

BELLINGHAM PUBLIC SCHOOLS
CERTIFICATED INSTRUCTIONAL STAFF
BASE AND PROFESSIONAL RESONSIBILITY STIPEND (PRS)
BELLINGHAM EDUCATION ASSOCIATION (BEA)
2025-26

Years of Service	BA		BA+45		BA+90		MA		MA+45		MA+90	
0	\$72,327		\$75,222		\$78,188		\$80,796		\$84,028		\$87,388	
	BASE \$69,211	PRS \$3,116	BASE \$72,000	PRS \$3,222	BASE \$74,858	PRS \$3,330	BASE \$77,853	PRS \$2,943	BASE \$80,967	PRS \$3,061	BASE \$84,205	PRS \$3,183
1	\$74,124		\$77,068		\$81,208		\$82,815		\$86,127		\$89,571	
	BASE \$70,942	PRS \$3,182	BASE \$73,779	PRS \$3,289	BASE \$77,768	PRS \$3,440	BASE \$79,799	PRS \$3,016	BASE \$82,990	PRS \$3,137	BASE \$86,309	PRS \$3,262
2	\$75,965		\$78,983		\$82,121		\$84,886		\$88,280		\$91,811	
	BASE \$72,716	PRS \$3,249	BASE \$75,624	PRS \$3,359	BASE \$78,648	PRS \$3,473	BASE \$81,794	PRS \$3,092	BASE \$85,065	PRS \$3,215	BASE \$88,467	PRS \$3,344
3	\$77,350		\$80,444		\$83,661		\$87,008		\$90,487		\$94,106	
	BASE \$74,533	PRS \$2,817	BASE \$77,514	PRS \$2,930	BASE \$80,614	PRS \$3,047	BASE \$83,839	PRS \$3,169	BASE \$87,191	PRS \$3,296	BASE \$90,678	PRS \$3,428
4	\$79,285		\$82,455		\$85,752		\$89,182		\$92,749		\$96,458	
	BASE \$76,397	PRS \$2,888	BASE \$79,452	PRS \$3,003	BASE \$82,629	PRS \$3,123	BASE \$85,934	PRS \$3,248	BASE \$89,371	PRS \$3,378	BASE \$92,945	PRS \$3,513
5	\$81,267		\$84,516		\$87,895		\$91,413		\$95,068		\$98,870	
	BASE \$78,307	PRS \$2,960	BASE \$81,438	PRS \$3,078	BASE \$84,694	PRS \$3,201	BASE \$88,083	PRS \$3,330	BASE \$91,605	PRS \$3,463	BASE \$95,269	PRS \$3,601
6	\$83,298		\$86,630		\$90,092		\$93,697		\$97,445		\$101,342	
	BASE \$80,264	PRS \$3,034	BASE \$83,475	PRS \$3,155	BASE \$86,811	PRS \$3,281	BASE \$90,284	PRS \$3,413	BASE \$93,896	PRS \$3,549	BASE \$97,651	PRS \$3,691
7	\$85,380		\$88,796		\$92,346		\$96,040		\$99,881		\$103,877	
	BASE \$82,270	PRS \$3,110	BASE \$85,562	PRS \$3,234	BASE \$88,982	PRS \$3,364	BASE \$92,542	PRS \$3,498	BASE \$96,243	PRS \$3,638	BASE \$100,093	PRS \$3,784
8	\$87,515		\$91,016		\$94,654		\$98,441		\$102,377		\$106,472	
	BASE \$84,327	PRS \$3,188	BASE \$87,701	PRS \$3,315	BASE \$91,206	PRS \$3,448	BASE \$94,855	PRS \$3,586	BASE \$98,648	PRS \$3,729	BASE \$102,594	PRS \$3,878
9	\$89,702		\$93,293		\$97,020		\$100,901		\$104,938		\$109,134	
	BASE \$86,435	PRS \$3,267	BASE \$89,895	PRS \$3,398	BASE \$93,486	PRS \$3,534	BASE \$97,226	PRS \$3,675	BASE \$101,116	PRS \$3,822	BASE \$105,159	PRS \$3,975
10	\$92,393		\$96,091		\$99,931		\$103,928		\$108,085		\$112,408	
	BASE \$89,028	PRS \$3,365	BASE \$92,591	PRS \$3,500	BASE \$96,291	PRS \$3,640	BASE \$100,143	PRS \$3,785	BASE \$104,148	PRS \$3,937	BASE \$108,314	PRS \$4,094
11	\$98,973		\$102,927		\$107,046		\$111,328		\$115,781		\$119,255	
			BASE \$95,368	PRS \$3,605	BASE \$99,178	PRS \$3,749	BASE \$103,147	PRS \$3,899	BASE \$107,273	PRS \$4,055	BASE \$111,564	PRS \$4,217
12	\$101,941		\$106,015		\$110,259		\$114,668		\$119,255		\$123,832	
			BASE \$98,228	PRS \$3,713	BASE \$102,154	PRS \$3,861	BASE \$106,243	PRS \$4,016	BASE \$110,491	PRS \$4,177	BASE \$114,911	PRS \$4,344
13	\$109,196		\$113,566		\$118,108		\$122,832		\$127,713		\$132,731	
					BASE \$105,219	PRS \$3,977	BASE \$109,430	PRS \$4,136	BASE \$113,806	PRS \$4,302	BASE \$118,358	PRS \$4,474
14	\$113,018		\$117,541		\$122,242		\$127,133		\$132,173		\$137,358	
					BASE \$108,902	PRS \$4,116	BASE \$113,260	PRS \$4,281	BASE \$117,790	PRS \$4,452	BASE \$122,500	PRS \$4,631
15	\$117,539		\$122,242		\$127,133		\$132,173		\$137,358		\$142,731	
					BASE \$113,258	PRS \$4,281	BASE \$117,790	PRS \$4,452	BASE \$122,502	PRS \$4,631	BASE \$128,626	PRS \$4,862
More Than 15												
	\$142,433										BASE \$137,245	PRS \$5,188
*Step 17	\$93,277		\$102,917		\$118,663		\$123,412		\$128,349		\$143,795	
	BASE \$89,880	PRS \$3,397	BASE \$99,168	PRS \$3,749	BASE \$114,341	PRS \$4,322	BASE \$118,917	PRS \$4,495	BASE \$123,674	PRS \$4,675	BASE \$138,558	PRS \$5,237

*Step 17 eligibility is as follows: for employees whose combined years of service credit and age as of 8/31/26 = 90 or higher. E.g. 29 years' service credit at age 61.

Certificated Substitute Teachers:
Half Day: \$93.79
Full Day: \$187.58