

Appendix A.1 - Salary Schedule

2025-2026 North Thurston Public Schools Salary Schedule

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

								BA+135*	MA+90/ PhD
Step		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	PhD
0	Base	\$ 64,944.44	\$ 67,311.37	\$ 69,145.48	\$ 70,984.99	\$ 76,882.16	\$ 78,578.09	\$ 84,477.05	\$ 88,279.89
	PD	\$ 2,525.62	\$ 2,617.66	\$ 2,688.99	\$ 2,760.53	\$ 2,989.86	\$ 3,055.81	\$ 3,285.22	\$ 3,433.11
	Total	\$ 67,470.06	\$ 69,929.03	\$ 71,834.47	\$ 73,745.52	\$ 79,872.02	\$ 81,633.90	\$ 87,762.27	\$ 91,713.00
1	Base	\$ 66,424.82	\$ 68,219.46	\$ 70,076.91	\$ 71,995.38	\$ 77,955.35	\$ 79,452.08	\$ 85,412.05	\$ 89,187.97
	PD	\$ 2,583.19	\$ 2,652.98	\$ 2,725.21	\$ 2,799.82	\$ 3,031.60	\$ 3,089.80	\$ 3,321.58	\$ 3,468.42
	Total	\$ 69,008.01	\$ 70,872.44	\$ 72,802.12	\$ 74,795.20	\$ 80,986.95	\$ 82,541.88	\$ 88,733.63	\$ 92,656.39
2	Base	\$ 67,264.71	\$ 69,077.29	\$ 70,954.48	\$ 73,020.11	\$ 78,963.95	\$ 80,331.45	\$ 86,273.49	\$ 90,092.47
	PD	\$ 2,615.85	\$ 2,686.34	\$ 2,759.34	\$ 2,839.67	\$ 3,070.82	\$ 3,124.00	\$ 3,355.08	\$ 3,503.60
	Total	\$ 69,880.56	\$ 71,763.63	\$ 73,713.82	\$ 75,859.78	\$ 82,034.77	\$ 83,455.45	\$ 89,628.57	\$ 93,596.06
3	Base	\$ 68,131.52	\$ 69,960.26	\$ 71,857.17	\$ 73,991.00	\$ 79,922.27	\$ 81,165.95	\$ 87,091.83	\$ 91,004.14
	PD	\$ 2,649.56	\$ 2,720.68	\$ 2,794.45	\$ 2,877.43	\$ 3,108.09	\$ 3,156.45	\$ 3,386.90	\$ 3,539.05
	Total	\$ 70,781.08	\$ 72,680.93	\$ 74,651.62	\$ 76,868.43	\$ 83,030.35	\$ 84,322.41	\$ 90,478.74	\$ 94,543.19
4	Base	\$ 68,980.38	\$ 70,889.88	\$ 72,799.36	\$ 75,004.97	\$ 80,972.14	\$ 82,039.95	\$ 88,005.30	\$ 91,946.32
	PD	\$ 2,682.57	\$ 2,756.83	\$ 2,831.09	\$ 2,916.86	\$ 3,148.92	\$ 3,190.44	\$ 3,422.43	\$ 3,575.69
	Total	\$ 71,662.95	\$ 73,646.71	\$ 75,630.45	\$ 77,921.83	\$ 84,121.05	\$ 85,230.39	\$ 91,427.73	\$ 95,522.01
5	Base	\$ 69,857.96	\$ 71,776.42	\$ 73,703.86	\$ 76,033.30	\$ 81,977.12	\$ 82,928.29	\$ 88,873.91	\$ 92,890.30
	PD	\$ 2,716.70	\$ 2,791.31	\$ 2,866.26	\$ 2,956.85	\$ 3,188.00	\$ 3,224.99	\$ 3,456.21	\$ 3,612.40
	Total	\$ 72,574.65	\$ 74,567.73	\$ 76,570.12	\$ 78,990.16	\$ 85,165.12	\$ 86,153.28	\$ 92,330.12	\$ 96,502.70
6	Base	\$ 70,758.86	\$ 72,636.05	\$ 74,626.79	\$ 77,075.97	\$ 82,991.10	\$ 83,838.17	\$ 89,755.07	\$ 93,791.20
	PD	\$ 2,751.73	\$ 2,824.74	\$ 2,902.15	\$ 2,997.40	\$ 3,227.43	\$ 3,260.37	\$ 3,490.47	\$ 3,647.44
	Total	\$ 73,510.60	\$ 75,460.79	\$ 77,528.94	\$ 80,073.37	\$ 86,218.53	\$ 87,098.54	\$ 93,245.54	\$ 97,438.64
7	Base	\$ 72,345.33	\$ 74,249.43	\$ 76,268.38	\$ 78,847.28	\$ 84,850.35	\$ 85,543.07	\$ 91,544.32	\$ 95,697.10
	PD	\$ 2,813.43	\$ 2,887.48	\$ 2,965.99	\$ 3,066.28	\$ 3,299.74	\$ 3,326.67	\$ 3,560.06	\$ 3,721.55
	Total	\$ 75,158.76	\$ 77,136.91	\$ 79,234.38	\$ 81,913.57	\$ 88,150.08	\$ 88,869.75	\$ 95,104.38	\$ 99,418.66
8	Base	\$ 74,663.99	\$ 76,673.98	\$ 78,741.39	\$ 81,532.05	\$ 87,617.67	\$ 88,226.05	\$ 94,311.65	\$ 98,613.39
	PD	\$ 2,903.60	\$ 2,981.77	\$ 3,062.17	\$ 3,170.69	\$ 3,407.35	\$ 3,431.01	\$ 3,667.68	\$ 3,834.97
	Total	\$ 77,567.59	\$ 79,655.75	\$ 81,803.56	\$ 84,702.74	\$ 91,025.02	\$ 91,657.06	\$ 97,979.33	\$ 102,448.36
9	Base	\$ 79,182.87	\$ 81,354.38	\$ 84,245.54	\$ 90,472.93	\$ 90,937.73	\$ 97,166.92	\$ 101,617.60	
	PD		\$ 3,079.33	\$ 3,163.78	\$ 3,276.22	\$ 3,518.39	\$ 3,536.47	\$ 3,778.71	\$ 3,951.80
	Total		\$ 82,262.21	\$ 84,518.17	\$ 87,521.76	\$ 93,991.32	\$ 94,474.20	\$ 100,945.63	\$ 105,569.40
10	Base			\$ 83,997.89	\$ 87,099.02	\$ 93,408.95	\$ 93,793.00	\$ 100,104.73	\$ 104,699.01
	PD			\$ 3,266.58	\$ 3,387.18	\$ 3,632.57	\$ 3,647.51	\$ 3,892.96	\$ 4,071.63
	Total			\$ 87,264.47	\$ 90,486.20	\$ 97,041.52	\$ 97,440.51	\$ 103,997.70	\$ 108,770.63
11	Base				\$ 90,035.03	\$ 96,481.36	\$ 96,729.03	\$ 103,177.14	\$ 107,864.73
	PD				\$ 3,501.36	\$ 3,752.05	\$ 3,761.68	\$ 4,012.44	\$ 4,194.74
	Total				\$ 93,536.40	\$ 100,233.42	\$ 100,490.71	\$ 107,189.59	\$ 112,059.47
12	Base				\$ 92,877.75	\$ 99,638.13	\$ 99,781.70	\$ 106,332.12	\$ 111,163.26
	PD				\$ 3,611.91	\$ 3,874.82	\$ 3,880.40	\$ 4,135.14	\$ 4,323.02
	Total				\$ 96,489.67	\$ 103,512.94	\$ 103,662.10	\$ 110,467.26	\$ 115,486.28
13	Base					\$ 102,872.06	\$ 102,940.25	\$ 109,566.05	\$ 112,732.00
	Exp Stipend							\$ -	\$ 1,806.98
	Sub Total							\$ -	\$ 114,538.98
14	PD					\$ 4,000.58	\$ 4,003.23	\$ 4,260.90	\$ 4,454.30
	Total					\$ 106,872.64	\$ 106,943.48	\$ 113,826.95	\$ 118,993.28
	Base					\$ 106,120.35	\$ 106,943.49	\$ 112,732.00	\$ 112,732.00
15	Exp Stipend							\$ 295.90	\$ 5,311.91
	Sub Total							\$ 113,027.90	\$ 118,043.91
	PD					\$ 4,126.90	\$ 4,158.91	\$ 4,395.53	\$ 4,590.60
16	Total					\$ 110,247.25	\$ 111,102.40	\$ 117,423.43	\$ 122,634.51
	Base					\$ 108,882.29	\$ 108,952.29	\$ 112,732.00	\$ 112,732.00
	Exp Stipend							\$ 3,233.73	\$ 8,380.73
17	Sub Total							\$ 115,965.73	\$ 121,112.73
	PD					\$ 4,234.31	\$ 4,237.03	\$ 4,509.78	\$ 4,709.94
	Total					\$ 113,116.60	\$ 113,189.32	\$ 120,475.51	\$ 125,822.67
18	Base					\$ 111,059.18	\$ 111,130.97	\$ 112,732.00	\$ 112,732.00
	Exp Stipend							\$ 5,552.40	\$ 13,591.24
	Sub Total							\$ 118,284.40	\$ 126,323.24
19	PD					\$ 4,318.97	\$ 4,321.76	\$ 4,599.94	\$ 4,912.57
	Total					\$ 115,378.15	\$ 115,452.73	\$ 122,884.34	\$ 131,235.81

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, SLPs, OTs, PTs, RNs and Mental Health Specialists) see Schedule A.2.