

# Washington Teacher's Union

## ET-15 Salary Schedule

### Effective October 6, 2024

FY 2025 ET 15 Salary Schedule - 10 Month														Longevity Placements		
														1	2	2
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16			
Bachelors	\$ 64,640	\$ 64,863	\$ 66,193	\$ 68,637	\$ 71,057	\$ 73,495	\$ 76,592	\$ 79,664	\$ 82,759	\$ 85,827	\$ 88,911	\$ 95,088	\$ 102,498	N/A	N/A	N/A
Bachelors + 15	\$ 66,795	\$ 67,850	\$ 69,244	\$ 71,674	\$ 74,106	\$ 76,546	\$ 79,638	\$ 82,724	\$ 85,804	\$ 88,897	\$ 91,965	\$ 98,156	\$ 108,630	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 68,950	\$ 70,539	\$ 73,621	\$ 76,704	\$ 79,780	\$ 82,875	\$ 86,705	\$ 90,518	\$ 94,356	\$ 98,170	\$ 102,011	\$ 109,657	\$ 119,608	\$ 120,981	\$ 123,269	\$ 126,474
Masters + 30	\$ 71,105	\$ 73,621	\$ 76,704	\$ 79,780	\$ 82,875	\$ 85,959	\$ 89,776	\$ 93,615	\$ 97,436	\$ 101,251	\$ 105,069	\$ 112,737	\$ 122,753	\$ 124,124	\$ 126,414	\$ 129,619
Masters + 60/PhD	\$ 75,413	\$ 76,704	\$ 79,780	\$ 82,875	\$ 85,959	\$ 87,299	\$ 92,867	\$ 96,700	\$ 100,520	\$ 104,348	\$ 108,158	\$ 116,156	\$ 126,758	\$ 128,129	\$ 130,419	\$ 133,623

FY 2025 ET 15 Salary Schedule - 11 Month														Longevity Placements		
														1	2	2
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16			
Bachelors	\$ 71,105	\$ 71,348	\$ 72,814	\$ 75,499	\$ 78,163	\$ 80,844	\$ 84,252	\$ 87,629	\$ 91,035	\$ 94,410	\$ 97,804	\$ 104,598	\$ 112,749	N/A	N/A	N/A
Bachelors + 15	\$ 73,473	\$ 74,635	\$ 76,169	\$ 78,840	\$ 81,517	\$ 84,201	\$ 87,602	\$ 90,996	\$ 94,387	\$ 97,785	\$ 101,162	\$ 107,971	\$ 119,495	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 75,846	\$ 77,593	\$ 80,984	\$ 84,375	\$ 87,760	\$ 91,161	\$ 95,375	\$ 99,568	\$ 103,794	\$ 107,988	\$ 112,212	\$ 120,622	\$ 131,569	\$ 133,078	\$ 135,596	\$ 139,121
Masters + 30	\$ 78,215	\$ 80,984	\$ 84,375	\$ 87,760	\$ 91,161	\$ 94,555	\$ 98,755	\$ 102,976	\$ 107,180	\$ 111,376	\$ 115,577	\$ 124,010	\$ 135,029	\$ 136,537	\$ 139,055	\$ 142,579
Masters + 60/PhD	\$ 82,955	\$ 84,375	\$ 87,760	\$ 91,161	\$ 94,555	\$ 97,948	\$ 102,155	\$ 106,371	\$ 110,571	\$ 114,784	\$ 118,974	\$ 127,770	\$ 139,433	\$ 140,945	\$ 143,461	\$ 146,985

FY 2025 ET 15 Salary Schedule - 12 Month														Longevity Placements		
														1	2	2
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16			
Bachelors	\$ 76,605	\$ 76,838	\$ 78,260	\$ 80,857	\$ 83,438	\$ 86,035	\$ 89,334	\$ 92,603	\$ 95,897	\$ 99,165	\$ 102,452	\$ 109,031	\$ 116,923	N/A	N/A	N/A
Bachelors + 15	\$ 78,899	\$ 80,023	\$ 81,508	\$ 84,095	\$ 86,686	\$ 89,284	\$ 92,576	\$ 95,863	\$ 99,144	\$ 102,439	\$ 105,705	\$ 112,297	\$ 123,455	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 81,192	\$ 82,873	\$ 86,168	\$ 89,453	\$ 92,729	\$ 96,023	\$ 100,080	\$ 104,161	\$ 108,254	\$ 112,313	\$ 115,333	\$ 124,545	\$ 135,143	\$ 136,517	\$ 138,806	\$ 142,010
Masters + 30	\$ 83,488	\$ 86,168	\$ 89,453	\$ 92,729	\$ 96,023	\$ 99,308	\$ 103,373	\$ 107,460	\$ 111,533	\$ 115,595	\$ 119,660	\$ 127,826	\$ 138,495	\$ 139,866	\$ 142,155	\$ 145,360
Masters + 60/PhD	\$ 88,076	\$ 89,453	\$ 92,729	\$ 96,023	\$ 99,308	\$ 102,600	\$ 106,667	\$ 110,747	\$ 114,815	\$ 118,892	\$ 122,948	\$ 131,468	\$ 142,756	\$ 144,130	\$ 146,419	\$ 149,623

# Washington Teacher's Union

## ET-15 Salary Schedule

### Effective October 5, 2025

FY 2026 ET 15 Salary Schedule - 10 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 66,580	\$ 66,809	\$ 68,179	\$ 70,696	\$ 73,189	\$ 75,700	\$ 78,890	\$ 82,054	\$ 85,241	\$ 88,402	\$ 91,579	\$ 97,941	\$ 105,573	N/A	N/A	N/A			
Bachelors + 15	\$ 68,799	\$ 69,886	\$ 71,321	\$ 73,825	\$ 76,329	\$ 78,842	\$ 82,027	\$ 85,206	\$ 88,379	\$ 91,564	\$ 94,724	\$ 101,100	\$ 111,889	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 71,018	\$ 72,655	\$ 75,829	\$ 79,005	\$ 82,174	\$ 85,361	\$ 89,306	\$ 93,233	\$ 97,187	\$ 101,115	\$ 105,072	\$ 112,947	\$ 123,197	\$ 124,611	\$ 126,967	\$ 130,268			
Masters + 30	\$ 73,238	\$ 75,829	\$ 79,005	\$ 82,174	\$ 85,361	\$ 88,538	\$ 92,470	\$ 96,423	\$ 100,359	\$ 104,289	\$ 108,221	\$ 116,119	\$ 126,436	\$ 127,848	\$ 130,206	\$ 133,507			
Masters + 60/PhD	\$ 77,675	\$ 79,005	\$ 82,174	\$ 85,361	\$ 88,538	\$ 89,918	\$ 95,653	\$ 99,601	\$ 103,536	\$ 107,478	\$ 111,402	\$ 119,640	\$ 130,561	\$ 131,973	\$ 134,332	\$ 137,632			

FY 2026 ET 15 Salary Schedule - 11 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 73,238	\$ 73,488	\$ 74,998	\$ 77,764	\$ 80,507	\$ 83,270	\$ 86,780	\$ 90,258	\$ 93,766	\$ 97,242	\$ 100,738	\$ 107,736	\$ 116,131	N/A	N/A	N/A			
Bachelors + 15	\$ 75,677	\$ 76,875	\$ 78,454	\$ 81,205	\$ 83,963	\$ 86,727	\$ 90,230	\$ 93,726	\$ 97,218	\$ 100,719	\$ 104,196	\$ 111,210	\$ 123,080	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 78,122	\$ 79,921	\$ 83,413	\$ 86,907	\$ 90,393	\$ 93,896	\$ 98,236	\$ 102,555	\$ 106,908	\$ 111,228	\$ 115,579	\$ 124,241	\$ 135,516	\$ 137,071	\$ 139,664	\$ 143,294			
Masters + 30	\$ 80,561	\$ 83,413	\$ 86,907	\$ 90,393	\$ 93,896	\$ 97,392	\$ 101,718	\$ 106,065	\$ 110,395	\$ 114,717	\$ 119,045	\$ 127,730	\$ 139,079	\$ 140,633	\$ 143,226	\$ 146,856			
Masters + 60/PhD	\$ 85,443	\$ 86,907	\$ 90,393	\$ 93,896	\$ 97,392	\$ 100,886	\$ 105,220	\$ 109,562	\$ 113,888	\$ 118,227	\$ 122,543	\$ 131,603	\$ 143,616	\$ 145,173	\$ 147,765	\$ 151,395			

FY 2026 ET 15 Salary Schedule - 12 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 78,903	\$ 79,143	\$ 80,607	\$ 83,283	\$ 85,941	\$ 88,616	\$ 92,014	\$ 95,381	\$ 98,774	\$ 102,140	\$ 105,525	\$ 112,302	\$ 120,430	N/A	N/A	N/A			
Bachelors + 15	\$ 81,266	\$ 82,424	\$ 83,953	\$ 86,618	\$ 89,286	\$ 91,962	\$ 95,354	\$ 98,739	\$ 102,118	\$ 105,512	\$ 108,876	\$ 115,666	\$ 127,158	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 83,628	\$ 85,359	\$ 88,753	\$ 92,137	\$ 95,511	\$ 98,903	\$ 103,083	\$ 107,286	\$ 111,501	\$ 115,683	\$ 118,793	\$ 128,281	\$ 139,197	\$ 140,612	\$ 142,970	\$ 146,270			
Masters + 30	\$ 85,993	\$ 88,753	\$ 92,137	\$ 95,511	\$ 98,903	\$ 102,287	\$ 106,474	\$ 110,684	\$ 114,879	\$ 119,062	\$ 123,250	\$ 131,661	\$ 142,649	\$ 144,062	\$ 146,420	\$ 149,721			
Masters + 60/PhD	\$ 90,718	\$ 92,137	\$ 95,511	\$ 98,903	\$ 102,287	\$ 105,678	\$ 109,866	\$ 114,069	\$ 118,260	\$ 122,459	\$ 126,636	\$ 135,412	\$ 147,039	\$ 148,454	\$ 150,812	\$ 154,111			

# Washington Teacher's Union

## ET-15 Salary Schedule

### Effective October 4, 2026

FY 2027 ET 15 Salary Schedule - 10 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 68,577	\$ 68,813	\$ 70,224	\$ 72,817	\$ 75,385	\$ 77,971	\$ 81,256	\$ 84,516	\$ 87,799	\$ 91,054	\$ 94,326	\$ 100,879	\$ 108,740	N/A	N/A	N/A			
Bachelors + 15	\$ 70,862	\$ 71,982	\$ 73,461	\$ 76,039	\$ 78,619	\$ 81,208	\$ 84,487	\$ 87,762	\$ 91,030	\$ 94,311	\$ 97,566	\$ 104,133	\$ 115,246	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 73,149	\$ 74,835	\$ 78,104	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,985	\$ 96,030	\$ 100,102	\$ 104,148	\$ 108,224	\$ 116,335	\$ 126,892	\$ 128,349	\$ 130,776	\$ 134,176			
Masters + 30	\$ 75,436	\$ 78,104	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,194	\$ 95,244	\$ 99,316	\$ 103,369	\$ 107,418	\$ 111,468	\$ 119,602	\$ 130,229	\$ 131,683	\$ 134,112	\$ 137,512			
Masters + 60/PhD	\$ 80,005	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,194	\$ 92,616	\$ 98,523	\$ 102,589	\$ 106,642	\$ 110,703	\$ 114,745	\$ 123,229	\$ 134,478	\$ 135,932	\$ 138,362	\$ 141,761			

FY 2027 ET 15 Salary Schedule - 11 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 75,436	\$ 75,693	\$ 77,248	\$ 80,097	\$ 82,923	\$ 85,768	\$ 89,383	\$ 92,966	\$ 96,579	\$ 100,160	\$ 103,760	\$ 110,968	\$ 119,615	N/A	N/A	N/A			
Bachelors + 15	\$ 77,947	\$ 79,181	\$ 80,807	\$ 83,641	\$ 86,482	\$ 89,329	\$ 92,937	\$ 96,538	\$ 100,135	\$ 103,740	\$ 107,322	\$ 114,547	\$ 126,772	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 80,465	\$ 82,319	\$ 85,916	\$ 89,514	\$ 93,104	\$ 96,713	\$ 101,183	\$ 105,632	\$ 110,115	\$ 114,565	\$ 119,046	\$ 127,968	\$ 139,581	\$ 141,183	\$ 143,854	\$ 147,593			
Masters + 30	\$ 82,978	\$ 85,916	\$ 89,514	\$ 93,104	\$ 96,713	\$ 100,313	\$ 104,770	\$ 109,247	\$ 113,707	\$ 118,159	\$ 122,616	\$ 131,562	\$ 143,252	\$ 144,852	\$ 147,523	\$ 151,262			
Masters + 60/PhD	\$ 88,006	\$ 89,514	\$ 93,104	\$ 96,713	\$ 100,313	\$ 103,913	\$ 108,376	\$ 112,849	\$ 117,305	\$ 121,774	\$ 126,219	\$ 135,552	\$ 147,924	\$ 149,528	\$ 152,198	\$ 155,936			

FY 2027 ET 15 Salary Schedule - 12 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">3.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 81,270	\$ 81,517	\$ 83,026	\$ 85,782	\$ 88,519	\$ 91,274	\$ 94,774	\$ 98,242	\$ 101,737	\$ 105,205	\$ 108,691	\$ 115,671	\$ 124,043	N/A	N/A	N/A			
Bachelors + 15	\$ 83,704	\$ 84,896	\$ 86,472	\$ 89,216	\$ 91,965	\$ 94,721	\$ 98,214	\$ 101,701	\$ 105,182	\$ 108,677	\$ 112,142	\$ 119,136	\$ 130,973	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 86,137	\$ 87,920	\$ 91,415	\$ 94,901	\$ 98,376	\$ 101,871	\$ 106,175	\$ 110,505	\$ 114,846	\$ 119,153	\$ 122,357	\$ 132,130	\$ 143,373	\$ 144,831	\$ 147,259	\$ 150,658			
Masters + 30	\$ 88,572	\$ 91,415	\$ 94,901	\$ 98,376	\$ 101,871	\$ 105,356	\$ 109,668	\$ 114,004	\$ 118,325	\$ 122,634	\$ 126,948	\$ 135,611	\$ 146,929	\$ 148,384	\$ 150,813	\$ 154,213			
Masters + 60/PhD	\$ 93,440	\$ 94,901	\$ 98,376	\$ 101,871	\$ 105,356	\$ 108,848	\$ 113,162	\$ 117,491	\$ 121,808	\$ 126,133	\$ 130,435	\$ 139,474	\$ 151,450	\$ 152,908	\$ 155,336	\$ 158,735			

# Washington Teacher's Union

## ET-15 Salary Schedule

### Effective October 3, 2027

FY 2028 ET 15 Salary Schedule - 10 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">4.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 71,320	\$ 71,565	\$ 73,033	\$ 75,729	\$ 78,400	\$ 81,090	\$ 84,506	\$ 87,896	\$ 91,311	\$ 94,696	\$ 98,099	\$ 104,915	\$ 113,089	N/A	N/A	N/A			
Bachelors + 15	\$ 73,697	\$ 74,862	\$ 76,399	\$ 79,081	\$ 81,764	\$ 84,456	\$ 87,867	\$ 91,272	\$ 94,671	\$ 98,083	\$ 101,469	\$ 108,299	\$ 119,855	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 76,075	\$ 77,828	\$ 81,228	\$ 84,630	\$ 88,024	\$ 91,439	\$ 95,665	\$ 99,872	\$ 104,107	\$ 108,314	\$ 112,553	\$ 120,989	\$ 131,968	\$ 133,483	\$ 136,007	\$ 139,543			
Masters + 30	\$ 78,453	\$ 81,228	\$ 84,630	\$ 88,024	\$ 91,439	\$ 94,842	\$ 99,053	\$ 103,288	\$ 107,504	\$ 111,714	\$ 115,927	\$ 124,386	\$ 135,438	\$ 136,950	\$ 139,477	\$ 143,013			
Masters + 60/PhD	\$ 83,206	\$ 84,630	\$ 88,024	\$ 91,439	\$ 94,842	\$ 96,320	\$ 102,463	\$ 106,693	\$ 110,907	\$ 115,131	\$ 119,334	\$ 128,159	\$ 139,857	\$ 141,370	\$ 143,896	\$ 147,431			

FY 2028 ET 15 Salary Schedule - 11 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">4.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 78,453	\$ 78,721	\$ 80,338	\$ 83,301	\$ 86,240	\$ 89,198	\$ 92,958	\$ 96,684	\$ 100,442	\$ 104,166	\$ 107,910	\$ 115,407	\$ 124,400	N/A	N/A	N/A			
Bachelors + 15	\$ 81,065	\$ 82,348	\$ 84,039	\$ 86,987	\$ 89,941	\$ 92,902	\$ 96,654	\$ 100,399	\$ 104,140	\$ 107,890	\$ 111,615	\$ 119,128	\$ 131,843	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 83,684	\$ 85,612	\$ 89,352	\$ 93,094	\$ 96,829	\$ 100,582	\$ 105,231	\$ 109,857	\$ 114,520	\$ 119,148	\$ 123,808	\$ 133,087	\$ 145,165	\$ 146,830	\$ 149,608	\$ 153,497			
Masters + 30	\$ 86,297	\$ 89,352	\$ 93,094	\$ 96,829	\$ 100,582	\$ 104,326	\$ 108,960	\$ 113,617	\$ 118,255	\$ 122,885	\$ 127,521	\$ 136,824	\$ 148,982	\$ 150,646	\$ 153,424	\$ 157,312			
Masters + 60/PhD	\$ 91,527	\$ 93,094	\$ 96,829	\$ 100,582	\$ 104,326	\$ 108,069	\$ 112,711	\$ 117,363	\$ 121,997	\$ 126,645	\$ 131,268	\$ 140,974	\$ 153,841	\$ 155,509	\$ 158,286	\$ 162,174			

FY 2028 ET 15 Salary Schedule - 12 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">4.0%</span>			Longevity Placements		
														1	2	2			
														17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16						
Bachelors	\$ 84,521	\$ 84,778	\$ 86,347	\$ 89,213	\$ 92,060	\$ 94,925	\$ 98,565	\$ 102,172	\$ 105,807	\$ 109,413	\$ 113,039	\$ 120,298	\$ 129,005	N/A	N/A	N/A			
Bachelors + 15	\$ 87,052	\$ 88,292	\$ 89,931	\$ 92,785	\$ 95,643	\$ 98,510	\$ 102,143	\$ 105,769	\$ 109,389	\$ 113,024	\$ 116,628	\$ 123,901	\$ 136,212	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 89,582	\$ 91,437	\$ 95,072	\$ 98,697	\$ 102,311	\$ 105,945	\$ 110,422	\$ 114,925	\$ 119,440	\$ 123,919	\$ 127,252	\$ 137,415	\$ 149,108	\$ 150,624	\$ 153,149	\$ 156,684			
Masters + 30	\$ 92,115	\$ 95,072	\$ 98,697	\$ 102,311	\$ 105,945	\$ 109,570	\$ 114,055	\$ 118,565	\$ 123,058	\$ 127,540	\$ 132,025	\$ 141,035	\$ 152,806	\$ 154,320	\$ 156,845	\$ 160,381			
Masters + 60/PhD	\$ 97,177	\$ 98,697	\$ 102,311	\$ 105,945	\$ 109,570	\$ 113,202	\$ 117,689	\$ 122,191	\$ 126,680	\$ 131,178	\$ 135,653	\$ 145,053	\$ 157,508	\$ 159,024	\$ 161,549	\$ 165,084			