

## **POLICY NOTE**

# **Where the money goes in public education**

## ***Superintendents command top salaries while teachers and classrooms go short***

by Liv Finne  
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### **Introduction**

The Washington State legislature is working to further increase funding for public schools in response to the *McCleary* court decision. The increase is possible without raising taxes because of the extra \$3 billion the state expects to receive for the next state operating budget.

Meanwhile, many parents and taxpayers are concerned about how public education money is spent, and whether teachers are receiving the resources they need in the classroom to educate students. School districts operate as a monopoly, and one significant area of spending is administrator salaries. As administrative costs rise, relatively less funding is available to pay for teacher salaries, classroom supplies and other student needs, even as lawmakers add billions to overall education spending.

To provide the public with information about where public education dollars go, this report lists the salaries of Washington's school superintendents, not including additional insurance and pension benefits. This report shows that many superintendents in Washington are paid high salaries to administer small school districts.

School superintendents will help decide how the new resources provided in the next state budget will be spent. Historically, school superintendents in Washington have been hamstrung by many state policies and regulations which prevent better uses education dollars.

As a result, state figures show that only 60 cents of every school dollar actually reaches school classrooms. For example, one of the most highly paid superintendents in the state, Seattle's Superintendent Larry Nyland, whose salary is \$276,000,<sup>1</sup> oversees an administration that delivers only 55 percent of every dollar to Seattle's individual school buildings. The rest, or 45 percent of the Seattle district's \$689 million budget, is spent by the central office on transportation, food, overhead, non-teaching positions and other services.

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<sup>1</sup> "Seattle schools signs its fifth chief in 10 years to contract," by Leah Todd, *The Seattle Times*, January 7, 2015, at [www.seattletimes.com/education/seattle-schools-signs-its-5th-chief-in-10-years-to-contract/](http://www.seattletimes.com/education/seattle-schools-signs-its-5th-chief-in-10-years-to-contract/).

## Major findings

Salary figures are shown on an annual basis. Some superintendents serve part-time. Some superintendents receive salaries from more than one school district. Major findings in the data include:

- 55 superintendents are paid at a higher salary rate than Governor Inslee
- 34 superintendents are paid at a rate higher than \$200,000 a year
- 36 superintendents are paid at a rate three times greater than the average teacher salary
- 220 superintendents are paid at a rate three times greater than the state starting teacher salary

(The governor's salary is \$166,900. The average teacher salary is \$62,400. State funding for a starting teacher salary is about \$34,000.)

A number of superintendents make more than the governor on an annual basis. Some superintendents earn very high annualized salaries, even though they work part time in districts with fewer than 100 students. Examples include:

- Richard Apperson, \$103,000 salary rate, Boisfort district, 65 students
- Jim Baldwin, \$110,000 salary rate, Endicott district, 74 students
- Bill Glidewell, \$93,000 salary rate, Evergreen (Ste) district, 20 students
- Kathy Whitlock, \$97,000 salary rate, Mill A district, 22 students
- Randy Nelson, \$120,000 salary rate, Lacrosse district, 65 students
- Mike Perry, \$105,000 salary rate, Keller district, 40 students

Some superintendents earn some of the highest salaries in government, although they oversee modest-size urban school districts. Examples include:

- Greg Baker, \$298,000, Bellingham district, 10,600 students
- Elaine Beraza, \$228,000, Yakima district, 15,700 students
- Jean Shumate, \$212,000, Stanwood-Camano district, 4,200 students
- William Mester, \$250,000, Snohomish district, 9,700 students
- Rebecca Miner, \$229,000, Shoreline district, 8,700 students
- Tom Rockefeller, \$206,000, Mead district, 9,100 students
- Gary Plano, \$201,000, Mercer Island district, 4,200 students
- Marci Larsen, \$274,000, Mukilteo district, 15,000 students

Figures are rounded. Total salaries paid to school superintendents include base and supplemental pay. The total salary reported is annualized for each 1.0 full-time



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equivalent position, or FTE, so superintendents who work 0.5 of an FTE receive half the reported annual salary.<sup>2</sup>

## Conclusion

High administrative salaries contribute to income inequality because some superintendents receive far more than the average teacher in the district. They also contribute to a sense of unfairness that administrators are paid so much while teachers say they are often underpaid and forced to go short on classroom supplies. The public also feels it is unfair that some of the money working-families pay in levies and property taxes is not used to help children learn.

The purpose of public education money is to educate children, but often families are denied access to resources that would enhance student learning. Currently, public money goes to school districts and union dues, where the financial interests of adults often conflict with the learning interests of children. The high superintendent salaries in many school districts are the result of the monopoly public education system, in which most families are assigned to a school based on zip code.

Reforms are needed to the outmoded and outdated ways school dollars are now spent. It makes sense that some parents be allowed to choose an education voucher as a way to access alternative learning programs for their children, especially for families assigned to underperforming schools.

Parents have almost no say when schools fail to educate children, no matter how much the superintendent is paid. Allowing greater family choice would help parents gain access to schools that help children make the most of their talents and abilities, and prepare for success in the workplace and in life.

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<sup>2</sup> "Preliminary School District Personnel Summary Reports, 2014-15 School Year, Introduction," School Apportionment and Financial Services, Office of Superintendent of Public Instruction, at [www.k12.wa.us/safs/PUB/PER/1415/Intro.pdf](http://www.k12.wa.us/safs/PUB/PER/1415/Intro.pdf).

**Salaries of Washington state school superintendents, school year 2014-15<sup>3</sup>**

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Aberdeen	Thomas Opstad	1.00	\$146,000.00	3,147
Adna	James Forrest	1.00	\$107,765.00	563
Almira	Shauna Schmerer	0.65	\$110,000.00	72
Anacortes	Mark Wenzel	1.00	\$153,500.00	2,584
Arlington	Kristine McDuffy	1.00	\$232,246.00	5,167
Asotin-Anatone	Dale Bonfield	1.00	\$112,952.00	588
Auburn	Kip Herren	1.00	\$220,242.00	15,086
Bainbridge	Faith Chapel	1.00	\$141,984.00	3,736
Battle Ground	Mark Hottowe	2.00	\$162,673.00	12,922
Bellevue	J. Tim Mills	1.00	\$270,600.00	18,482
Bellingham	Greg Baker	1.00	\$298,050.00	10,654
Benge	Mary Ault	0.25	\$42,968.00	9
Bethel	Tom Seigel	1.00	\$215,000.00	17,897
Bickleton	Ric Palmer	0.33	\$174,804.00	96
Blaine	Ronald Spanjer	1.00	\$141,844.00	2,024
Boistfort	Richard Apperson	0.31	\$103,075.00	65
Bremerton	Aaron Leavell	1.00	\$163,817.00	4,900
Brewster	Jane Sandbank	1.00	\$110,508.00	900
Bridgeport	Frances Rabinowitz	1.00	\$108,243.00	810
Brinnon	Wally Lis	0.43	\$94,856.00	25
Burlington-Edison	Laurel Browning	1.00	\$168,720.00	3,649
Camas	Mike Nerland	1.00	\$173,088.00	6,226
Cape Flattery	Kandy Ritter	1.00	\$110,000.00	430
Carbonado	Scott Hubbard	1.00	\$91,670.00	174
Cascade	Bill Motsenbocker	1.00	\$134,800.00	1,206
Cashmere	Glenn Johnson	1.00	\$131,200.00	1,450
Castle Rock	Susan Barker	1.00	\$118,000.00	1,237

<sup>3</sup> This table was created from three sources: 1) Total Salary and FTE numbers were downloaded from “Table 15: Certificated Superintendent – Duty Root 11, School District Personnel Summary Profiles – 2014–15 – Preliminary,” School Apportionment and Financial Services, Washington State Superintendent of Public Instruction, at [www.k12.wa.us/safs/PUB/PER/1415/ps.asp](http://www.k12.wa.us/safs/PUB/PER/1415/ps.asp); 2) Names of school superintendents were obtained from individual school district websites and Education Service District reports; 3) Student enrollment figures were obtained from individual school district F-195 budget documents reported by OSPI for 2014-15, at [www.k12.wa.us/safs/Reports.asp](http://www.k12.wa.us/safs/Reports.asp).

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Centerville	Kristin Cameron	0.50	\$67,157.00	72
Central Kitsap	David McVicker	1.00	\$175,000.00	10,423
Central Valley	Ben Small	1.00	\$156,146.00	12,685
Centralia	Steve Warren	1.00	\$132,222.00	3,584
Chehalis	Ed Rothlin	1.00	\$142,560.00	2,690
Cheney	Debra J. Clemens	1.00	\$151,000.00	4,191
Chewelah	Richard Linehan	1.00	\$114,554.00	816
Chimacum	Rich Stewart	0.42	\$177,448.00	1,069
Clarkston	Tim Winter	1.00	\$125,000.00	2,566
Cle Elum-Roslyn	Gary Wargo	1.00	\$120,000.00	867
Clover Park	Debbie LeBeau	1.00	\$201,900.00	11,723
Colfax	Gabe Simon	0.90	\$116,684.00	598
College Place	Tim Payne	0.75	\$123,157.00	897
Colton	Nathan Smith	0.50	\$95,060.00	150
Columbia (Ste)	Mike Young	0.50	\$90,000.00	150
Columbia (Wal)	Louis Gates	1.00	\$129,897.00	824
Colville	Pete Lewis	1.00	\$120,000.00	1,725
Concrete	Barbara Hawkings	0.70	\$124,800.00	497
Conway	Greg Murry	0.62	\$148,917.00	410
Cosmopolis	Cherie Patterson	0.50	\$96,780.00	114
Coulee-Hartline	Jim Evans	0.50	\$99,333.00	168
Coupeville	Jim Shank	1.00	\$151,500.00	877
Crescent	Clayton Mork	0.50	\$110,000.00	271
Creston	Bill Wadlington	0.50	\$89,820.00	100
Curlew	Steve McCullough	0.38	\$97,298.00	190
Damman	Marsha Smith			38
Darrington	Dave Holmer	0.50	\$148,622.00	423
Davenport	Jim Kowalkowski	1.00	\$103,885.00	563
Dayton	Doug Johnson	1.00	\$95,088.00	412
Deer Park	Becky Berg	1.00	\$115,000.00	2,471
Dieringer	Judy Meumeier-Martinson	0.80	\$135,720.00	1,445
Dixie	Burton Dickerson	0.67	\$50,000.00	25
East Valley (Spo)	Kelly Shea	1.00	\$162,000.00	4,088
East Valley (Yak)	John J. Schieche	1.00	\$163,800.00	3,025

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Eastmont	Garn Christensen	1.00	\$192,715.00	5,665
Easton	Patrick Dehuff	1.00	\$114,477.00	102
Eatonville	Krestin Bahr	1.00	\$165,333.00	1,786
Edmonds	Nick Brossoit	1.00	\$248,551.00	19,718
Ellensburg	Paul Farris	1.00	\$120,000.00	2,915
Elma	Howard King	1.00	\$128,169.00	1,566
Endicott	Jim Baldwin	0.50	\$110,000.00	74
Enumclaw	Mike Nelson	1.00	\$167,572.00	3,794
Ephrata	Jerry Simon	1.00	\$157,792.00	2,373
Everett	Gary Cohn	1.00	\$218,346.00	18,453
Evergreen (Clark)	John Deeder	1.00	\$258,182.00	26,310
Evergreen (Ste)	Bill Glidewell	0.22	\$93,333.00	20
Federal Way	Tammy Campbell	1.00	\$212,200.00	21,508
Ferndale	Linda Quinn	1.00	\$164,790.00	4,526
Fife	Kevin Alfano		\$135,000.00	3,387
Finley	Lance Hahn	1.00	\$120,204.00	894
Franklin Pierce	Frank Hewins	1.00	\$228,721.00	7,528
Freeman	Randy Russell	1.00	\$139,661.00	840
Garfield	Zane Wells	0.50	\$90,000.00	86
Glenwood	Scott Harris	0.50	\$90,000.00	72
Goldendale	Mark Heid	1.00	\$149,099.00	870
Grand Coulee Dam	Dennis Carlson	1.00	\$124,800.00	666
Grandview	Kevin Chase	1.00	\$174,143.00	3,605
Granger	Margarita C. Lopez	1.00	\$102,154.00	1,461
Granite Falls	Linda Hall	1.00	\$146,346.00	1,949
Grapeview	Jay Hambly	1.00	\$62,984.00	195
Great Northern	Glenn Frizzell	1.00	\$31,028.00	42
Green Mountain	Joe Jones	0.69	\$96,484.00	137
Griffin	Greg Woods	0.50	\$111,394.00	590
Harrington	Mike Perry	0.60	\$91,667.00	87
Highland	Mark Anderson	1.00	\$128,348.00	1,177
Highline	Susan Enfield	1.00	\$246,753.00	18,796
Hockinson	Sandra Yager	1.00	\$128,400.00	1,780
Hood Canal	Shawn Batstone	0.50	\$117,212.00	273
Hoquiam	Mike Parker	1.00	\$118,689.00	1,586
Inchelium	Kim Spacek	0.85	\$111,765.00	206
Index	Bette Kokenes	0.21	\$130,159.00	41
Issaquah	Ron Thiele	1.00	\$245,350.00	18,034

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Kahlotus	Mark Bitzer	0.00	\$0.00	45
Kalama	James D. Sutton	1.00	\$119,355.00	877
Keller	Mike Perry	0.50	\$105,000.00	40
Kelso	Glenn Gelbrich	1.00	\$172,800.00	4,689
Kennewick	Dave Bond	1.00	\$131,287.00	16,776
Kent	Calvin Watts	2.00	\$273,320.00	26,930
Kettle Falls	Thaynan L. Knowlton	1.00	\$108,000.00	881
Kiona-Benton City	Wade Haun	1.00	\$109,968.00	1,426
Kittitas	Monty Sabin	1.00	\$28,350.00	651
Klickitat	Jerry Lynch	1.00	\$84,161.00	74
La Conner	Tim Bruce	1.00	\$132,958.00	564
La Center	Mark Mansell	0.95	\$145,000.00	1,530
Lacrosse	Randy Nelson	0.50	\$120,000.00	65
Lake Chelan	Rob Manahan	1.00	\$156,748.00	1,353
Lake Quinault	Rich DuBois	1.00	\$85,000.00	172
Lake Stevens	Amy Beth Cook	1.00	\$248,030.00	7,837
Lake Washington	Traci Pierce	1.00	\$233,100.00	26,111
Lakewood	Michael Mack	1.00	\$147,211.00	2,180
Lamont	Ricardo Robles	0.00	\$0.00	38
Liberty	Kyle Rydell	0.60	\$120,000.00	392
Longview	Greg Kirsch	1.00	\$181,337.00	6,529
Loon Lake	Terry Munther	0.30	\$100,000.00	171
Lopez Island	Bill Evans	0.41	\$120,482.00	22
Lyle	Brian Carter	0.40	\$84,500.00	215
Lynden	Jim Frey	1.00	\$149,259.00	2,664
Mabton	Minerva Morales	0.65	\$113,913.00	900
Mansfield	Cora Nordby	0.43	\$84,000.00	62
Manson	Matt Charlton	1.00	\$122,664.00	641
Mary M. Knight	Ellen Perconti	0.75	\$113,000.00	172
Mary Walker	Kevin Jacka	1.00	\$103,835.00	493
Marysville	Becky Berg	1.00	\$219,633.00	10,900
McCleary	Tita Mallory	0.75	\$110,000.00	250
Mead	Tom Rockefeller	1.00	\$206,500.00	9,183
Medical Lake	Timothy D. Ames	1.00	\$133,000.00	1,775
Mercer Island	Gary Plano	1.00	\$201,963.00	4,203
Meridian	Tom Churchill	1.00	\$136,550.00	1,618
Methow Valley	Tom Venable	1.00	\$125,081.00	610
Mill A	Kathy Whitlock	0.20	\$97,185.00	22
Monroe	Ken Hoover	1.00	\$216,238.00	6,854

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Montesano	Dan Winter	1.00	\$122,055.00	1,192
Morton	John Hannah	0.50	\$103,400.00	277
Moses Lake	Michelle Price	1.00	\$163,296.00	7,854
Mossyrock	Karen Ernest	1.00	\$107,180.00	513
Mount Adams	Henry Strom	1.00	\$121,500.00	942
Mount Baker		1.00	\$142,600.00	1,739
Mount Pleasant	Vicki Prendergast			61
Mt Vernon	Carl Bruner	1.00	\$152,917.00	6,546
Muckleshoot Tribal	C. Michael Aaron	1.00	\$140,438.00	
Mukilteo	Marci Larsen	1.00	\$274,521.00	15,023
Naches Valley	Duane Lyons	1.00	\$121,775.00	1,311
Napavine	Richard Jones	1.00	\$109,270.00	728
Naselle-Grays R.	Lisa Nelson	2.00	\$76,655.00	301
Nespelem	Debra Pankey	0.38	\$51,948.00	120
Newport	Dave Smith	1.00	\$112,000.00	995
Nine Mile Falls	Brian L. Talbott	0.85	xxx 32488	1,464
Nooksack Valley	Mark Johnson	1.00	\$200,440.00	1,538
North Beach	S. Pinnick, David Wayman	0.82	\$135,914.00	639
North Franklin	Gregg Taylor	1.00	\$153,868.00	2,030
North Kitsap	Patty Page	1.00	\$170,980.00	5,722
North Mason	Dana Rosenbach	1.00	\$130,000.00	2,008
North River	D. Pickering	0.50	\$100,663.00	52
North Thurston	Raj Manhas	1.00	\$227,908.00	14,242
Northport	Wes Harris	1.00	\$106,908.00	236
Northshore	Larry Francois	1.00	\$233,299.00	19,719
Oak Harbor	Lance Gibbon	1.00	\$160,551.00	5,414
Oakesdale	Jacob Dingman	0.77	\$125,381.00	104
Oakville	Kathy Lorton	1.00	\$90,000.00	234
Ocean Beach	Jenny Risner	1.00	\$118,000.00	952
Ocosta	Paula Akerlund	1.00	\$110,285.00	621
Odessa	Sue Ellen White	0.48	\$114,715.00	190
Okanogan	Richard Johnson	1.00	\$118,139.00	1,083
Olympia	Dick Cvitanich	1.00	\$178,275.00	9,152
Omak	Erik Swanson	1.00	\$135,000.00	5,180
Onalaska	Jeff Davis	1.00	\$128,997.00	733
Onion Creek	Patsy Guglielmino	0.12	\$109,483.00	39
Orcas Island	Eric Webb	1.00	\$120,000.00	750



School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Orchard Prairie	Duane Reidenbach	0.30	\$129,051.00	70
Orient	Tara Holmes	0.06	\$66,748.00	97
Orondo	Millie Watkins	0.45	\$95,680.00	163
Oroville	Steve Quick	1.00	\$102,900.00	534
Orting	Michelle Curry	1.00	\$133,102.00	2,276
Othello	George Juarez	1.00	\$145,449.00	4,042
Palisades	Ismael Vivanco			28
Palouse	Calvin Johnson	1.00	\$50,000.00	176
Pasco	Saundra Hill	1.00	\$175,775.00	16,557
Pateros	Lois Davies	1.00	\$64,500.00	280
Paterson	John Seaton	0.70	\$87,500.00	124
Pe Ell	Kyle MacDonald	1.00	\$94,000.00	269
Peninsula	Chuck Cuzzetto	1.00	\$167,142.00	8,501
Pioneer	Martin A. Brewer	1.00	\$110,000.00	650
Pomeroy	Doug LaMunyan	0.50	\$87,767.00	299
Port Angeles	Marc Johnson	1.00	\$159,004.00	3,699
Port Townsend	David Engle	1.00	\$131,250.00	1,151
Prescott	Brett Cox	0.90	\$100,062.00	292
Prosser	Ray Tolcacher	1.00	\$130,000.00	2,725
Pullman	Paul Sturm	1.00	\$128,106.00	2,383
Puyallup	Tim Yeomans	1.00	\$236,315.00	21,073
Queets-Clearwater	Scott M. Carter	1.00	\$76,000.00	27
Quilcene	Wally Lis	0.42	\$106,962.00	566
Quillayute Valley	Diana Reaume	1.00	\$115,560.00	3,298
Quincy	John L. Boyd	1.00	\$140,477.00	2,655
Rainier	Tim Garchow	1.00	\$117,000.00	773
Raymond	Stephen A. Holland	1.00	\$145,009.00	648
Reardan	Marcus Morgan	1.00	\$104,000.00	557
Renton	Merri Rieger	1.00	\$254,676.00	14,788
Republic	Kyle Rydell	0.80	\$97,921.00	304
Richland	Rick Schulte	1.00	\$200,036.00	11,604
Ridgefield	Nathan McCann	1.00	\$147,400.00	2,029
Ritzville	Rob Roettger	1.00	\$126,316.00	295
Riverside	Roberta Kramer	1.00	\$158,239.00	1,455
Riverview	Anthony Smith	1.00	\$183,419.00	3,178
Rochester	Kim Fry	1.00	\$136,319.00	2,136
Roosevelt	Tom Whitmore	0.33	\$81,437.00	26

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Rosalia	Larry Keller	0.35	\$159,429.00	185
Royal	Rose Search	1.00	\$123,310.00	1,566
San Juan Island	Rick Thompson	1.00	\$113,587.00	762
Seattle	Larry Nyland		No report	50,463
Sedro-Woolley	Phil Brockman	1.00	\$142,500.00	4,078
Selah	Shane Backlund	1.00	\$140,000.00	3,407
Selkirk	Nancy Lotze	0.40	\$103,535.00	238
Sequim	Kelly Shea	1.00	\$133,900.00	2,682
Shaw				8
Shelton	Art Jarvis	2.00	\$136,550.00	4,045
Shoreline	Rebecca Miner	1.00	\$229,704.00	8,722
Skamania	Sally Godwin			72
Skykomish	Martin Schmidt	1.00	\$80,000.00	42
Snohomish	William Mester	1.00	\$250,678.00	9,686
Snoqualmie Valley	Joel Aune	1.00	\$179,688.00	6,101
Soap Lake	Danny McDonald	1.00	\$107,000.00	463
South Bend	Jon Tienhaara	1.00	\$120,200.00	513
South Kitsap	Michelle Reid	1.00	\$177,996.00	8,715
South Whidbey	Josephine Moccia	1.00	\$135,000.00	1,349
Southside	Doris Bolender	0.50	\$106,080.00	185
Spokane	Shelley Redinger	1.00	\$239,999.00	29,260
Sprague	Pat and Joe Whipple	0.00	\$0.00	62
St. John	Jim Baldwin	0.50	\$110,000.00	168
Stanwood- Camano	Jean Shumate	1.00	\$212,440.00	4,171
Star	Rich Puryear	0.21	\$115,072.00	6
Steilacoom Hist.	Kathi Weight	1.00	\$151,900.00	3,002
Steptoe		1.00	\$5,019.00	32
Stevenson-Carson	Dan Read	0.00	\$0.00	896
Sultan	Dan Chaplik	1.00	\$152,700.00	1,814
Summit Valley	Heidi Pace	0.50	\$96,428.00	75
Sumner	Sara Johnson	1.00	\$191,200.00	8,486
Sunnyside	Richard Cole	1.00	\$180,951.00	6,399
Tacoma	Carla Santorno	1.00	\$253,898.00	27,574
Taholah	David L. Tomlin	0.50	\$140,906.00	168
Tahoma	Rob Morrow	1.00	\$171,996.00	7,461
Tekoa	Connie Kliewer			196

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Tenino	Joe Belmonte	1.00	\$126,100.00	1,065
Thorp	Linda Martin	1.00	\$100,510.00	91
Toledo	Sharon Bower	1.00	\$105,480.00	757
Tonasket	Steve McCullough	1.00	\$119,682.00	1,050
Toppenish	John Cerna	1.00	\$59,261.00	4,075
Touchet	Susan Bell	1.00	\$97,500.00	223
Toutle Lake	Scott Grabenhorst	1.00	\$99,958.00	566
Trout Lake	Doug Dearden	0.50	\$102,981.00	204
Tukwila	Nancy Coogan	1.00	\$46,200.00	2,917
Tumwater	Mike Kirby	1.00	\$158,000.00	6,428
Union Gap	Kurt Hilyard	1.00	\$109,687.00	603
University Place	Patti Banks	1.00	\$183,770.00	5,193
Valley	Kevin Foster	1.00	\$127,500.00	647
Vancouver	Steven Webb	1.00	\$242,960.00	22,216
Vashon Island	Michael Soltman	1.00	\$158,050.00	1,466
Wahkiakum	W. Robert Garrett	0.53	\$148,679.00	402
Wahluke	Aaron Chavez	1.00	\$125,000.00	2,209
Waitsburg	Carol Clarke	0.50	\$103,832.00	269
Walla Walla	Bill Jordan	1.00	\$150,420.00	5,975
Wapato	Becky Imler	1.00	\$150,500.00	3,346
Warden	David LaBounty	1.00	\$120,000.00	936
Washougal	Dawn Tarzian	1.00	\$135,499.00	3,046
Washtucna	Vance Wing	0.50	\$105,000.00	46
Waterville	Cathi Nelson	1.00	\$100,400.00	254
Wellpinit	John Adkins	1.00	\$132,301.00	501
West Valley (Spokane)	Gene Sementi	1.00	\$152,483.00	3,723
West Valley (Yak)	Mike Brophy	1.00	\$157,465.00	4,721
White Pass	Chuck Wyborney	1.50	\$72,333.00	395
White River	Janel Keating	1.00	\$159,840.00	3,427
White Salmon	Jerry Lewis	0.60	\$110,000.00	1,195
Wilbur	Steve Gaub	1.00	\$108,125.00	250
Willapa Valley	Rob Friese	1.00	\$119,670.00	300
Wilson Creek	Monte Redal	1.00	\$97,500.00	127
Winlock	Sharon Criss	1.00	\$106,000.00	637
Wishkah Valley	Ray Yoder	0.50	\$106,608.00	125
Wishram	Heather Gimlin	0.50	\$80,000.00	77

School District	Superintendent	Total FTE	Total Salary-- Average per 1.0 FTE	Number of Students
Woodland	Michael Green	1.00	\$125,436.00	2,184
Yakima	Elaine Beraza	1.00	\$228,567.00	15,732
Yelm	Andy Wolf	1.00	\$161,867.00	5,338
Zillah	Kevin McKay	0.75	\$150,840.00	1,291