Federal Way Public Schools

FWEA - Certificated Salary Schedule

2025-26

Based on a 186 Day Calendar

Years of Service	Elements	BA	BA+45	BA+90	MA	MA+45	MA+90 OR PhD
0	**Base Salary**	**$64,477**	**$67,377**	**$70,410**	**$73,580**	**$76,888**	**$80,349**
	10.67% Responsibility	$6,880	$7,189	$7,513	$7,851	$8,204	$8,573
	Total	**$71,357**	**$74,566**	**$77,923**	**$81,431**	**$85,092**	**$88,922**
1	**Base Salary**	**$65,765**	**$68,726**	**$71,818**	**$75,049**	**$78,428**	**$81,955**
	10.67% Responsibility	$7,017	$7,333	$7,663	$8,008	$8,368	$8,745
	Total	**$72,782**	**$76,059**	**$79,481**	**$83,057**	**$86,796**	**$90,700**
2	**Base Salary**	**$67,081**	**$70,100**	**$73,255**	**$76,549**	**$79,996**	**$83,594**
	10.67% Responsibility	$7,158	$7,480	$7,816	$8,168	$8,536	$8,919
	Total	**$74,239**	**$77,580**	**$81,071**	**$84,717**	**$88,532**	**$92,513**
3	**Base Salary**	**$68,423**	**$71,500**	**$74,719**	**$78,080**	**$81,595**	**$85,269**
	10.67% Responsibility	$7,301	$7,629	$7,973	$8,331	$8,706	$9,098
	Total	**$75,724**	**$79,129**	**$82,692**	**$86,411**	**$90,301**	**$94,367**
4	**Base Salary**	**$69,791**	**$72,931**	**$76,216**	**$79,643**	**$83,228**	**$86,973**
	10.67% Responsibility	$7,447	$7,782	$8,132	$8,498	$8,880	$9,280
	Total	**$77,238**	**$80,713**	**$84,348**	**$88,141**	**$92,108**	**$96,253**
5	**Base Salary**	**$71,187**	**$74,391**	**$77,739**	**$81,239**	**$84,891**	**$88,712**
	10.67% Responsibility	$7,596	$7,938	$8,295	$8,668	$9,058	$9,466
	Total	**$78,783**	**$82,329**	**$86,034**	**$89,907**	**$93,949**	**$98,178**
6	**Base Salary**	**$72,609**	**$75,878**	**$79,294**	**$82,861**	**$86,591**	**$90,487**
	10.67% Responsibility	$7,747	$8,096	$8,461	$8,841	$9,239	$9,655
	Total	**$80,356**	**$83,974**	**$87,755**	**$91,702**	**$95,830**	**$100,142**
7	**Base Salary**	**$74,063**	**$77,398**	**$80,878**	**$84,517**	**$88,324**	**$92,297**
	10.67% Responsibility	$7,903	$8,258	$8,630	$9,018	$9,424	$9,848
	Total	**$81,966**	**$85,656**	**$89,508**	**$93,535**	**$97,748**	**$102,145**
8	**Base Salary**	**$75,544**	**$78,944**	**$82,496**	**$86,207**	**$90,088**	**$94,142**
	10.67% Responsibility	$8,061	$8,423	$8,802	$9,198	$9,612	$10,045
	Total	**$83,605**	**$87,367**	**$91,298**	**$95,405**	**$99,700**	**$104,187**
9	**Base Salary**	**$77,054**	**$80,524**	**$84,145**	**$87,935**	**$91,890**	**$96,023**
	10.67% Responsibility	$8,222	$8,592	$8,978	$9,383	$9,805	$10,246
	Total	**$85,276**	**$89,116**	**$93,123**	**$97,318**	**$101,695**	**$106,269**
10	**Base Salary**	**$80,138**	**$83,744**	**$87,514**	**$91,451**	**$95,566**	**$99,867**
	10.67% Responsibility	$8,551	$8,935	$9,338	$9,758	$10,197	$10,656
	Total	**$88,689**	**$92,679**	**$96,852**	**$101,209**	**$105,763**	**$110,523**
11	**Base Salary**		**$87,096**	**$91,013**	**$95,107**	**$99,388**	**$103,859**
	10.67% Responsibility		$9,293	$9,711	$10,148	$10,605	$11,082
	Total		**$96,389**	**$100,724**	**$105,255**	**$109,993**	**$114,941**
12	**Base Salary**		**$90,578**	**$94,653**	**$98,912**	**$103,364**	**$108,015**
	10.67% Responsibility		$9,665	$10,099	$10,554	$11,029	$11,525
	Total		**$100,243**	**$104,752**	**$109,466**	**$114,393**	**$119,540**
13	**Base Salary**			**$98,439**	**$102,868**	**$107,497**	**$112,336**
	10.67% Responsibility			$10,503	$10,976	$11,470	$11,986
	Total			**$108,942**	**$113,844**	**$118,967**	**$124,322**
14	**Base Salary**			**$102,378**	**$106,984**	**$111,799**	**$116,830**
	10.67% Responsibility			$10,924	$11,415	$11,929	$12,466
	Total			**$113,302**	**$118,399**	**$123,728**	**$129,296**
15-19	**Base Salary**			**$106,471**	**$111,261**	**$116,270**	**$121,502**
	10.67% Responsibility			$11,360	$11,872	$12,406	$12,964
	Total			**$117,831**	**$123,133**	**$128,676**	**$134,466**
20-24	**Base Salary**			**$106,471**	**$111,261**	**$116,270**	**$121,502**
	10.67% Responsibility			$11,360	$11,872	$12,406	$12,964
	Longevity			$2,150	$2,150	$2,150	$2,150
	Total			**$119,981**	**$125,283**	**$130,826**	**$136,616**
25+	**Base Salary**			**$106,471**	**$111,261**	**$116,270**	**$121,502**
	10.67% Responsibility			$11,360	$11,872	$12,406	$12,964
	Longevity			$4,300	$4,300	$4,300	$4,300
	Total			**$122,131**	**$127,433**	**$132,976**	**$138,766**

As reflected above, longevity stipends are added starting at Year 20 for employees on the BA+90 column and beyond