2025-2026 SESPA Rates

Salary Level	1-3 Years STEP 1	4-5 Years STEP 2	6-8 Years STEP 3	9-11 Years STEP 4	12-16 Years STEP 5	17 -19 Years STEP 6	20 Years or more STEP 7	LANE
SESPA 1	$26.12	$26.65	$27.14	$27.97	$28.71	$29.53	$30.28	40-01
SESPA 2	$27.38	$27.88	$28.29	$28.97	$29.62	$30.29	$30.94	40-02
SESPA 3	$29.79	$30.26	$30.68	$31.38	$32.00	$32.67	$33.36	40-03
SESPA 4	$31.72	$32.14	$32.59	$33.26	$33.96	$34.61	$35.26	40-04
SESPA 5	$34.73	$35.18	$35.57	$36.22	$36.98	$37.62	$38.30	40-05
SESPA 5A	$35.96	$36.39	$36.82	$37.53	$38.30	$38.94	$39.60	40-A5
SESPA 6	$38.41	$38.87	$39.31	$39.96	$40.66	$41.33	$41.99	40-06
SESPA 7	$42.97	$43.39	$43.88	$44.54	$45.17	$45.87	$46.49	40-07
SESPA 8	$49.52	$49.92	$50.40	$51.05	$51.72	$ 52.41	$53.02	40-08
STEP	0-2	3-4	5-7	8-10	11-15	16-18	19-20	

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** Security Monitors will be paid at 103.5% of SESPA 5 (SESPA 5A)*

25-26 Monthly	25-26 Full Year	Educational Stipends Incentives/PSP
$88.93	$1,067.11	Basic Standards
$103.78	$1,245.39	AA/Associate Prof
$118.58	$1,422.96	Advanced I Cert
$133.40	$1,600.76	Advanced II Cert
$148.27	$1,779.28	BA/BS/Advanced III Cert
$163.05	$1,956.61	MA/MS

25-26 Monthly	25-26 Full Year	Educational Stipends Incentives/PSP
$211.08	$2,532.90	Nurse MS
$84.55	$1,014.60	Graduate Study +15
$126.70	$1,520.38	Graduate Study +30
$168.89	$2,026.66	Graduate Study +45

Shoreline Educational Support Professional Association

For the Association — Date: 10/20/25

Shoreline School District No. 412

Randi Seaberg — For the District — Date: 10/20/25

Lynn Avery — For the Association — Date: 10/20/25