

District	Employee Type	WEA-Claimed Raises	Total Student Enrollment	2019-2020 Total Revenues	2019-2020 Total Expenses	Net Surplus or Deficit	Net Surplus or Deficit Per Student
Wishkah Valley	Educators	39%	152	\$2,888,091	\$3,213,597	-\$339,506	-\$2,234
North Beach	Educators	31%	666	\$10,550,208	\$11,050,850	-\$525,642	-\$789
Skykomish	Educators	29%	49	\$2,678,804	\$2,719,479	-\$56,815	-\$1,159
Willapa Valley	Educators	28%	340	\$1,276,752	\$4,345,143	-\$3,079,452	-\$9,057
Elma	Educators	27%	1,535	\$21,366,157	\$23,044,865	-\$1,678,708	-\$1,094
Elma	Support	18%	1,535				
Mossyrock	Educators	26%	514	\$7,918,781	\$8,240,903	-\$342,122	-\$666
La Conner	Educators	25%	567	\$12,239,647	\$12,223,809	-\$269,744	-\$476
Raymond	Educators	25%	520	\$8,299,335	\$8,749,578	-\$600,243	-\$1,154
North Mason	Educators	25%	2,273	\$32,872,882	\$32,681,353	-\$278,471	-\$123
Centralia	Educators	24%	3,531	\$51,299,248	\$53,934,304	-\$2,762,704	-\$782
Shoreline *	Educators	24%	9,904	\$154,137,518	\$152,018,590	\$2,118,928	\$214
Shoreline	Support	20%	9,904				
Coupeville	Educators	22%	992	\$14,542,920	\$14,591,862	-\$48,942	-\$49
Coupeville	Support	17%	992				
Wellpinit	Educators	22%	405	\$10,426,391	\$10,426,391	\$0	\$0
Northshore	Educators	22%	22,952	\$355,840,000	\$357,183,000	-\$1,343,000	-\$59
Northshore	Support	19%	22,952				
Northshore	Support	18%	22,952			\$1,075,676	
Eatonville	Educators	22%	1,842	\$24,044,952	\$25,621,758	-\$1,576,806	-\$856
South Bend	Educators	22%	537	\$10,672,329	\$10,681,324	-\$158,995	-\$296
Taholah	Educators	21%	159	\$4,439,750	\$4,665,880	-\$226,130	-\$1,422
North Franklin	Educators	21%	2,126	\$32,839,414	\$32,413,063	\$176,351	\$83
Bainbridge Island	Educators	21%	3,879	\$56,990,000	\$57,194,555	-\$204,555	-\$53
Bainbridge Island	Support	18%	3,879				
Bridgeport	Educators	21%	805	\$12,777,630	\$12,462,177	\$315,453	\$392
Ocean Beach	Educators	21%	1,034	\$17,135,288	\$17,651,840	-\$551,677	-\$534
Ocean Beach	Support	13%	1,034				
Bremerton	Educators	21%	5,041	\$79,860,100	\$80,765,000	-\$1,116,725	-\$222
Chehalis	Educators	20%	2,859	\$41,448,108	\$46,390,000	-\$4,941,892	-\$1,729
Washougal	Educators	20%	3,194	\$45,003,871	\$45,842,026	-\$888,155	-\$278
Wahluke	Educators	20%	2,380	\$36,216,804	\$36,772,059	-\$555,255	-\$233

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Rainier	Educators	20%	823	\$11,121,206	\$11,176,669	-\$120,369	-\$146
South Kitsap	Educators	20%	9,880	\$146,638,811	\$149,230,458	-\$2,591,647	-\$262
Toledo	Educators	20%	784	\$11,577,861	\$11,451,634	\$61,727	\$79
Aberdeen	Educators	20%	3,290	\$49,532,180	\$53,798,977	-\$4,571,797	-\$1,390
Kalama	Educators	19%	1,027	\$13,600,193	\$14,047,625	-\$501,932	-\$489
Conway	Educators	19%	425	\$6,760,500	\$6,984,000	-\$223,500	-\$526
Oroville	Educators	19%	566	\$10,107,000	\$10,087,000	\$20,000	\$35
Mount Pleasant	Educators	19%	62	\$1,073,904	\$1,073,904	\$0	\$0
Clarkston	Educators	19%	2,560	\$36,537,861	\$37,201,886	-\$742,925	-\$290
Hoquiam	Educators	19%	1,611	\$22,785,316	\$25,043,106	-\$2,417,790	-\$1,501
Lind	Educators	19%	170	\$4,493,900	\$4,612,000	-\$118,100	-\$695
Ritzville	Educators	19%	342	\$4,880,896	\$4,899,334	-\$59,150	-\$173
White Pass *	Educators	19%	350	\$6,374,475	\$6,529,338	-\$189,863	-\$542
Mead	Educators	18%	10,488	\$132,977,455	\$136,208,894	-\$3,231,439	-\$308
Royal	Educators	18%	1,727	\$23,949,899	\$24,480,619	-\$530,720	-\$307
Edmonds	Educators	18%	20,756	\$317,433,359	\$332,470,325	-\$15,036,966	-\$724
Toppenish	Educators	18%	4,295	\$62,942,944	\$63,382,381	-\$489,437	-\$114
Quillayute Valley	Educators	18%	3,289	\$45,284,399	\$44,208,723	\$1,012,209	\$308
Dieringer	Educators	18%	1,482	\$22,157,013	\$23,226,132	-\$1,069,119	-\$721
Inchelium	Educators	18%	214	\$4,983,371	\$5,034,865	-\$51,494	-\$241
Anacortes	Support	18%	2,622	\$39,278,486	\$40,625,528	-\$1,347,042	-\$514
Grapeview	Educators	18%	213	\$2,989,891	\$3,045,355	-\$55,464	-\$260
Pateros	Educators	18%	289	\$6,227,774	\$6,483,569	-\$267,795	-\$927
Concrete	Educators	18%	475	\$9,233,463	\$9,650,329	-\$516,866	-\$1,088
Sedro-Woolley	Educators	18%	4,354	\$64,397,944	\$67,379,392	-\$2,981,448	-\$685
Waitsburg	Educators	18%	269	\$4,534,458	\$4,960,954	-\$437,996	-\$1,626
Tumwater	Educators	18%	6,605	\$89,568,244	\$96,045,951	-\$6,477,707	-\$981
Tumwater	Support	13%	6,605				
Sunnyside	Educators	18%	6,612	\$98,643,075	\$98,434,721	-\$2,891,646	-\$437
Tenino	Educators	18%	1,225	\$16,709,422	\$17,175,530	-\$621,826	-\$508
Lake Stevens	Educators	17%	8,810	\$126,857,497	\$125,965,719	\$891,778	\$101
Bellevue	Educators	17%	20,730	\$349,933,835	\$355,472,659	-\$5,538,824	-\$267

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Othello	Educators	17%	4,566	\$63,261,549	\$63,010,688	\$250,861	\$55
Chewelah	Educators	17%	760	\$10,069,041	\$10,294,045	-\$226,904	-\$299
Chewelah	Support	14%	760				
Union Gap	Educators	17%	568	\$8,900,437	\$9,357,115	-\$456,678	-\$804
Central Kitsap	Educators	17%	11,499	\$163,270,152	\$162,225,000	\$1,045,152	\$91
Central Kitsap	Support	19%	11,499				
Snoqualmie Valley	Educators	17%	7,173	\$105,277,307	\$105,809,088	-\$531,781	-\$74
Wapato	Educators	17%	3,320	\$49,843,821	\$53,843,489	-\$4,319,668	-\$1,301
Selkirk	Educators	17%	229	\$4,671,539	\$4,670,943	\$596	\$3
West Valley (Yakima)	Educators	17%	5,445	\$70,199,643	\$71,958,097	-\$1,758,454	-\$323
West Valley (Yakima)	Support	19%	5,445				
Toutle Lake	Educators	16%	644	\$9,546,892	\$9,775,301	-\$258,409	-\$401
Port Townsend	Educators	16%	1,163	\$17,732,053	\$17,513,494	\$218,559	\$188
Pioneer	Educators	16%	743	\$11,453,658	\$12,551,756	-\$1,098,098	-\$1,478
Great Northern	Educators	16%	52	\$965,329	\$977,942	-\$12,613	-\$243
White Salmon Valley	Educators	16%	1,280	\$17,748,981	\$18,271,296	-\$522,315	-\$408
Snohomish	Educators	16%	9,896	\$148,284,343	\$154,711,869	-\$6,427,526	-\$650
Sultan	Educators	16%	1,924	\$30,846,018	\$30,825,907	-\$429,889	-\$223
Soap Lake	Educators	16%	481	\$7,688,763	\$7,688,763	\$0	\$0
Lyle	Educators	16%	237	\$4,464,987	\$4,761,529	-\$296,542	-\$1,251
Loon Lake	Educators	16%	202	\$2,444,688	\$2,452,386	-\$7,698	-\$38
Kahlotus	Educators	16%	35	\$2,157,200	\$2,878,000	-\$720,800	-\$20,594
North Kitsap	Educators	16%	5,790	\$88,919,229	\$84,889,504	-\$85,912	-\$15
North Kitsap	Support	15%	5,790				
Vashon Island	Support	16%	1,561	\$23,822,107	\$23,637,767	\$149,340	\$96
Cascade	Educators	16%	1,321	\$18,470,000	\$18,250,000	\$128,430	\$97
Battle Ground	Educators	16%	13,705	\$184,122,863	\$191,935,011	-\$8,162,148	-\$596
Ridgefield	Educators	16%	3,386	\$42,704,546	\$43,879,629	-\$1,390,083	-\$411
Ridgefield	Support	15%	3,386				
Tahoma	Educators	16%	8,625	\$116,158,200	\$115,721,240	-\$2,313,040	-\$268
Mabton	Educators	16%	859	\$13,184,049	\$13,654,224	-\$470,175	-\$547
Hood Canal	Educators	16%	299	\$6,902,242	\$7,122,432	-\$220,190	-\$736

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Grandview	Educators	16%	3,644	\$54,023,674	\$53,564,800	-\$101,126	-\$28
Oak Harbor	Educators	16%	6,040	\$86,186,953	\$85,842,332	-\$705,379	-\$117
Tonasket	Educators	16%	1,080	\$16,881,026	\$16,950,869	-\$69,843	-\$65
Washtucna	Educators	16%	51	\$2,318,219	\$2,421,443	-\$112,547	-\$2,207
Republic	Educators	16%	358	\$6,172,892	\$6,330,000	-\$177,108	-\$495
Quilcene	Educators	16%	615	\$8,423,375	\$8,552,273	-\$166,608	-\$271
Quilcene	Support	15%	615				
Darrington	Educators	16%	383	\$7,014,154	\$6,956,795	-\$48,886	-\$128
Sumner *	Educators	16%	9,894	\$136,831,098	\$136,831,098	\$0	\$0
Pullman	Educators	16%	2,911	\$35,494,220	\$38,435,083	-\$3,340,863	-\$1,148
Pullman	Support	15%	2,911				
Pullman	Support	18%	2,911				
Mercer Island	Educators	15%	4,427	\$68,513,606	\$71,731,513	-\$3,217,907	-\$727
Mercer Island	Support	16%	4,427				
Manson	Educators	15%	600	\$10,429,391	\$10,301,569	\$124,743	\$208
Winlock	Educators	15%	677	\$10,305,848	\$10,542,537	-\$236,689	-\$350
Brewster	Educators	15%	969	\$14,311,250	\$14,383,224	-\$71,974	-\$74
Prescott	Educators	15%	258	\$4,942,630	\$5,269,961	-\$327,331	-\$1,269
Selah	Educators	15%	3,699	\$49,188,126	\$49,074,717	-\$86,591	-\$23
Crescent	Educators	15%	323	\$5,204,787	\$5,312,613	-\$161,826	-\$501
Tacoma *	Educators	15%	28,408	\$436,995,732	\$436,995,732	\$0	\$0
Tacoma	Support	19%	28,408				
Tacoma	Support	14%	28,408				
Grand Coulee Dam	Educators	15%	739	\$11,986,311	\$12,231,748	-\$245,437	-\$332
Orting	Educators	15%	2,777	\$36,078,203	\$35,748,886	-\$37,433	-\$13
Stevenson-Carson	Educators	15%	859	\$12,722,857	\$12,978,541	-\$255,684	-\$298
Richland	Educators	15%	14,017	\$179,659,882	\$182,925,279	-\$3,515,397	-\$251
North River	Support	15%	67	\$2,204,930	\$2,300,177	-\$95,247	-\$1,422
Newport	Educators	15%	1,072	\$15,697,618	\$15,774,847	-\$185,534	-\$173
Steilacoom Hist	Educators	15%	3,130	\$42,931,587	\$43,295,454	-\$463,867	-\$148
Clover Park	Educators	15%	12,850	\$201,926,000	\$212,915,429	-\$10,989,429	-\$855
Clover Park	Support	12%	12,850				

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Warden	Educators	15%	930	\$14,768,969	\$15,437,796	-\$868,827	-\$934
Issaquah	Educators	15%	21,184	\$321,589,354	\$327,361,477	-\$5,772,123	-\$272
Mount Adams *	Educators	15%	868	\$15,154,875	\$16,133,657	-\$978,782	-\$1,127
Castle Rock	Educators	15%	1,294	\$17,580,890	\$17,668,436	-\$162,546	-\$126
Fife	Educators	15%	3,877	\$51,748,979	\$54,314,122	-\$2,645,053	-\$682
Granger	Educators	15%	1,391	\$22,343,939	\$22,280,326	\$63,613	\$46
Federal Way	Educators	15%	22,775	\$341,664,000	\$350,926,000	-\$9,262,000	-\$407
Federal Way	Support	17%	22,775				
Kittitas	Educators	15%	646	\$8,994,487	\$9,975,471	-\$1,021,342	-\$1,581
Trout Lake	Educators	14%	230	\$4,048,200	\$4,035,099	-\$14,899	-\$65
Sprague	Educators	14%	59	\$2,171,626	\$2,434,803	-\$263,177	-\$4,461
Spokane International Academy	Educators	14%	533	\$5,848,562	\$5,880,411	-\$31,849	-\$60
Lamont	Educators	14%	32	\$794,224	\$938,163	-\$143,939	-\$4,498
Orondo	Educators	14%	178	\$4,022,730	\$4,103,849	-\$81,119	-\$456
Mary M Knight	Educators	14%	1,496	\$16,677,362	\$16,903,800	-\$291,438	-\$195
Quincy	Educators	14%	3,086	\$45,209,940	\$44,954,210	\$730	\$0
Onalaska	Educators	14%	776	\$11,038,198	\$11,047,844	-\$9,646	-\$12
Everett	Educators	14%	20,381	\$322,695,812	\$340,342,846	-\$17,647,034	-\$866
Prosser	Educators	14%	2,593	\$36,556,060	\$37,308,322	-\$752,262	-\$290
McCleary	Educators	14%	282	\$4,434,743	\$4,601,161	-\$166,418	-\$590
McCleary	Support	14%	282				
Entiat	Educators	14%	286	\$4,837,946	\$5,468,464	-\$699,518	-\$2,446
Enumclaw	Educators	14%	4,344	\$61,872,537	\$63,911,301	-\$2,038,764	-\$469
Goldendale	Educators	14%	950	\$14,117,120	\$14,835,511	-\$761,891	-\$802
Omak	Educators	14%	5,150	\$66,829,104	\$66,478,295	\$150,809	\$29
White River	Educators	14%	3,970	\$54,499,278	\$58,374,615	-\$3,875,337	-\$976
Marysville	Educators	14%	10,486	\$167,668,164	\$170,050,153	-\$3,615,601	-\$345
Touchet	Support	14%	199	\$3,553,799	\$3,733,000	-\$179,201	-\$901
Morton	Educators	13%	299	\$5,118,290	\$5,435,259	-\$316,969	-\$1,060
Sequim	Educators	13%	2,794	\$40,162,702	\$40,267,518	-\$174,816	-\$63
Sequim	Support	22%	2,794				
Vancouver	Educators	13%	22,546	\$324,000,000	\$326,050,000	-\$2,095,000	-\$93

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Peninsula	Educators	13%	9,156	\$132,472,714	\$133,595,919	-\$1,123,205	-\$123
Bethel	Educators	13%	19,913	\$268,007,512	\$290,105,774	-\$25,043,911	-\$1,258
North Thurston	Educators	13%	14,900	\$199,605,414	\$207,290,991	-\$7,685,577	-\$516
Endicott	Educators	13%	87	\$2,599,450	\$2,770,954	-\$171,504	-\$1,971
Eastmont	Educators	13%	6,334	\$82,172,000	\$85,260,000	-\$3,488,000	-\$551
Tekoa *	Educators	13%	185	\$3,607,269	\$3,986,749	-\$389,480	-\$2,105
Chimacum *	Educators	13%	814	\$13,124,643	\$15,211,379	-\$2,086,736	-\$2,564
Southside	Support	13%	201	\$2,853,970	\$3,210,599	-\$506,629	-\$2,521
Shelton	Support	13%	4,174	\$62,881,652	\$63,932,096	-\$1,102,100	-\$264
Shelton	Support	15%	4,174				
Odessa	Educators	13%	247	\$4,299,778	\$4,649,837	-\$350,059	-\$1,417
University Place	Educators	13%	5,535	\$72,704,285	\$73,488,327	-\$917,379	-\$166
Hockinson	Educators	13%	1,957	\$25,187,172	\$25,642,842	-\$482,384	-\$246
Hockinson	Support	14%	1,957				
Yakima	Educators	13%	16,007	\$235,705,995	\$243,178,810	-\$8,172,815	-\$511
Woodland	Educators	13%	2,471	\$37,532,594	\$39,118,641	-\$1,721,047	-\$696
Woodland	Support	15%	2,471				
Mukilteo	Educators	13%	15,954	\$252,045,834	\$255,080,958	-\$3,035,124	-\$190
Rochester	Educators	13%	2,221	\$30,436,258	\$32,375,870	-\$1,939,612	-\$873
Omak	Support	13%	5,150				
Renton	Educators	12%	15,677	\$253,565,220	\$261,256,011	-\$7,690,791	-\$491
Renton	Support	13%	15,677				
Renton	Support	12%	15,677				
Riverview	Educators	12%	3,476	\$50,433,520	\$49,723,577	\$709,943	\$204
Wishram	Educators	12%	71	\$2,250,018	\$2,324,122	-\$74,104	-\$1,044
Reardan-Edwall	Educators	12%	592	\$8,527,414	\$8,367,982	\$79,432	\$134
Highline	Educators	12%	19,216	\$306,012,616	\$317,012,616	-\$11,000,000	-\$572
Stanwood-Camano	Educators	12%	4,528	\$70,549,436	\$70,669,835	-\$120,399	-\$27
Lake Washington	Educators	12%	30,979	\$445,503,476	\$446,053,898	-\$550,422	-\$18
Okanogan	Educators	12%	1,142	\$15,481,173	\$15,411,905	\$11,268	\$10
Cusick	Educators	12%	251	\$4,417,697	\$4,579,673	-\$161,976	-\$645
Wenatchee	Educators	12%	7,630	\$110,081,507	\$114,623,639	-\$4,792,132	-\$628

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Port Angeles	Educators	12%	3,791	\$52,073,050	\$54,021,604	-\$1,948,554	-\$514
Green Mountain	Educators	12%	148	\$2,346,368	\$2,460,788	-\$194,420	-\$1,314
Easton	Educators	12%	108	\$2,707,306	\$2,818,084	-\$137,978	-\$1,278
Columbia (Stevens)	Educators	12%	130	\$3,082,186	\$3,117,020	-\$42,834	-\$329
Pasco	Educators	12%	18,139	\$254,005,219	\$262,378,164	-\$8,372,945	-\$462
Moses Lake	Educators	12%	8,981	\$119,945,583	\$127,995,201	-\$8,349,618	-\$930
Liberty	Educators	12%	516	\$7,509,250	\$8,033,640	-\$524,390	-\$1,016
Kettle Falls	Educators	12%	979	\$14,224,459	\$14,030,683	-\$6,224	-\$6
Nooksack Valley	Educators	12%	1,831	\$26,446,514	\$26,412,595	\$33,919	\$19
Stehekin	Educators	35%	5	\$298,331	\$269,421	\$28,910	\$5,782
Spokane	Support	22%	29,785				
Spokane	Support	27%	29,785				

Source of deficit information: District-submitted "F-195 Four-Year Budget Summary Plan," Office of the Superintendent of Public Instruction <http://k12.wa.us/SAFS/reports.asp>

District F-195 data was assembled and presented by Jeff Heckathorn of School Data Project, an independent research effort since 2004. Website presenting information is viewable at www.SchoolDataProject.com

* Errors in district reports *may* exist and were not remedied.

Source of raise information: "Local Contract Settlement Details," WEA at <https://www.washingtonea.org/ourvoice/pay-benefits/2018-local-settlements/> Retrieved 3/4/19. In cases where raises are not reported, they occasionally be found in newspaper reports. Some districts negotiated raises one year prior, or may be negotiating summer 2019.

Laws putting "sideboards" on bargaining:

1. RCW 28A.400.200 (4) c (ii) prohibiting the use of enrichment levies for basic education wages effective September 2019
2. RCW 28A.505.040 the obligation to demonstrate a four-year budget plan showing sustainability
3. IC 299 L 18, the state operating budget, Section 503 specifying that the allocation for basic education teacher salary was to average \$65,216 plus any regionalization factors for 2018-19 (Additional pay for additional time at an employee's established hourly rate remains possible).
4. RCW 41.59.800 the assurance that in the transition year of 2018-19 certificated employee salaries would not increase at a rate greater than state provision plus inflation.