

# APPENDIX A.1 – Salary Schedule

2024-2025 North Thurston Public Schools Salary Schedule									
<b>Days in Base Yr:</b>	<b>180</b>								
<b>PD Days:</b>	<b>7</b>	LONGEVITY STIPENDS							
<b>Total:</b>	<b>187</b>	Step 1 - 19-23 years							
		Step 2 - 24-28 years							
		Step 3 - 29+ years							
Step		BA	BA+15	BA+30	BA+45	BA+90	MA	BA+135* MA+45	MA+90/ PhD
<b>0</b>	<b>Base</b>	\$ 62,748.25	\$ 65,035.14	\$ 66,807.23	\$ 68,584.53	\$ 74,282.28	\$ 75,920.86	\$ 81,620.34	\$ 85,294.58
	<b>PD</b>	\$ 2,440.21	\$ 2,529.14	\$ 2,598.06	\$ 2,667.18	\$ 2,888.76	\$ 2,952.48	\$ 3,174.12	\$ 3,317.01
	<b>Total</b>	\$ 65,188.46	\$ 67,564.29	\$ 69,405.29	\$ 71,251.70	\$ 77,171.04	\$ 78,873.34	\$ 84,794.47	\$ 88,611.59
<b>1</b>	<b>Base</b>	\$ 64,178.57	\$ 65,912.52	\$ 67,707.16	\$ 69,560.75	\$ 75,319.18	\$ 76,765.29	\$ 82,523.72	\$ 86,171.95
	<b>PD</b>	\$ 2,495.83	\$ 2,563.26	\$ 2,633.06	\$ 2,705.14	\$ 2,929.08	\$ 2,985.32	\$ 3,209.26	\$ 3,351.13
	<b>Total</b>	\$ 66,674.40	\$ 68,475.78	\$ 70,340.22	\$ 72,265.89	\$ 78,248.26	\$ 79,750.61	\$ 85,732.98	\$ 89,523.08
<b>2</b>	<b>Base</b>	\$ 64,990.06	\$ 66,741.34	\$ 68,555.05	\$ 70,550.83	\$ 76,293.67	\$ 77,614.93	\$ 83,356.03	\$ 87,045.86
	<b>PD</b>	\$ 2,527.39	\$ 2,595.50	\$ 2,666.03	\$ 2,743.64	\$ 2,966.98	\$ 3,018.36	\$ 3,241.62	\$ 3,385.12
	<b>Total</b>	\$ 67,517.45	\$ 69,336.84	\$ 71,221.08	\$ 73,294.48	\$ 79,260.64	\$ 80,633.29	\$ 86,597.65	\$ 90,430.98
<b>3</b>	<b>Base</b>	\$ 65,827.56	\$ 67,594.45	\$ 69,427.22	\$ 71,488.89	\$ 77,219.58	\$ 78,421.21	\$ 84,146.70	\$ 87,926.71
	<b>PD</b>	\$ 2,559.96	\$ 2,628.67	\$ 2,699.95	\$ 2,780.12	\$ 3,002.98	\$ 3,049.71	\$ 3,272.37	\$ 3,419.37
	<b>Total</b>	\$ 68,387.52	\$ 70,223.12	\$ 72,127.17	\$ 74,269.02	\$ 80,222.57	\$ 81,470.92	\$ 87,419.07	\$ 91,346.08
<b>4</b>	<b>Base</b>	\$ 66,647.71	\$ 68,492.64	\$ 70,337.55	\$ 72,468.57	\$ 78,233.95	\$ 79,233.95	\$ 85,029.28	\$ 88,837.02
	<b>PD</b>	\$ 2,591.86	\$ 2,663.60	\$ 2,735.35	\$ 2,818.22	\$ 3,042.43	\$ 3,082.55	\$ 3,306.69	\$ 3,454.77
	<b>Total</b>	\$ 69,239.57	\$ 71,156.24	\$ 73,072.90	\$ 75,286.79	\$ 81,276.38	\$ 82,348.20	\$ 88,335.98	\$ 92,291.79
<b>5</b>	<b>Base</b>	\$ 67,495.61	\$ 69,349.20	\$ 71,211.46	\$ 73,462.13	\$ 79,204.95	\$ 80,123.95	\$ 85,868.51	\$ 89,749.08
	<b>PD</b>	\$ 2,624.83	\$ 2,696.91	\$ 2,769.33	\$ 2,856.86	\$ 3,080.19	\$ 3,115.93	\$ 3,339.33	\$ 3,490.24
	<b>Total</b>	\$ 70,120.44	\$ 72,046.11	\$ 73,980.80	\$ 76,318.99	\$ 82,285.14	\$ 83,239.88	\$ 89,207.84	\$ 93,239.33
<b>6</b>	<b>Base</b>	\$ 68,366.05	\$ 70,179.76	\$ 72,106.18	\$ 74,469.54	\$ 80,184.64	\$ 81,003.06	\$ 86,719.87	\$ 90,619.52
	<b>PD</b>	\$ 2,658.68	\$ 2,729.21	\$ 2,804.13	\$ 2,896.04	\$ 3,118.29	\$ 3,150.12	\$ 3,372.44	\$ 3,524.09
	<b>Total</b>	\$ 71,024.73	\$ 72,908.98	\$ 74,910.31	\$ 77,365.58	\$ 83,302.93	\$ 84,153.18	\$ 90,092.31	\$ 94,143.61
<b>7</b>	<b>Base</b>	\$ 69,898.87	\$ 71,738.58	\$ 73,689.26	\$ 76,180.95	\$ 81,981.01	\$ 82,650.31	\$ 88,448.62	\$ 92,460.97
	<b>PD</b>	\$ 2,718.29	\$ 2,789.83	\$ 2,865.69	\$ 2,962.59	\$ 3,188.15	\$ 3,214.18	\$ 3,439.67	\$ 3,595.70
	<b>Total</b>	\$ 72,617.16	\$ 74,528.42	\$ 76,554.95	\$ 79,143.55	\$ 85,169.16	\$ 85,864.49	\$ 91,882.29	\$ 96,056.68
<b>8</b>	<b>Base</b>	\$ 72,139.12	\$ 74,081.14	\$ 76,078.64	\$ 78,774.93	\$ 84,654.75	\$ 85,242.56	\$ 91,122.37	\$ 95,278.64
	<b>PD</b>	\$ 2,805.41	\$ 2,880.93	\$ 2,958.61	\$ 3,063.47	\$ 3,292.13	\$ 3,314.99	\$ 3,543.65	\$ 3,705.28
	<b>Total</b>	\$ 74,944.53	\$ 76,962.08	\$ 79,037.26	\$ 81,838.40	\$ 87,946.88	\$ 88,557.55	\$ 94,666.02	\$ 98,983.92
<b>9</b>	<b>Base</b>	\$ 76,505.19	\$ 78,603.27	\$ 81,396.66	\$ 84,413.46	\$ 87,862.54	\$ 88,621.26	\$ 94,502.19	\$ 98,811.26
	<b>PD</b>	\$ 2,975.20	\$ 3,056.79	\$ 3,165.43	\$ 3,309.41	\$ 3,416.88	\$ 3,416.88	\$ 3,650.93	\$ 3,818.16
	<b>Total</b>	\$ 79,480.40	\$ 81,660.07	\$ 84,562.09	\$ 87,722.87	\$ 91,279.42	\$ 92,038.14	\$ 98,153.12	\$ 102,629.42
<b>10</b>	<b>Base</b>	\$ 81,157.38	\$ 84,153.64	\$ 87,426.28	\$ 90,925.19	\$ 94,759.92	\$ 95,458.00	\$ 101,480.86	\$ 105,092.40
	<b>PD</b>	\$ 3,156.12	\$ 3,272.64	\$ 3,409.73	\$ 3,569.73	\$ 3,744.16	\$ 3,744.16	\$ 3,989.33	\$ 4,158.94
	<b>Total</b>	\$ 84,313.50	\$ 87,426.28	\$ 90,836.01	\$ 94,494.92	\$ 98,504.08	\$ 99,202.16	\$ 105,470.19	\$ 109,251.34
<b>11</b>	<b>Base</b>	\$ 86,990.37	\$ 90,373.33	\$ 94,026.28	\$ 97,959.92	\$ 102,121.51	\$ 102,820.00	\$ 108,982.00	\$ 113,247.88
	<b>PD</b>	\$ 3,382.96	\$ 3,489.77	\$ 3,615.43	\$ 3,769.73	\$ 3,944.16	\$ 3,944.16	\$ 4,199.33	\$ 4,368.94
	<b>Total</b>	\$ 90,373.33	\$ 93,863.10	\$ 97,641.71	\$ 101,729.65	\$ 106,065.67	\$ 106,764.16	\$ 113,181.33	\$ 117,616.82
<b>12</b>	<b>Base</b>	\$ 89,736.96	\$ 93,736.96	\$ 97,946.88	\$ 102,374.93	\$ 107,026.44	\$ 107,736.35	\$ 113,982.00	\$ 118,337.88
	<b>PD</b>	\$ 3,489.77	\$ 3,596.58	\$ 3,733.06	\$ 3,899.19	\$ 4,084.16	\$ 4,084.16	\$ 4,339.33	\$ 4,508.94
	<b>Total</b>	\$ 93,226.73	\$ 97,333.54	\$ 101,680.00	\$ 106,274.12	\$ 111,110.60	\$ 111,820.51	\$ 118,321.33	\$ 122,846.82
<b>13</b>	<b>Base</b>	\$ 99,393.29	\$ 103,993.29	\$ 108,862.54	\$ 114,026.28	\$ 119,599.18	\$ 120,308.14	\$ 127,052.19	\$ 131,861.26
	<b>PD</b>	\$ 3,865.29	\$ 3,972.10	\$ 4,109.19	\$ 4,275.19	\$ 4,469.16	\$ 4,469.16	\$ 4,724.33	\$ 4,898.94
	<b>Total</b>	\$ 103,258.58	\$ 107,965.39	\$ 112,971.73	\$ 118,291.47	\$ 124,068.34	\$ 124,777.30	\$ 131,776.52	\$ 136,760.20
<b>14</b>	<b>Base</b>	\$ 102,531.74	\$ 107,331.74	\$ 112,331.74	\$ 117,531.74	\$ 123,031.74	\$ 123,741.74	\$ 130,582.00	\$ 135,482.00
	<b>PD</b>	\$ 3,987.35	\$ 4,094.16	\$ 4,231.15	\$ 4,397.15	\$ 4,601.16	\$ 4,601.16	\$ 4,856.33	\$ 5,021.94
	<b>Total</b>	\$ 106,519.08	\$ 111,425.90	\$ 116,562.89	\$ 121,928.89	\$ 127,632.90	\$ 128,342.90	\$ 135,438.33	\$ 140,503.94
<b>15</b>	<b>Base</b>	\$ 105,200.28	\$ 110,100.28	\$ 115,100.28	\$ 120,200.28	\$ 126,000.28	\$ 126,710.28	\$ 133,652.00	\$ 138,652.00
	<b>PD</b>	\$ 4,091.12	\$ 4,207.93	\$ 4,344.92	\$ 4,510.92	\$ 4,714.93	\$ 4,714.93	\$ 4,970.10	\$ 5,135.71
	<b>Total</b>	\$ 109,291.40	\$ 114,308.21	\$ 119,445.20	\$ 124,711.20	\$ 130,715.21	\$ 131,425.21	\$ 138,622.10	\$ 143,787.71
<b>16-18</b>	<b>Base</b>	\$ 107,303.56	\$ 112,303.56	\$ 117,403.56	\$ 122,603.56	\$ 128,903.56	\$ 129,613.56	\$ 136,655.00	\$ 141,655.00
	<b>PD</b>	\$ 4,172.92	\$ 4,289.73	\$ 4,426.72	\$ 4,592.72	\$ 4,806.73	\$ 4,806.73	\$ 5,061.90	\$ 5,227.51
	<b>Total</b>	\$ 111,476.48	\$ 116,593.29	\$ 121,830.28	\$ 127,196.28	\$ 133,710.29	\$ 134,420.29	\$ 141,716.90	\$ 146,882.51
<b>19-23</b>	<b>Base</b>	\$ 107,303.56	\$ 112,303.56	\$ 117,403.56	\$ 122,603.56	\$ 128,903.56	\$ 129,613.56	\$ 136,655.00	\$ 141,655.00
	<b>PD</b>	\$ 4,172.92	\$ 4,289.73	\$ 4,426.72	\$ 4,592.72	\$ 4,806.73	\$ 4,806.73	\$ 5,061.90	\$ 5,227.51
	<b>Total</b>	\$ 111,476.48	\$ 116,593.29	\$ 121,830.28	\$ 127,196.28	\$ 133,710.29	\$ 134,420.29	\$ 141,716.90	\$ 146,882.51
<b>24-28</b>	<b>Base</b>	\$ 107,303.56	\$ 112,303.56	\$ 117,403.56	\$ 122,603.56	\$ 128,903.56	\$ 129,613.56	\$ 136,655.00	\$ 141,655.00
	<b>PD</b>	\$ 4,172.92	\$ 4,289.73	\$ 4,426.72	\$ 4,592.72	\$ 4,806.73	\$ 4,806.73	\$ 5,061.90	\$ 5,227.51
	<b>Total</b>	\$ 111,476.48	\$ 116,593.29	\$ 121,830.28	\$ 127,196.28	\$ 133,710.29	\$ 134,420.29	\$ 141,716.90	\$ 146,882.51
<b>29+</b>	<b>Base</b>	\$ 107,303.56	\$ 112,303.56	\$ 117,403.56	\$ 122,603.56	\$ 128,903.56	\$ 129,613.56	\$ 136,655.00	\$ 141,655.00
	<b>PD</b>	\$ 4,172.92	\$ 4,289.73	\$ 4,426.72	\$ 4,592.72	\$ 4,806.73	\$ 4,806.73	\$ 5,061.90	\$ 5,227.51
	<b>Total</b>	\$ 111,476.48	\$ 116,593.29	\$ 121,830.28	\$ 127,196.28	\$ 133,710.29	\$ 134,420.29	\$ 141,716.90	\$ 146,882.51
	<b>Exp Enrichment</b>								
	<b>Longevity</b>								
	<b>Total</b>								

For credits earned after the BA degree before the MA degree, any credits in excess of 45 may be counted after MA degree  
 \*Must have attained BA+135 prior to January 1, 1992 and reported previously on S275

- Itinerant ESA staff (Psychologists, SLP's, OT's, PT's, RN's, and Mental Health Specialists) see Schedule A.2.

# APPENDIX A.2 – Itinerant ESA Salary Schedule

## 2024-2025 North Thurston Public Schools Itinerant ESA Salary Schedule (Psychologist, SLP, OT, PT, RN, Mental Health Specialist)

Days in Base Yr:	180
PD Days:	7
<b>Total:</b>	<b>187</b>

LONGEVITY STIPENDS	
19-23 years	450
24-28 years	900
29+ years	1375

New employees start at Step 1 and move steps based upon years of experience in NTPS beginning with the 2024-25 school year.  
Hires with qualifying experience beyond 9 years are awarded steps for additional years

		Up to MA+89	MA+90/Ph.D.
<b>Step 1</b>	Base	\$93,881.08	\$98,181.26
	PD	\$3,650.93	\$3,818.16
	<b>Total</b>	<b>\$97,532.01</b>	<b>\$101,999.42</b>
<b>Step 2</b>	Base	\$96,719.55	\$101,158.46
	PD	\$3,761.32	\$3,933.94
	<b>Total</b>	<b>\$100,480.87</b>	<b>\$105,092.40</b>
<b>Step 3</b>	Base	\$99,688.06	\$104,217.13
	PD	\$3,876.76	\$4,052.89
	<b>Total</b>	<b>\$103,564.82</b>	<b>\$108,270.02</b>
<b>Step 4</b>	Base	\$102,736.35	\$107,404.12
	PD	\$3,995.30	\$4,176.83
	<b>Total</b>	<b>\$106,731.65</b>	<b>\$111,580.95</b>
<b>Step 5</b>	Base	\$105,860.92	\$109,982.00
	Exp Stipend	\$-	\$683.68
	PD	\$4,116.81	\$4,303.67
	<b>Total</b>	<b>\$109,977.73</b>	<b>\$114,969.35</b>
<b>Step 6</b>	Base	\$109,205.70	\$109,982.00
	Exp Stipend	\$-	\$4,070.09
	PD	\$4,246.89	\$4,435.36
	<b>Total</b>	<b>\$113,452.59</b>	<b>\$118,487.45</b>
<b>Step 7</b>	Base	\$109,982.00	\$109,982.00
	Exp Stipend	\$2,062.18	\$7,035.13
	PD	\$4,357.27	\$4,550.67
	<b>Total</b>	<b>\$116,401.45</b>	<b>\$121,567.80</b>
<b>Step 8</b>	Base	\$109,982.00	\$109,982.00
	Exp Stipend	\$4,302.44	\$12,069.44
	PD	\$4,444.39	\$4,746.44
	<b>Total</b>	<b>\$118,728.83</b>	<b>\$126,797.88</b>
<b>19-23 years</b>	Base	\$109,982.00	\$109,982.00
	Exp Stipend	\$4,302.44	\$12,069.44
	PD	\$4,444.39	\$4,746.44
	Longevity	\$450.00	\$450.00
<b>Total</b>	<b>\$119,178.83</b>	<b>\$127,247.88</b>	
<b>24-28 years</b>	Base	\$109,982.00	\$109,982.00
	Exp Stipend	\$4,302.44	\$12,069.44
	PD	\$4,444.39	\$4,746.44
	Longevity	\$900.00	\$900.00
<b>Total</b>	<b>\$119,628.83</b>	<b>\$127,697.88</b>	
<b>29+ years</b>	Base	\$109,982.00	\$109,982.00
	Exp Stipend	\$4,302.44	\$12,069.44
	PD	\$4,444.39	\$4,746.44
	Longevity	\$1,375.00	\$1,375.00
<b>Total</b>	<b>120,103.83</b>	<b>\$128,172.88</b>	