

APPENDIX A.2 - Salary Schedule

2025-2026 North Thurston Public Schools

Itinerant ESA Salary Schedule

(Psychologist, SLP, OT, PT, RN, Mental Health Specialist)

Days in Base Yr: 180

PD Days: 7

Total: 187

LONGEVITY STIPENDS

Step 1 - 19-23 years = \$450

Step 2 - 24-28 years = \$900

Step 3 - 29+ years = \$1,375

		Lane 1 (up to MA+89)		Lane 2 (MA+90)	
Step					
1	Base	\$	97,166.92	\$	101,617.60
	PD	\$	3,778.71	\$	3,951.80
	Total	\$	100,945.63	\$	105,569.40
2	Base	\$	100,104.73	\$	104,699.01
	PD	\$	3,892.96	\$	4,071.63
	Total	\$	103,997.69	\$	108,770.64
3	Base	\$	103,177.14	\$	107,864.73
	PD	\$	4,012.44	\$	4,194.74
	Total	\$	107,189.58	\$	112,059.47
4	Base	\$	106,332.12	\$	111,163.26
	PD	\$	4,135.14	\$	4,323.02
	Total	\$	110,467.26	\$	115,486.28
5	Base	\$	109,566.05	\$	112,732.00
	Exp Stipend	\$	-	\$	1,806.98
	Subtotal	\$	109,566.05	\$	114,538.98
	PD	\$	4,260.90	\$	4,454.29
	Total	\$	113,826.95	\$	118,993.27
6	Base	\$	112,732.00	\$	112,732.00
	Exp Stipend	\$	295.90	\$	5,311.91
	Subtotal	\$	113,027.90	\$	118,043.91
	PD	\$	4,395.53	\$	4,590.60
	Total	\$	117,423.43	\$	122,634.51
7	Base	\$	112,732.00	\$	112,732.00
	Exp Stipend	\$	3,233.73	\$	8,380.73
	Subtotal	\$	115,965.73	\$	121,112.73
	PD	\$	4,509.78	\$	4,709.94
	Total	\$	120,475.51	\$	125,822.67
8	Base	\$	112,732.00	\$	112,732.00
	Exp Stipend	\$	5,552.40	\$	13,591.24
	Subtotal	\$	118,284.40	\$	126,323.24
	PD	\$	4,599.95	\$	4,912.57
	Total	\$	122,884.35	\$	131,235.81