

Appendix A.1 - Salary Schedule

2026-2027 North Thurston Public Schools - Certified Instructional Salary Schedule

Days in Base Year: 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

Step		BA	BA+15	BA+30	BA+45	BA+90	MA	BA+135*	MA+90/ PhD
0	Base	\$ 67,282.44	\$ 69,734.58	\$ 71,634.72	\$ 73,540.45	\$ 79,649.92	\$ 81,406.90	\$ 87,518.22	\$ 91,457.97
	PD	\$ 2,616.54	\$ 2,711.90	\$ 2,785.79	\$ 2,859.91	\$ 3,097.49	\$ 3,165.82	\$ 3,403.49	\$ 3,556.70
	Total	\$ 69,898.98	\$ 72,446.48	\$ 74,420.51	\$ 76,400.36	\$ 82,747.41	\$ 84,572.72	\$ 90,921.71	\$ 95,014.67
1	Base	\$ 68,816.11	\$ 70,675.36	\$ 72,599.68	\$ 74,587.21	\$ 80,761.74	\$ 82,312.35	\$ 88,486.88	\$ 92,398.74
	PD	\$ 2,676.18	\$ 2,748.49	\$ 2,823.32	\$ 2,900.61	\$ 3,140.74	\$ 3,201.03	\$ 3,441.16	\$ 3,593.28
	Total	\$ 71,492.30	\$ 73,423.85	\$ 75,423.00	\$ 77,487.83	\$ 83,902.48	\$ 85,513.39	\$ 91,928.04	\$ 95,992.02
2	Base	\$ 69,686.24	\$ 71,564.07	\$ 73,508.84	\$ 75,648.83	\$ 81,806.65	\$ 83,223.38	\$ 89,379.34	\$ 93,335.80
	PD	\$ 2,710.02	\$ 2,783.05	\$ 2,858.68	\$ 2,941.90	\$ 3,181.37	\$ 3,236.46	\$ 3,475.86	\$ 3,629.73
	Total	\$ 72,396.26	\$ 74,347.12	\$ 76,367.52	\$ 78,590.73	\$ 84,988.02	\$ 86,459.85	\$ 92,855.20	\$ 96,965.53
3	Base	\$ 70,584.25	\$ 72,478.83	\$ 74,444.03	\$ 76,654.68	\$ 82,799.47	\$ 84,087.92	\$ 90,227.14	\$ 94,280.29
	PD	\$ 2,744.94	\$ 2,818.62	\$ 2,895.05	\$ 2,981.02	\$ 3,219.98	\$ 3,270.08	\$ 3,508.83	\$ 3,666.46
	Total	\$ 73,329.20	\$ 75,297.45	\$ 77,339.08	\$ 79,635.69	\$ 86,019.45	\$ 87,358.01	\$ 93,735.96	\$ 97,946.74
4	Base	\$ 71,463.67	\$ 73,441.92	\$ 75,420.14	\$ 77,705.15	\$ 83,887.14	\$ 84,993.39	\$ 91,173.49	\$ 95,256.39
	PD	\$ 2,779.14	\$ 2,856.08	\$ 2,933.01	\$ 3,021.87	\$ 3,262.28	\$ 3,305.30	\$ 3,545.64	\$ 3,704.41
	Total	\$ 74,242.82	\$ 76,297.99	\$ 78,353.15	\$ 80,727.02	\$ 87,149.42	\$ 88,298.68	\$ 94,719.13	\$ 98,960.80
5	Base	\$ 72,372.85	\$ 74,360.37	\$ 76,357.20	\$ 78,770.50	\$ 84,928.30	\$ 85,913.71	\$ 92,073.37	\$ 96,234.35
	PD	\$ 2,814.50	\$ 2,891.80	\$ 2,969.45	\$ 3,063.30	\$ 3,302.77	\$ 3,341.09	\$ 3,580.63	\$ 3,742.45
	Total	\$ 75,187.35	\$ 77,252.17	\$ 79,326.64	\$ 81,833.80	\$ 88,231.06	\$ 89,254.80	\$ 95,654.00	\$ 99,976.80
6	Base	\$ 73,306.18	\$ 75,250.95	\$ 77,313.35	\$ 79,850.70	\$ 85,978.78	\$ 86,856.34	\$ 92,986.25	\$ 97,167.68
	PD	\$ 2,850.79	\$ 2,926.43	\$ 3,006.63	\$ 3,105.31	\$ 3,343.62	\$ 3,377.74	\$ 3,616.13	\$ 3,778.75
	Total	\$ 76,156.97	\$ 78,177.38	\$ 80,319.98	\$ 82,956.01	\$ 89,322.40	\$ 90,234.09	\$ 96,602.38	\$ 100,946.43
7	Base	\$ 74,949.76	\$ 76,922.41	\$ 79,014.04	\$ 81,685.78	\$ 87,904.96	\$ 88,622.62	\$ 94,839.92	\$ 99,142.20
	PD	\$ 2,914.71	\$ 2,991.43	\$ 3,072.77	\$ 3,176.67	\$ 3,418.53	\$ 3,446.43	\$ 3,688.22	\$ 3,855.53
	Total	\$ 77,864.48	\$ 79,913.84	\$ 82,086.81	\$ 84,862.45	\$ 91,323.49	\$ 92,069.05	\$ 98,528.14	\$ 102,997.72
8	Base	\$ 77,351.89	\$ 79,434.24	\$ 81,576.08	\$ 84,467.20	\$ 90,771.91	\$ 91,402.19	\$ 97,706.87	\$ 102,163.47
	PD	\$ 3,008.13	\$ 3,089.11	\$ 3,172.41	\$ 3,284.83	\$ 3,530.01	\$ 3,554.53	\$ 3,799.72	\$ 3,973.03
	Total	\$ 80,360.02	\$ 82,523.36	\$ 84,748.49	\$ 87,752.04	\$ 94,301.92	\$ 94,956.71	\$ 101,506.59	\$ 106,136.50
9	Base		\$ 82,033.45	\$ 84,283.14	\$ 87,278.38	\$ 93,729.96	\$ 94,211.49	\$ 100,664.93	\$ 105,275.83
	PD		\$ 3,190.19	\$ 3,277.68	\$ 3,394.16	\$ 3,645.05	\$ 3,663.78	\$ 3,914.74	\$ 4,094.06
	Total		\$ 85,223.64	\$ 87,560.81	\$ 90,672.54	\$ 97,375.01	\$ 97,875.27	\$ 104,579.67	\$ 109,369.90
10	Base			\$ 87,021.81	\$ 90,234.58	\$ 96,771.67	\$ 97,169.55	\$ 103,708.50	\$ 108,468.17
	PD			\$ 3,384.18	\$ 3,509.12	\$ 3,763.34	\$ 3,778.82	\$ 4,033.11	\$ 4,218.21
	Total			\$ 90,405.99	\$ 93,743.70	\$ 100,535.01	\$ 100,948.37	\$ 107,741.61	\$ 112,686.38
11	Base				\$ 93,276.29	\$ 99,954.69	\$ 100,211.28	\$ 106,891.52	\$ 111,747.86
	PD				\$ 3,627.41	\$ 3,887.12	\$ 3,897.10	\$ 4,156.89	\$ 4,345.75
	Total				\$ 96,903.70	\$ 103,841.81	\$ 104,108.38	\$ 111,048.40	\$ 116,093.61
12	Base				\$ 96,221.35	\$ 103,225.10	\$ 103,373.84	\$ 110,160.08	\$ 115,165.14
	PD				\$ 3,741.94	\$ 4,014.31	\$ 4,020.09	\$ 4,284.01	\$ 4,478.65
	Total				\$ 99,963.29	\$ 107,239.42	\$ 107,393.94	\$ 114,444.08	\$ 119,643.79
13	Base					\$ 106,575.45	\$ 106,646.10	\$ 113,510.43	\$ 115,663.00
	Exp Stipend							\$ 2,999.41	
	Sub Total							\$ 118,662.41	
14	PD					\$ 4,144.60	\$ 4,147.35	\$ 4,414.29	\$ 4,614.65
	Total					\$ 110,720.06	\$ 110,793.45	\$ 117,924.72	\$ 123,277.06
	Base					\$ 109,940.68	\$ 110,793.46	\$ 115,663.00	\$ 115,663.00
15	Exp Stipend							\$ 1,433.93	\$ 6,630.52
	Sub Total							\$ 117,096.93	\$ 122,293.52
	PD					\$ 4,275.47	\$ 4,308.63	\$ 4,553.77	\$ 4,755.86
16	Total					\$ 114,216.15	\$ 115,102.09	\$ 121,650.70	\$ 127,049.38
	Base					\$ 112,802.05	\$ 112,874.57	\$ 115,663.00	\$ 115,663.00
	Exp Stipend							\$ 4,477.53	\$ 9,809.82
17	Sub Total							\$ 120,140.53	\$ 125,472.82
	PD					\$ 4,386.75	\$ 4,389.56	\$ 4,672.13	\$ 4,879.50
	Total					\$ 117,188.80	\$ 117,264.14	\$ 124,812.66	\$ 130,352.32
18	Base					\$ 115,057.31	\$ 115,131.68	\$ 115,663.00	\$ 115,663.00
	Exp Stipend							\$ 6,879.67	\$ 15,207.91
	Sub Total							\$ 122,542.67	\$ 130,870.91
19	PD					\$ 4,474.45	\$ 4,477.34	\$ 4,765.54	\$ 5,089.42
	Total					\$ 119,531.76	\$ 119,609.03	\$ 127,308.21	\$ 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

*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.