$16.65</b>	<b>\$20.30</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$14.62</b>	<b>\$15.26</b>	<b>\$15.90</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>89%</b>	<b>109%</b>	<b>128%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.



**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Gardener II  
Custodial/Grounds/Warehouse**

<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Tractor/Mower/Operator	\$11.58	\$13.24	\$14.89
East Valley School District	Grounds/Maintenance Assistant	\$12.05	\$13.95	\$15.85
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Grounds Helper	\$15.15	\$15.65	\$16.15
Kennewick School District	No Match	NA	NA	NA
Kent School District	No Match	NA	NA	NA
Mead School District	No Match	NA	NA	NA
Pasco School District	Custodial Groundsperson	\$12.66	\$13.97	\$15.28
Richland School District	Groundsperson	\$14.16	\$15.30	\$16.45
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	No Match	NA	NA	NA
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$16.31</b>	<b>\$20.54</b>	<b>\$24.77</b>
<b>Overall Comparator Market Average</b>		<b>\$13.12</b>	<b>\$14.42</b>	<b>\$15.72</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>124%</b>	<b>142%</b>	<b>158%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Groundskeeper Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Groundskeeper	\$17.05	\$19.49	\$21.93
East Valley School District	Maintenance Specialist	\$14.42	\$16.65	\$18.87
Evergreen (Clark) Public Schools	Grounds	\$17.62	\$18.86	\$20.10
Federal Way Public Schools	Grounds Technician	\$21.41	\$21.87	\$22.34
Kennewick School District	Grounds Worker	\$12.10	\$15.24	\$18.39
Kent School District	Groundskeeper	\$19.52	\$19.65	\$19.77
Mead School District	General Level - Grounds	\$17.06	\$19.09	\$21.11
Pasco School District	Groundsperson	\$15.65	\$17.26	\$18.87
Richland School District	Grounds Applicator	\$15.00	\$16.21	\$17.43
Seattle Public Schools	Gardener	\$15.34	\$17.04	\$18.74
Tacoma Public Schools	Maintenance	\$21.22	\$22.02	\$22.81
Vancouver Public Schools	Groundskeeper	\$18.48	\$18.88	\$19.28
West Valley School District	Grounds	\$16.60	\$19.22	\$21.84
Yakima School District	Maintenance Assistant - Grounds	\$18.00	\$18.74	\$19.48
<b>Spokane Public Schools</b>		<b>\$17.22</b>	<b>\$21.70</b>	<b>\$26.18</b>
<b><i>Overall Comparator Market Average</i></b>		<b>\$17.10</b>	<b>\$18.59</b>	<b>\$20.07</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>101%</b>	<b>117%</b>	<b>130%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Grounds Foreman Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	No Match	NA	NA	NA
East Valley School District	No Match	NA	NA	NA
Evergreen (Clark) Public Schools	Lead - Grounds	\$23.66	\$25.57	\$27.49
Federal Way Public Schools	No Match	NA	NA	NA
Kennewick School District	Ground Lead	\$22.34	\$22.51	\$22.68
Kent School District	Groundskeeper Lead	\$22.47	\$22.59	\$22.72
Mead School District	No Match	NA	NA	NA
Pasco School District	Crew Leader - Groundsperson	\$16.46	\$18.07	\$19.68
Richland School District	No Match	NA	NA	NA
Seattle Public Schools	Landscape Lead	\$18.11	\$19.62	\$21.13
Tacoma Public Schools	Foreman - Grounds	\$27.33	\$28.36	\$29.38
Vancouver Public Schools	Crew Leader - Grounds	\$28.12	\$28.51	\$28.91
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$19.14</b>	<b>\$24.14</b>	<b>\$29.15</b>
<b>Overall Comparator Market Average</b>		<b>\$22.64</b>	<b>\$23.60</b>	<b>\$24.57</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>85%</b>	<b>102%</b>	<b>119%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

**Warehouse Clerk  
Custodial/Grounds/Warehouse**

Respondent	Matching Job Title	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Warehouse Assistant (full year)	\$15.18	\$17.35	\$19.52
East Valley School District	Warehouse	\$12.67	\$14.67	\$16.66
Evergreen (Clark) Public Schools	No Match	NA	NA	NA
Federal Way Public Schools	Warehouse	\$22.84	\$23.18	\$23.51
Kennewick School District	No Match	NA	NA	NA
Kent School District	Distribution (Warehouse) Svcs Tech	\$18.81	\$18.94	\$19.07
Mead School District	General Level - Warehouse	\$17.06	\$19.09	\$21.11
Pasco School District	Warehouse	\$14.70	\$16.18	\$17.67
Richland School District	Warehouse	\$14.05	\$15.18	\$16.31
Seattle Public Schools	No Match	NA	NA	NA
Tacoma Public Schools	Warehouseman	\$21.22	\$22.02	\$22.81
Vancouver Public Schools	Warehouse Worker	\$17.92	\$18.32	\$18.72
West Valley School District	No Match	NA	NA	NA
Yakima School District	Warehouse	\$16.70	\$17.30	\$17.90
<b>Spokane Public Schools</b>		<b>\$18.92</b>	<b>\$22.67</b>	<b>\$26.41</b>
<b>Overall Comparator Market Average</b>		<b>\$17.12</b>	<b>\$18.22</b>	<b>\$19.33</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>111%</b>	<b>124%</b>	<b>137%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

**Appendix B  
Spokane Public Schools  
Detailed Market Data (Adjusted)**

<b>Delivery Driver Custodial/Grounds/Warehouse</b>				
<b>Respondent</b>	<b>Matching Job Title</b>	<b>Pay Range Minimum Base Salary</b>	<b>Pay Range Midpoint Base Salary</b>	<b>Pay Range Maximum Base Salary</b>
<b><i>Comparator School District Data Sources</i></b>				
Central Valley School District	Truck Driver	\$14.84	\$16.97	\$19.09
East Valley School District	Courier, Warehouse Assistant	\$9.70	\$11.28	\$12.86
Evergreen (Clark) Public Schools	Delivery, Fixed Asset	\$18.62	\$19.44	\$20.27
Federal Way Public Schools	Courier/Truck Driver	\$16.30	\$17.33	\$18.36
Kennewick School District	Warehouse Delivery	\$11.10	\$13.99	\$16.88
Kent School District	Distribution (Warehouse) Lead/Driver	\$19.16	\$19.29	\$19.41
Mead School District	General Level - Warehouse Delivery	\$17.06	\$19.09	\$21.11
Pasco School District	Delivery	\$13.48	\$14.88	\$16.29
Richland School District	Delivery	\$12.25	\$13.24	\$14.23
Seattle Public Schools	Maintenance Services - Truck Driver	\$24.81	\$25.43	\$26.05
Tacoma Public Schools	No Match	NA	NA	NA
Vancouver Public Schools	Delivery Worker	\$20.26	\$20.66	\$21.06
West Valley School District	No Match	NA	NA	NA
Yakima School District	No Match	NA	NA	NA
<b>Spokane Public Schools</b>		<b>\$19.43</b>	<b>\$23.17</b>	<b>\$26.92</b>
<b>Overall Comparator Market Average</b>		<b>\$16.14</b>	<b>\$17.42</b>	<b>\$18.69</b>
<b>Spokane Public Schools as a % of Overall Market Average</b>		<b>120%</b>	<b>133%</b>	<b>144%</b>

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, as applicable.

# Appendix C: Detailed Career Earnings Data

Degree	YOS	Credits	Spokane Public Schools						Total
			Base Pay	Master's Stipend	Professional Responsibility	TRI Time	Professional Fund or Other Stipend	Longevity Stipend	
BA	0	--	\$34,048	\$0	\$2,111	\$567	\$225	\$0	\$36,951
BA	1	6	\$34,506	\$0	\$2,139	\$575	\$225	\$0	\$37,445
BA	2	12	\$34,943	\$0	\$2,166	\$582	\$225	\$0	\$37,917
BA	3	18	\$36,343	\$0	\$2,253	\$606	\$225	\$0	\$39,427
BA	4	24	\$36,826	\$0	\$2,283	\$614	\$225	\$0	\$39,948
BA	5	30	\$38,288	\$0	\$2,374	\$638	\$225	\$0	\$41,525
MA	6	--	\$43,552	\$1,362	\$2,700	\$726	\$225	\$0	\$48,565
MA	7	3	\$44,438	\$1,362	\$2,755	\$741	\$225	\$0	\$49,521
MA	8	6	\$45,832	\$1,362	\$2,842	\$764	\$225	\$0	\$51,024
MA	9	9	\$47,241	\$1,362	\$2,929	\$787	\$225	\$0	\$52,544
MA	10	12	\$48,724	\$1,362	\$3,021	\$812	\$225	\$0	\$54,144
MA	11	15	\$50,249	\$1,362	\$3,115	\$837	\$225	\$0	\$55,789
MA	12	18	\$51,835	\$1,362	\$3,214	\$864	\$225	\$0	\$57,500
MA	13	21	\$53,476	\$1,362	\$3,316	\$891	\$225	\$0	\$59,270
MA	14	24	\$55,165	\$1,362	\$3,420	\$919	\$225	\$0	\$61,092
MA	15	27	\$56,599	\$1,362	\$3,509	\$943	\$225	\$0	\$62,638
MA	16	30	\$57,731	\$1,362	\$3,579	\$962	\$225	\$0	\$63,860
MA	17	33	\$57,731	\$1,362	\$3,579	\$962	\$225	\$0	\$63,860
MA	18	36	\$57,731	\$1,362	\$3,579	\$962	\$225	\$0	\$63,860
MA	19	39	\$57,731	\$1,362	\$3,579	\$962	\$225	\$0	\$63,860
MA	20	42	\$57,731	\$1,362	\$3,579	\$962	\$225	\$200	\$64,060
MA	21	45	\$61,447	\$1,362	\$3,810	\$1,024	\$225	\$200	\$68,068
MA	22	48	\$61,447	\$1,362	\$3,810	\$1,024	\$225	\$200	\$68,068
MA	23	51	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	24	54	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	25	57	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	26	60	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	27	63	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	28	66	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420
MA	29	69	\$61,447	\$1,362	\$5,162	\$1,024	\$225	\$200	\$69,420

Degree	YOS	Credits	Central Valley School District					
			Base Pay	Master's Stipend	Professional Responsibility Stipend	TRI Time	Longevity Stipend	Total
BA	0	--	\$34,048	\$0	\$2,270	\$189	\$0	\$36,507
BA	1	6	\$34,506	\$0	\$2,300	\$192	\$0	\$36,998
BA	2	12	\$34,943	\$0	\$2,330	\$194	\$0	\$37,467
BA	3	18	\$36,343	\$0	\$2,423	\$202	\$0	\$38,968
BA	4	24	\$36,826	\$0	\$2,455	\$205	\$0	\$39,486
BA	5	30	\$38,288	\$0	\$2,553	\$213	\$0	\$41,053
MA	6	--	\$43,552	\$0	\$2,903	\$242	\$0	\$46,697
MA	7	3	\$44,438	\$0	\$2,963	\$247	\$0	\$47,647
MA	8	6	\$45,832	\$0	\$3,055	\$255	\$0	\$49,142
MA	9	9	\$47,241	\$0	\$3,149	\$262	\$0	\$50,653
MA	10	12	\$48,724	\$0	\$3,248	\$271	\$0	\$52,243
MA	11	15	\$50,249	\$0	\$3,350	\$279	\$0	\$53,878
MA	12	18	\$51,835	\$0	\$3,456	\$288	\$0	\$55,579
MA	13	21	\$53,476	\$0	\$3,565	\$297	\$0	\$57,338
MA	14	24	\$55,165	\$0	\$3,678	\$306	\$0	\$59,149
MA	15	27	\$56,599	\$0	\$3,773	\$314	\$0	\$60,687
MA	16	30	\$57,731	\$0	\$3,849	\$321	\$0	\$61,900
MA	17	33	\$57,731	\$0	\$3,849	\$321	\$0	\$61,900
MA	18	36	\$57,731	\$0	\$3,849	\$321	\$0	\$61,900
MA	19	39	\$57,731	\$0	\$3,849	\$321	\$0	\$61,900
MA	20	42	\$57,731	\$0	\$3,849	\$321	\$680	\$62,580
MA	21	45	\$61,447	\$0	\$4,096	\$341	\$680	\$66,565
MA	22	48	\$61,447	\$0	\$4,096	\$341	\$680	\$66,565
MA	23	51	\$61,447	\$0	\$4,096	\$341	\$680	\$66,565
MA	24	54	\$61,447	\$0	\$4,096	\$341	\$1,530	\$67,415
MA	25	57	\$61,447	\$0	\$4,096	\$341	\$1,530	\$67,415
MA	26	60	\$61,447	\$0	\$4,096	\$341	\$1,530	\$67,415
MA	27	63	\$61,447	\$0	\$4,096	\$341	\$1,530	\$67,415
MA	28	66	\$61,447	\$0	\$4,096	\$341	\$2,380	\$68,265
MA	29	69	\$61,447	\$0	\$4,096	\$341	\$2,380	\$68,265

Degree	YOS	Credits	East Valley School District				
			Base Pay	Master's Stipend	TRI Time & Professional Responsibility Stipends	Longevity Stipend	Total
BA	0	--	\$34,048	\$0	\$2,169	\$0	\$36,217
BA	1	6	\$34,506	\$0	\$2,198	\$0	\$36,704
BA	2	12	\$34,943	\$0	\$2,226	\$0	\$37,169
BA	3	18	\$36,343	\$0	\$2,315	\$0	\$38,658
BA	4	24	\$36,826	\$0	\$2,346	\$0	\$39,172
BA	5	30	\$38,288	\$0	\$2,439	\$0	\$40,727
MA	6	--	\$43,552	\$400	\$2,774	\$0	\$46,726
MA	7	3	\$44,438	\$400	\$2,831	\$0	\$47,669
MA	8	6	\$45,832	\$400	\$2,920	\$0	\$49,152
MA	9	9	\$47,241	\$400	\$3,009	\$0	\$50,650
MA	10	12	\$48,724	\$400	\$3,104	\$0	\$52,228
MA	11	15	\$50,249	\$400	\$3,201	\$0	\$53,850
MA	12	18	\$51,835	\$400	\$3,302	\$0	\$55,537
MA	13	21	\$53,476	\$400	\$3,407	\$0	\$57,283
MA	14	24	\$55,165	\$400	\$3,514	\$0	\$59,079
MA	15	27	\$56,599	\$400	\$3,606	\$0	\$60,605
MA	16	30	\$57,731	\$400	\$3,678	\$0	\$61,809
MA	17	33	\$57,731	\$400	\$3,678	\$0	\$61,809
MA	18	36	\$57,731	\$400	\$3,678	\$0	\$61,809
MA	19	39	\$57,731	\$400	\$3,678	\$0	\$61,809
MA	20	42	\$57,731	\$400	\$3,678	\$500	\$62,309
MA	21	45	\$61,447	\$400	\$3,914	\$500	\$66,261
MA	22	48	\$61,447	\$400	\$3,914	\$500	\$66,261
MA	23	51	\$61,447	\$400	\$3,914	\$500	\$66,261
MA	24	54	\$61,447	\$400	\$3,914	\$1,000	\$66,761
MA	25	57	\$61,447	\$400	\$3,914	\$1,000	\$66,761
MA	26	60	\$61,447	\$400	\$3,914	\$1,000	\$66,761
MA	27	63	\$61,447	\$400	\$3,914	\$1,000	\$66,761
MA	28	66	\$61,447	\$400	\$3,914	\$1,600	\$67,361
MA	29	69	\$61,447	\$400	\$3,914	\$1,600	\$67,361



Degree	YOS	Credits	Evergreen (Clark) Public Schools					
			Base Pay	TRI	Professional Fund or Other Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$4,852	\$1,500	\$40,400	93.50%	\$37,774
BA	1	6	\$34,506	\$4,917	\$1,500	\$40,923	93.50%	\$38,263
BA	2	12	\$34,943	\$4,979	\$1,500	\$41,422	93.50%	\$38,730
BA	3	18	\$36,343	\$5,179	\$1,500	\$43,022	93.50%	\$40,225
BA	4	24	\$36,826	\$5,248	\$1,500	\$43,574	93.50%	\$40,741
BA	5	30	\$38,288	\$5,456	\$1,500	\$45,244	93.50%	\$42,303
MA	6	--	\$43,552	\$6,206	\$1,500	\$51,258	93.50%	\$47,926
MA	7	3	\$44,438	\$6,332	\$1,500	\$52,270	93.50%	\$48,873
MA	8	6	\$45,832	\$6,531	\$1,500	\$53,863	93.50%	\$50,362
MA	9	9	\$47,241	\$6,732	\$1,500	\$55,473	93.50%	\$51,867
MA	10	12	\$48,724	\$6,943	\$1,500	\$57,167	93.50%	\$53,451
MA	11	15	\$50,249	\$7,160	\$1,500	\$58,909	93.50%	\$55,080
MA	12	18	\$51,835	\$7,386	\$1,500	\$60,721	93.50%	\$56,775
MA	13	21	\$53,476	\$7,620	\$1,500	\$62,596	93.50%	\$58,528
MA	14	24	\$55,165	\$7,861	\$1,500	\$64,526	93.50%	\$60,332
MA	15	27	\$56,599	\$8,065	\$1,500	\$66,164	93.50%	\$61,864
MA	16	30	\$57,731	\$8,227	\$1,500	\$67,458	93.50%	\$63,073
MA	17	33	\$57,731	\$8,227	\$1,500	\$67,458	93.50%	\$63,073
MA	18	36	\$57,731	\$8,227	\$1,500	\$67,458	93.50%	\$63,073
MA	19	39	\$57,731	\$8,227	\$1,500	\$67,458	93.50%	\$63,073
MA	20	42	\$57,731	\$8,227	\$1,500	\$67,458	93.50%	\$63,073
MA	21	45	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	22	48	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	23	51	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	24	54	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	25	57	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	26	60	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	27	63	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	28	66	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042
MA	29	69	\$61,447	\$8,756	\$1,500	\$71,703	93.50%	\$67,042

Degree	YOS	Credits	Federal Way Public Schools						
			Base Pay	Professional Responsibility	TRI Time	Longevity Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$5,005	\$1,135	\$0	\$40,188	88.20%	\$35,446
BA	1	6	\$34,506	\$5,072	\$1,150	\$0	\$40,729	88.20%	\$35,923
BA	2	12	\$34,943	\$5,137	\$1,165	\$0	\$41,244	88.20%	\$36,378
BA	3	18	\$36,343	\$5,342	\$1,211	\$0	\$42,897	88.20%	\$37,835
BA	4	24	\$36,826	\$5,413	\$1,228	\$0	\$43,467	88.20%	\$38,338
BA	5	30	\$38,288	\$5,628	\$1,276	\$0	\$45,193	88.20%	\$39,860
MA	6	--	\$43,552	\$6,402	\$1,452	\$0	\$51,406	88.20%	\$45,340
MA	7	3	\$44,438	\$6,532	\$1,481	\$0	\$52,452	88.20%	\$46,262
MA	8	6	\$45,832	\$6,737	\$1,528	\$0	\$54,097	88.20%	\$47,714
MA	9	9	\$47,241	\$6,944	\$1,575	\$0	\$55,760	88.20%	\$49,180
MA	10	12	\$48,724	\$7,162	\$1,624	\$0	\$57,511	88.20%	\$50,724
MA	11	15	\$50,249	\$7,387	\$1,675	\$0	\$59,311	88.20%	\$52,312
MA	12	18	\$51,835	\$7,620	\$1,728	\$0	\$61,183	88.20%	\$53,963
MA	13	21	\$53,476	\$7,861	\$1,783	\$0	\$63,120	88.20%	\$55,671
MA	14	24	\$55,165	\$8,109	\$1,839	\$0	\$65,113	88.20%	\$57,430
MA	15	27	\$56,599	\$8,320	\$1,887	\$0	\$66,806	88.20%	\$58,923
MA	16	30	\$57,731	\$8,486	\$1,924	\$0	\$68,142	88.20%	\$60,101
MA	17	33	\$57,731	\$8,486	\$1,924	\$0	\$68,142	88.20%	\$60,101
MA	18	36	\$57,731	\$8,486	\$1,924	\$0	\$68,142	88.20%	\$60,101
MA	19	39	\$57,731	\$8,486	\$1,924	\$0	\$68,142	88.20%	\$60,101
MA	20	42	\$57,731	\$9,064	\$1,924	\$577	\$69,296	88.20%	\$61,119
MA	21	45	\$61,447	\$9,647	\$2,048	\$614	\$73,757	88.20%	\$65,054
MA	22	48	\$61,447	\$9,647	\$2,048	\$614	\$73,757	88.20%	\$65,054
MA	23	51	\$61,447	\$9,647	\$2,048	\$614	\$73,757	88.20%	\$65,054
MA	24	54	\$61,447	\$9,647	\$2,048	\$614	\$73,757	88.20%	\$65,054
MA	25	57	\$61,447	\$10,262	\$2,048	\$1,229	\$74,986	88.20%	\$66,137
MA	26	60	\$61,447	\$10,262	\$2,048	\$1,229	\$74,986	88.20%	\$66,137
MA	27	63	\$61,447	\$10,262	\$2,048	\$1,229	\$74,986	88.20%	\$66,137
MA	28	66	\$61,447	\$10,262	\$2,048	\$1,229	\$74,986	88.20%	\$66,137
MA	29	69	\$61,447	\$10,262	\$2,048	\$1,229	\$74,986	88.20%	\$66,137

Degree	YOS	Credits	Kennewick School District						
			Base Pay	Responsibility	TRI	Longevity	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$2,459	\$1,797	\$0	\$38,304	93.20%	\$35,699
BA	1	6	\$34,506	\$2,492	\$1,821	\$0	\$38,819	93.20%	\$36,180
BA	2	12	\$34,943	\$2,524	\$1,844	\$0	\$39,311	93.20%	\$36,638
BA	3	18	\$36,343	\$2,625	\$1,918	\$0	\$40,886	93.20%	\$38,106
BA	4	24	\$36,826	\$2,660	\$1,944	\$0	\$41,429	93.20%	\$38,612
BA	5	30	\$38,288	\$2,765	\$2,021	\$0	\$43,074	93.20%	\$40,145
MA	6	--	\$43,552	\$3,145	\$2,299	\$0	\$48,996	93.20%	\$45,664
MA	7	3	\$44,438	\$3,209	\$2,345	\$0	\$49,993	93.20%	\$46,593
MA	8	6	\$45,832	\$3,310	\$2,419	\$0	\$51,561	93.20%	\$48,055
MA	9	9	\$47,241	\$3,412	\$2,493	\$0	\$53,146	93.20%	\$49,532
MA	10	12	\$48,724	\$3,519	\$2,572	\$0	\$54,815	93.20%	\$51,087
MA	11	15	\$50,249	\$3,629	\$2,652	\$0	\$56,530	93.20%	\$52,686
MA	12	18	\$51,835	\$3,744	\$2,736	\$0	\$58,314	93.20%	\$54,349
MA	13	21	\$53,476	\$3,862	\$2,822	\$0	\$60,161	93.20%	\$56,070
MA	14	24	\$55,165	\$3,984	\$2,911	\$0	\$62,061	93.20%	\$57,841
MA	15	27	\$56,599	\$4,088	\$2,987	\$0	\$63,674	93.20%	\$59,344
MA	16	30	\$57,731	\$4,169	\$3,047	\$0	\$64,947	93.20%	\$60,531
MA	17	33	\$57,731	\$4,169	\$3,047	\$0	\$64,947	93.20%	\$60,531
MA	18	36	\$57,731	\$4,169	\$3,047	\$0	\$64,947	93.20%	\$60,531
MA	19	39	\$57,731	\$4,169	\$3,047	\$0	\$64,947	93.20%	\$60,531
MA	20	42	\$57,731	\$4,169	\$3,047	\$0	\$64,947	93.20%	\$60,531
MA	21	45	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	22	48	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	23	51	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	24	54	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	25	57	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	26	60	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	27	63	\$61,447	\$4,438	\$3,243	\$0	\$69,128	93.20%	\$64,427
MA	28	66	\$61,447	\$4,438	\$3,243	\$3,072	\$72,200	93.20%	\$67,291
MA	29	69	\$61,447	\$4,438	\$3,243	\$3,072	\$72,200	93.20%	\$67,291

Degree	YOS	Credits	Kent School District						
			Base Pay	Professional Responsibility	TRI Time	Longevity Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$2,000	\$7,377	\$0	\$43,425	88.00%	\$38,214
BA	1	6	\$34,506	\$2,000	\$7,476	\$0	\$43,982	88.00%	\$38,704
BA	2	12	\$34,943	\$2,000	\$7,571	\$0	\$44,514	88.00%	\$39,172
BA	3	18	\$36,343	\$2,000	\$7,874	\$0	\$46,217	88.00%	\$40,671
BA	4	24	\$36,826	\$2,000	\$7,979	\$0	\$46,805	88.00%	\$41,188
BA	5	30	\$38,288	\$2,000	\$8,296	\$0	\$48,584	88.00%	\$42,754
MA	6	--	\$43,552	\$2,000	\$9,436	\$0	\$54,988	88.00%	\$48,390
MA	7	3	\$44,438	\$2,000	\$9,628	\$0	\$56,066	88.00%	\$49,338
MA	8	6	\$45,832	\$2,000	\$9,930	\$0	\$57,762	88.00%	\$50,831
MA	9	9	\$47,241	\$2,000	\$10,236	\$0	\$59,477	88.00%	\$52,339
MA	10	12	\$48,724	\$2,600	\$10,557	\$0	\$61,881	88.00%	\$54,455
MA	11	15	\$50,249	\$2,600	\$10,887	\$0	\$63,736	88.00%	\$56,088
MA	12	18	\$51,835	\$2,600	\$11,231	\$0	\$65,666	88.00%	\$57,786
MA	13	21	\$53,476	\$2,600	\$11,586	\$0	\$67,662	88.00%	\$59,543
MA	14	24	\$55,165	\$2,600	\$11,952	\$0	\$69,717	88.00%	\$61,351
MA	15	27	\$56,599	\$2,600	\$12,263	\$0	\$71,462	88.00%	\$62,887
MA	16	30	\$57,731	\$2,600	\$12,508	\$0	\$72,839	88.00%	\$64,099
MA	17	33	\$57,731	\$2,600	\$12,508	\$0	\$72,839	88.00%	\$64,099
MA	18	36	\$57,731	\$2,600	\$12,508	\$0	\$72,839	88.00%	\$64,099
MA	19	39	\$57,731	\$2,600	\$12,508	\$0	\$72,839	88.00%	\$64,099
MA	20	42	\$57,731	\$2,600	\$12,508	\$1,600	\$74,439	88.00%	\$65,507
MA	21	45	\$61,447	\$2,600	\$13,314	\$1,700	\$79,061	88.00%	\$69,573
MA	22	48	\$61,447	\$2,600	\$13,314	\$1,700	\$79,061	88.00%	\$69,573
MA	23	51	\$61,447	\$2,600	\$13,314	\$1,700	\$79,061	88.00%	\$69,573
MA	24	54	\$61,447	\$2,600	\$13,314	\$1,700	\$79,061	88.00%	\$69,573
MA	25	57	\$61,447	\$2,600	\$13,314	\$2,850	\$80,211	88.00%	\$70,585
MA	26	60	\$61,447	\$2,600	\$13,314	\$2,850	\$80,211	88.00%	\$70,585
MA	27	63	\$61,447	\$2,600	\$13,314	\$2,850	\$80,211	88.00%	\$70,585
MA	28	66	\$61,447	\$2,600	\$13,314	\$2,850	\$80,211	88.00%	\$70,585
MA	29	69	\$61,447	\$2,600	\$13,314	\$2,850	\$80,211	88.00%	\$70,585

Degree	YOS	Credits	Mead School District					Total
			Base Pay	Master's Stipend	TRI Time	Professional Fund or Other Stipend	Longevity Stipend	
BA	0	--	\$34,048	\$0	\$2,648	\$700	\$0	\$37,396
BA	1	6	\$34,506	\$0	\$2,684	\$700	\$0	\$37,890
BA	2	12	\$34,943	\$0	\$2,718	\$700	\$0	\$38,361
BA	3	18	\$36,343	\$0	\$2,827	\$700	\$0	\$39,870
BA	4	24	\$36,826	\$0	\$2,864	\$700	\$0	\$40,390
BA	5	30	\$38,288	\$0	\$2,978	\$700	\$0	\$41,966
MA	6	--	\$43,552	\$2,043	\$3,387	\$700	\$0	\$49,682
MA	7	3	\$44,438	\$2,043	\$3,456	\$700	\$0	\$50,637
MA	8	6	\$45,832	\$2,043	\$3,565	\$700	\$0	\$52,140
MA	9	9	\$47,241	\$2,043	\$3,674	\$700	\$0	\$53,658
MA	10	12	\$48,724	\$2,043	\$3,790	\$700	\$0	\$55,257
MA	11	15	\$50,249	\$2,043	\$3,908	\$700	\$0	\$56,900
MA	12	18	\$51,835	\$2,043	\$4,032	\$700	\$0	\$58,610
MA	13	21	\$53,476	\$2,043	\$4,159	\$700	\$0	\$60,378
MA	14	24	\$55,165	\$2,043	\$4,291	\$700	\$0	\$62,199
MA	15	27	\$56,599	\$2,043	\$4,402	\$700	\$0	\$63,744
MA	16	30	\$57,731	\$2,043	\$4,490	\$700	\$0	\$64,964
MA	17	33	\$57,731	\$2,043	\$4,490	\$700	\$0	\$64,964
MA	18	36	\$57,731	\$2,043	\$4,490	\$700	\$825	\$65,789
MA	19	39	\$57,731	\$2,043	\$4,490	\$700	\$825	\$65,789
MA	20	42	\$57,731	\$2,043	\$4,490	\$700	\$825	\$65,789
MA	21	45	\$61,447	\$2,043	\$4,779	\$700	\$825	\$69,794
MA	22	48	\$61,447	\$2,043	\$4,779	\$700	\$825	\$69,794
MA	23	51	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	24	54	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	25	57	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	26	60	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	27	63	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	28	66	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418
MA	29	69	\$61,447	\$2,043	\$4,779	\$700	\$2,449	\$71,418

Degree	YOS	Credits	Pasco School District					
			Base Pay	TRI Time	Longevity Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$3,499	\$0	\$37,547	93.20%	\$34,994
BA	1	6	\$34,506	\$3,546	\$0	\$38,052	93.20%	\$35,465
BA	2	12	\$34,943	\$3,591	\$0	\$38,534	93.20%	\$35,914
BA	3	18	\$36,343	\$3,735	\$0	\$40,078	93.20%	\$37,353
BA	4	24	\$36,826	\$3,785	\$0	\$40,611	93.20%	\$37,849
BA	5	30	\$38,288	\$3,935	\$0	\$42,223	93.20%	\$39,352
MA	6	--	\$43,552	\$4,476	\$0	\$48,028	93.20%	\$44,762
MA	7	3	\$44,438	\$4,567	\$0	\$49,005	93.20%	\$45,673
MA	8	6	\$45,832	\$4,711	\$0	\$50,543	93.20%	\$47,106
MA	9	9	\$47,241	\$4,855	\$0	\$52,096	93.20%	\$48,554
MA	10	12	\$48,724	\$5,008	\$0	\$53,732	93.20%	\$50,078
MA	11	15	\$50,249	\$5,164	\$0	\$55,413	93.20%	\$51,645
MA	12	18	\$51,835	\$5,327	\$0	\$57,162	93.20%	\$53,275
MA	13	21	\$53,476	\$5,496	\$0	\$58,972	93.20%	\$54,962
MA	14	24	\$55,165	\$5,670	\$0	\$60,835	93.20%	\$56,698
MA	15	27	\$56,599	\$5,817	\$0	\$62,416	93.20%	\$58,172
MA	16	30	\$57,731	\$5,933	\$0	\$63,664	93.20%	\$59,335
MA	17	33	\$57,731	\$5,933	\$0	\$63,664	93.20%	\$59,335
MA	18	36	\$57,731	\$5,933	\$0	\$63,664	93.20%	\$59,335
MA	19	39	\$57,731	\$5,933	\$0	\$63,664	93.20%	\$59,335
MA	20	42	\$57,731	\$5,933	\$0	\$63,664	93.20%	\$59,335
MA	21	45	\$61,447	\$6,315	\$0	\$67,762	93.20%	\$63,155
MA	22	48	\$61,447	\$6,315	\$0	\$67,762	93.20%	\$63,155
MA	23	51	\$61,447	\$6,315	\$0	\$67,762	93.20%	\$63,155
MA	24	54	\$61,447	\$6,315	\$0	\$67,762	93.20%	\$63,155
MA	25	57	\$61,447	\$6,315	\$1,702	\$69,465	93.20%	\$64,741
MA	26	60	\$61,447	\$6,315	\$1,702	\$69,465	93.20%	\$64,741
MA	27	63	\$61,447	\$6,315	\$1,702	\$69,465	93.20%	\$64,741
MA	28	66	\$61,447	\$6,315	\$1,702	\$69,465	93.20%	\$64,741
MA	29	69	\$61,447	\$6,315	\$1,702	\$69,465	93.20%	\$64,741

Degree	YOS	Credits	Richland School District						
			Base Pay	Responsibilities	Time	Longevity Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$2,373	\$946	\$0	\$37,367	93.20%	\$34,826
BA	1	6	\$34,506	\$2,405	\$959	\$0	\$37,870	93.20%	\$35,294
BA	2	12	\$34,943	\$2,436	\$971	\$0	\$38,349	93.20%	\$35,741
BA	3	18	\$36,343	\$2,533	\$1,010	\$0	\$39,886	93.20%	\$37,173
BA	4	24	\$36,826	\$2,567	\$1,023	\$0	\$40,416	93.20%	\$37,667
BA	5	30	\$38,288	\$2,669	\$1,064	\$0	\$42,020	93.20%	\$39,163
MA	6	--	\$43,552	\$3,036	\$1,210	\$0	\$47,797	93.20%	\$44,547
MA	7	3	\$44,438	\$3,097	\$1,234	\$0	\$48,770	93.20%	\$45,453
MA	8	6	\$45,832	\$3,194	\$1,273	\$0	\$50,300	93.20%	\$46,879
MA	9	9	\$47,241	\$3,293	\$1,312	\$0	\$51,846	93.20%	\$48,320
MA	10	12	\$48,724	\$3,396	\$1,353	\$0	\$53,474	93.20%	\$49,837
MA	11	15	\$50,249	\$3,502	\$1,396	\$0	\$55,147	93.20%	\$51,397
MA	12	18	\$51,835	\$3,613	\$1,440	\$0	\$56,888	93.20%	\$53,019
MA	13	21	\$53,476	\$3,727	\$1,485	\$0	\$58,689	93.20%	\$54,698
MA	14	24	\$55,165	\$3,845	\$1,532	\$0	\$60,542	93.20%	\$56,425
MA	15	27	\$56,599	\$3,945	\$1,572	\$0	\$62,116	93.20%	\$57,892
MA	16	30	\$57,731	\$4,024	\$1,604	\$0	\$63,358	93.20%	\$59,050
MA	17	33	\$57,731	\$4,024	\$1,604	\$500	\$63,858	93.20%	\$59,516
MA	18	36	\$57,731	\$4,024	\$1,604	\$500	\$63,858	93.20%	\$59,516
MA	19	39	\$57,731	\$4,024	\$1,604	\$500	\$63,858	93.20%	\$59,516
MA	20	42	\$57,731	\$4,024	\$1,604	\$500	\$63,858	93.20%	\$59,516
MA	21	45	\$61,447	\$4,283	\$1,707	\$500	\$67,937	93.20%	\$63,317
MA	22	48	\$61,447	\$4,283	\$1,707	\$500	\$67,937	93.20%	\$63,317
MA	23	51	\$61,447	\$4,283	\$1,707	\$500	\$67,937	93.20%	\$63,317
MA	24	54	\$61,447	\$4,283	\$1,707	\$500	\$67,937	93.20%	\$63,317
MA	25	57	\$61,447	\$4,283	\$1,707	\$1,000	\$68,437	93.20%	\$63,783
MA	26	60	\$61,447	\$4,283	\$1,707	\$1,000	\$68,437	93.20%	\$63,783
MA	27	63	\$61,447	\$4,283	\$1,707	\$1,000	\$68,437	93.20%	\$63,783
MA	28	66	\$61,447	\$4,283	\$1,707	\$1,000	\$68,437	93.20%	\$63,783
MA	29	69	\$61,447	\$4,283	\$1,707	\$1,000	\$68,437	93.20%	\$63,783

Degree	YOS	Credits	Seattle Public Schools				
			Base Pay	TRI Supplement + Responsibility	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$10,324	\$44,372	87.30%	\$38,737
BA	1	6	\$34,117	\$10,607	\$44,724	87.30%	\$39,044
BA	2	12	\$34,117	\$10,888	\$45,005	87.30%	\$39,289
BA	3	18	\$34,117	\$11,170	\$45,287	87.30%	\$39,536
BA	4	24	\$34,841	\$11,705	\$46,546	87.30%	\$40,635
BA	5	30	\$35,440	\$12,003	\$47,443	87.30%	\$41,418
MA	6	--	\$41,728	\$13,350	\$55,078	87.30%	\$48,083
MA	7	3	\$43,072	\$13,762	\$56,834	87.30%	\$49,616
MA	8	6	\$44,476	\$14,176	\$58,652	87.30%	\$51,203
MA	9	9	\$45,881	\$14,590	\$60,471	87.30%	\$52,791
MA	10	12	\$47,284	\$15,004	\$62,288	87.30%	\$54,377
MA	11	15	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	12	18	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	13	21	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	14	24	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	15	27	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	16	30	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	17	33	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	18	36	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	19	39	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	20	42	\$48,690	\$15,419	\$64,109	87.30%	\$55,967
MA	21	45	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	22	48	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	23	51	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	24	54	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	25	57	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	26	60	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	27	63	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	28	66	\$58,354	\$18,125	\$76,479	87.30%	\$66,766
MA	29	69	\$58,354	\$18,125	\$76,479	87.30%	\$66,766



Degree	YOS	Credits	Tacoma Public Schools						
			State Schedule Base	REFERENCE ONLY: Base Pay + PRS	PRS	Longevity Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$40,105	\$6,057	\$0	\$40,105	88.80%	\$35,613
BA	1	6	\$34,506	\$40,478	\$5,972	\$0	\$40,478	88.80%	\$35,944
BA	2	12	\$34,943	\$41,093	\$6,150	\$0	\$41,093	88.80%	\$36,491
BA	3	18	\$36,343	\$43,145	\$6,802	\$0	\$43,145	88.80%	\$38,313
BA	4	24	\$36,826	\$44,536	\$7,710	\$0	\$44,536	88.80%	\$39,548
BA	5	30	\$38,288	\$46,969	\$8,681	\$0	\$46,969	88.80%	\$41,708
MA	6	--	\$43,552	\$53,784	\$10,232	\$0	\$53,784	88.80%	\$47,760
MA	7	3	\$44,438	\$55,029	\$10,591	\$0	\$55,029	88.80%	\$48,866
MA	8	6	\$45,832	\$56,805	\$10,973	\$0	\$56,805	88.80%	\$50,443
MA	9	9	\$47,241	\$58,576	\$11,335	\$0	\$58,576	88.80%	\$52,015
MA	10	12	\$48,724	\$60,355	\$11,631	\$0	\$60,355	88.80%	\$53,595
MA	11	15	\$50,249	\$62,131	\$11,882	\$0	\$62,131	88.80%	\$55,172
MA	12	18	\$51,835	\$63,903	\$12,068	\$0	\$63,903	88.80%	\$56,746
MA	13	21	\$53,476	\$65,682	\$12,206	\$0	\$65,682	88.80%	\$58,326
MA	14	24	\$55,165	\$65,682	\$10,517	\$0	\$65,682	88.80%	\$58,326
MA	15	27	\$56,599	\$65,682	\$9,083	\$0	\$65,682	88.80%	\$58,326
MA	16	30	\$57,731	\$65,682	\$7,951	\$0	\$65,682	88.80%	\$58,326
MA	17	33	\$57,731	\$65,682	\$7,951	\$0	\$65,682	88.80%	\$58,326
MA	18	36	\$57,731	\$65,682	\$7,951	\$0	\$65,682	88.80%	\$58,326
MA	19	39	\$57,731	\$65,682	\$7,951	\$0	\$65,682	88.80%	\$58,326
MA	20	42	\$57,731	\$65,682	\$7,951	\$3,284	\$68,966	88.80%	\$61,242
MA	21	45	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	22	48	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	23	51	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	24	54	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	25	57	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	26	60	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	27	63	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	28	66	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860
MA	29	69	\$61,447	\$72,780	\$11,333	\$3,639	\$76,419	88.80%	\$67,860

Degree	YOS	Credits	Vancouver Public Schools						
			Base Pay	TRI Supplement Contract	Additional Days	Professional Fund or Other Stipend	UNADJUSTED Total	Geographic Adjustment	ADJUSTED Total
BA	0	--	\$34,048	\$5,485	\$864	\$2,500	\$42,897	93.50%	\$40,109
BA	1	6	\$34,506	\$5,485	\$864	\$2,500	\$43,355	93.50%	\$40,537
BA	2	12	\$34,943	\$5,485	\$864	\$2,500	\$43,792	93.50%	\$40,946
BA	3	18	\$36,343	\$5,485	\$864	\$2,500	\$45,192	93.50%	\$42,255
BA	4	24	\$36,826	\$5,485	\$864	\$2,500	\$45,675	93.50%	\$42,706
BA	5	30	\$38,288	\$5,485	\$864	\$2,500	\$47,137	93.50%	\$44,073
MA	6	--	\$43,552	\$5,485	\$864	\$2,500	\$52,401	93.50%	\$48,995
MA	7	3	\$44,438	\$5,485	\$864	\$2,500	\$53,287	93.50%	\$49,823
MA	8	6	\$45,832	\$5,485	\$864	\$2,500	\$54,681	93.50%	\$51,127
MA	9	9	\$47,241	\$5,485	\$864	\$2,500	\$56,090	93.50%	\$52,444
MA	10	12	\$48,724	\$5,485	\$864	\$2,500	\$57,573	93.50%	\$53,831
MA	11	15	\$50,249	\$5,485	\$864	\$2,500	\$59,098	93.50%	\$55,257
MA	12	18	\$51,835	\$5,485	\$864	\$2,500	\$60,684	93.50%	\$56,740
MA	13	21	\$53,476	\$5,727	\$864	\$2,500	\$62,567	93.50%	\$58,500
MA	14	24	\$55,165	\$5,727	\$864	\$2,500	\$64,256	93.50%	\$60,079
MA	15	27	\$56,599	\$5,727	\$864	\$2,500	\$65,690	93.50%	\$61,420
MA	16	30	\$57,731	\$6,093	\$864	\$2,500	\$67,188	93.50%	\$62,821
MA	17	33	\$57,731	\$6,093	\$864	\$2,500	\$67,188	93.50%	\$62,821
MA	18	36	\$57,731	\$6,093	\$864	\$2,500	\$67,188	93.50%	\$62,821
MA	19	39	\$57,731	\$6,093	\$864	\$2,500	\$67,188	93.50%	\$62,821
MA	20	42	\$57,731	\$6,093	\$864	\$2,500	\$67,188	93.50%	\$62,821
MA	21	45	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	22	48	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	23	51	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	24	54	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	25	57	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	26	60	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	27	63	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	28	66	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295
MA	29	69	\$61,447	\$6,093	\$864	\$2,500	\$70,904	93.50%	\$66,295

Degree	YOS	Credits	West Valley School District				
			Base Pay	TRI Time	Professional Fund or Other Stipend	Longevity Stipend	Total
BA	0	--	\$34,048	\$1,513	\$1,200	\$0	\$36,761
BA	1	6	\$34,506	\$1,534	\$1,200	\$0	\$37,240
BA	2	12	\$34,943	\$1,553	\$1,200	\$0	\$37,696
BA	3	18	\$36,343	\$1,615	\$1,200	\$0	\$39,158
BA	4	24	\$36,826	\$1,637	\$1,200	\$0	\$39,663
BA	5	30	\$38,288	\$1,702	\$1,200	\$0	\$41,190
MA	6	--	\$43,552	\$1,936	\$1,200	\$0	\$46,688
MA	7	3	\$44,438	\$1,975	\$1,200	\$0	\$47,613
MA	8	6	\$45,832	\$2,037	\$1,200	\$0	\$49,069
MA	9	9	\$47,241	\$2,100	\$1,200	\$0	\$50,541
MA	10	12	\$48,724	\$2,166	\$1,200	\$0	\$52,090
MA	11	15	\$50,249	\$2,233	\$1,200	\$0	\$53,682
MA	12	18	\$51,835	\$2,304	\$1,200	\$0	\$55,339
MA	13	21	\$53,476	\$2,377	\$1,200	\$0	\$57,053
MA	14	24	\$55,165	\$2,452	\$1,200	\$0	\$58,817
MA	15	27	\$56,599	\$2,516	\$1,200	\$0	\$60,315
MA	16	30	\$57,731	\$2,566	\$1,200	\$0	\$61,497
MA	17	33	\$57,731	\$2,566	\$1,200	\$0	\$61,497
MA	18	36	\$57,731	\$2,566	\$1,200	\$0	\$61,497
MA	19	39	\$57,731	\$2,566	\$1,200	\$0	\$61,497
MA	20	42	\$57,731	\$2,566	\$1,200	\$0	\$61,497
MA	21	45	\$61,447	\$2,731	\$1,200	\$0	\$65,378
MA	22	48	\$61,447	\$2,731	\$1,200	\$0	\$65,378
MA	23	51	\$61,447	\$2,731	\$1,200	\$0	\$65,378
MA	24	54	\$61,447	\$2,731	\$1,200	\$2,449	\$67,827
MA	25	57	\$61,447	\$2,731	\$1,200	\$2,449	\$67,827
MA	26	60	\$61,447	\$2,731	\$1,200	\$2,449	\$67,827
MA	27	63	\$61,447	\$2,731	\$1,200	\$2,449	\$67,827
MA	28	66	\$61,447	\$2,731	\$1,200	\$4,898	\$70,276
MA	29	69	\$61,447	\$2,731	\$1,200	\$4,898	\$70,276

Degree	YOS	Credits	Yakima School District				
			Base Pay	TRI Time	Professional Responsibility	Incentive Pay	Total
BA	0	--	\$34,048	\$2,837	\$919	\$170	\$37,975
BA	1	6	\$34,506	\$2,876	\$932	\$173	\$38,486
BA	2	12	\$34,943	\$2,912	\$943	\$175	\$38,973
BA	3	18	\$36,343	\$3,029	\$981	\$182	\$40,535
BA	4	24	\$36,826	\$3,069	\$994	\$184	\$41,073
BA	5	30	\$38,288	\$3,191	\$1,034	\$191	\$42,704
MA	6	--	\$43,552	\$3,629	\$1,176	\$218	\$48,575
MA	7	3	\$44,438	\$3,703	\$1,200	\$222	\$49,563
MA	8	6	\$45,832	\$3,819	\$1,237	\$229	\$51,118
MA	9	9	\$47,241	\$3,937	\$1,276	\$236	\$52,689
MA	10	12	\$48,724	\$4,060	\$1,316	\$244	\$54,344
MA	11	15	\$50,249	\$4,187	\$1,357	\$251	\$56,044
MA	12	18	\$51,835	\$4,320	\$1,400	\$259	\$57,813
MA	13	21	\$53,476	\$4,456	\$1,444	\$267	\$59,644
MA	14	24	\$55,165	\$4,597	\$1,489	\$276	\$61,527
MA	15	27	\$56,599	\$4,717	\$1,528	\$283	\$63,127
MA	16	30	\$57,731	\$4,811	\$1,559	\$289	\$64,389
MA	17	33	\$57,731	\$4,811	\$1,559	\$289	\$64,389
MA	18	36	\$57,731	\$4,811	\$1,559	\$289	\$64,389
MA	19	39	\$57,731	\$4,811	\$1,559	\$289	\$64,389
MA	20	42	\$57,731	\$4,811	\$1,559	\$289	\$64,389
MA	21	45	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	22	48	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	23	51	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	24	54	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	25	57	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	26	60	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	27	63	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	28	66	\$61,447	\$5,121	\$1,659	\$307	\$68,534
MA	29	69	\$61,447	\$5,121	\$1,659	\$307	\$68,534