

EXHIBIT

23-24 Cert Salary Matrix**Increased 10% over 22-23**

Step	10.00% increase					G-135*	MA	MA+45	MA+90 or Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90				
0	\$ 51,128	\$ 52,509	\$ 53,939	\$ 55,374	\$ 59,975	\$ 62,938	\$ 61,299	\$ 65,899	\$ 68,866
1	\$ 51,817	\$ 53,217	\$ 54,666	\$ 56,162	\$ 60,811	\$ 63,758	\$ 61,980	\$ 66,628	\$ 69,575
2	\$ 52,471	\$ 53,885	\$ 55,350	\$ 56,962	\$ 61,598	\$ 64,576	\$ 62,666	\$ 67,300	\$ 70,279
3	\$ 53,148	\$ 54,574	\$ 56,055	\$ 57,718	\$ 62,346	\$ 65,395	\$ 63,315	\$ 67,939	\$ 70,991
4	\$ 53,810	\$ 55,300	\$ 56,789	\$ 58,510	\$ 63,164	\$ 66,237	\$ 63,998	\$ 68,651	\$ 71,726
5	\$ 56,241	\$ 56,868	\$ 57,495	\$ 59,313	\$ 63,949	\$ 67,084	\$ 64,690	\$ 69,329	\$ 72,463
6	\$ 56,947	\$ 57,582	\$ 58,218	\$ 60,125	\$ 64,741	\$ 67,890	\$ 65,401	\$ 70,016	\$ 73,164
7	\$ 58,198	\$ 58,847	\$ 59,496	\$ 61,508	\$ 66,190	\$ 69,428	\$ 66,730	\$ 71,412	\$ 74,650
8	\$ 60,084	\$ 60,754	\$ 61,424	\$ 63,602	\$ 68,347	\$ 71,705	\$ 68,824	\$ 73,571	\$ 76,926
9	\$ 60,084	\$ 62,769	\$ 63,462	\$ 65,718	\$ 70,576	\$ 74,047	\$ 70,938	\$ 75,799	\$ 79,269
10	\$ 60,084	\$ 62,769	\$ 65,524	\$ 67,944	\$ 72,866	\$ 76,452	\$ 73,165	\$ 78,089	\$ 81,674
11	\$ 60,084	\$ 62,769	\$ 65,524	\$ 70,234	\$ 75,264	\$ 78,922	\$ 75,457	\$ 80,487	\$ 84,142
12	\$ 60,084	\$ 62,769	\$ 65,524	\$ 72,452	\$ 77,727	\$ 81,494	\$ 77,837	\$ 82,948	\$ 86,716
13	\$ 60,084	\$ 62,769	\$ 65,524	\$ 72,452	\$ 80,248	\$ 84,128	\$ 80,302	\$ 85,470	\$ 89,350
14	\$ 60,084	\$ 62,769	\$ 65,524	\$ 72,452	\$ 82,783	\$ 86,860	\$ 82,838	\$ 88,171	\$ 92,084
15	\$ 60,084	\$ 62,769	\$ 65,524	\$ 72,452	\$ 84,937	\$ 89,121	\$ 84,992	\$ 90,462	\$ 94,479
16 +	\$ 60,084	\$ 62,769	\$ 65,524	\$ 72,452	\$ 86,635	\$ 90,903	\$ 86,690	\$ 92,271	\$ 96,367

* Grandfathered Certs only, RCW 28A.150.410 (3)

24-25 Cert Salary Matrix**Increased 6% over 23-24**

Step	6.00% increase					G-135*	MA	MA+45	MA+90 or Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90				
0	\$ 54,196	\$ 55,660	\$ 57,175	\$ 58,696	\$ 63,574	\$ 66,714	\$ 64,977	\$ 69,853	\$ 72,998
1	\$ 54,926	\$ 56,410	\$ 57,946	\$ 59,532	\$ 64,460	\$ 67,583	\$ 65,699	\$ 70,626	\$ 73,750
2	\$ 55,619	\$ 57,118	\$ 58,671	\$ 60,380	\$ 65,294	\$ 68,451	\$ 66,426	\$ 71,338	\$ 74,496
3	\$ 56,337	\$ 57,848	\$ 59,418	\$ 61,181	\$ 66,087	\$ 69,319	\$ 67,114	\$ 72,015	\$ 75,250
4	\$ 57,039	\$ 58,618	\$ 60,196	\$ 62,021	\$ 66,954	\$ 70,211	\$ 67,838	\$ 72,770	\$ 76,030
5	\$ 59,615	\$ 60,280	\$ 60,945	\$ 62,872	\$ 67,786	\$ 71,109	\$ 68,571	\$ 73,489	\$ 76,811
6	\$ 60,364	\$ 61,037	\$ 61,711	\$ 63,733	\$ 68,625	\$ 71,963	\$ 69,325	\$ 74,217	\$ 77,554
7	\$ 61,690	\$ 62,378	\$ 63,066	\$ 65,198	\$ 70,161	\$ 73,594	\$ 70,734	\$ 75,697	\$ 79,129
8	\$ 63,689	\$ 64,399	\$ 65,109	\$ 67,418	\$ 72,448	\$ 76,007	\$ 72,953	\$ 77,985	\$ 81,542
9	\$ 63,689	\$ 66,535	\$ 67,270	\$ 69,661	\$ 74,811	\$ 78,490	\$ 75,194	\$ 80,347	\$ 84,025
10	\$ 63,689	\$ 66,535	\$ 69,455	\$ 72,021	\$ 77,238	\$ 81,039	\$ 77,555	\$ 82,774	\$ 86,574
11	\$ 63,689	\$ 66,535	\$ 69,455	\$ 74,448	\$ 79,780	\$ 83,657	\$ 79,984	\$ 85,316	\$ 89,191
12	\$ 63,689	\$ 66,535	\$ 69,455	\$ 76,799	\$ 82,391	\$ 86,384	\$ 82,507	\$ 87,925	\$ 91,919
13	\$ 63,689	\$ 66,535	\$ 69,455	\$ 76,799	\$ 85,063	\$ 89,176	\$ 85,120	\$ 90,598	\$ 94,711
14	\$ 63,689	\$ 66,535	\$ 69,455	\$ 76,799	\$ 87,750	\$ 92,072	\$ 87,808	\$ 93,461	\$ 97,609
15	\$ 63,689	\$ 66,535	\$ 69,455	\$ 76,799	\$ 90,033	\$ 94,468	\$ 90,092	\$ 95,890	\$ 100,148
16 +	\$ 63,689	\$ 66,535	\$ 69,455	\$ 76,799	\$ 91,833	\$ 96,357	\$ 91,891	\$ 97,807	\$ 102,149

* Grandfathered Certs only, RCW 28A.150.410 (3)