

**BELLEVUE SCHOOL DISTRICT #405  
CTSA SALARY SCHEDULE  
September 1, 2025 - August 31, 2026**

Grade	Increase Base 1.5%			
	95% Probationary	Step A .5 - 3 years	Step B 4 - 6 Years	Step C 7+ Years
1	\$61,376	\$64,606	\$67,836	\$71,066
2	\$66,490	\$69,990	\$73,489	\$76,989
3	\$71,605	\$75,373	\$79,142	\$82,911
4	\$76,719	\$80,757	\$84,795	\$88,833
5	\$81,834	\$86,141	\$90,448	\$94,755
6	\$92,063	\$96,909	\$101,754	\$106,600
7	\$102,293	\$107,676	\$113,060	\$118,444
8	\$112,522	\$118,444	\$124,366	\$130,288
9	\$122,751	\$129,212	\$135,672	\$142,133
10	\$132,980	\$139,979	\$146,978	\$153,977
Director I	\$138,095	\$145,363	\$152,631	\$159,899
Director II	\$158,553	\$166,898	\$175,243	\$183,588
Director III	\$168,783	\$177,666	\$186,549	\$195,433
Executive Director	\$179,012	\$188,434	\$197,855	\$207,277

Grade	Position Title
1	Central Kitchen Manager*
2	Employment Specialist* Welcome Center Specialist*
3	Copy Center Lead*
4	Clinical Supervisor Coordinator Advanced Learning Support Coordinator Athletics & Activities Support Coordinator Education Technology Support Coordinator Nutrition Svcs Financial Support Custodial Training & Quality Manager Teaching & Learning Support Coordinator
5	Administrative Assistant HR Budget Analyst I Coordinator, Special Education Operations Coordinator, Pre-K - 12 School Support Coordinator, McKinney Vento & Foster Care Fiscal Analyst I Nutrition Services Field Ops Supervisor Nutrition Services Personnel Supervisor Substitute Program Coordinator Technology Acquisition Specialist Transportation Coordinator Voc Ed Technical Coordinator

Grade	Position Title
6	American Sign Language Interpreter Benefits Administration Specialist Budget Analyst II Executive Team & Board Support Coordinator Facility Use Manager Preschool Operations Coordinator Nutrition & Regulatory Compliance Manager Payroll Analyst Retirement Analyst Salary Specialist Senior Accountant Staff Accountant, Capital Project Fund
7	Accounting Manager Special Assistant to the Superintendent Capital Projects Coordinator Capital Projects Small Works & Compliance Coordinator Contract Procurement Specialist II Custodial Supervisor Emergency Management Program Coordinator Facilities Support Services & Warehouse Manager Fleet Maintenance Supervisor Legal Specialist Physical Security Management Specialist Legal Affairs Officer - Public Records Purchasing Manager Special Education Family Liaison

Grade	Position Title
8	Custodial Manager Enrollment & Registration Supervisor Resource Conservation Manager/Controls Engineer Student Engagement Supervisor Student Placement Supervisor Symmetry Coordinator & Small Works Manager Transportation Manager
9	Administrator - Symmetry Facilities & Maintenance Services Manager Legal Affairs Officer, Policy, Compliance & Employment Supervisor, Athletic & Student Support Program
10	Assistant Director of Communications
Director I	Accounting & Purchasing Budget Cyber Security Human Resources Staffing Payroll & Benefits Enterprise Applications
Director II	Capital Projects Nutrition Services Transportation
Director III	Employee Relations and Leadership Development Labor Relations & Employee Development Security
Exec. Dir.	Facilities and Operations Technology

\*Non-exempt  
Salaries based upon 260 work days. Salaries are prorated for work calendars with fewer than 260 days.