

TUMWATER SCHOOL DISTRICT #33 2025-2026 **CERTIFICATED SALARY SCHEDULE**

STEP	Type of pay	BA	BA+15	BA+30	BA+45	BA+90	BA+135*	MA	MA+45	MA+90/PHD
0	Base	\$ 63,458	\$ 65,171	\$ 66,946	\$ 68,726	\$ 74,438	\$ 78,113	\$ 76,079	\$ 81,789	\$ 85,471
1	Base	\$ 64,311	\$ 66,047	\$ 67,847	\$ 69,704	\$ 75,476	\$ 79,134	\$ 76,925	\$ 82,695	\$ 86,350
	Per Diem	357.28	366.93	376.93	387.24	419.31	439.63	427.36	459.42	479.72
	Hourly Per Diem	47.6378	48.9237	50.2570	51.6326	55.9081	58.6178	56.9815	61.2556	63.9630
	7 Professional Days	\$2,501	\$2,568	\$2,638	\$2,711	\$2,935	\$3,077	\$2,992	\$3,216	\$3,358
	Total Compensation	66,812	68,615	70,485	72,415	78,411	82,211	79,917	85,911	89,708
2	Base	\$ 65,125	\$ 66,879	\$ 68,697	\$ 70,698	\$ 76,451	\$ 80,148	\$ 77,776	\$ 83,529	\$ 87,225
	Per Diem	361.81	371.55	381.65	392.77	424.73	445.27	432.09	464.05	484.58
	Hourly Per Diem	48.2407	49.5400	50.8867	52.3689	56.6304	59.3689	57.6119	61.8733	64.6111
	7 Professional Days	\$2,533	\$2,601	\$2,672	\$2,749	\$2,973	\$3,117	\$3,025	\$3,248	\$3,392
	Total Compensation	67,658	69,480	71,369	73,447	79,424	83,265	80,801	86,777	90,617
3	Base	\$ 65,963	\$ 67,733	\$ 69,571	\$ 71,637	\$ 77,379	\$ 81,164	\$ 78,583	\$ 84,322	\$ 88,109
	Per Diem	366.46	376.29	386.51	397.98	429.88	450.91	436.57	468.46	489.49
	Hourly Per Diem	48.8615	50.1726	51.5341	53.0644	57.3178	60.1215	58.2096	62.4607	65.2659
	7 Professional Days	\$2,565	\$2,634	\$2,706	\$2,786	\$3,009	\$3,156	\$3,056	\$3,279	\$3,426
	Total Compensation	68,528	70,367	72,277	74,423	80,388	84,320	81,639	87,601	91,535
4	Base	\$ 66,786	\$ 68,634	\$ 70,483	\$ 72,619	\$ 78,396	\$ 82,207	\$ 79,428	\$ 85,205	\$ 89,021
	Per Diem	371.03	381.30	391.57	403.44	435.53	456.71	441.27	473.36	494.56
	Hourly Per Diem	49.4711	50.8400	52.2096	53.7919	58.0711	60.8941	58.8356	63.1148	65.9415
	7 Professional Days	\$2,597	\$2,669	\$2,741	\$2,824	\$3,049	\$3,197	\$3,089	\$3,314	\$3,462
	Total Compensation	69,383	71,303	73,224	75,443	81,445	85,404	82,517	88,519	92,483
5	Base	\$ 67,636	\$ 69,493	\$ 71,359	\$ 73,613	\$ 79,370	\$ 83,259	\$ 80,288	\$ 86,046	\$ 89,937
	Per Diem	375.76	386.07	396.44	408.96	440.94	462.55	446.04	478.03	499.65
	Hourly Per Diem	50.1007	51.4763	52.8585	54.5281	58.7926	61.6733	59.4726	63.7378	66.6200
	7 Professional Days	\$2,630	\$2,703	\$2,775	\$2,863	\$3,087	\$3,238	\$3,122	\$3,346	\$3,498
	Total Compensation	70,266	72,196	74,134	76,476	82,457	86,497	83,410	89,392	93,435
6	Base	\$ 68,508	\$ 70,325	\$ 72,255	\$ 74,623	\$ 80,350	\$ 84,261	\$ 81,170	\$ 86,900	\$ 90,806
	Per Diem	380.60	390.69	401.42	414.57	446.39	468.12	450.94	482.78	504.48
	Hourly Per Diem	50.7467	52.0926	53.5222	55.2763	59.5185	62.4156	60.1259	64.3704	67.2637
	7 Professional Days	\$2,664	\$2,735	\$2,810	\$2,902	\$3,125	\$3,277	\$3,157	\$3,379	\$3,531
	Total Compensation	71,172	73,060	75,065	77,525	83,475	87,538	84,327	90,279	94,337
7	Base	\$ 70,043	\$ 71,887	\$ 73,843	\$ 76,339	\$ 82,152	\$ 86,169	\$ 82,822	\$ 88,631	\$ 92,652
	Per Diem	389.13	399.37	410.24	424.11	456.40	478.72	460.12	492.39	514.73
	Hourly Per Diem	51.8837	53.2496	54.6985	56.5474	60.8533	63.8289	61.3496	65.6526	68.6311
	7 Professional Days	\$2,724	\$2,796	\$2,872	\$2,969	\$3,195	\$3,351	\$3,221	\$3,447	\$3,603
	Total Compensation	72,767	74,683	76,715	79,308	85,347	89,520	86,043	92,078	96,255
8	Base	\$ 72,288	\$ 74,234	\$ 76,235	\$ 78,939	\$ 84,829	\$ 88,997	\$ 85,419	\$ 91,312	\$ 95,475
	Per Diem	401.60	412.41	423.53	438.55	471.27	494.43	474.55	507.29	530.42
	Hourly Per Diem	53.5467	54.9881	56.4704	58.4733	62.8363	65.9237	63.2733	67.6385	70.7222
	7 Professional Days	\$2,811	\$2,887	\$2,965	\$3,070	\$3,299	\$3,461	\$3,322	\$3,551	\$3,713
	Total Compensation	75,099	77,121	79,200	82,009	88,128	92,458	88,741	94,863	99,188
9	Base	\$ 76,665	\$ 78,765	\$ 81,565	\$ 87,594	\$ 91,902	\$ 91,902	\$ 88,044	\$ 94,077	\$ 98,383
	Per Diem		425.92	437.58	453.14	486.63	510.57	489.13	522.65	546.57
	Hourly Per Diem		56.7889	58.3444	60.4185	64.8844	68.0756	65.2178	69.6867	72.8763
	7 Professional Days		\$2,981	\$3,063	\$3,172	\$3,406	\$3,574	\$3,424	\$3,659	\$3,826
	Total Compensation		79,646	81,828	84,737	91,000	95,476	91,468	97,736	102,209
10	Base			\$ 81,325	\$ 84,328	\$ 90,437	\$ 94,887	\$ 90,809	\$ 96,920	\$ 101,367
	Per Diem			451.81	468.49	502.43	527.15	504.49	538.44	563.15
	Hourly Per Diem			60.2407	62.4652	66.9904	70.2867	67.2659	71.7926	75.0867
	7 Professional Days			\$3,163	\$3,279	\$3,517	\$3,690	\$3,531	\$3,769	\$3,942
	Total Compensation			84,488	87,607	93,954	98,577	94,340	100,689	105,309
11	Base				\$ 87,170	\$ 93,413	\$ 97,953	\$ 93,651	\$ 99,894	\$ 104,433
	Per Diem				484.28	518.96	544.18	520.28	554.97	580.18
	Hourly Per Diem				64.5704	69.1948	72.5578	69.3711	73.9956	77.3578
	7 Professional Days				\$3,390	\$3,633	\$3,809	\$3,642	\$3,885	\$4,061
	Total Compensation				90,560	97,046	101,762	97,293	103,779	108,494
12	Base				\$ 89,923	\$ 96,467	\$ 101,144	\$ 96,606	\$ 102,950	\$ 107,626
	Per Diem				499.57	535.93	561.91	536.70	571.94	597.92
	Hourly Per Diem				66.6096	71.4570	74.9215	71.5600	76.2593	79.7230
	7 Professional Days				\$3,497	\$3,751	\$3,933	\$3,757	\$4,004	\$4,185

Total Compensation					93,420	100,218	105,077	100,363	106,954	111,811
13	Base					\$ 99,599	\$ 104,414	\$ 99,665	\$ 106,079	\$ 110,895
	Per Diem					553.33	580.08	553.69	589.33	616.08
	Hourly Per Diem					73.7770	77.3437	73.8259	78.5770	82.1444
	7 Professional Days					\$3,873	\$4,061	\$3,876	\$4,125	\$4,313
	Total Compensation					103,472	108,475	103,541	110,204	115,208
14	Base					\$ 102,745	\$ 107,806	\$ 102,814	\$ 109,431	\$ 112,732
	Per Diem					570.81	598.92	571.19	607.95	626.29
	Hourly Per Diem					76.1074	79.8563	76.1585	81.0600	83.5052
	7 Professional Days					\$3,996	\$4,192	\$3,998	\$4,256	\$4,384
	MA90 Experience Education Stipend									\$1,618
	Total Compensation					106,741	111,998	106,812	113,687	117,116
15	Base					\$ 105,418	\$ 110,611	\$ 105,486	\$ 112,276	\$ 112,732
	Per Diem					585.66	614.51	586.03	623.76	626.29
	Hourly Per Diem					78.0874	81.9341	78.1378	83.1674	83.5052
	7 Professional Days					\$4,100	\$4,302	\$4,102	\$4,366	\$4,384
	MA90 Experience Education Stipend					\$0	\$0	\$0	\$0	\$4,704
	Total Compensation					109,518	114,913	109,588	116,642	121,820
16	Base					\$ 107,525	\$ 112,732	\$ 107,595	\$ 112,732	\$ 112,732
	Per Diem					597.36	626.29	597.75	626.29	626.29
	Hourly Per Diem					79.6481	83.5052	79.7000	83.5052	83.5052
	7 Professional Days					\$4,182	\$4,384	\$4,184	\$4,384	\$4,384
	MA45 and MA90 Experience Education Stipend					\$0	\$92	\$0	\$1,859	\$7,139
	Total Compensation					111,707	117,208	111,779	118,975	124,255