

WASHINGTON COMMUNITY AND TECHNICAL COLLEGES  
 FY2004-05 Full-Time Faculty Average Salaries Comparison

| District         | Average Salary | Average Starting Salary | Masters w/13 yrs Experience | Highest Salary | Lowest Salary |
|------------------|----------------|-------------------------|-----------------------------|----------------|---------------|
| Bates*           | 48,020         | 51,460                  | 52,703                      | 81,378         | 34,076        |
| Bellevue         | 50,773         | 40,652                  | 55,457                      | 56,203         | 33,905        |
| Bellingham       | 51,049         | 46,995                  | 51,497                      | 61,862         | 43,965        |
| Big Bend         | 45,298         | 43,317                  | 45,520                      | 52,128         | 33,406        |
| Cascadia         | 46,958         | 46,659                  | 45,000                      | 55,603         | 42,259        |
| Centralia        | 48,957         | 46,988                  | 43,579                      | 55,349         | 31,001        |
| Clark            | 48,755         | 38,688                  | 48,660                      | 58,960         | 37,700        |
| Clover Park*     | 42,505         | 44,585                  | 65,531                      | 65,531         | 42,462        |
| Columbia Basin   | 46,611         | 37,973                  | 43,136                      | 70,617         | 35,758        |
| Edmonds          | 49,344         | 43,921                  | 50,215                      | 53,930         | 38,435        |
| Everett          | 45,605         | 41,015                  | 44,872                      | 54,282         | 40,872        |
| Grays Harbor     | 45,809         | 39,591                  | 44,055                      | 53,830         | 31,412        |
| Green River      | 50,041         | 47,992                  | 52,113                      | 54,402         | 35,403        |
| Highline         | 49,821         | 45,827                  | 53,081                      | 57,151         | 43,701        |
| Lake Washington  | 47,618         | 46,989                  | 52,523                      | 53,047         | 38,291        |
| Lower Columbia   | 48,681         | 41,257                  | 43,863                      | 58,514         | 37,026        |
| Olympic          | 48,540         | 45,182                  | 41,876                      | 57,072         | 32,944        |
| Peninsula        | 43,683         | 43,191                  | 41,539                      | 57,386         | 34,823        |
| Pierce District  | 45,268         | 41,280                  | 45,341                      | 60,128         | 36,927        |
| Renton           | 48,301         | 41,987                  | 51,462                      | 55,141         | 30,659        |
| Seattle District | 48,903         | 44,066                  | 47,668                      | 58,998         | 41,384        |
| Shoreline        | 52,530         | 52,026                  | 51,640                      | 54,199         | 38,891        |
| Skagit Valley    | 48,292         | 44,321                  | 48,205                      | 56,000         | 39,073        |
| So. Puget Sound  | 45,582         | 42,192                  | 42,192                      | 58,198         | 41,341        |
| Spokane District | 46,500         | 39,988                  | 45,405                      | 56,658         | 39,730        |
| Tacoma           | 52,364         | 44,500                  | 47,000                      | 67,600         | 33,000        |
| Walla Walla      | 47,347         | 43,769                  | 42,726                      | 53,426         | 36,040        |
| Wenatchee        | 48,595         | 44,917                  | 53,296                      | 53,296         | 41,326        |
| Whatcom          | 44,989         | 41,202                  | 37,652                      | 56,783         | 37,010        |
| Yakima Valley    | 50,606         | 48,902                  | 49,786                      | 53,484         | 47,277        |

| 5-year History of Average Salaries |          |
|------------------------------------|----------|
| FY2004-05                          | \$48,240 |
| FY2003-04                          | 48,303   |
| FY2002-03                          | 47,916   |
| FY2001-02                          | 46,247   |
| FY2000-01                          | 44,162   |

**Legend**

|                     |
|---------------------|
| Top Quarter - #1    |
| Quarter #2          |
| Quarter #3          |
| Bottom Quarter - #4 |

Note: Each district's salary data is displayed and color coded based on their district's salary placement in each salary category.

\*Bates and Clover Park - majority of faculty on eleven/twelve month contracts and are included in the starting, highest and lowest salaries reported. However, the average salary includes only 9/10 month contracts.