

Washington Teacher's Union

ET-15 Salary Schedule

Effective October 5, 2025

FY 2026 ET 15 Salary Schedule - 10 Month														Longevity Placements		
Adjustment: 3.0%														1	2	2
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	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
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														Longevity Placements		
Adjustment: 3.0%														1	2	2
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	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
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														Longevity Placements		
Adjustment: 3.0%														1	2	2
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	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
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