

TUMWATER SCHOOL DISTRICT - PSE		2025-2026 SALARY SCHEDULE					
PSE - PUBLIC SCHOOL EMPLOYEES - BA 09/14/2023	Sub 94	PERC 92.5	STEP 1 YEAR 1	STEP 2 YEAR 2	STEP 3 YEAR 3	STEP 4 YEAR 5-9	STEP 5 YEAR 10+
Warehouse - Utility Supp. Servs. Asst.	\$25.56	\$27.81	\$30.07	\$30.70	\$31.95	\$33.52	\$35.07
Assistant Cook	\$18.36	\$19.98	\$21.60	\$21.91	\$22.22	\$23.74	\$25.24
Cook	\$22.08	\$24.03	\$25.98	\$27.05	\$28.11	\$29.18	\$30.24
Custodian	\$23.30	\$25.36	\$27.41	\$27.65	\$27.88	\$28.98	\$30.07
Custodian w/evening shift differential			\$27.98	\$28.22	\$28.44	\$29.54	\$30.63
Custodian Lead-Secondary-HS/NM(10% after adding 2.03 to the base)	\$23.30	\$25.36	\$32.46	\$32.72	\$32.97	\$34.18	\$35.38
Custodian Lead-Secondary-MS(10% after adding 1.59 to the base)	\$23.30	\$25.36	\$31.97	\$32.23	\$32.48	\$33.69	\$34.89
Custodian Lead-Primary(5% after adding 0.74 to the base)	\$23.30	\$25.36	\$29.59	\$29.84	\$30.08	\$31.23	\$32.38
Custodian HS Swing Crew Chief(includes the 0.40 differential)	\$23.30	\$25.36	\$28.40	\$28.64	\$28.86	\$29.96	\$31.05
Skilled Grounds	\$26.04	\$28.34	\$30.63	\$31.11	\$31.60	\$33.36	\$35.12
Lead Skilled Grounds (10%)			\$33.70	\$34.22	\$34.76	\$36.69	\$38.63
Coordinator of Skilled Grounds (20%)			\$36.76	\$37.33	\$37.92	\$40.03	\$42.14
Skilled Mechanic ASE Certification \$0.50/hour per certification	\$29.29	\$31.87	\$34.46	\$35.57	\$36.69	\$39.04	\$41.42
Lead Skilled Mechanic (10%)			\$37.90	\$39.13	\$40.36	\$42.94	\$45.57
Skilled Maintenance	\$29.29	\$31.87	\$34.46	\$35.57	\$36.69	\$39.04	\$41.42
Skilled Maintenance w/journey level=+\$1.75(Electrical/HVAC/Carpentry/Refrigeration)			\$36.21	\$37.32	\$38.44	\$40.79	\$43.17
Coordinator of Maintenance (20%)			\$41.35	\$42.68	\$44.03	\$46.85	\$49.71
Bus Driver	\$24.11	\$26.24	\$28.36	\$29.36	\$30.35	\$31.35	\$32.34
Bus Driver Differential:	\$1.75/hr differential for drivers who work/volunteer for double runs						
Van Driver	\$22.18	\$24.14	\$26.10	\$27.09	\$28.08	\$29.08	\$30.07
Bus Driver Trainee			\$23.83				
Driver Trainer (while performing Driver Trainer Duties) (10%)			\$31.20	\$32.30	\$33.38	\$34.48	\$35.57
Support Services Tech	\$25.56	\$27.81	\$30.07	\$30.70	\$31.95	\$33.52	\$35.07
Support Services Coordinator of Building & Grounds (20%)			\$36.08	\$36.84	\$38.34	\$40.22	\$42.08
Support Services Coordinator of Food Services (20%)			\$36.08	\$36.84	\$38.34	\$40.22	\$42.08
Skilled Maintenance Resource Conserv. Specialist (18%) of Skilled Maintenance			\$40.66	\$41.97	\$43.30	\$46.07	\$48.88
Transportation Dispatcher	\$26.32	\$28.64	\$30.96	\$31.62	\$32.29	\$33.59	\$34.94
Transportation Tech (Router)	\$27.91	\$30.37	\$32.83	\$33.58	\$34.34	\$35.88	\$37.41