KELSO SCHOOL DISTRICT
ASB & CASUAL WORKER PAY RATES:
EFFECTIVE: January 1, 2026

This document is intended to set salaries for employees who work either middle school or high school athletic events or ASB sponsored activities.

Athletic Support Staff:	$17.13/hour
Ticket Sellers/Takers:	$20.00/hour
Supervision:	$20.00/hour
Elevator Operator:	$20.00/hour
Head Supervision:	$22.50/hour

Athletic Support staff as referenced above includes timers, scorekeepers, announcers, lines people, chain crew, starter, head finish judge, etc.)

By: Jeana Conrad Date: 1/12/2026

School Board President

STUDENT SALARY SCHEDULE

EFFECTIVE: January 1, 2026

Gaither Pool Students	Pay Rate, per hour
Cashier	$17.13
Aide	$17.13
Guard	$17.13
Instructor	$17.13
Instructor/Guard	$17.63
Head Guard	$17.63
Head Instructor	$17.88

Each certification listed below will be paid at $.25 per hour over listed "position" wage up to a maximum of four certifications.

For each successive year, add $.25 per hour (up to 4 years maximum)
A year is comprised of a minimum of 250 hours worked (January-December)

1. Water Exercise Instructor Certificate
2. Synchronized Swimming Instructor Certificate
3. Canoeing Instructor Certificate
4. Certified Pool Operator Certificate
5. PADI or NAUI SCUBA Instructor Certificate
6. CPR for the Professional Rescuer Instructor Certificate
7. Water Safety Instructor Trainer Certificate
8. Lifeguard Training Instructor Trainer

Other Student Help	Pay Rate, per hour
High School Students *	$17.13
College Students (when attending college) **	$17.38

* For each successive year, add $.25 per hour (Based on hire date)
** For each successive year, add $.50 per hour (Based on hire date)

NOTE: Minimum wage is $17.13 per hour effective January 1, 2026.

KELSO SCHOOL DISTRICT #458

Board Approval

By: Jeana Conrad Date: 1/12/2026
School Board President