

**Federal Way Public Schools**  
 Certificated Salary Schedule for 2024-25  
 Based on a 186 Day Calendar

Years of Service	Elements	BA	BA+45	BA+90	MA	**MA+45	MA+90] OR PhD
0	<b>Base Salary</b>	<b>62,904</b>	<b>65,734</b>	<b>68,693</b>	<b>71,785</b>	<b>75,013</b>	<b>78,389</b>
	10.67% Responsibility	6,712	7,014	7,330	7,659	8,004	8,364
	<b>Total</b>	<b>69,616</b>	<b>72,748</b>	<b>76,023</b>	<b>79,444</b>	<b>83,017</b>	<b>86,753</b>
1	<b>Base Salary</b>	<b>64,162</b>	<b>67,050</b>	<b>70,066</b>	<b>73,219</b>	<b>76,515</b>	<b>79,956</b>
	10.67% Responsibility	6,846	7,154	7,476	7,812	8,164	8,531
	<b>Total</b>	<b>71,008</b>	<b>74,204</b>	<b>77,542</b>	<b>81,031</b>	<b>84,679</b>	<b>88,487</b>
2	<b>Base Salary</b>	<b>65,445</b>	<b>68,390</b>	<b>71,468</b>	<b>74,682</b>	<b>78,045</b>	<b>81,555</b>
	10.67% Responsibility	6,983	7,297	7,626	7,969	8,327	8,702
	<b>Total</b>	<b>72,428</b>	<b>75,687</b>	<b>79,094</b>	<b>82,651</b>	<b>86,372</b>	<b>90,257</b>
3	<b>Base Salary</b>	<b>66,754</b>	<b>69,756</b>	<b>72,897</b>	<b>76,175</b>	<b>79,605</b>	<b>83,189</b>
	10.67% Responsibility	7,123	7,443	7,778	8,128	8,494	8,876
	<b>Total</b>	<b>73,877</b>	<b>77,199</b>	<b>80,675</b>	<b>84,303</b>	<b>88,099</b>	<b>92,065</b>
4	<b>Base Salary</b>	<b>68,089</b>	<b>71,152</b>	<b>74,357</b>	<b>77,700</b>	<b>81,198</b>	<b>84,851</b>
	10.67% Responsibility	7,265	7,592	7,934	8,291	8,664	9,054
	<b>Total</b>	<b>75,354</b>	<b>78,744</b>	<b>82,291</b>	<b>85,991</b>	<b>89,862</b>	<b>93,905</b>
5	<b>Base Salary</b>	<b>69,451</b>	<b>72,576</b>	<b>75,843</b>	<b>79,257</b>	<b>82,821</b>	<b>86,548</b>
	10.67% Responsibility	7,410	7,744	8,092	8,457	8,837	9,235
	<b>Total</b>	<b>76,861</b>	<b>80,320</b>	<b>83,935</b>	<b>87,714</b>	<b>91,658</b>	<b>95,783</b>
6	<b>Base Salary</b>	<b>70,838</b>	<b>74,027</b>	<b>77,359</b>	<b>80,840</b>	<b>84,479</b>	<b>88,280</b>
	10.67% Responsibility	7,558	7,899	8,254	8,626	9,014	9,419
	<b>Total</b>	<b>78,396</b>	<b>81,926</b>	<b>85,613</b>	<b>89,466</b>	<b>93,493</b>	<b>97,699</b>
7	<b>Base Salary</b>	<b>72,257</b>	<b>75,510</b>	<b>78,905</b>	<b>82,456</b>	<b>86,170</b>	<b>90,046</b>
	10.67% Responsibility	7,710	8,057	8,419	8,798	9,194	9,608
	<b>Total</b>	<b>79,967</b>	<b>83,567</b>	<b>87,324</b>	<b>91,254</b>	<b>95,364</b>	<b>99,654</b>
8	<b>Base Salary</b>	<b>73,701</b>	<b>77,018</b>	<b>80,484</b>	<b>84,104</b>	<b>87,891</b>	<b>91,846</b>
	10.67% Responsibility	7,864	8,218	8,588	8,974	9,378	9,800
	<b>Total</b>	<b>81,565</b>	<b>85,236</b>	<b>89,072</b>	<b>93,078</b>	<b>97,269</b>	<b>101,646</b>
9	<b>Base Salary</b>	<b>75,174</b>	<b>78,559</b>	<b>82,093</b>	<b>85,789</b>	<b>89,649</b>	<b>93,681</b>
	10.67% Responsibility	8,021	8,382	8,759	9,154	9,566	9,996
	<b>Total</b>	<b>83,195</b>	<b>86,941</b>	<b>90,852</b>	<b>94,943</b>	<b>99,215</b>	<b>103,677</b>
10	<b>Base Salary</b>	<b>78,183</b>	<b>81,702</b>	<b>85,379</b>	<b>89,220</b>	<b>93,235</b>	<b>97,431</b>
	10.67% Responsibility	8,342	8,718	9,110	9,520	9,948	10,396
	<b>Total</b>	<b>86,525</b>	<b>90,420</b>	<b>94,489</b>	<b>98,740</b>	<b>103,183</b>	<b>107,827</b>
11	<b>Base Salary</b>		<b>84,971</b>	<b>88,793</b>	<b>92,787</b>	<b>96,964</b>	<b>101,327</b>
	10.67% Responsibility		9,066	9,474	9,900	10,346	10,812
	<b>Total</b>		<b>94,037</b>	<b>98,267</b>	<b>102,687</b>	<b>107,310</b>	<b>112,139</b>
12	<b>Base Salary</b>		<b>88,369</b>	<b>92,345</b>	<b>96,499</b>	<b>100,843</b>	<b>105,380</b>
	10.67% Responsibility		9,429	9,853	10,296	10,760	11,244
	<b>Total</b>		<b>97,798</b>	<b>102,198</b>	<b>106,795</b>	<b>111,603</b>	<b>116,624</b>
13	<b>Base Salary</b>			<b>96,038</b>	<b>100,359</b>	<b>104,875</b>	<b>109,595</b>
	10.67% Responsibility			10,247	10,708	11,190	11,694
	<b>Total</b>			<b>106,285</b>	<b>111,067</b>	<b>116,065</b>	<b>121,289</b>
14	<b>Base Salary</b>			<b>99,881</b>	<b>104,375</b>	<b>109,072</b>	<b>113,980</b>
	10.67% Responsibility			10,657	11,137	11,638	12,162
	<b>Total</b>			<b>110,538</b>	<b>115,512</b>	<b>120,710</b>	<b>126,142</b>
15-19	<b>Base Salary</b>			<b>103,874</b>	<b>108,548</b>	<b>113,434</b>	<b>118,539</b>
	10.67% Responsibility			11,083	11,582	12,103	12,648
	<b>Total</b>			<b>114,957</b>	<b>120,130</b>	<b>125,537</b>	<b>131,187</b>
20-24	<b>Base Salary</b>			<b>103,874</b>	<b>108,548</b>	<b>113,434</b>	<b>118,539</b>
	10.67% Responsibility			11,083	11,582	12,103	12,648
	Longevity			2,150	2,150	2,150	2,150
	<b>Total</b>			<b>117,107</b>	<b>122,280</b>	<b>127,687</b>	<b>133,337</b>
25+	<b>Base Salary</b>			<b>103,874</b>	<b>108,548</b>	<b>113,434</b>	<b>118,539</b>
	10.67% Responsibility			11,083	11,582	12,103	12,648
	Longevity			4,300	4,300	4,300	4,300
	<b>Total</b>			<b>119,257</b>	<b>124,430</b>	<b>129,837</b>	<b>135,487</b>

*BA+15, BA+30 are consolidated within BA+0, and steps 9 and 10 are added  
 As indicated, above, longevity stipends are added at step 20 for employees with Bachelors Degree +90 credits and above  
 \*\*Employees who earned & reported BA+135 to the State prior to January 1, 1992 will be paid at the MA+45 level*