

**Schedule A - Kelso 1**  
**Kelso School District**  
**Sept 1, 2025 to Aug 31, 2026**

| <b>SECRETARIAL</b>                                      | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|---------------------------------------------------------|---------------|---------------|---------------|---------------|----------------|
| Level I -- Administrative Secretary                     | \$ 23.94      | \$ 25.32      | \$ 26.70      | \$ 28.07      | \$ 29.45       |
| Level II -- Assessment Assistant/Inst Tech Support Spec | \$ 21.35      | \$ 22.64      | \$ 23.94      | \$ 25.22      | \$ 26.51       |
| Level III -- Assistant Secretary                        | \$ 20.79      | \$ 21.99      | \$ 23.20      | \$ 24.40      | \$ 25.61       |
| Level IV -- Clerk/Library Clerk                         | \$ 19.57      | \$ 20.86      | \$ 22.15      | \$ 23.42      | \$ 24.71       |

| <b>ACCOUNTING</b>        | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|--------------------------|---------------|---------------|---------------|---------------|----------------|
| Accounting Specialist I  | \$ 21.35      | \$ 22.64      | \$ 23.94      | \$ 25.22      | \$ 26.51       |
| Accounting Specialist II | \$ 23.39      | \$ 24.86      | \$ 26.34      | \$ 27.81      | \$ 29.28       |
| Associate Accountant     | \$ 31.34      | \$ 32.68      | \$ 34.02      | \$ 35.35      | \$ 36.69       |

| <b>POST-SECONDARY CAREER COORDINATOR</b> | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|------------------------------------------|---------------|---------------|---------------|---------------|----------------|
|                                          | \$ 31.34      | \$ 32.68      | \$ 34.02      | \$ 35.35      | \$ 36.69       |

| <b>PRINT SHOP</b> | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|-------------------|---------------|---------------|---------------|---------------|----------------|
| Technician        | \$ 22.96      | \$ 24.07      | \$ 25.18      | \$ 26.29      | \$ 27.40       |
| Bindery Leader    | \$ 22.96      | \$ 24.07      | \$ 25.18      | \$ 26.29      | \$ 27.40       |

| <b>PARAEDUCATOR</b>                                   | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|-------------------------------------------------------|---------------|---------------|---------------|---------------|----------------|
| Paraeducators - Significant/SLC/Moderate/Pre-K/TK/SEL | \$ 20.93      | \$ 21.86      | \$ 22.78      | \$ 23.72      | \$ 24.65       |
| Paraeducators                                         | \$ 20.30      | \$ 21.24      | \$ 22.18      | \$ 23.11      | \$ 24.05       |
| <b>AIDE</b>                                           |               |               |               |               |                |
| Playground/Bus Duty/Accompanist/Technician Assistant  | \$ 20.30      | \$ 21.24      | \$ 22.18      | \$ 23.11      | \$ 24.05       |

| <b>POOL</b>                | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|----------------------------|---------------|---------------|---------------|---------------|----------------|
| Pool Aquatics Lead/Manager | \$ 22.98      | \$ 23.85      | \$ 24.80      | \$ 25.74      | \$ 26.68       |
| Pool Aquatics Aide         | \$ 20.30      | \$ 21.24      | \$ 22.18      | \$ 23.11      | \$ 24.05       |

| <b>TECHNOLOGY</b>                | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|----------------------------------|---------------|---------------|---------------|---------------|----------------|
| Technology Support Specialist II | \$ 34.18      | \$ 35.78      | \$ 37.91      | \$ 39.25      | \$ 41.65       |
| Technology Support Specialist    | \$ 27.35      | \$ 28.92      | \$ 30.51      | \$ 32.08      | \$ 33.66       |

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| ACTIVITIES FACILITATOR | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------|----------|----------|----------|----------|----------|
|                        | \$ 19.57 | \$ 20.45 | \$ 21.33 | \$ 22.21 | \$ 23.09 |

| INTERPRETER                                          | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------------------------------------|----------|----------|----------|----------|----------|
| Interpreter                                          | \$ 23.34 | \$ 24.38 | \$ 25.42 | \$ 26.45 | \$ 27.49 |
| With American Sign Language or Braille certification | \$ 25.50 | \$ 26.55 | \$ 27.60 | \$ 28.65 | \$ 29.71 |

| CAMPUS SECURITY | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------|----------|----------|----------|----------|----------|
|                 | \$ 22.80 | \$ 23.84 | \$ 24.88 | \$ 25.93 | \$ 26.97 |

| TRANSITION SPECIALIST                | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|--------------------------------------|----------|----------|----------|----------|----------|
| Juvenile Justice Education Advocate* | \$ 27.14 | \$ 29.26 | \$ 31.37 | \$ 33.50 | \$ 35.61 |
| Level I -- Transition Specialist     | \$ 22.77 | \$ 23.57 | \$ 24.35 | \$ 25.14 | \$ 25.93 |
| Level II -- Truancy Specialist       | \$ 21.07 | \$ 22.03 | \$ 22.99 | \$ 23.95 | \$ 24.91 |
| *Grant funded position               |          |          |          |          |          |

| HEALTH CARE SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------|----------|----------|----------|----------|----------|
|                        | \$ 26.59 | \$ 28.15 | \$ 29.69 | \$ 31.25 | \$ 32.80 |

| CERTIFIED THERAPIST'S ASSISTANT                     | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------------------------------------------|----------|----------|----------|----------|----------|
| Certified Occupational Therapist's Assistant (COTA) | \$ 25.42 | \$ 26.44 | \$ 27.47 | \$ 28.49 | \$ 29.51 |
| Certified Physical Therapist's Assistant (CPTA)     | \$ 25.42 | \$ 26.44 | \$ 27.47 | \$ 28.49 | \$ 29.51 |

| INTERVENTION SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-------------------------|----------|----------|----------|----------|----------|
|                         | \$ 27.05 | \$ 28.28 | \$ 29.52 | \$ 30.75 | \$ 31.98 |

| ASSISTANT INTERVENTION SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------------------------|----------|----------|----------|----------|----------|
|                                   | \$ 22.85 | \$ 23.91 | \$ 24.97 | \$ 26.03 | \$ 27.09 |

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| <b>NUTRITION SERVICES</b>                        | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|--------------------------------------------------|---------------|---------------|---------------|---------------|----------------|
| Operations Site Specialist                       | \$ 23.11      | \$ 24.18      | \$ 25.25      | \$ 26.32      | \$ 27.37       |
| Nutrition Services Courier                       | \$ 21.32      | \$ 22.38      | \$ 23.45      | \$ 24.51      | \$ 25.57       |
| Building Lead                                    |               |               |               |               |                |
| Class I - High School                            | \$ 21.32      | \$ 22.38      | \$ 23.45      | \$ 24.51      | \$ 25.57       |
| Class II - Middle School/Large Elementary School | \$ 21.12      | \$ 22.18      | \$ 23.25      | \$ 24.31      | \$ 25.37       |
| Class III - Elementary School                    | \$ 20.70      | \$ 21.76      | \$ 22.84      | \$ 23.90      | \$ 24.96       |
| Class IV - One Person School                     | \$ 20.50      | \$ 21.56      | \$ 22.63      | \$ 23.69      | \$ 24.75       |
| Department Head                                  | \$ 20.09      | \$ 21.02      | \$ 21.96      | \$ 22.90      | \$ 23.83       |
| Helper/Cashier                                   | \$ 19.57      | \$ 20.45      | \$ 21.33      | \$ 22.21      | \$ 23.09       |
|                                                  |               |               |               |               |                |
| <b>CUSTODIAL</b>                                 | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
| District Lead Custodian                          | \$ 29.79      | \$ 31.25      | \$ 32.71      | \$ 34.18      | \$ 35.64       |
| Head Custodian                                   |               |               |               |               |                |
| Class I - High School                            | \$ 26.85      | \$ 28.29      | \$ 29.74      | \$ 31.18      | \$ 32.62       |
| Class II - Middle School/Large Elementary School | \$ 26.09      | \$ 27.49      | \$ 28.89      | \$ 30.28      | \$ 31.68       |
| Class III - Elementary School                    | \$ 25.28      | \$ 26.68      | \$ 28.08      | \$ 29.48      | \$ 30.88       |
| Class IV - One Person School                     | \$ 24.70      | \$ 26.03      | \$ 27.37      | \$ 28.70      | \$ 30.02       |
| Night Lead Custodian                             |               |               |               |               |                |
| Class I - High School                            | \$ 24.23      | \$ 25.53      | \$ 26.84      | \$ 28.15      | \$ 29.46       |
| Class II - Middle School/Large Elementary School | \$ 22.90      | \$ 24.19      | \$ 25.49      | \$ 26.79      | \$ 28.09       |
| Custodian (Including Sweeper/Trainee)            | \$ 22.11      | \$ 23.43      | \$ 24.76      | \$ 26.08      | \$ 27.40       |
| Permanent Custodial/Maintenance Relief           | \$ 21.53      | \$ 22.86      | \$ 24.18      | \$ 25.51      | \$ 26.84       |

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| <b>MAINTENANCE</b>                     | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|----------------------------------------|---------------|---------------|---------------|---------------|----------------|
| Journey Level Carpenter                | \$ 37.39      | \$ 37.91      | \$ 38.45      | \$ 38.99      | \$ 39.52       |
| Journey Level Plumber                  | \$ 39.52      | \$ 40.06      | \$ 40.59      | \$ 41.12      | \$ 41.65       |
| Journey Level Electrician              | \$ 40.59      | \$ 41.12      | \$ 41.65      | \$ 42.19      | \$ 42.72       |
| Journey Level HVAC                     | \$ 40.59      | \$ 41.12      | \$ 41.65      | \$ 42.19      | \$ 42.72       |
| Journey Level Low Voltage              | \$ 34.71      | \$ 35.58      | \$ 36.47      | \$ 37.39      | \$ 38.32       |
| Journey Level Maintenance Technician   | \$ 34.71      | \$ 35.58      | \$ 36.47      | \$ 37.39      | \$ 38.32       |
| Journey Level Painter                  | \$ 31.51      | \$ 32.29      | \$ 33.10      | \$ 34.76      | \$ 36.74       |
| Senior Maintenance Specialist          | \$ 29.47      | \$ 31.12      | \$ 32.76      | \$ 34.41      | \$ 36.06       |
| Warehouse Specialist                   | \$ 26.58      | \$ 28.15      | \$ 29.72      | \$ 31.27      | \$ 32.84       |
| Maintenance Specialist                 | \$ 27.10      | \$ 28.62      | \$ 30.14      | \$ 31.66      | \$ 33.18       |
| Maintenance Assistant                  | \$ 23.99      | \$ 25.45      | \$ 26.91      | \$ 28.38      | \$ 29.84       |
| Maintenance Helper/Mail Courier        | \$ 20.30      | \$ 21.75      | \$ 23.20      | \$ 24.65      | \$ 25.16       |
| Temporary Seasonal Maintenance/Grounds | \$ 19.57      | \$ -          | \$ -          | \$ -          | \$ -           |

| <b>TECHNICIAN</b>   | <b>YEAR 1</b> | <b>YEAR 2</b> | <b>YEAR 3</b> | <b>YEAR 4</b> | <b>YEAR 5+</b> |
|---------------------|---------------|---------------|---------------|---------------|----------------|
| Behavior Technician | \$ 23.25      | \$ 24.40      | \$ 25.54      | \$ 26.69      | \$ 27.84       |
| Homeless Liaison    | \$ 23.25      | \$ 24.40      | \$ 25.54      | \$ 26.69      | \$ 27.84       |

| <b>OUTDOOR SCHOOL STIPEND</b> | <b>PER NIGHT</b> |
|-------------------------------|------------------|
|                               | \$ 55.00         |

| <b>APPRENTICESHIP STIPENDS</b> | <b>PER HOUR</b> |
|--------------------------------|-----------------|
| Complete 270-399 Clock Hours   | \$ 0.50         |
| Complete 400-800 Clock Hours   | \$ 0.50         |
| AA Degree                      | \$ 0.50         |
| BA/BS Degree or Higher         | \$ 0.75         |

Substitutes subbing in PSE 1 positions will be paid at Step 1 of Schedule A appropriate for the position being subbed.

  
School Board President

8/11/25  
Date