

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL  
TABLE 1: ANNUALIZED AVERAGE BASE SALARIES AND PER CAPITA INCOME**

SCHOOL YEAR	ANNUALIZED AVERAGE BASE SALARY		WASHINGTON AVERAGE PER CAPITA INCOME	AVERAGE BASE SALARY AS A % OF AVERAGE INCOME		ADJUSTED TO CONSTANT 2008-09 DOLLARS			
	ALL CERTIFICATED	ALL CLASSIFIED		ALL CERTIFICATED	ALL CLASSIFIED	SCHOOL YEAR CPI-U	ALL CERTIFICATED	ALL CLASSIFIED	PER CAPITA INCOME
1959-60	\$ 5,652	A,C,D	\$ 2,345	241%	0.298	\$ 40,677		\$ 16,877	
1960-61	\$ 5,745	A,C,D	\$ 2,424	237%	0.299	\$ 41,254		\$ 17,406	
1961-62	\$ 6,147	A,C,D	\$ 2,572	239%	0.302	\$ 43,701		\$ 18,285	
1962-63	\$ 6,424	A,C,D	\$ 2,629	244%	0.305	\$ 45,172		\$ 18,486	
1963-64	\$ 6,566	B,C,D	\$ 2,736	240%	0.309	\$ 45,622		\$ 19,010	
1964-65	\$ 6,865	B,C,D	\$ 2,910	236%	0.313	\$ 46,989		\$ 19,918	
1965-66	\$ 7,174	C,D	\$ 3,219	223%	0.322	\$ 47,832		\$ 21,462	
1966-67	\$ 7,673	C,D	\$ 3,396	226%	0.331	\$ 49,716		\$ 22,004	
1967-68	\$ 8,377	C,D	\$ 3,658	229%	0.343	\$ 52,328		\$ 22,850	
1968-69	\$ 8,815	B,C,D	\$ 5,814	C	0.361	\$ 52,417	\$ 34,572	\$ 23,988	
1969-70	\$ 9,728	B,C	\$ 6,411	C	0.381	\$ 54,759	\$ 36,088	\$ 23,445	
1970-71	\$ 10,419	B,C	\$ 6,867	C	0.399	\$ 55,956	\$ 36,880	\$ 23,308	
1971-72	\$ 10,708		\$ 6,918	B	0.414	\$ 55,516	\$ 35,867	\$ 24,310	
1972-73	\$ 11,289		\$ 7,329	B,E	0.435	\$ 55,615	\$ 36,106	\$ 25,928	
1973-74	\$ 12,025		\$ 8,004	B	0.477	\$ 54,104	\$ 36,012	\$ 26,280	
1974-75	\$ 13,049		\$ 8,678	B	0.523	\$ 53,510	\$ 35,586	\$ 26,355	
1975-76	\$ 14,481		\$ 9,401	B	0.559	\$ 55,591	\$ 36,090	\$ 27,118	
1976-77	\$ 15,801		\$ 10,225		0.594	\$ 57,082	\$ 36,939	\$ 27,918	
1977-78	\$ 17,032		\$ 10,952		0.637	\$ 57,374	\$ 36,893	\$ 29,687	
1978-79	\$ 18,336		\$ 11,807		0.701	\$ 56,071	\$ 36,106	\$ 30,091	
1979-80	\$ 19,877		\$ 12,732		0.791	\$ 53,871	\$ 34,506	\$ 29,067	
1980-81	\$ 22,430		\$ 14,040		0.881	\$ 54,623	\$ 34,191	\$ 28,322	
1981-82	\$ 24,158		\$ 15,233		0.946	\$ 54,749	\$ 34,522	\$ 27,250	
1982-83	\$ 24,681		\$ 15,440		0.986	\$ 53,702	\$ 33,595	\$ 27,601	
1983-84	\$ 25,667		\$ 16,249		1.025	\$ 53,722	\$ 34,010	\$ 28,145	
1984-85	\$ 26,806		\$ 17,099		1.064	\$ 54,049	\$ 34,477	\$ 28,422	
1985-86	\$ 27,562		\$ 17,505		1.090	\$ 54,231	\$ 34,443	\$ 29,286	
1986-87	\$ 28,673	B	\$ 18,038	B	1.123	\$ 54,759	\$ 34,448	\$ 29,731	
1987-88	\$ 29,683	B	\$ 18,732	B	1.167	\$ 54,535	\$ 34,415	\$ 30,057	
1988-89	\$ 30,756	B	\$ 19,577	B	1.220	\$ 54,052	\$ 34,405	\$ 30,857	
1989-90	\$ 32,085	B	\$ 20,518	B	1.284	\$ 53,578	\$ 34,262	\$ 32,063	
1990-91	\$ 34,826	B	\$ 21,560	B	1.344	\$ 55,587	\$ 34,413	\$ 32,023	
1991-92	\$ 36,665		\$ 22,715		1.389	\$ 56,599	\$ 35,064	\$ 33,021	
1992-93	\$ 37,698		\$ 23,562		1.431	\$ 56,499	\$ 35,313	\$ 32,889	
1993-94	\$ 37,777		\$ 23,837		1.470	\$ 55,128	\$ 34,785	\$ 32,894	
1994-95	\$ 38,100		\$ 24,042		1.510	\$ 54,114	\$ 34,147	\$ 33,445	
1995-96	\$ 39,900	F	\$ 25,092		1.554	\$ 55,066	\$ 34,629	\$ 34,311	
1996-97	\$ 39,868	F	\$ 25,314		1.593	\$ 53,675	\$ 34,080	\$ 35,499	
1997-98	\$ 40,914	F	\$ 26,332		1.622	\$ 54,109	\$ 34,824	\$ 37,336	
1998-99	\$ 40,900	F	\$ 26,662		1.654	\$ 53,033	\$ 34,571	\$ 38,607	
1999-2000	\$ 43,359	F	\$ 27,735		1.703	\$ 54,594	\$ 34,921	\$ 39,925	
2000-01	\$ 44,588	F	\$ 28,896		1.754	\$ 54,519	\$ 35,332	\$ 39,433	
2001-02	\$ 46,053	F	\$ 30,122		1.789	\$ 55,199	\$ 36,104	\$ 39,034	
2002-03	\$ 47,677	F	\$ 31,512		1.826	\$ 55,987	\$ 37,005	\$ 38,912	
2003-04	\$ 48,141	F	\$ 31,828		1.873	\$ 55,134	\$ 36,451	\$ 40,333	
2004-05	\$ 48,481	F	\$ 32,513		1.932	\$ 53,827	\$ 36,098	\$ 39,920	
2005-06	\$ 49,198	F	\$ 33,350		1.995	\$ 52,889	\$ 35,852	\$ 41,165	
2006-07	\$ 50,900	F	\$ 34,735		2.054	\$ 53,147	\$ 36,269	\$ 42,518	
2007-08	\$ 53,103	F	\$ 36,316		2.126	\$ 53,578	\$ 36,641	\$ 42,043	
2008-09	\$ 55,902	F	\$ 38,395		2.145	\$ 55,902	\$ 38,395	\$ 40,856	

**SALARY NOTES:**

- A. Includes community colleges.
- B. Includes vocational-technical institutes.
- C. Excludes state institutions.
- D. Includes supplemental contract salaries.
- E. Revised reporting system established; more accurate, detailed, and consistent reporting.
- F. Includes contractor staff.

**ABBREVIATIONS:**

CPI-U = Consumer Price Index - Urban U.S.

**PER CAPITA INCOME NOTE:**

Per capita income is influenced by the increase in two-income families.

**SOURCES:**

- Certificated and Classified Staff Data:  
 1959-91 from "Organization and Financing of the Washington Public School System," OSPI, 1992, Figure 18.  
 Per Capita Income (Calendar Year Basis):  
 1960-64 from "Washington State Data Book 1985," OFM.  
 1965-69 from "State of Washington Data Book 1989," OFM.  
 1970-88 from "Washington State 1991 Data Book," OFM.  
 1988-89 from "Economic and Revenue Forecast," November 1992 rev.  
 1990-91 from "Economic and Revenue Forecast," November 1995 rev.  
 1992-93 from "Economic and Revenue Forecast," November 1996 rev.  
 1994 from "Economic and Revenue Forecast," November 1998 rev.  
 1995 from "Economic and Revenue Forecast," November 1999 rev.  
 1996-97 from "Economic and Revenue Forecast," November 2001 rev.  
 1998-99 from "Economic and Revenue Forecast," November 2002 rev.  
 2000-01 from "Economic and Revenue Forecast," September 2005 rev.  
 2002 from "Economic and Revenue Forecast," November 2006 rev.  
 2003 from "Economic and Revenue Forecast," September 2007 rev.  
 2004-05 from "Economic and Revenue Forecast," November 2008 rev.  
 2006-09 from "Economic and Revenue Forecast," September 2009 rev.  
 U.S. CPI-U Calendar Year Basis (1982-84 = 100):  
 1960 from "CPI Detailed Report July 1988," U.S. Dept. of Labor.  
 1961-1968 from "Economic and Revenue Forecast," February 2000 rev.  
 1969-2009 from "Economic and Revenue Forecast," September 2009 rev.  
 Calendar Year CPI-U Adjusted to School Year Basis.

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL  
TABLE 2: FULL-TIME EQUIVALENTS AND ANNUALIZED AVERAGE BASE SALARIES**

SCHOOL YEAR	CERTIFICATED STAFF								CLASSIFIED STAFF			
	ADMINISTRATION				INSTRUCTIONAL				TOTAL		TOTAL	
	CENTRAL		UNIT		TEACHERS		ESA's		FTE	SALARY	FTE	SALARY
	FTE	SALARY	FTE	SALARY	FTE*	SALARY	FTE**	SALARY				
1959-60						\$ 5,340				\$ 5,652		
1960-61						\$ 5,510				\$ 5,745		
1961-62						\$ 5,927				\$ 6,147		
1962-63						\$ 6,191				\$ 6,424		
1963-64						\$ 6,319				\$ 6,566		
1964-65						\$ 6,606				\$ 6,865		
1965-66						\$ 6,903				\$ 7,174		
1966-67						\$ 7,341				\$ 7,673		
1967-68						\$ 7,968				\$ 8,377		
1968-69						\$ 8,541			38,706.0	\$ 8,815	15,367.2	\$ 5,814
1969-70						\$ 9,241			40,461.9	\$ 9,728	16,588.0	\$ 6,411
1970-71						\$ 9,900			40,411.8	\$ 10,419	17,405.2	\$ 6,867
1971-72	1,589.0		1,846.0		33,600.0	\$ 10,175	3,019.0		40,053.8	\$ 10,708	17,657.7	\$ 6,918
1972-73	1,180.0		2,310.0		32,725.0	\$ 10,716	3,895.0		40,109.6	\$ 11,289	17,520.7	\$ 7,329
1973-74	1,191.4	\$ 19,540	2,418.9	\$ 17,368	32,651.1	\$ 11,295	4,532.3	\$ 12,454	40,793.7	\$ 12,025	17,759.6	\$ 8,004
1974-75	1,211.8	\$ 20,981	2,413.1	\$ 18,893	33,555.8	\$ 12,264	4,044.0	\$ 13,698	41,224.7	\$ 13,049	19,025.7	\$ 8,678
1975-76	1,080.8	\$ 23,213	2,336.9	\$ 20,850	33,688.9	\$ 13,666	3,486.9	\$ 15,386	40,593.4	\$ 14,481	18,894.1	\$ 9,401
1976-77	1,052.9	\$ 25,272	2,239.6	\$ 23,035	33,640.6	\$ 14,921	3,427.6	\$ 16,798	40,360.6	\$ 15,801	18,692.5	\$ 10,225
1977-78	1,059.4	\$ 27,187	2,204.4	\$ 25,013	34,596.2	\$ 16,114	3,296.9	\$ 18,098	41,157.0	\$ 17,032	19,591.8	\$ 10,952
1978-79	1,072.0	\$ 29,333	2,271.8	\$ 26,842	34,895.5	\$ 17,357	3,398.2	\$ 19,229	41,637.5	\$ 18,336	20,147.5	\$ 11,807
1979-80	1,112.9	\$ 31,774	2,275.1	\$ 29,166	35,499.3	\$ 18,820	3,518.8	\$ 20,773	42,406.1	\$ 19,877	21,013.2	\$ 12,732
1980-81	1,136.5	\$ 35,307	2,304.2	\$ 32,721	35,599.7	\$ 21,267	3,677.9	\$ 23,255	42,719.0	\$ 22,430	21,402.3	\$ 14,040
1981-82	1,003.0	\$ 38,252	2,246.7	\$ 35,193	35,004.2	\$ 22,954	3,605.9	\$ 25,045	41,859.7	\$ 24,158	19,520.1	\$ 15,233
1982-83	909.3	\$ 39,311	2,190.0	\$ 35,746	34,117.0	\$ 23,485	3,470.3	\$ 25,622	40,686.0	\$ 24,681	18,962.8	\$ 15,440
1983-84	940.7	\$ 41,409	2,191.5	\$ 37,350	34,889.5	\$ 24,420	3,596.5	\$ 26,506	41,634.0	\$ 25,667	19,690.0	\$ 16,249
1984-85	967.6	\$ 43,395	2,276.9	\$ 38,902	35,727.1	\$ 25,505	3,736.8	\$ 27,728	42,735.0	\$ 26,806	20,465.0	\$ 17,099
1985-86	992.2	\$ 44,697	2,255.5	\$ 40,349	36,199.5	\$ 26,210	3,822.7	\$ 28,377	43,292.0	\$ 27,562	20,959.0	\$ 17,505
1986-87	1,007.8	\$ 46,883	2,186.0	\$ 42,354	37,126.9	\$ 27,285	3,995.3	\$ 29,503	44,321.0	\$ 28,673	21,590.0	\$ 18,038
1987-88	995.9	\$ 49,579	2,224.2	\$ 44,572	37,948.5	\$ 28,217	4,060.9	\$ 30,343	45,236.4	\$ 29,683	22,430.0	\$ 18,732
1988-89	1,022.0	\$ 52,049	2,266.0	\$ 46,720	38,818.0	\$ 29,199	4,193.0	\$ 31,331	46,338.0	\$ 30,756	23,489.0	\$ 19,577
1989-90	1,047.0	\$ 54,772	2,251.0	\$ 49,563	40,337.0	\$ 30,457	4,419.0	\$ 32,618	48,111.0	\$ 32,085	24,283.0	\$ 20,518
1990-91	1,055.6	\$ 59,220	2,334.1	\$ 53,376	41,918.6	\$ 33,079	4,627.0	\$ 35,674	49,996.9	\$ 34,826	25,791.0	\$ 21,560
1991-92	1,058.0	\$ 63,128	2,316.7	\$ 56,755	42,923.9	\$ 34,824	4,839.1	\$ 37,544	51,209.2	\$ 36,665	26,681.4	\$ 22,715
1992-93	1,046.5	\$ 65,585	2,397.1	\$ 59,293	44,328.9	\$ 35,761	5,035.2	\$ 38,598	52,955.4	\$ 37,698	28,249.9	\$ 23,562
1993-94	1,022.2	\$ 65,998	2,420.4	\$ 59,660	45,456.2	\$ 35,863	5,293.2	\$ 38,695	54,343.4	\$ 37,777	29,399.4	\$ 23,837
1994-95	1,032.9	\$ 66,811	2,462.2	\$ 60,360	46,346.5	\$ 36,149	5,547.2	\$ 39,058	55,563.3	\$ 38,100	30,485.6	\$ 24,042
1995-96	1,008.1	\$ 70,400	2,492.3	\$ 63,805	46,899.9	\$ 37,851	5,599.6	\$ 40,820	56,171.4	\$ 39,900	30,712.8	\$ 25,092
1996-97	1,017.1	\$ 71,378	2,561.9	\$ 64,276	48,212.6	\$ 37,812	5,695.7	\$ 40,649	57,673.0	\$ 39,868	31,757.4	\$ 25,314
1997-98	1,051.0	\$ 73,636	2,596.5	\$ 66,598	49,015.0	\$ 38,761	5,822.6	\$ 41,573	58,658.7	\$ 40,914	32,678.4	\$ 26,332
1998-99	1,059.3	\$ 74,495	2,621.4	\$ 67,314	49,597.6	\$ 38,693	6,009.3	\$ 41,600	59,457.9	\$ 40,900	33,118.7	\$ 26,662
1999-2000	1,075.8	\$ 78,183	2,658.2	\$ 70,892	50,238.6	\$ 41,047	6,346.7	\$ 44,132	60,488.0	\$ 43,359	34,195.9	\$ 27,735
2000-01	1,088.5	\$ 81,494	2,673.2	\$ 73,864	50,855.1	\$ 42,143	6,341.9	\$ 45,427	61,138.8	\$ 44,588	34,765.3	\$ 28,896
2001-02	1,142.6	\$ 84,703	2,713.3	\$ 77,238	52,566.7	\$ 43,470	6,592.9	\$ 47,030	63,204.2	\$ 46,053	35,638.5	\$ 30,122
2002-03	1,168.7	\$ 88,245	2,741.6	\$ 80,318	53,100.1	\$ 44,961	6,710.0	\$ 48,614	63,912.3	\$ 47,677	36,157.3	\$ 31,512
2003-04	1,146.6	\$ 89,363	2,751.0	\$ 80,957	52,892.4	\$ 45,437	6,747.2	\$ 48,848	63,721.8	\$ 48,141	36,041.7	\$ 31,828
2004-05	1,126.0	\$ 91,145	2,799.4	\$ 81,880	53,253.8	\$ 45,722	6,911.9	\$ 49,135	64,273.5	\$ 48,481	36,602.0	\$ 32,513
2005-06	1,161.6	\$ 93,343	2,837.0	\$ 83,976	53,633.4	\$ 46,317	7,015.8	\$ 49,700	64,816.5	\$ 49,198	36,748.5	\$ 33,350
2006-07	1,171.2	\$ 97,440	2,804.0	\$ 88,228	53,956.6	\$ 47,880	7,151.2	\$ 51,272	65,262.1	\$ 50,900	36,882.5	\$ 34,735
2007-08	1,192.0	\$ 102,006	2,844.9	\$ 92,320	54,181.1	\$ 49,887	7,311.9	\$ 53,568	65,702.2	\$ 53,103	37,306.8	\$ 36,316
2008-09	1,158.5	\$ 106,892	2,876.9	\$ 96,959	54,657.7	\$ 52,568	7,384.7	\$ 56,397	66,221.2	\$ 55,902	37,553.2	\$ 38,395

\* Beginning in 1995-96, total includes staff reported with duty code 630.

\*\* Beginning in 1995-96, total includes staff reported with duty code 640.

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL  
TABLE 3: KEY DATA FOR ALL PROGRAMS AND FOR BASIC EDUCATION PROGRAMS**

<b>ALL PROGRAMS</b>	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-2000	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
<b>All Certificated</b>																
FTE staff	54,343.0	55,563.0	56,171.0	57,673.0	58,658.7	59,457.9	60,488.0	61,138.8	63,204.2	63,912.3	63,721.8	64,273.5	64,816.5	65,262.1	65,702.2	66,221.2
Annualized avg base salary	\$ 37,777	\$ 38,100	\$ 39,900	\$ 39,868	\$ 40,914	\$ 40,900	\$ 43,359	\$ 44,588	\$ 46,053	\$ 47,677	\$ 48,141	\$ 48,481	\$ 49,198	\$ 50,900	\$ 53,103	\$ 55,902
Avg. LEAP 1A mix	1.695	1.701	1.713	1.711	1.710	1.707	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.616	1.612	1.604	1.610	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.577	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.540	1.541	1.541	1.541	1.541	
Derived base	\$ 22,292	\$ 22,395	\$ 23,295	\$ 23,297	\$ 23,923	\$ 23,955	\$ 26,827	\$ 27,668	\$ 28,715	\$ 29,609	\$ 30,523	\$ 31,489	\$ 31,928	\$ 33,028	\$ 34,452	\$ 36,119
<b>Administrative Certs</b>																
FTE staff	3,443.0	3,495.0	3,500.0	3,579.0	3,647.5	3,680.8	3,733.9	3,761.7	3,855.9	3,910.3	3,897.6	3,925.4	3,998.6	3,975.2	4,036.9	4,035.4
Annualized avg base salary	\$ 61,542	\$ 62,267	\$ 65,705	\$ 66,294	\$ 68,626	\$ 69,381	\$ 72,993	\$ 76,072	\$ 79,450	\$ 82,687	\$ 83,430	\$ 84,538	\$ 86,697	\$ 90,942	\$ 95,180	\$ 99,811
Avg. LEAP 1A mix	1.953	1.956	1.958	1.958	1.951	1.950	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.841	1.830	1.814	1.816	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.768	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.710	1.710	1.706	1.697	1.694	1.708
Derived base	\$ 31,507	\$ 31,832	\$ 33,560	\$ 33,858	\$ 35,177	\$ 35,587	\$ 39,649	\$ 41,577	\$ 43,801	\$ 45,535	\$ 47,177	\$ 49,437	\$ 50,804	\$ 53,584	\$ 56,189	\$ 58,440
<b>Instructional Certs</b>																
FTE staff	50,749.0	51,894.0	52,499.0	53,908.3	54,837.6	55,606.9	56,585.3	57,197.0	59,159.7	59,810.1	59,639.7	60,165.7	60,649.2	61,107.8	61,493.0	62,042.4
Annualized avg base salary	\$ 36,158	\$ 36,460	\$ 38,168	\$ 38,112	\$ 39,059	\$ 39,007	\$ 41,393	\$ 42,507	\$ 43,866	\$ 45,371	\$ 45,823	\$ 46,114	\$ 46,708	\$ 48,277	\$ 50,325	\$ 53,024
Avg. LEAP 1A mix	1.677	1.684	1.696	1.695	1.694	1.691	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.601	1.597	1.590	1.596	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.564	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.528	1.530	1.531	1.531	1.531	
Derived base	\$ 21,564	\$ 21,655	\$ 22,503	\$ 22,490	\$ 23,057	\$ 23,064	\$ 25,852	\$ 26,618	\$ 27,591	\$ 28,420	\$ 29,289	\$ 30,175	\$ 30,535	\$ 31,539	\$ 32,869	\$ 34,499
Avg. supplemental	\$ 2,937	\$ 2,557	\$ 2,614	\$ 2,741	\$ 3,090	\$ 3,072	\$ 3,237	\$ 3,529	\$ 3,671	\$ 4,191	\$ 4,593	\$ 4,913	\$ 5,401	\$ 5,876	\$ 6,626	\$ 7,734
<b>All Classified</b>																
FTE staff	29,399.0	30,486.0	30,712.8	31,757.4	32,678.4	33,118.7	34,195.9	34,765.3	35,638.5	36,157.3	36,041.7	36,602.0	36,748.5	36,882.5	37,306.8	37,553.2
Annualized avg base salary	\$ 23,837	\$ 24,042	\$ 25,092	\$ 25,314	\$ 26,332	\$ 26,662	\$ 27,735	\$ 28,896	\$ 30,122	\$ 31,512	\$ 31,828	\$ 32,513	\$ 33,350	\$ 34,735	\$ 36,316	\$ 38,395
<b>BASIC EDUCATION PROGRAMS*</b>																
<b>All Certificated</b>																
FTE staff	45,874.0	46,830.0	48,787.5	50,057.0	50,645.6	51,025.6	51,459.7	51,218.5	51,763.6	51,656.0	51,387.1	51,240.2	51,279.9	51,248.0	49,711.1	50,091.9
Annualized avg base salary	\$ 38,040	\$ 38,362	\$ 40,132	\$ 40,126	\$ 41,189	\$ 41,153	\$ 43,653	\$ 45,030	\$ 46,732	\$ 48,212	\$ 48,579	\$ 48,897	\$ 49,630	\$ 51,296	\$ 53,632	\$ 56,449
Avg. LEAP 1A mix	1.702	1.708	1.719	1.718	1.717	1.713	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.622	1.622	1.620	1.620	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.583	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.544	1.544	1.544	1.542	1.542	
Derived base	\$ 22,353	\$ 22,458	\$ 23,344	\$ 23,352	\$ 23,986	\$ 24,025	\$ 26,911	\$ 27,768	\$ 28,839	\$ 29,756	\$ 30,683	\$ 31,671	\$ 32,140	\$ 33,259	\$ 34,770	\$ 36,450
<b>Administrative Certs</b>																
FTE staff	3,125.0	3,186.0	3,208.3	3,277.6	3,336.8	3,368.4	3,409.6	3,414.7	3,467.5	3,493.9	3,504.8	3,531.6	3,594.4	3,557.9	3,613.1	3,617.0
Annualized avg base salary	\$ 61,887	\$ 62,576	\$ 66,040	\$ 66,639	\$ 68,951	\$ 69,732	\$ 73,383	\$ 76,546	\$ 80,038	\$ 83,394	\$ 84,016	\$ 85,001	\$ 87,229	\$ 91,432	\$ 95,740	\$ 100,510
Avg. LEAP 1A mix	1.954	1.956	1.957	1.958	1.949	1.948	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.839	1.827	1.811	1.815	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.766	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.707	1.703	1.693	1.690	1.706	
Derived base	\$ 31,670	\$ 31,993	\$ 33,749	\$ 34,036	\$ 35,375	\$ 35,795	\$ 39,909	\$ 41,891	\$ 44,186	\$ 45,951	\$ 47,580	\$ 49,809	\$ 51,229	\$ 54,001	\$ 56,645	\$ 58,926
<b>Instructional Certs</b>																
FTE staff	42,609.0	43,482.0	45,420.0	46,608.0	47,150.4	47,501.4	47,903.3	47,642.0	48,129.6	47,983.4	47,715.9	47,546.9	47,538.7	47,533.7	45,951.4	46,348.7
Annualized avg base salary	\$ 36,283	\$ 36,575	\$ 38,291	\$ 38,257	\$ 39,213	\$ 39,120	\$ 41,524	\$ 42,760	\$ 44,322	\$ 45,632	\$ 45,962	\$ 46,196	\$ 46,766	\$ 48,269	\$ 50,300	\$ 52,984
Avg. LEAP 1A mix	1.683	1.690	1.702	1.701	1.701	1.696	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Avg. LEAP 1S mix	NA	NA	NA	NA	NA	NA	1.606	1.607	1.606	1.606	NA	NA	NA	NA	NA	NA
Avg. LEAP 1Sa mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.570	NA	NA	NA	NA	NA
Avg. LEAP 1Sb/LEAP 1 mix	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.531	1.532	1.531	1.530	1.536	
Derived base	\$ 21,560	\$ 21,647	\$ 22,497	\$ 22,486	\$ 23,058	\$ 23,063	\$ 25,848	\$ 26,614	\$ 27,591	\$ 28,418	\$ 29,282	\$ 30,165	\$ 30,530	\$ 31,534	\$ 32,865	\$ 34,493
<b>All Classified</b>																
FTE staff	16,387.0	16,752.0	17,053.0	17,558.0	18,126.6	18,339.4	18,872.8	18,843.2	19,226.8	19,410.8	19,374.3	19,481.6	19,575.8	19,607.3	19,745.2	19,875.0
Annualized avg base salary	\$ 25,117	\$ 25,469	\$ 26,541	\$ 26,773	\$ 27,868	\$ 28,207	\$ 29,443	\$ 30,766	\$ 32,208	\$ 33,753	\$ 34,052	\$ 34,814	\$ 35,720	\$ 37,210	\$ 38,934	\$ 41,143

\* Beginning in 2007-08, an accounting methodology was changed which resulted in fewer special education certificated instructional staff being partially reported in basic education.

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL**  
**TABLE 4: KINDERGARTEN THROUGH TWELFTH GRADE AND KINDERGARTEN THROUGH FOURTH GRADE STAFF PER 1,000 ENROLLED STUDENTS**

School Year	Avg Annual Enrollment (Form P-223)**	Kindergarten Through Twelfth Grade								Kindergarten Through Third Grade Basic Education Programs			Kindergarten Through Fourth Grade Basic Education Programs****				
		----- All Education Programs -----						----- Basic Education Programs* -----		Report T-165A***			Report T-165A***				
		Certificated Staff				Classified		Report T-165B**		Selected Enrollment	Certificated Instructional	Instructional Assistants	Selected Enrollment	Certificated Instructional	Instructional Assistants		
		Admin Central	Unit	Instructional Teachers	ESAs	Total Staff	Total Staff	Admin	Instructional							Total	Total
1973-74	756,085	1.58	3.20	43.18	5.99	53.95	23.49										
1974-75	750,057	1.62	3.22	44.74	5.39	54.96	25.37										
1975-76	748,084	1.45	3.12	45.03	4.66	54.26	25.26										
1976-77	744,362	1.41	3.01	45.19	4.61	54.22	25.11										
1977-78	742,085	1.43	2.97	46.62	4.44	55.46	26.40										
1978-79	734,917	1.46	3.09	47.48	4.62	56.66	27.41			50.65	15.95						
1979-80	729,450	1.53	3.12	48.67	4.82	58.13	28.81			51.53	17.06						
1980-81	722,623	1.57	3.19	49.26	5.09	59.12	29.62										
1981-82	712,769	1.41	3.15	49.11	5.06	58.73	27.39			50.26	16.98						
1982-83	701,777	1.30	3.12	48.62	4.94	57.98	27.02			49.61	16.87						
1983-84	699,622	1.35	3.13	49.87	5.14	59.48	28.14			51.64	17.52						
1984-85	702,550	1.38	3.24	50.85	5.32	60.79	29.13			52.45	17.91						
1985-86	708,949	1.40	3.18	51.06	5.39	61.04	29.56			52.46	17.99						
1986-87	720,744	1.40	3.03	51.51	5.54	61.49	29.96	4.08	49.14	53.22	18.75						
1987-88	733,872	1.36	3.03	51.71	5.53	61.63	30.56	4.04	49.32	53.36	18.90						
1988-89	748,417	1.37	3.03	51.87	5.60	61.91	31.38	4.02	49.55	53.57	19.11						
1989-90	768,356	1.36	2.93	52.50	5.75	62.62	31.60	3.95	50.38	54.33	19.11	236,508	50.95				
1990-91	795,736	1.33	2.93	52.68	5.81	62.83	32.41	3.93	50.59	54.53	19.31	242,034	52.44	2.91			
1991-92	823,040	1.29	2.81	52.15	5.88	62.22	32.42	3.85	50.76	54.60	19.44	246,036	53.95	3.11			
1992-93	849,759	1.23	2.82	52.17	5.93	62.23	33.23	3.80	50.75	54.55	19.54	248,455	54.32	3.19			
1993-94	865,796	1.18	2.80	52.50	6.11	62.68	33.94	3.75	51.10	54.85	19.65	249,103	54.27	3.13			
1994-95	882,097	1.13	2.83	53.06	6.31	62.87	34.56	3.76	51.28	55.04	19.76	250,070	54.60	3.24			
1995-96	899,083	1.12	2.77	52.16	6.23	62.48	34.16	3.57	50.52	54.09	18.97	258,670	55.23	3.43			
1996-97	917,504	1.11	2.79	52.53	6.21	62.84	34.60	3.57	50.80	54.37	19.14	264,358	55.39	3.48			
1997-98	929,914	1.13	2.79	52.71	6.26	63.08	35.14	3.59	50.70	54.29	19.49	267,841	55.22	2.95			
1998-99	938,974	1.13	2.79	52.82	6.40	63.32	35.27	3.59	50.59	54.18	19.53	268,575	55.36	2.91			
1999-2000	940,395	1.14	2.83	53.42	6.75	64.32	36.36	3.63	50.94	54.57	20.07	-	-	-	341,412	53.79	2.76
2000-01	942,323	1.16	2.84	53.97	6.73	64.88	36.89	3.62	50.56	54.18	20.00	-	-	-	335,785	53.78	2.66
2001-02	947,622	1.21	2.86	55.47	6.96	66.70	37.61	3.66	50.79	54.45	20.29	-	-	-	332,838	55.82	2.69
2002-03	949,294	1.23	2.89	55.94	7.07	67.33	38.09	3.68	50.55	54.23	20.45	-	-	-	329,698	55.15	2.72
2003-04	952,113	1.20	2.89	55.55	7.09	66.93	37.85	3.68	50.12	53.80	20.35	-	-	-	328,752	55.00	2.82
2004-05	955,614	1.18	2.93	55.73	7.23	67.26	38.30	3.70	49.76	53.45	20.39	-	-	-	331,203	54.44	2.79
2005-06	960,592	1.21	2.95	55.83	7.30	67.48	38.26	3.74	49.49	53.23	20.38	-	-	-	334,515	54.34	2.81
2006-07	961,749	1.22	2.92	56.10	7.44	67.86	38.35	3.70	49.42	53.12	20.39	-	-	-	337,797	54.46	2.81
2007-08	967,237	1.23	2.94	56.02	7.56	67.93	38.57	3.74	47.51	51.24	20.41	-	-	-	344,044	54.75	2.86
2008-09	975,872	1.19	2.95	56.01	7.57	67.86	38.48	3.71	47.49	51.20	20.37	-	-	-	350,434	54.85	2.78

\*Beginning in 2007-08, an accounting methodology was changed which resulted in fewer special education certificated instructional staff being partially reported in basic education.

\*\*Beginning in 1986-87, enrollment figures include P-240 enrollment and exclude special education program student FTEs. For 1988-89 through 1992-93, enrollment figures further exclude learning center program FTE. Beginning in 1993-94, former learning center enrollment and staff FTE were no longer reported in program 56 and so no longer required adjustment for calculation of these ratios. Also beginning in 1993-94, enrollment figures exclude Running Start program FTE. Beginning in 1995-96, enrollment figures exclude program FTE for UW and direct-funded technical colleges. Enrollment figures for the same period are the enrollments used for apportionment purposes. Only staff assigned to basic education are used in the computation of the ratios. Staff counts used in the ratios for 1978-86 include the basic education portion of special education program staff time. Beginning in 2007-08, enrollment included state-funded full-day kindergarten.

\*\*\*Source: SPI Form 1159. This measurement is made pursuant to chapter 392-140 WAC. Enrollment periods used in the calculation of these ratios may be selected by school districts and may differ among school districts. Additional staff not reported on Form S-275 may be included.

\*\*\*\*Beginning in 1999-2000, enhanced staffing for kindergarten through third grade was expanded to also include fourth grade.

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL  
TABLE 5: CERTIFICATED STAFF INCREASE (DECREASE) OVER 2007-08**

CERTIFICATED STAFF BY DUTY ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Central Administrator	1,173.9	\$ 101,475	1,158.5	\$ 106,892	(15.3)	\$ 5,417	-1.3%	5.3%
Unit Administrator	2,837.3	\$ 92,103	2,876.9	\$ 96,959	39.6	\$ 4,856	1.4%	5.3%
Classroom Teacher	53,835.2	\$ 49,933	54,413.4	\$ 52,617	578.2	\$ 2,685	1.1%	5.4%
Educational Staff Associate	7,280.1	\$ 53,539	7,371.4	\$ 56,388	91.3	\$ 2,849	1.3%	5.3%
Miscellaneous Duties 51-52	110.6	\$ 61,760	98.0	\$ 68,540	(12.6)	\$ 6,779	-11.4%	11.0%
On Paid Leave Duty 61	54.6	\$ 54,571	45.4	\$ 58,806	(9.2)	\$ 4,235	-16.9%	7.8%
Contracted Agency Staff Duties 63-64	147.7	\$ 39,325	257.7	\$ 42,669	110.0	\$ 3,344	74.4%	8.5%
<b>TOTAL</b>	<b>65,439.3</b>	<b>\$ 53,087</b>	<b>66,221.2</b>	<b>\$ 55,902</b>	<b>781.9</b>	<b>\$ 2,815</b>	<b>1.2%</b>	<b>5.3%</b>

CERTIFICATED STAFF BY PROGRAM ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Basic Education (01, 31, 45, 97)	49,570.5	\$ 53,614	50,091.9	\$ 56,449	521.4	\$ 2,835	1.1%	5.3%
Special Education, State (21)	7,261.3	\$ 51,671	7,443.5	\$ 54,387	182.2	\$ 2,716	2.5%	5.3%
Special Education, Federal (24, 29)	952.5	\$ 51,116	931.1	\$ 53,955	(21.4)	\$ 2,839	-2.2%	5.6%
Institutions, State (26, 56)	132.9	\$ 57,094	128.5	\$ 60,627	(4.3)	\$ 3,532	-3.3%	6.2%
Learning Assistance, State (55)	630.3	\$ 52,770	805.1	\$ 55,337	174.8	\$ 2,568	27.7%	4.9%
Disadvantaged, Federal (51)	1,152.6	\$ 53,667	1,098.9	\$ 56,691	(53.7)	\$ 3,024	-4.7%	5.6%
Transitional Bilingual, State (65)	531.9	\$ 50,753	564.1	\$ 53,590	32.2	\$ 2,837	6.1%	5.6%
Student Achievement, State (66)	3,919.0	\$ 49,820	3,977.7	\$ 52,415	58.7	\$ 2,595	1.5%	5.2%
Highly Capable (74)	95.4	\$ 55,575	98.9	\$ 58,125	3.5	\$ 2,550	3.7%	4.6%
Other, State and Federal	1,188.6	\$ 51,953	1,075.2	\$ 55,301	(113.5)	\$ 3,348	-9.5%	6.4%
Food Services (98)	0.6	\$ 100,839	0.6	\$ 103,944	-	\$ 3,105	0.0%	3.1%
Pupil Transportation (99)	3.8	\$ 93,767	4.8	\$ 107,598	1.0	\$ 13,831	26.9%	14.8%
<b>TOTAL</b>	<b>65,439.4</b>	<b>\$ 53,087</b>	<b>66,220.1</b>	<b>\$ 55,902</b>	<b>780.8</b>	<b>\$ 2,815</b>	<b>1.2%</b>	<b>5.3%</b>

CERTIFICATED ADMINISTRATIVE BY PROGRAM ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Basic Education (01, 31, 45, 97)	3,599.9	\$ 95,365	3,617.0	\$ 100,510	17.1	\$ 5,145	0.5%	5.4%
Special Education, State (21)	201.3	\$ 91,776	202.4	\$ 94,934	1.1	\$ 3,158	0.6%	3.4%
Special Education, Federal (24, 29)	19.3	\$ 88,777	17.3	\$ 96,291	(1.9)	\$ 7,514	-10.1%	8.5%
Institutions, State (26, 56)	9.4	\$ 91,532	9.3	\$ 100,971	(0.2)	\$ 9,439	-1.6%	10.3%
Learning Assistance, State (55)	31.9	\$ 89,322	32.0	\$ 93,951	0.1	\$ 4,629	0.3%	5.2%
Disadvantaged, Federal (51)	35.1	\$ 87,560	31.5	\$ 92,446	(3.6)	\$ 4,886	-10.3%	5.6%
Transitional Bilingual, State (65)	17.3	\$ 86,207	20.7	\$ 90,270	3.3	\$ 4,063	19.3%	4.7%
Student Achievement, State (66)	34.2	\$ 90,008	38.4	\$ 91,346	4.3	\$ 1,339	12.5%	1.5%
Highly Capable (74)	3.3	\$ 91,457	3.3	\$ 95,472	0.0	\$ 4,014	0.6%	4.4%
Other, State and Federal	55.2	\$ 88,612	58.1	\$ 89,882	2.9	\$ 1,270	5.3%	1.4%
Food Services (98)	0.6	\$ 100,839	0.6	\$ 103,944	-	\$ 3,105	0.0%	3.1%
Pupil Transportation (99)	3.8	\$ 93,767	4.8	\$ 107,598	1.0	\$ 13,831	26.9%	14.8%
<b>TOTAL</b>	<b>4,011.2</b>	<b>\$ 94,846</b>	<b>4,035.4</b>	<b>\$ 99,810</b>	<b>24.2</b>	<b>\$ 4,965</b>	<b>0.6%</b>	<b>5.2%</b>

CERTIFICATED INSTRUCTIONAL BY PROGRAM ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Basic Education (01, 31, 45, 97)	45,828.3	\$ 50,313	46,348.7	\$ 52,984	520.4	\$ 2,671	1.1%	5.3%
Special Education, State (21)	7,059.1	\$ 50,529	7,239.0	\$ 53,259	180.0	\$ 2,730	2.5%	5.4%
Special Education, Federal (24, 29)	933.2	\$ 50,339	913.7	\$ 53,152	(19.5)	\$ 2,814	-2.1%	5.6%
Institutions, State (26, 56)	123.4	\$ 54,469	119.3	\$ 57,494	(4.2)	\$ 3,025	-3.4%	5.6%
Learning Assistance, State (55)	598.4	\$ 50,822	773.1	\$ 53,740	174.7	\$ 2,918	29.2%	5.7%
Disadvantaged, Federal (51)	1,117.5	\$ 52,604	1,067.4	\$ 55,637	(50.1)	\$ 3,033	-4.5%	5.8%
Transitional Bilingual, State (65)	514.5	\$ 49,559	542.4	\$ 52,196	27.9	\$ 2,637	5.4%	5.3%
Student Achievement, State (66)	3,881.7	\$ 49,482	3,938.2	\$ 52,032	56.5	\$ 2,550	1.5%	5.2%
Highly Capable (74)	92.2	\$ 54,310	95.7	\$ 56,848	3.5	\$ 2,538	3.8%	4.7%
Other, State and Federal	1,114.5	\$ 50,058	1,003.8	\$ 53,204	(110.7)	\$ 3,146	-9.9%	6.3%
Food Services (98)	-	\$ -	-	\$ -	-	\$ -	0.0%	0.0%
Pupil Transportation (99)	-	\$ -	-	\$ -	-	\$ -	0.0%	0.0%
<b>TOTAL</b>	<b>61,262.9</b>	<b>\$ 50,336</b>	<b>62,041.4</b>	<b>\$ 53,024</b>	<b>778.5</b>	<b>\$ 2,688</b>	<b>1.3%</b>	<b>5.3%</b>

The increases (decreases) over 2007-08 shown on this page are raw data increases (decreases). Included are terminated staff, new staff, staff with both administrative and instructional assignments, reassigned staff, salary schedule step increases, and general salary increases. All salaries are annualized average base salaries.

**HISTORICAL COMPARISON OF STATEWIDE SCHOOL DISTRICT PERSONNEL  
TABLE 6: CLASSIFIED STAFF INCREASE (DECREASE) OVER 2007-08**

CLASSIFIED STAFF BY DUTY ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Director/Supervisor	1,307.2	\$ 71,499	1,392.0	\$ 76,049	84.9	\$ 4,550	6.5%	6.4%
Aide	12,207.9	\$ 30,041	12,439.9	\$ 31,765	231.9	\$ 1,724	1.9%	5.7%
Crafts/Trades	1,571.5	\$ 45,767	1,555.4	\$ 48,390	(16.1)	\$ 2,623	-1.0%	5.7%
Laborer	187.8	\$ 38,720	188.4	\$ 41,119	0.6	\$ 2,399	0.3%	6.2%
Office/Clerical	7,514.6	\$ 36,823	7,621.1	\$ 38,794	106.4	\$ 1,971	1.4%	5.4%
Operator	3,382.5	\$ 36,244	3,353.5	\$ 38,663	(29.0)	\$ 2,419	-0.9%	6.7%
Professional	1,260.1	\$ 51,246	1,256.9	\$ 55,285	(3.2)	\$ 4,039	-0.3%	7.9%
Service Worker	8,189.0	\$ 32,972	8,314.9	\$ 34,720	126.0	\$ 1,748	1.5%	5.3%
Technical	1,474.3	\$ 49,643	1,425.6	\$ 51,989	(48.7)	\$ 2,346	-3.3%	4.7%
On Paid Leave	5.1	\$ 35,650	5.6	\$ 37,001	0.5	\$ 1,351	10.3%	3.8%
<b>TOTAL</b>	<b>37,099.9</b>	<b>\$ 36,298</b>	<b>37,553.2</b>	<b>\$ 38,395</b>	<b>453.3</b>	<b>\$ 2,097</b>	<b>1.2%</b>	<b>5.8%</b>

CLASSIFIED STAFF BY PROGRAM ASSIGNMENT	2007-08		2008-09		INCREASE (DECREASE)			
	FTE	SALARY	FTE	SALARY	FTE	SALARY	FTE %	SALARY %
Basic Education (01, 31, 45, 97)	19,637.0	\$ 38,908	19,875.0	\$ 41,143	238.0	\$ 2,235	1.2%	5.7%
Special Education, State (21)	4,494.1	\$ 31,032	4,674.4	\$ 32,843	180.3	\$ 1,811	4.0%	5.8%
Special Education, Federal (24, 29)	1,735.7	\$ 30,328	1,698.8	\$ 31,858	(36.9)	\$ 1,531	-2.1%	5.0%
Institutions, State (26, 56)	50.3	\$ 33,910	57.0	\$ 35,457	6.6	\$ 1,547	13.2%	4.6%
Learning Assistance, State (55)	573.4	\$ 29,422	633.5	\$ 30,978	60.1	\$ 1,556	10.5%	5.3%
Disadvantaged, Federal (51)	1,082.2	\$ 30,166	1,045.2	\$ 32,337	(37.1)	\$ 2,171	-3.4%	7.2%
Transitional Bilingual, State (65)	603.1	\$ 32,389	607.3	\$ 34,296	4.2	\$ 1,907	0.7%	5.9%
Student Achievement, State (66)	246.0	\$ 31,083	250.8	\$ 33,334	4.8	\$ 2,252	2.0%	7.2%
Highly Capable (74)	19.0	\$ 33,601	18.1	\$ 36,573	(0.9)	\$ 2,973	-4.9%	8.8%
Other, State and Federal	1,752.7	\$ 40,367	1,786.6	\$ 42,658	33.8	\$ 2,292	1.9%	5.7%
Food Services (98)	2,764.3	\$ 29,878	2,795.5	\$ 31,467	31.2	\$ 1,589	1.1%	5.3%
Pupil Transportation (99)	4,142.0	\$ 38,174	4,110.1	\$ 40,622	(31.9)	\$ 2,449	-0.8%	6.4%
<b>TOTAL</b>	<b>37,099.9</b>	<b>\$ 36,298</b>	<b>37,552.1</b>	<b>\$ 38,394</b>	<b>452.2</b>	<b>\$ 2,096</b>	<b>1.2%</b>	<b>5.8%</b>

The increases (decreases) over 2007-08 shown on this page are raw data increases (decreases). Included are terminated staff, new staff, staff with both administrative and instructional assignments, reassigned staff, salary schedule step increases, and general salary increases. All salaries are annualized average base salaries.