

Washington Teacher's Union

ET-15 Salary Schedule

Effective October 3, 2027

FY 2028 ET 15 Salary Schedule - 10 Month														Longevity Placements		
Adjustment: 4.0%														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	\$ 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														Longevity Placements		
Adjustment: 4.0%														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	\$ 78,453	\$ 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														Longevity Placements		
Adjustment: 4.0%														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	\$ 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