
Teacher Attrition Data and Analysis

Ideally, a discussion of a housing allocation or other cost of living differential in Washington would include documentation of the extent to which disparities in purchasing power account for higher turnover or more difficulty in recruiting educators in the higher cost areas of the state. Unfortunately, there is insufficient data and analysis available to link housing cost differences with above average teacher attrition in high cost areas. Significant research is needed to gain an understanding of educator attrition trends both statewide and by geographic area, and to document the degree to which different factors impact these trends. There is anecdotal evidence of teacher recruitment and retention challenges in areas of the state with both high and low housing costs.

Using available job turnover data from the state Employment Security Department a strong correlation between high housing costs and teacher turnover could not be documented. It is difficult to draw a firm conclusion from these data because they include all K-12 personnel and cover only two years of experience.

A database could be developed to identify for disparities between districts, especially economic differences. The data base could be used to correlate the disparities with district' s retention and turnover experience over a longer period of time

OTHER OPTIONS

This study has focused primarily on the possible use of a housing cost allowance to mitigate cost of living differences among areas and regions of the state. Other possible options for addressing this issue include:

1. Signing bonuses for new teachers in qualifying districts to help pay the down payment on a house.
2. Low-interest loans or mortgage subsidies mortgages for teachers in qualified school districts.
3. Increasing local levy authority in qualifying school districts to allow those school districts to ask taxpayers for more money to fund pay raises to mitigate cost of living differences.
4. Allow qualifying school districts to use capital bond proceeds to buy down mortgages.
5. Change Time Responsibility Incentive (TRI) days to authorize signing bonuses or housing allowances under “ incentive.”

Sorted by **Housing** Expenses

COST ALLOWANCES FOR K-12 PERSONNEL BASED ON DIFFERENCES IN TOTAL HOUSEHOLD COSTS AND HOUSING COSTS										
Using the Lowest Cost District ("Bottom") and the District Including the Median Cost Household as the Standard										
District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district	Median	Additional Pay for each CIS FTE at district	Median	Additional cost per school district	Median	Additional Pay for each CIS Staff FTE at district	Median
			Bottom		Bottom		Bottom		Bottom	
Roosevelt	\$54,300	\$8,698	\$2,450	\$0	\$1,425	\$0	\$0	\$0	\$0	\$0
Benge	\$55,018	\$9,335	\$3,846	\$0	\$2,102	\$0	\$1,167	\$0	\$637	\$0
Othello	\$55,293	\$9,379	\$345,939	\$0	\$2,139	\$0	\$110,178	\$0	\$681	\$0
Lamont	\$55,305	\$9,594	\$10,012	\$0	\$2,365	\$0	\$3,795	\$0	\$896	\$0
Starbuck	\$55,484	\$9,751	\$5,172	\$0	\$1,881	\$0	\$2,896	\$0	\$1,053	\$0
Endicott	\$55,742	\$9,999	\$29,573	\$0	\$2,464	\$0	\$15,615	\$0	\$1,301	\$0
Onion Creek	\$55,807	\$10,042	\$12,148	\$0	\$2,567	\$0	\$6,361	\$0	\$1,344	\$0
Sprague	\$55,942	\$10,173	\$29,711	\$0	\$2,537	\$0	\$17,276	\$0	\$1,475	\$0
Bickleton	\$55,944	\$10,177	\$31,136	\$0	\$2,437	\$0	\$18,904	\$0	\$1,480	\$0
Brewster	\$54,976	\$10,186	\$116,078	\$0	\$1,792	\$0	\$96,389	\$0	\$1,488	\$0
Northport	\$55,992	\$10,226	\$39,208	\$0	\$2,366	\$0	\$25,323	\$0	\$1,528	\$0
Tekoa	\$56,061	\$10,289	\$45,826	\$0	\$2,777	\$0	\$26,253	\$0	\$1,591	\$0
Lacrosse	\$56,115	\$10,338	\$41,760	\$0	\$2,694	\$0	\$25,423	\$0	\$1,640	\$0
Klickitat	\$56,166	\$10,376	\$45,261	\$0	\$2,971	\$0	\$25,569	\$0	\$1,679	\$0
Prescott	\$56,030	\$10,453	\$60,145	\$0	\$2,770	\$0	\$38,124	\$0	\$1,756	\$0
North River	\$56,299	\$10,489	\$27,184	\$0	\$2,718	\$0	\$17,910	\$0	\$1,791	\$0
Lind	\$56,338	\$10,537	\$50,349	\$0	\$2,835	\$0	\$32,665	\$0	\$1,840	\$0
Kahlotus	\$54,103	\$10,568	\$14,868	\$0	\$1,185	\$0	\$23,467	\$0	\$1,870	\$0
Orient	\$52,396	\$10,616	\$0	\$0	\$0	\$0	\$10,166	\$0	\$1,918	\$0
Washtucna	\$56,453	\$10,631	\$36,542	\$0	\$2,707	\$0	\$26,100	\$0	\$1,933	\$0
Wilson Creek	\$56,473	\$10,649	\$40,298	\$0	\$3,100	\$0	\$25,365	\$0	\$1,951	\$0
Vader	\$56,574	\$10,723	\$28,313	\$0	\$3,775	\$0	\$15,188	\$0	\$2,025	\$0
Ritzville	\$56,550	\$10,743	\$85,137	\$0	\$3,048	\$0	\$57,126	\$0	\$2,045	\$0
Harrington	\$56,618	\$10,779	\$41,060	\$0	\$2,885	\$0	\$29,623	\$0	\$2,082	\$0
Aberdeen	\$56,822	\$10,828	\$736,177	\$0	\$3,208	\$0	\$488,794	\$0	\$2,130	\$0
Garfield	\$56,686	\$10,841	\$47,559	\$0	\$3,215	\$0	\$31,704	\$0	\$2,143	\$0
Rosalia	\$56,698	\$10,861	\$73,211	\$0	\$3,372	\$0	\$46,974	\$0	\$2,164	\$0
Wishram	\$56,749	\$10,889	\$35,086	\$0	\$3,204	\$0	\$24,000	\$0	\$2,191	\$0
Mabton	\$56,682	\$10,905	\$156,948	\$0	\$2,937	\$0	\$117,945	\$0	\$2,207	\$0
Granger	\$56,658	\$10,912	\$194,138	\$0	\$2,912	\$0	\$147,576	\$0	\$2,214	\$0
Pomeroy	\$56,754	\$10,927	\$99,114	\$0	\$3,433	\$0	\$64,373	\$0	\$2,230	\$0
Curlew	\$52,396	\$10,937	\$0	\$0	\$0	\$0	\$45,353	\$0	\$2,239	\$0
Mansfield	\$56,884	\$11,013	\$37,820	\$0	\$3,254	\$0	\$26,908	\$0	\$2,315	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
St John	\$56,884	\$11,019	\$54,908	\$0	\$3,393	\$0	\$37,565	\$0	\$2,321	\$0
Oakesdale	\$56,955	\$11,078	\$49,493	\$0	\$3,481	\$0	\$33,834	\$0	\$2,380	\$0
Boistfort	\$56,967	\$11,081	\$31,164	\$0	\$3,280	\$0	\$22,643	\$0	\$2,383	\$0
Oakville	\$56,942	\$11,081	\$82,475	\$0	\$3,525	\$0	\$55,777	\$0	\$2,384	\$0
Bridgeport	\$56,905	\$11,085	\$130,677	\$0	\$3,022	\$0	\$103,254	\$0	\$2,388	\$0
Odessa	\$56,953	\$11,090	\$82,122	\$0	\$3,659	\$0	\$53,696	\$0	\$2,393	\$0
Taholah	\$56,972	\$11,107	\$71,452	\$0	\$3,093	\$0	\$55,645	\$0	\$2,409	\$0
Selkirk	\$56,979	\$11,122	\$102,349	\$0	\$3,494	\$0	\$71,024	\$0	\$2,425	\$0
Dayton	\$56,976	\$11,147	\$144,533	\$0	\$3,482	\$0	\$101,670	\$0	\$2,450	\$0
Walla Walla	\$56,030	\$11,156	\$1,002,600	\$0	\$2,715	\$0	\$907,749	\$0	\$2,458	\$0
Coulee-Hartline	\$57,072	\$11,190	\$58,286	\$0	\$3,147	\$0	\$46,162	\$0	\$2,493	\$0
Raymond	\$57,037	\$11,203	\$149,237	\$0	\$3,471	\$0	\$107,711	\$0	\$2,505	\$0
Southside	\$59,694	\$11,211	\$78,316	\$0	\$5,353	\$0	\$36,761	\$0	\$2,513	\$0
Wellpinit	\$57,078	\$11,218	\$91,882	\$0	\$3,403	\$0	\$68,039	\$0	\$2,520	\$0
Union Gap	\$58,674	\$11,224	\$149,354	\$0	\$4,316	\$0	\$87,419	\$0	\$2,526	\$0
Pe Ell	\$57,115	\$11,239	\$75,564	\$0	\$3,149	\$0	\$60,987	\$0	\$2,541	\$0
South Bend	\$57,096	\$11,243	\$126,329	\$0	\$3,567	\$0	\$90,148	\$0	\$2,545	\$0
Almira	\$57,177	\$11,275	\$46,691	\$0	\$3,408	\$0	\$35,309	\$0	\$2,577	\$0
Waitsburg	\$56,030	\$11,327	\$73,920	\$0	\$2,573	\$0	\$75,531	\$0	\$2,629	\$0
Cusick	\$57,251	\$11,351	\$86,501	\$0	\$3,998	\$0	\$57,408	\$0	\$2,654	\$0
Chehalis	\$58,193	\$11,392	\$810,430	\$0	\$4,520	\$0	\$483,112	\$0	\$2,694	\$0
Step toe	\$57,357	\$11,416	\$12,887	\$0	\$3,984	\$0	\$8,795	\$0	\$2,719	\$0
Goldendale	\$57,273	\$11,459	\$264,243	\$0	\$3,896	\$0	\$187,299	\$0	\$2,761	\$0
Centerville	\$57,432	\$11,484	\$17,871	\$0	\$3,971	\$0	\$12,537	\$0	\$2,786	\$0
Warden	\$57,330	\$11,486	\$188,524	\$0	\$3,493	\$0	\$150,521	\$0	\$2,789	\$0
Paterson	\$53,654	\$11,500	\$3,215	\$0	\$904	\$0	\$9,965	\$0	\$2,802	\$0
Hoquiam	\$57,234	\$11,516	\$454,096	\$0	\$3,612	\$0	\$354,224	\$0	\$2,818	\$0
Republic	\$52,396	\$11,526	\$0	\$0	\$0	\$0	\$78,248	\$0	\$2,828	\$0
Wilbur	\$57,458	\$11,538	\$82,024	\$0	\$3,864	\$0	\$60,281	\$0	\$2,840	\$0
Toppenish	\$57,122	\$11,561	\$690,141	\$0	\$3,246	\$0	\$608,767	\$0	\$2,863	\$0
Columbia (Ste)	\$57,510	\$11,577	\$63,642	\$0	\$3,857	\$0	\$47,503	\$0	\$2,879	\$0
Willapa Valley	\$57,507	\$11,597	\$111,876	\$0	\$3,967	\$0	\$81,767	\$0	\$2,900	\$0
Mary Walker	\$57,508	\$11,605	\$124,586	\$0	\$3,528	\$0	\$102,658	\$0	\$2,907	\$0
Wapato	\$57,258	\$11,640	\$616,630	\$0	\$3,456	\$0	\$525,035	\$0	\$2,942	\$0
Davenport	\$57,560	\$11,642	\$116,386	\$0	\$4,055	\$0	\$84,489	\$0	\$2,944	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
Palouse	\$57,637	\$11,693	\$80,527	\$0	\$3,807	\$0	\$63,354	\$0	\$2,995	\$0
Grand Coulee Dam	\$57,579	\$11,701	\$229,335	\$0	\$4,220	\$0	\$163,173	\$0	\$3,003	\$0
Waterville	\$57,641	\$11,705	\$108,733	\$0	\$3,740	\$0	\$87,408	\$0	\$3,007	\$0
McCleary	\$57,662	\$11,713	\$57,703	\$0	\$3,636	\$0	\$47,851	\$0	\$3,015	\$0
Kittitas	\$57,645	\$11,728	\$145,591	\$0	\$4,051	\$0	\$108,927	\$0	\$3,031	\$0
Tonasket	\$57,611	\$11,758	\$256,582	\$0	\$3,805	\$0	\$206,366	\$0	\$3,060	\$0
Queets-Clearwater	\$57,745	\$11,759	\$10,633	\$0	\$3,544	\$0	\$9,183	\$0	\$3,061	\$0
Oroville	\$57,652	\$11,760	\$182,375	\$0	\$3,791	\$0	\$147,336	\$0	\$3,063	\$0
Nespelem	\$57,745	\$11,783	\$64,993	\$0	\$3,915	\$0	\$51,222	\$0	\$3,086	\$0
Grandview	\$57,483	\$11,813	\$555,414	\$0	\$3,597	\$0	\$480,957	\$0	\$3,115	\$0
Soap Lake	\$57,740	\$11,816	\$119,355	\$0	\$3,397	\$0	\$109,553	\$0	\$3,118	\$0
Creston	\$57,807	\$11,831	\$44,764	\$0	\$3,665	\$0	\$38,266	\$0	\$3,133	\$0
Mary M. Knight	\$57,817	\$11,848	\$71,301	\$0	\$4,164	\$0	\$53,953	\$0	\$3,151	\$0
Thorp	\$57,863	\$11,889	\$64,332	\$0	\$4,014	\$0	\$51,140	\$0	\$3,191	\$0
Chewelah	\$57,771	\$11,899	\$277,347	\$0	\$4,098	\$0	\$216,636	\$0	\$3,201	\$0
Evaline	\$57,917	\$11,910	\$7,831	\$0	\$3,916	\$0	\$6,424	\$0	\$3,212	\$0
Quinault	\$57,883	\$11,913	\$77,613	\$0	\$3,718	\$0	\$67,131	\$0	\$3,216	\$0
Satsop	\$57,960	\$11,950	\$13,322	\$0	\$4,441	\$0	\$9,758	\$0	\$3,253	\$0
Okanogan	\$57,858	\$11,969	\$256,342	\$0	\$4,052	\$0	\$206,921	\$0	\$3,271	\$0
Wishkah Valley	\$57,960	\$11,976	\$72,872	\$0	\$4,147	\$0	\$57,599	\$0	\$3,278	\$0
Inchelium	\$58,003	\$12,023	\$91,695	\$0	\$4,366	\$0	\$69,825	\$0	\$3,325	\$0
Newport	\$57,024	\$12,026	\$268,137	\$0	\$3,474	\$0	\$256,857	\$0	\$3,328	\$0
Montesano	\$57,861	\$12,035	\$325,139	\$0	\$4,238	\$0	\$256,047	\$0	\$3,337	\$0
Wahluke	\$57,917	\$12,059	\$299,405	\$0	\$3,578	\$0	\$281,212	\$0	\$3,361	\$0
Elma	\$57,871	\$12,072	\$470,327	\$0	\$4,157	\$0	\$381,697	\$0	\$3,374	\$0
Centralia	\$58,739	\$12,095	\$875,833	\$0	\$4,969	\$0	\$598,843	\$0	\$3,397	\$0
Colton	\$58,104	\$12,097	\$61,289	\$0	\$4,377	\$0	\$47,605	\$0	\$3,400	\$0
Blaine	\$58,538	\$12,099	\$464,593	\$0	\$4,528	\$0	\$349,006	\$0	\$3,401	\$0
Touchet	\$56,030	\$12,174	\$51,736	\$0	\$2,598	\$0	\$69,216	\$0	\$3,476	\$0
Kettle Falls	\$58,156	\$12,214	\$227,888	\$0	\$4,507	\$0	\$177,793	\$0	\$3,516	\$0
Onalaska	\$58,182	\$12,226	\$222,296	\$0	\$4,466	\$0	\$175,606	\$0	\$3,528	\$0
Lyle	\$58,225	\$12,226	\$113,461	\$0	\$4,483	\$0	\$89,301	\$0	\$3,528	\$0
Sunnyside	\$57,723	\$12,230	\$1,062,386	\$0	\$3,896	\$0	\$963,179	\$0	\$3,532	\$0
Valley	\$58,275	\$12,239	\$34,426	\$0	\$4,203	\$0	\$29,006	\$0	\$3,542	\$0
North Franklin	\$54,103	\$12,244	\$142,195	\$0	\$1,203	\$0	\$419,231	\$0	\$3,546	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
Royal	\$58,145	\$12,246	\$278,777	\$0	\$3,872	\$0	\$255,453	\$0	\$3,548	\$0
Mount Adams	\$58,183	\$12,275	\$298,736	\$0	\$4,149	\$0	\$257,597	\$0	\$3,578	\$0
Carbonado	\$58,310	\$12,276	\$45,206	\$0	\$3,831	\$0	\$42,229	\$0	\$3,579	\$0
Morton	\$58,274	\$12,281	\$118,366	\$0	\$4,012	\$0	\$105,704	\$0	\$3,583	\$0
White Pass	\$58,252	\$12,297	\$234,455	\$0	\$4,407	\$0	\$191,489	\$0	\$3,599	\$0
Reardan	\$58,293	\$12,308	\$167,906	\$0	\$4,468	\$0	\$135,678	\$0	\$3,611	\$0
Glenwood	\$58,391	\$12,346	\$43,225	\$0	\$3,962	\$0	\$39,799	\$0	\$3,648	\$0
Prosser	\$58,113	\$12,356	\$646,574	\$0	\$4,160	\$0	\$568,587	\$0	\$3,658	\$0
Winlock	\$58,372	\$12,393	\$208,035	\$0	\$4,474	\$0	\$171,825	\$0	\$3,695	\$0
Entiat	\$58,420	\$12,401	\$120,951	\$0	\$4,463	\$0	\$100,367	\$0	\$3,704	\$0
Highland	\$58,354	\$12,420	\$293,329	\$0	\$4,222	\$0	\$258,620	\$0	\$3,723	\$0
Trout Lake	\$58,477	\$12,426	\$56,151	\$0	\$4,567	\$0	\$45,838	\$0	\$3,728	\$0
Pateros	\$58,461	\$12,426	\$95,791	\$0	\$4,470	\$0	\$79,897	\$0	\$3,728	\$0
Zillah	\$58,395	\$12,456	\$275,909	\$0	\$4,169	\$0	\$248,741	\$0	\$3,758	\$0
Cle Elum-Roslyn	\$58,468	\$12,496	\$241,212	\$0	\$4,480	\$0	\$204,507	\$0	\$3,798	\$0
Clarkston	\$58,265	\$12,499	\$743,647	\$0	\$4,469	\$0	\$632,572	\$0	\$3,801	\$0
Quincy	\$58,347	\$12,520	\$506,904	\$0	\$4,117	\$0	\$470,572	\$0	\$3,822	\$0
Kiona-Benton City	\$58,439	\$12,525	\$368,618	\$0	\$4,288	\$0	\$328,977	\$0	\$3,827	\$0
Ocosta	\$58,529	\$12,537	\$214,053	\$0	\$4,456	\$0	\$184,432	\$0	\$3,839	\$0
Cosmopolis	\$58,635	\$12,568	\$57,722	\$0	\$4,581	\$0	\$48,765	\$0	\$3,870	\$0
Mossyrock	\$58,598	\$12,584	\$182,913	\$0	\$4,730	\$0	\$150,252	\$0	\$3,886	\$0
Napavine	\$58,632	\$12,611	\$176,507	\$0	\$4,670	\$0	\$147,935	\$0	\$3,914	\$0
Liberty	\$58,658	\$12,634	\$192,273	\$0	\$4,747	\$0	\$159,438	\$0	\$3,937	\$0
Summit Valley	\$58,760	\$12,662	\$20,092	\$0	\$4,865	\$0	\$16,373	\$0	\$3,964	\$0
Skykomish	\$58,771	\$12,686	\$54,911	\$0	\$4,736	\$0	\$46,241	\$0	\$3,988	\$0
West Valley (Spo)	\$58,449	\$12,737	\$887,575	\$0	\$4,599	\$0	\$779,542	\$0	\$4,039	\$0
Naselle-Grays R.	\$58,810	\$12,759	\$163,252	\$0	\$4,849	\$0	\$136,724	\$0	\$4,061	\$0
Quillayute Valley	\$58,690	\$12,760	\$459,171	\$0	\$4,752	\$0	\$392,457	\$0	\$4,062	\$0
Concrete	\$58,817	\$12,796	\$223,510	\$0	\$4,470	\$0	\$204,916	\$0	\$4,098	\$0
Cape Flattery	\$58,831	\$12,826	\$255,961	\$0	\$4,471	\$0	\$236,324	\$0	\$4,128	\$0
College Place	\$58,847	\$12,827	\$246,758	\$0	\$4,890	\$0	\$208,354	\$0	\$4,129	\$0
Dixie	\$58,971	\$12,847	\$14,802	\$0	\$4,934	\$0	\$12,447	\$0	\$4,149	\$0
Rainier	\$58,897	\$12,876	\$263,350	\$0	\$4,862	\$0	\$226,294	\$0	\$4,178	\$0
Naches Valley	\$58,891	\$12,924	\$415,204	\$0	\$4,693	\$0	\$373,854	\$0	\$4,226	\$0
Central Valley	\$58,622	\$12,925	\$3,097,848	\$0	\$4,881	\$0	\$2,682,805	\$0	\$4,227	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
Toledo	\$58,986	\$12,947	\$236,864	\$0	\$4,898	\$0	\$205,490	\$0	\$4,249	\$0
Colfax	\$57,397	\$12,947	\$172,071	\$0	\$3,867	\$0	\$189,097	\$0	\$4,249	\$0
Bethel	\$58,596	\$12,989	\$3,560,210	\$0	\$4,501	\$0	\$3,394,115	\$0	\$4,291	\$0
Stevenson-Carson	\$59,023	\$13,006	\$339,418	\$0	\$4,837	\$0	\$302,287	\$0	\$4,308	\$0
North Beach	\$59,136	\$13,063	\$193,557	\$0	\$4,616	\$0	\$183,048	\$0	\$4,366	\$0
Darrington	\$59,173	\$13,099	\$211,456	\$0	\$4,898	\$0	\$189,999	\$0	\$4,401	\$0
Columbia (Wal)	\$59,283	\$13,214	\$271,749	\$0	\$5,121	\$0	\$239,645	\$0	\$4,516	\$0
Quilcene	\$59,409	\$13,268	\$104,761	\$0	\$4,994	\$0	\$95,860	\$0	\$4,570	\$0
Keller	\$59,468	\$13,288	\$14,938	\$0	\$4,979	\$0	\$13,770	\$0	\$4,590	\$0
Stehekin	\$60,454	\$13,288	\$6,718	\$0	\$6,718	\$0	\$4,590	\$0	\$4,590	\$0
Rochester	\$59,214	\$13,294	\$658,592	\$0	\$5,169	\$0	\$585,561	\$0	\$4,596	\$0
Finley	\$59,359	\$13,304	\$353,685	\$0	\$5,163	\$0	\$315,519	\$0	\$4,606	\$0
Colville	\$58,503	\$13,326	\$599,654	\$0	\$4,770	\$0	\$581,826	\$0	\$4,628	\$0
Freeman	\$59,512	\$13,404	\$251,840	\$0	\$5,437	\$0	\$218,022	\$0	\$4,707	\$0
Wahkiakum	\$59,590	\$13,442	\$165,954	\$0	\$4,954	\$0	\$158,922	\$0	\$4,744	\$0
Omak	\$58,352	\$13,445	\$597,224	\$0	\$4,667	\$0	\$607,477	\$0	\$4,747	\$0
Toutle Lake	\$59,579	\$13,447	\$207,298	\$0	\$5,518	\$0	\$178,420	\$0	\$4,749	\$0
Asotin-Anatone	\$59,593	\$13,468	\$222,426	\$0	\$5,554	\$0	\$191,035	\$0	\$4,770	\$0
Cashmere	\$59,558	\$13,522	\$466,737	\$0	\$5,240	\$0	\$429,641	\$0	\$4,824	\$0
Kalama	\$59,651	\$13,532	\$236,027	\$0	\$5,187	\$0	\$219,973	\$0	\$4,835	\$0
Ephrata	\$58,846	\$13,563	\$602,110	\$0	\$4,825	\$0	\$607,144	\$0	\$4,865	\$0
Tenino	\$59,618	\$13,565	\$442,651	\$0	\$5,591	\$0	\$385,336	\$0	\$4,867	\$0
East Valley (Yak)	\$59,563	\$13,593	\$674,273	\$0	\$5,211	\$0	\$633,512	\$0	\$4,896	\$0
Castle Rock	\$59,741	\$13,594	\$389,637	\$0	\$5,488	\$0	\$347,636	\$0	\$4,896	\$0
Cheney	\$59,465	\$13,645	\$1,141,048	\$0	\$5,507	\$0	\$1,025,079	\$0	\$4,948	\$0
Orting	\$59,701	\$13,654	\$473,915	\$0	\$5,367	\$0	\$437,672	\$0	\$4,957	\$0
Selah	\$59,604	\$13,746	\$1,060,929	\$0	\$5,432	\$0	\$985,979	\$0	\$5,049	\$0
White Salmon	\$59,902	\$13,792	\$404,485	\$0	\$5,737	\$0	\$359,150	\$0	\$5,094	\$0
Sedro-Woolley	\$59,558	\$13,805	\$1,271,036	\$0	\$5,143	\$0	\$1,262,166	\$0	\$5,107	\$0
Wenatchee	\$59,406	\$13,841	\$2,081,027	\$0	\$5,115	\$0	\$2,092,355	\$0	\$5,143	\$0
Loon Lake	\$60,127	\$13,884	\$47,522	\$0	\$5,462	\$0	\$45,120	\$0	\$5,186	\$0
Ferndale	\$59,129	\$13,900	\$1,395,224	\$0	\$4,968	\$0	\$1,461,015	\$0	\$5,202	\$0
Hood Canal	\$60,127	\$13,908	\$125,088	\$0	\$5,997	\$0	\$108,696	\$0	\$5,211	\$0
Medical Lake	\$58,607	\$13,931	\$669,550	\$0	\$4,783	\$0	\$732,508	\$0	\$5,233	\$0
Mount Vernon	\$59,984	\$13,995	\$1,644,605	\$0	\$5,618	\$0	\$1,550,812	\$0	\$5,297	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
South Kitsap	\$59,692	\$13,999	\$3,429,370	\$0	\$5,469	\$0	\$3,324,351	\$0	\$5,301	\$0
Nine Mile Falls	\$60,118	\$14,012	\$473,273	\$0	\$5,714	\$0	\$440,202	\$0	\$5,315	\$0
Nooksack Valley	\$60,087	\$14,020	\$586,212	\$0	\$5,507	\$0	\$566,566	\$0	\$5,323	\$0
Vancouver	\$60,118	\$14,032	\$6,718,615	\$0	\$5,874	\$0	\$6,101,254	\$0	\$5,334	\$0
Longview	\$60,998	\$14,059	\$2,827,239	\$0	\$6,782	\$0	\$2,234,943	\$0	\$5,361	\$0
Adna	\$60,331	\$14,102	\$193,155	\$0	\$6,231	\$0	\$167,531	\$0	\$5,404	\$0
Crescent	\$60,403	\$14,147	\$109,139	\$0	\$6,142	\$0	\$96,815	\$0	\$5,449	\$0
Pioneer	\$60,352	\$14,157	\$305,952	\$0	\$5,640	\$0	\$296,178	\$0	\$5,460	\$0
La Center	\$60,323	\$14,165	\$406,924	\$0	\$5,624	\$0	\$395,528	\$0	\$5,467	\$0
Moses Lake	\$59,632	\$14,175	\$1,751,036	\$0	\$5,350	\$0	\$1,792,699	\$0	\$5,477	\$0
Burlington-Edison	\$59,452	\$14,183	\$1,024,363	\$0	\$5,317	\$0	\$1,056,850	\$0	\$5,485	\$0
Yelm	\$60,026	\$14,192	\$1,344,304	\$0	\$5,707	\$0	\$1,294,201	\$0	\$5,494	\$0
Kelso	\$61,166	\$14,202	\$1,931,466	\$0	\$6,667	\$0	\$1,594,592	\$0	\$5,504	\$0
Pullman	\$59,053	\$14,208	\$663,654	\$0	\$5,125	\$0	\$713,543	\$0	\$5,510	\$0
Ocean Beach	\$58,984	\$14,251	\$357,459	\$0	\$4,711	\$0	\$421,378	\$0	\$5,553	\$0
Skamania	\$60,552	\$14,255	\$40,122	\$0	\$6,577	\$0	\$33,898	\$0	\$5,557	\$0
Woodland	\$60,327	\$14,256	\$553,793	\$0	\$5,889	\$0	\$522,679	\$0	\$5,558	\$0
West Valley (Yak)	\$60,100	\$14,265	\$1,395,407	\$0	\$5,872	\$0	\$1,322,812	\$0	\$5,567	\$0
Green Mountain	\$60,567	\$14,271	\$45,271	\$0	\$5,657	\$0	\$44,594	\$0	\$5,573	\$0
Spokane	\$60,035	\$14,287	\$10,895,069	\$0	\$5,861	\$0	\$10,390,292	\$0	\$5,589	\$0
Battle Ground	\$60,341	\$14,291	\$3,307,136	\$0	\$6,091	\$0	\$3,037,020	\$0	\$5,593	\$0
Ridgefield	\$60,371	\$14,294	\$528,191	\$0	\$5,973	\$0	\$494,852	\$0	\$5,596	\$0
Lake Chelan	\$60,454	\$14,310	\$543,469	\$0	\$6,303	\$0	\$483,875	\$0	\$5,612	\$0
Kennewick	\$60,249	\$14,317	\$4,670,876	\$0	\$6,100	\$0	\$4,302,451	\$0	\$5,619	\$0
Index	\$60,632	\$14,325	\$23,109	\$0	\$5,004	\$0	\$25,986	\$0	\$5,627	\$0
Easton	\$60,652	\$14,355	\$69,386	\$0	\$6,016	\$0	\$65,247	\$0	\$5,657	\$0
Franklin Pierce	\$60,365	\$14,357	\$2,288,941	\$0	\$5,737	\$0	\$2,257,868	\$0	\$5,659	\$0
Riverside	\$60,448	\$14,358	\$740,272	\$0	\$6,322	\$0	\$662,777	\$0	\$5,660	\$0
Great Northern	\$60,729	\$14,407	\$17,811	\$0	\$5,937	\$0	\$17,129	\$0	\$5,710	\$0
Port Angeles	\$60,331	\$14,413	\$1,699,383	\$0	\$6,133	\$0	\$1,583,683	\$0	\$5,715	\$0
Deer Park	\$59,581	\$14,438	\$560,028	\$0	\$5,424	\$0	\$592,696	\$0	\$5,740	\$0
Shelton	\$60,696	\$14,473	\$1,420,380	\$0	\$6,063	\$0	\$1,353,022	\$0	\$5,775	\$0
Eastmont	\$59,986	\$14,486	\$1,502,673	\$0	\$5,877	\$0	\$1,479,943	\$0	\$5,788	\$0
Brinnon	\$60,831	\$14,502	\$23,129	\$0	\$5,507	\$0	\$24,380	\$0	\$5,805	\$0
Cascade	\$60,703	\$14,544	\$547,797	\$0	\$6,026	\$0	\$531,456	\$0	\$5,847	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
Tumwater	\$60,246	\$14,580	\$2,116,757	\$0	\$5,953	\$0	\$2,091,673	\$0	\$5,882	\$0
Methow Valley	\$59,739	\$14,602	\$256,850	\$0	\$5,777	\$0	\$262,499	\$0	\$5,904	\$0
Mount Baker	\$60,767	\$14,662	\$735,285	\$0	\$6,175	\$0	\$710,139	\$0	\$5,964	\$0
East Valley (Spo)	\$59,555	\$14,713	\$1,557,125	\$0	\$5,369	\$0	\$1,744,704	\$0	\$6,015	\$0
Pasco	\$60,674	\$14,738	\$2,801,958	\$0	\$5,904	\$0	\$2,866,665	\$0	\$6,040	\$0
Manson	\$61,089	\$14,792	\$260,870	\$0	\$6,414	\$0	\$247,869	\$0	\$6,095	\$0
Evergreen (Ste)	\$61,190	\$14,815	\$14,878	\$0	\$7,212	\$0	\$12,620	\$0	\$6,117	\$0
White River	\$60,797	\$14,860	\$1,335,000	\$0	\$6,098	\$0	\$1,349,061	\$0	\$6,162	\$0
Yakima	\$60,789	\$14,865	\$4,939,587	\$0	\$6,513	\$0	\$4,677,461	\$0	\$6,167	\$0
Steilacoom Hist.	\$60,785	\$14,957	\$638,270	\$0	\$6,223	\$0	\$641,977	\$0	\$6,259	\$0
Richland	\$60,205	\$14,960	\$2,819,816	\$0	\$5,808	\$0	\$3,040,227	\$0	\$6,262	\$0
Central Kitsap	\$60,365	\$14,974	\$4,592,302	\$0	\$5,981	\$0	\$4,819,365	\$0	\$6,276	\$0
Port Townsend	\$61,283	\$15,059	\$669,860	\$0	\$6,753	\$0	\$630,941	\$0	\$6,361	\$0
Mill A	\$61,513	\$15,109	\$36,227	\$0	\$6,224	\$0	\$37,322	\$0	\$6,412	\$0
Camas	\$61,040	\$15,119	\$1,158,909	\$0	\$6,296	\$0	\$1,181,992	\$0	\$6,421	\$0
Lynden	\$61,265	\$15,124	\$858,773	\$0	\$6,461	\$0	\$854,070	\$0	\$6,426	\$0
Mount Pleasant	\$61,549	\$15,136	\$19,844	\$0	\$6,050	\$0	\$21,118	\$0	\$6,438	\$0
Washougal	\$61,093	\$15,167	\$902,750	\$0	\$6,275	\$0	\$930,736	\$0	\$6,469	\$0
Granite Falls	\$61,392	\$15,186	\$619,735	\$0	\$6,218	\$0	\$646,703	\$0	\$6,489	\$0
Mead	\$60,770	\$15,191	\$2,857,360	\$0	\$6,573	\$0	\$2,822,626	\$0	\$6,494	\$0
North Mason	\$61,362	\$15,214	\$953,368	\$0	\$6,810	\$0	\$912,269	\$0	\$6,516	\$0
Conway	\$61,669	\$15,281	\$177,112	\$1,951	\$7,229	\$80	\$161,308	\$0	\$6,584	\$0
Orondo	\$61,959	\$15,519	\$106,289	\$3,879	\$7,427	\$271	\$97,626	\$0	\$6,821	\$0
North Kitsap	\$60,908	\$15,535	\$2,366,341	\$0	\$6,380	\$0	\$2,536,018	\$0	\$6,837	\$0
Eatonville	\$60,726	\$15,555	\$654,707	\$0	\$5,966	\$0	\$752,519	\$0	\$6,857	\$0
Sultan	\$61,824	\$15,579	\$713,376	\$17,714	\$6,332	\$157	\$775,194	\$0	\$6,881	\$0
Damman	\$62,088	\$15,612	\$16,012	\$758	\$8,006	\$379	\$13,828	\$0	\$6,914	\$0
Fife	\$62,821	\$15,631	\$1,148,129	\$119,256	\$7,757	\$806	\$1,026,123	\$0	\$6,933	\$0
Lopez Island	\$61,640	\$15,659	\$162,329	\$1,360	\$7,880	\$66	\$143,402	\$0	\$6,961	\$0
Meridian	\$62,008	\$15,695	\$593,582	\$24,130	\$7,030	\$286	\$590,805	\$0	\$6,997	\$0
Evergreen (Clark)	\$59,941	\$15,827	\$6,560,322	\$0	\$5,711	\$0	\$8,188,622	\$0	\$7,129	\$0
Sequim	\$62,031	\$15,835	\$1,192,194	\$50,771	\$7,610	\$324	\$1,118,147	\$0	\$7,138	\$0
Chimacum	\$62,238	\$15,876	\$568,626	\$33,888	\$7,259	\$433	\$562,325	\$0	\$7,178	\$0
Hockinson	\$62,285	\$15,902	\$538,204	\$34,100	\$7,925	\$502	\$489,241	\$0	\$7,204	\$0
Clover Park	\$61,096	\$16,069	\$4,953,678	\$0	\$6,347	\$0	\$5,752,979	\$0	\$7,371	\$0

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district	Median	Additional Pay for each CIS FTE at district	Median	Additional cost per school district	Median	Additional Pay for each CIS Staff FTE at district	Median
			Bottom		Bottom		Bottom		Bottom	
Coupeville	\$62,506	\$16,092	\$482,479	\$38,879	\$7,551	\$608	\$472,483	\$0	\$7,394	\$0
Anacortes	\$62,311	\$16,244	\$1,242,080	\$81,262	\$7,545	\$494	\$1,242,307	\$25,054	\$7,546	\$152
Oak Harbor	\$61,908	\$16,250	\$2,443,119	\$78,495	\$7,444	\$239	\$2,478,728	\$51,918	\$7,552	\$158
Federal Way	\$61,689	\$16,262	\$8,067,869	\$103,468	\$6,614	\$85	\$9,226,991	\$207,594	\$7,564	\$170
Auburn	\$61,742	\$16,312	\$4,801,173	\$84,403	\$6,775	\$119	\$5,395,917	\$156,036	\$7,614	\$220
Arlington	\$62,083	\$16,317	\$1,770,137	\$83,068	\$7,020	\$329	\$1,921,325	\$56,784	\$7,619	\$225
Orchard Prairie	\$62,888	\$16,328	\$38,473	\$4,180	\$7,695	\$836	\$38,150	\$1,180	\$7,630	\$236
Marysville	\$62,122	\$16,417	\$4,477,918	\$224,581	\$7,691	\$386	\$4,494,454	\$189,335	\$7,719	\$325
Peninsula	\$61,809	\$16,508	\$3,643,697	\$85,677	\$7,250	\$170	\$3,925,184	\$209,161	\$7,810	\$416
La Conner	\$63,030	\$16,534	\$382,468	\$45,345	\$7,695	\$912	\$389,499	\$21,990	\$7,837	\$442
Enumclaw	\$62,660	\$16,611	\$2,121,376	\$195,475	\$7,550	\$696	\$2,223,615	\$145,991	\$7,914	\$520
Sumner	\$62,821	\$16,634	\$3,100,930	\$322,092	\$7,570	\$786	\$3,251,068	\$222,104	\$7,936	\$542
Puyallup	\$62,102	\$16,683	\$8,231,682	\$399,255	\$7,372	\$358	\$8,916,809	\$660,150	\$7,985	\$591
Star	\$63,344	\$16,725	\$12,513	\$1,746	\$6,256	\$873	\$16,054	\$1,266	\$8,027	\$633
North Thurston	\$62,836	\$16,733	\$6,177,846	\$648,324	\$8,101	\$850	\$6,127,733	\$488,970	\$8,035	\$641
Bremerton	\$62,311	\$16,734	\$2,722,267	\$178,103	\$7,387	\$483	\$2,961,500	\$236,656	\$8,036	\$642
Renton	\$62,114	\$16,781	\$4,869,584	\$241,013	\$7,123	\$353	\$5,525,815	\$471,134	\$8,083	\$689
Grapeview	\$63,403	\$16,800	\$109,975	\$15,769	\$8,771	\$1,258	\$101,590	\$8,883	\$8,103	\$708
Tukwila	\$62,218	\$16,812	\$978,700	\$56,748	\$6,771	\$393	\$1,172,790	\$104,091	\$8,114	\$720
San Juan Island	\$63,106	\$16,944	\$427,787	\$52,942	\$8,473	\$1,049	\$416,322	\$43,023	\$8,246	\$852
Highline	\$62,465	\$17,113	\$7,765,661	\$601,402	\$7,199	\$557	\$9,078,208	\$1,101,631	\$8,415	\$1,021
Griffin	\$63,785	\$17,175	\$278,448	\$46,538	\$8,648	\$1,445	\$272,967	\$34,884	\$8,477	\$1,083
Monroe	\$62,933	\$17,236	\$2,205,201	\$246,572	\$7,965	\$891	\$2,363,944	\$316,784	\$8,538	\$1,144
Ellensburg	\$62,443	\$17,240	\$1,181,488	\$89,497	\$7,604	\$576	\$1,327,300	\$178,405	\$8,542	\$1,148
Kent	\$62,639	\$17,284	\$10,823,455	\$980,488	\$7,425	\$673	\$12,515,791	\$1,737,788	\$8,586	\$1,192
Stanwood-Camano	\$63,460	\$17,329	\$2,165,133	\$318,354	\$7,792	\$1,146	\$2,398,369	\$343,800	\$8,631	\$1,237
Lake Stevens	\$62,122	\$17,393	\$2,116,087	\$106,128	\$6,648	\$333	\$2,767,761	\$414,123	\$8,695	\$1,301
Lakewood	\$62,083	\$17,563	\$765,370	\$35,917	\$6,753	\$317	\$1,004,819	\$166,757	\$8,865	\$1,471
Tahoma	\$63,506	\$17,851	\$2,533,755	\$379,943	\$7,953	\$1,193	\$2,916,063	\$560,443	\$9,153	\$1,759
University Place	\$64,733	\$18,137	\$2,717,442	\$597,037	\$9,368	\$2,058	\$2,738,176	\$593,274	\$9,439	\$2,045
South Whidbey	\$64,774	\$18,219	\$1,270,419	\$281,776	\$9,388	\$2,082	\$1,288,481	\$287,904	\$9,522	\$2,128
Orcas Island	\$64,547	\$18,234	\$354,717	\$74,504	\$9,189	\$1,930	\$368,110	\$82,691	\$9,536	\$2,142
Snohomish	\$64,002	\$18,528	\$3,915,440	\$704,487	\$8,504	\$1,530	\$4,525,863	\$1,121,620	\$9,830	\$2,436
Palisades	\$65,497	\$18,641	\$35,749	\$9,171	\$10,156	\$2,605	\$35,000	\$8,973	\$9,943	\$2,549
Riverview	\$65,688	\$19,098	\$1,565,417	\$414,966	\$9,545	\$2,530	\$1,705,722	\$493,052	\$10,400	\$3,006

Sorted by **Housing** Expenses

District	Total Household Expenses	Housing Expenses	Using total Household Expenses for Homeowner				Using Housing expenses only			
			Additional cost per school district		Additional Pay for each CIS FTE at district		Additional cost per school district		Additional Pay for each CIS Staff FTE at district	
			Bottom	Median	Bottom	Median	Bottom	Median	Bottom	Median
Snoqualmie Valley	\$64,473	\$19,235	\$2,109,537	\$434,793	\$8,793	\$1,812	\$2,528,084	\$754,107	\$10,537	\$3,143
Tacoma	\$65,801	\$19,281	\$19,055,813	\$5,145,541	\$9,735	\$2,629	\$20,715,543	\$6,242,458	\$10,583	\$3,189
Olympia	\$64,844	\$19,448	\$5,048,413	\$1,137,595	\$9,665	\$2,178	\$5,615,487	\$1,753,127	\$10,750	\$3,356
Vashon Island	\$66,695	\$19,869	\$1,026,267	\$314,414	\$10,760	\$3,297	\$1,065,461	\$360,256	\$11,171	\$3,777
Shoreline	\$65,797	\$19,937	\$5,798,027	\$1,564,605	\$9,905	\$2,673	\$6,578,974	\$2,250,712	\$11,239	\$3,845
Northshore	\$65,120	\$20,147	\$11,327,171	\$2,706,231	\$10,083	\$2,409	\$12,862,059	\$4,555,571	\$11,449	\$4,055
Mukilteo	\$65,374	\$20,447	\$7,024,563	\$1,762,463	\$9,319	\$2,338	\$8,856,553	\$3,282,917	\$11,749	\$4,355
Bellingham	\$65,256	\$20,632	\$5,537,787	\$1,358,923	\$9,843	\$2,415	\$6,714,527	\$2,554,422	\$11,934	\$4,540
Edmonds	\$66,210	\$21,186	\$12,147,437	\$3,489,165	\$10,219	\$2,935	\$14,844,925	\$6,055,499	\$12,488	\$5,094
Dieringer	\$68,532	\$21,431	\$684,445	\$252,152	\$12,142	\$4,473	\$717,784	\$300,971	\$12,733	\$5,339
Lake Washington	\$68,352	\$22,853	\$15,501,288	\$5,626,280	\$12,010	\$4,359	\$18,270,057	\$8,726,581	\$14,155	\$6,761
Everett	\$68,037	\$23,183	\$11,808,093	\$4,169,685	\$12,085	\$4,267	\$14,153,326	\$6,928,677	\$14,485	\$7,091
Seattle	\$70,000	\$24,472	\$36,833,384	\$15,052,738	\$12,953	\$5,294	\$44,854,702	\$23,829,335	\$15,774	\$8,380
Bainbridge	\$69,675	\$24,788	\$2,655,714	\$1,063,204	\$13,098	\$5,244	\$3,262,402	\$1,763,204	\$16,090	\$8,696
Issaquah	\$71,769	\$27,020	\$10,111,716	\$4,541,047	\$14,000	\$6,287	\$13,233,637	\$7,893,101	\$18,322	\$10,928
Bellevue	\$76,139	\$31,614	\$15,570,636	\$8,145,227	\$16,889	\$8,835	\$21,127,417	\$14,310,508	\$22,916	\$15,522
Shaw Island	\$82,625	\$33,843	\$46,504	\$27,602	\$23,252	\$13,801	\$50,290	\$35,502	\$25,145	\$17,751
Mercer Island	\$86,132	\$42,809	\$5,713,469	\$3,544,201	\$24,854	\$15,417	\$7,841,673	\$6,141,880	\$34,111	\$26,717
Grand Total		\$13,957.41	\$415,825,173	\$68,451,280	\$7,478	\$2,462	\$454,710,988	\$108,482,277	\$8,178	\$3,902
					Weighted Average				Weighted Average	
			CIS Pay ==>	\$2,168,950,120			Weighted average for the median additional			
			Total Pay ==>	\$3,314,738,227			pay refers to only those receiving additional pay			