

**Schedule A - Kelso 1**  
**Kelso School District**  
**Sept 1, 2026 to Aug 31, 2027**

| <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                     | \$ 24.68      | \$ 26.10      | \$ 27.53      | \$ 28.94      | \$ 30.36       |
| Level II -- Assessment Assistant/Inst Tech Support Spec | \$ 22.01      | \$ 23.34      | \$ 24.68      | \$ 26.00      | \$ 27.33       |
| Level III -- Assistant Secretary                        | \$ 21.43      | \$ 22.67      | \$ 23.92      | \$ 25.16      | \$ 26.40       |
| Level IV -- Clerk/Library Clerk                         | \$ 20.18      | \$ 21.51      | \$ 22.84      | \$ 24.15      | \$ 25.48       |

| <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  | \$ 22.01      | \$ 23.34      | \$ 24.68      | \$ 26.00      | \$ 27.33       |
| Accounting Specialist II | \$ 24.12      | \$ 25.63      | \$ 27.16      | \$ 28.67      | \$ 30.19       |
| Associate Accountant     | \$ 32.31      | \$ 33.69      | \$ 35.07      | \$ 36.45      | \$ 37.83       |

| <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> |
|------------------------------------------|---------------|---------------|---------------|---------------|----------------|
|                                          | \$ 32.31      | \$ 33.69      | \$ 35.07      | \$ 36.45      | \$ 37.83       |

| <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        | \$ 23.67      | \$ 24.82      | \$ 25.96      | \$ 27.10      | \$ 28.25       |
| Bindery Leader    | \$ 23.67      | \$ 24.82      | \$ 25.96      | \$ 27.10      | \$ 28.25       |

| <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 | \$ 21.58      | \$ 22.54      | \$ 23.49      | \$ 24.46      | \$ 25.41       |
| Paraeducators                                         | \$ 20.93      | \$ 21.90      | \$ 22.87      | \$ 23.83      | \$ 24.80       |
| <b>AIDE</b>                                           |               |               |               |               |                |
| Playground/Bus Duty/Accompanist/Technician Assistant  | \$ 20.93      | \$ 21.90      | \$ 22.87      | \$ 23.83      | \$ 24.80       |

| <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 | \$ 23.69      | \$ 24.59      | \$ 25.57      | \$ 26.54      | \$ 27.51       |
| Pool Aquatics Aide         | \$ 20.93      | \$ 21.90      | \$ 22.87      | \$ 23.83      | \$ 24.80       |

| <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 | \$ 35.24      | \$ 36.89      | \$ 39.09      | \$ 40.47      | \$ 42.94       |
| Technology Support Specialist    | \$ 28.20      | \$ 29.82      | \$ 31.46      | \$ 33.07      | \$ 34.70       |

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| ACTIVITIES FACILITATOR | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------|----------|----------|----------|----------|----------|
|                        | \$ 20.18 | \$ 21.08 | \$ 21.99 | \$ 22.90 | \$ 23.81 |

| INTERPRETER                                          | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------------------------------------|----------|----------|----------|----------|----------|
| Interpreter                                          | \$ 24.06 | \$ 25.14 | \$ 26.21 | \$ 27.27 | \$ 28.34 |
| With American Sign Language or Braille certification | \$ 26.29 | \$ 27.37 | \$ 28.46 | \$ 27.27 | \$ 30.63 |

| CAMPUS SECURITY | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------|----------|----------|----------|----------|----------|
|                 | \$ 23.51 | \$ 24.58 | \$ 25.65 | \$ 26.73 | \$ 27.81 |

| TRANSITION SPECIALIST                | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|--------------------------------------|----------|----------|----------|----------|----------|
| Juvenile Justice Education Advocate* | \$ 27.98 | \$ 30.17 | \$ 32.34 | \$ 34.54 | \$ 36.71 |
| Level I -- Transition Specialist     | \$ 23.48 | \$ 24.30 | \$ 25.10 | \$ 25.92 | \$ 26.73 |
| Level II -- Truancy Specialist       | \$ 21.72 | \$ 22.71 | \$ 23.70 | \$ 24.69 | \$ 25.68 |
| *Grant funded position               |          |          |          |          |          |

| HEALTH CARE SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|------------------------|----------|----------|----------|----------|----------|
|                        | \$ 27.41 | \$ 29.02 | \$ 30.61 | \$ 32.22 | \$ 33.82 |

| CERTIFIED THERAPIST'S ASSISTANT                     | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------------------------------------------|----------|----------|----------|----------|----------|
| Certified Occupational Therapist's Assistant (COTA) | \$ 26.21 | \$ 27.26 | \$ 28.32 | \$ 29.37 | \$ 30.42 |
| Certified Physical Therapist's Assistant (CPTA)     |          |          |          |          |          |

| INTERVENTION SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-------------------------|----------|----------|----------|----------|----------|
|                         | \$ 27.89 | \$ 29.16 | \$ 30.44 | \$ 31.70 | \$ 32.97 |

| ASSISTANT INTERVENTION SPECIALIST | YEAR 1   | YEAR 2   | YEAR 3   | YEAR 4   | YEAR 5+  |
|-----------------------------------|----------|----------|----------|----------|----------|
|                                   | \$ 23.56 | \$ 24.65 | \$ 25.74 | \$ 26.84 | \$ 27.93 |

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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                       | \$ 23.83      | \$ 24.93      | \$ 26.03      | \$ 27.14      | \$ 28.22       |
| Nutrition Services Courier                       | \$ 21.98      | \$ 23.07      | \$ 24.18      | \$ 25.27      | \$ 26.36       |
| Building Lead                                    |               |               |               |               |                |
| Class I - High School                            | \$ 21.98      | \$ 23.07      | \$ 24.18      | \$ 25.27      | \$ 26.36       |
| Class II - Middle School/Large Elementary School | \$ 21.77      | \$ 22.87      | \$ 23.97      | \$ 25.06      | \$ 26.16       |
| Class III - Elementary School                    | \$ 21.34      | \$ 22.43      | \$ 23.55      | \$ 24.64      | \$ 25.73       |
| Class IV - One Person School                     | \$ 21.14      | \$ 22.23      | \$ 23.33      | \$ 24.42      | \$ 25.52       |
| Department Head                                  | \$ 20.71      | \$ 21.67      | \$ 22.64      | \$ 23.61      | \$ 24.57       |
| Helper/Cashier                                   | \$ 20.18      | \$ 21.08      | \$ 21.99      | \$ 22.90      | \$ 23.81       |
|                                                  |               |               |               |               |                |
| <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                          | \$ 30.71      | \$ 32.22      | \$ 33.72      | \$ 35.24      | \$ 36.74       |
| Head Custodian                                   |               |               |               |               |                |
| Class I - High School                            | \$ 27.68      | \$ 29.17      | \$ 30.66      | \$ 32.15      | \$ 33.63       |
| Class II - Middle School/Large Elementary School | \$ 26.90      | \$ 28.34      | \$ 29.79      | \$ 31.22      | \$ 32.66       |
| Class III - Elementary School                    | \$ 26.06      | \$ 27.51      | \$ 28.95      | \$ 30.39      | \$ 31.84       |
| Class IV - One Person School                     | \$ 25.47      | \$ 26.84      | \$ 28.22      | \$ 29.59      | \$ 30.95       |
| Night Lead Custodian                             |               |               |               |               |                |
| Class I - High School                            | \$ 24.98      | \$ 26.32      | \$ 27.67      | \$ 29.02      | \$ 30.37       |
| Class II - Middle School/Large Elementary School | \$ 23.61      | \$ 24.94      | \$ 26.28      | \$ 27.62      | \$ 28.96       |
| Custodian (Including Sweeper/Trainee)            | \$ 22.80      | \$ 24.16      | \$ 25.53      | \$ 26.89      | \$ 28.25       |
| Permanent Custodial/Maintenance Relief           | \$ 22.20      | \$ 23.57      | \$ 24.93      | \$ 26.30      | \$ 27.67       |

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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                | \$ 38.55      | \$ 39.09      | \$ 39.64      | \$ 40.20      | \$ 40.75       |
| Journey Level Plumber                  | \$ 40.75      | \$ 41.30      | \$ 41.85      | \$ 42.39      | \$ 42.94       |
| Journey Level Electrician              | \$ 41.85      | \$ 42.39      | \$ 42.94      | \$ 43.50      | \$ 44.04       |
| Journey Level HVAC                     | \$ 41.85      | \$ 42.39      | \$ 42.94      | \$ 43.50      | \$ 44.04       |
| Journey Level Low Voltage              | \$ 35.79      | \$ 36.68      | \$ 37.60      | \$ 38.55      | \$ 39.51       |
| Journey Level Maintenance Technician   | \$ 35.79      | \$ 36.68      | \$ 37.60      | \$ 38.55      | \$ 39.51       |
| Journey Level Painter                  | \$ 32.49      | \$ 33.29      | \$ 34.13      | \$ 35.84      | \$ 37.88       |
| Senior Maintenance Specialist          | \$ 30.38      | \$ 32.08      | \$ 33.78      | \$ 35.48      | \$ 37.18       |
| Warehouse Specialist                   | \$ 27.40      | \$ 29.02      | \$ 30.64      | \$ 32.24      | \$ 33.86       |
| Maintenance Specialist                 | \$ 27.94      | \$ 29.51      | \$ 31.07      | \$ 32.64      | \$ 34.21       |
| Maintenance Assistant                  | \$ 24.73      | \$ 26.24      | \$ 27.74      | \$ 29.26      | \$ 30.77       |
| Maintenance Helper/Mail Courier        | \$ 20.93      | \$ 22.42      | \$ 23.92      | \$ 25.41      | \$ 25.94       |
| Temporary Seasonal Maintenance/Grounds | \$ 20.18      | \$ -          | \$ -          | \$ -          | \$ -           |
|                                        |               |               |               |               |                |
| <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                    | \$ 23.97      | \$ 25.16      | \$ 26.33      | \$ 27.52      | \$ 28.70       |
| Homeless Liaison                       | \$ 23.97      | \$ 25.16      | \$ 26.33      | \$ 27.52      | \$ 28.70       |

| <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.

*Jeane Conrad* 8/10/26  
 School Board President