Federal Way Public Schools

FWEA - Certificated Salary Schedule

2026-27

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**	**$66,153**	**$69,129**	**$72,241**	**$75,492**	**$78,888**	**$82,438**
	10.67% Responsibility	$7,059	$7,376	$7,708	$8,055	$8,417	$8,796
	Total	**$73,212**	**$76,505**	**$79,949**	**$83,547**	**$87,305**	**$91,234**
1	**Base Salary**	**$67,476**	**$70,513**	**$73,685**	**$77,000**	**$80,467**	**$84,085**
	10.67% Responsibility	$7,200	$7,524	$7,862	$8,216	$8,586	$8,972
	Total	**$74,676**	**$78,037**	**$81,547**	**$85,216**	**$89,053**	**$93,057**
2	**Base Salary**	**$68,825**	**$71,923**	**$75,160**	**$78,540**	**$82,076**	**$85,767**
	10.67% Responsibility	$7,344	$7,674	$8,020	$8,380	$8,758	$9,151
	Total	**$76,169**	**$79,597**	**$83,180**	**$86,920**	**$90,834**	**$94,918**
3	**Base Salary**	**$70,203**	**$73,359**	**$76,662**	**$80,110**	**$83,717**	**$87,485**
	10.67% Responsibility	$7,491	$7,827	$8,180	$8,548	$8,933	$9,335
	Total	**$77,694**	**$81,186**	**$84,842**	**$88,658**	**$92,650**	**$96,820**
4	**Base Salary**	**$71,606**	**$74,827**	**$78,198**	**$81,714**	**$85,392**	**$89,234**
	10.67% Responsibility	$7,640	$7,984	$8,344	$8,719	$9,111	$9,521
	Total	**$79,246**	**$82,811**	**$86,542**	**$90,433**	**$94,503**	**$98,755**
5	**Base Salary**	**$73,038**	**$76,325**	**$79,760**	**$83,351**	**$87,099**	**$91,018**
	10.67% Responsibility	$7,793	$8,144	$8,510	$8,894	$9,293	$9,712
	Total	**$80,831**	**$84,469**	**$88,270**	**$92,245**	**$96,392**	**$100,730**
6	**Base Salary**	**$74,497**	**$77,850**	**$81,355**	**$85,015**	**$88,843**	**$92,840**
	10.67% Responsibility	$7,949	$8,307	$8,681	$9,071	$9,480	$9,906
	Total	**$82,446**	**$86,157**	**$90,036**	**$94,086**	**$98,323**	**$102,746**
7	**Base Salary**	**$75,989**	**$79,410**	**$82,981**	**$86,715**	**$90,620**	**$94,697**
	10.67% Responsibility	$8,108	$8,473	$8,854	$9,252	$9,669	$10,104
	Total	**$84,097**	**$87,883**	**$91,835**	**$95,967**	**$100,289**	**$104,801**
8	**Base Salary**	**$77,508**	**$80,996**	**$84,641**	**$88,448**	**$92,431**	**$96,590**
	10.67% Responsibility	$8,270	$8,642	$9,031	$9,437	$9,862	$10,306
	Total	**$85,778**	**$89,638**	**$93,672**	**$97,885**	**$102,293**	**$106,896**
9	**Base Salary**	**$79,057**	**$82,617**	**$86,333**	**$90,221**	**$94,279**	**$98,519**
	10.67% Responsibility	$8,435	$8,815	$9,212	$9,627	$10,060	$10,512
	Total	**$87,492**	**$91,432**	**$95,545**	**$99,848**	**$104,339**	**$109,031**
10	**Base Salary**	**$82,221**	**$85,922**	**$89,789**	**$93,829**	**$98,051**	**$102,463**
	10.67% Responsibility	$8,773	$9,168	$9,580	$10,012	$10,462	$10,933
	Total	**$90,994**	**$95,090**	**$99,369**	**$103,841**	**$108,513**	**$113,396**
11	**Base Salary**		**$89,360**	**$93,379**	**$97,580**	**$101,972**	**$106,559**
	10.67% Responsibility		$9,535	$9,964	$10,412	$10,880	$11,370
	Total		**$98,895**	**$103,343**	**$107,992**	**$112,852**	**$117,929**
12	**Base Salary**		**$92,933**	**$97,115**	**$101,484**	**$106,052**	**$110,824**
	10.67% Responsibility		$9,916	$10,362	$10,828	$11,316	$11,825
	Total		**$102,849**	**$107,477**	**$112,312**	**$117,368**	**$122,649**
13	**Base Salary**			**$100,999**	**$105,543**	**$110,292**	**$115,257**
	10.67% Responsibility			$10,777	$11,261	$11,768	$12,298
	Total			**$111,776**	**$116,804**	**$122,060**	**$127,555**
14	**Base Salary**			**$105,039**	**$109,766**	**$114,706**	**$119,868**
	10.67% Responsibility			$11,208	$11,712	$12,239	$12,790
	Total			**$116,247**	**$121,478**	**$126,945**	**$132,658**
15-19	**Base Salary**			**$109,239**	**$114,153**	**$119,292**	**$124,661**
	10.67% Responsibility			$11,656	$12,180	$12,728	$13,301
	Total			**$120,895**	**$126,333**	**$132,020**	**$137,962**
20-24	**Base Salary**			**$109,239**	**$114,153**	**$119,292**	**$124,661**
	10.67% Responsibility			$11,656	$12,180	$12,728	$13,301
	Longevity			$2,150	$2,150	$2,150	$2,150
	Total			**$123,045**	**$128,483**	**$134,170**	**$140,112**
25+	**Base Salary**			**$109,239**	**$114,153**	**$119,292**	**$124,661**
	10.67% Responsibility			$11,656	$12,180	$12,728	$13,301
	Longevity			$4,300	$4,300	$4,300	$4,300
	Total			**$125,195**	**$130,633**	**$136,320**	**$142,262**

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