

Certificated	District	Beginning Salary 2024-25	Rank	Top Salary 2024-25	Rank	Negotiated Increase 2025-26 (Add to IPD)	Estimated 2025-26 IPD	Anticipated 2025-26 Beginning Salary	Anticipated 2025-26 Top Salary
Surrounding Districts	BETHEL	\$65,853	10	\$123,923	12	0.00%	2.60%	\$67,565	\$127,145
	CLOVER PARK	\$69,418	3	\$130,836	6	1.00%	2.60%	\$71,917	\$135,546
	* FEDERAL WAY	\$69,616	2	\$135,487	2	0.00%	2.60%	\$71,426	\$139,010
	FIFE	\$68,483	4	\$132,350	4	Bargaining in 2025	2.60%	\$70,264	\$135,791
	FRANKLIN PIERCE	\$67,643	6	\$124,492	11	Bargaining in 2025	2.60%	\$69,402	\$127,729
	PENINSULA	\$62,590	12	\$125,872	10	Bargaining in 2025	2.60%	\$64,217	\$129,145
	* PUYALLUP	\$68,013	5	\$133,414	3	0.00%	2.60%	\$69,781	\$136,883
	STEILACOOM	\$67,338	8	\$126,919	9	Bargaining in 2025	2.60%	\$69,089	\$130,219
	SUMNER-BONNEY LAKE	\$67,395	7	\$131,178	5	Bargaining in 2025	2.60%	\$69,147	\$134,589
	TACOMA	\$73,227	1	\$146,337	1	Bargaining in 2025	2.60%	\$75,131	\$150,142
	UNIVERSITY PLACE	\$67,320	9	\$127,060	8	0.00%	2.60%	\$69,070	\$130,364
	VASHON ISLAND	\$63,986	11	\$127,073	7	Bargaining in 2025	2.60%	\$65,650	\$130,377
Top 10 Districts	EVERGREEN	\$68,861	7	\$126,656	8	2.40%	2.60%	\$72,304	\$132,989
	* FEDERAL WAY	\$69,616	6	\$135,487	6	0.00%	2.60%	\$71,426	\$139,010
	KENT	\$70,886	5	\$138,371	5	0.00%	2.60%	\$72,729	\$141,969
	LAKE WASHINGTON	\$72,218	4	\$138,808	4	0.00%	2.60%	\$74,096	\$142,417
	NORTHSHORE	\$73,021	2	\$140,051	3	0.00%	2.60%	\$74,920	\$143,692
	* PUYALLUP	\$68,013	8	\$133,414	7	0.00%	2.60%	\$69,781	\$136,883
	SEATTLE	\$72,908	3	\$142,523	2	Bargaining in 2025	2.60%	\$74,804	\$146,229
	SPOKANE	\$58,272	10	\$117,120	9	Bargaining in 2025	2.60%	\$59,787	\$120,165
	TACOMA	\$73,227	1	\$146,337	1	Bargaining in 2025	2.60%	\$75,131	\$150,142
	VANCOUVER	\$63,867	9	\$106,470	10	0.00%	2.60%	\$65,528	\$109,238

*Both Top 10 & Surrounding

*District Uses CPI or COLA

2024-25 IPD	3.70%
2025-26 IPD (Projected)	2.60%