

APPENDIX A.2 - Salary Schedule

2026-2027 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 (MA90+)
1	Base	\$	100,664.93	\$ 105,275.83
	PD	\$	3,914.74	\$ 4,094.06
	Total	\$	104,579.67	\$ 109,369.90
2	Base	\$	103,708.50	\$ 108,468.17
	PD	\$	4,033.11	\$ 4,218.21
	Total	\$	107,741.61	\$ 112,686.38
3	Base	\$	106,891.52	\$ 111,747.86
	PD	\$	4,156.89	\$ 4,345.75
	Total	\$	111,048.40	\$ 116,093.61
4	Base	\$	110,160.08	\$ 115,165.14
	PD	\$	4,284.01	\$ 4,478.65
	Total	\$	114,444.08	\$ 119,643.79
5	Base	\$	113,510.43	\$ 115,663.00
	Exp Stipend	\$	-	\$ 2,999.41
	Subtotal	\$	113,510.43	\$ 118,662.41
	PD	\$	4,414.29	\$ 4,614.64
	Total	\$	117,924.72	\$ 123,277.05
6	Base	\$	115,663.00	\$ 115,663.00
	Exp Stipend	\$	1,433.93	\$ 6,630.52
	Subtotal	\$	117,096.93	\$ 122,293.52
	PD	\$	4,553.77	\$ 4,755.86
	Total	\$	121,650.70	\$ 127,049.38
7	Base	\$	115,663.00	\$ 115,663.00
	Exp Stipend	\$	4,477.53	\$ 9,809.82
	Subtotal	\$	120,140.53	\$ 125,472.82
	PD	\$	4,672.13	\$ 4,879.50
	Total	\$	124,812.66	\$ 130,352.32
8	Base	\$	115,663.00	\$ 115,663.00
	Exp Stipend	\$	6,879.67	\$ 15,207.91
	Subtotal	\$	122,542.67	\$ 130,870.91
	PD	\$	4,765.55	\$ 5,089.42
	Total	\$	127,308.22	\$ 135,960.33

For credits earned after the BA degree before the MA degree, any credits in excess of 45 may be counted after the MA degree