



**WASHINGTON ELEMENTARY SCHOOL DISTRICT
NON-EXEMPT (HOURLY) SUPPPORT STAFF
2026-2027 NEW HIRE SALARY PLACEMENT**

Approved by Governing Board on June 11, 2026

New Employee Placement Guidelines

1. Up to ten (10) years of prior experience may be granted at 2% per year based on the minimum amount.
2. Prior work experience must be relevant to the position in order to qualify.
 - a. Example: Special Education Paraprofessional minimum starting hourly rate is \$16.50 (Grade L), for each year of relevant work experience, would receive .33 cents per year, up to 10 years, not to exceed the maximum amount for that Grade.
3. Work Calendar are as follows:

Work Calendar	194	199	201	211	227	261
Working Days	185	185	187	188	203	239

Grade	Description	Min-Max	Work Calendar	Grade	Description	Min-Max	Work Calendar
O	Accounting Analyst	\$16.67 - \$20.01	261	T	Office Manager Special Services	\$17.98 - \$21.58	261
V	Accounts Payable Technician	\$18.34 - \$22.01	261	O	Office Specialist Academic Support Programs	\$16.67 - \$20.01	261
O	Administrative Specialist for Curriculum & Instruction	\$16.67 - \$20.01	261	T	Office Specialist Climate and Culture	\$17.98 - \$21.58	261
DD	Administrative Specialist of Headstart	\$20.23 - \$24.28	261	O	Office Specialist Curriculum	\$16.67 - \$20.01	261
O	Administrative Specialist of Social Services	\$16.67 - \$20.01	261	O	Office Specialist Federal Programs	\$16.67 - \$20.01	261
N	Alternative Driver	\$16.65 - \$19.98	199	O	Office Specialist Headstart	\$16.67 - \$20.01	261
LL	Application Specialist	\$23.43 - \$28.12	261	O	Office Specialist I of Special Services	\$16.67 - \$20.01	261
PP	Application System Analyst	\$25.77 - \$30.93	261	E	Office Specialist II of Special Services	\$15.45 - \$18.54	261
LL	Assessment Data Specialist	\$23.43 - \$28.12	261	O	Office Specialist OLA	\$16.67 - \$20.01	227
F	Behavior Support Advocate	\$15.76 - \$18.92	199	E	Office Specialist Purchasing	\$15.45 - \$18.54	261
B	Binding And Shipping Clerk	\$15.15 - \$17.12	261	J	Office Specialist Transportation	\$16.32 - \$19.59	261
A	Bus Assistant - 199	\$15.15 - \$17.12	199	A	Office Technician - 227	\$15.15 - \$17.12	227
A	Bus Assistant Aces - 199	\$15.15 - \$17.12	199	A	Office Technician - 261	\$15.15 - \$17.12	261
A	Bus Assistant Aces - 227	\$15.15 - \$17.12	227	O	Office Technician Reception	\$16.67 - \$20.01	261
A	Bus Assistant Trainer - 199	\$15.15 - \$17.12	199	A	Office Technician Student Records	\$15.15 - \$17.12	227
BB	Bus Driver - 199	\$20.00 - \$24.00	199	L	Paraprofessional 1 on 1 Assistant	\$16.50 - \$19.80	194
CC	Bus Driver Aces - 199	\$20.00 - \$24.00	199	L	Paraprofessional Autism Assistant	\$16.50 - \$19.80	194
A	Crossing Guard	\$15.15 - \$17.12	194	L	Paraprofessional CCA Assistant	\$16.50 - \$19.80	194
A	Custodian	\$15.15 - \$17.12	261	L	Paraprofessional CCB Assistant	\$16.50 - \$19.80	194
SS	Database Administrator	\$29.68 - \$35.62	261	L	Paraprofessional CCD Assistant	\$16.50 - \$19.80	194
BB	Dispatcher I - 199	\$20.00 - \$24.00	199	L	Paraprofessional CCF Assistant	\$16.50 - \$19.80	194
J	Dispatcher I - 261	\$16.32 - \$19.59	261	L	Paraprofessional CCK Assistant	\$16.50 - \$19.80	194

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P	District Safety Officer	\$16.74 - \$20.09	199	L	Paraprofessional EDP Assistant	\$16.50 - \$19.80	194
S	District Safety Officer II	\$17.34 - \$20.81	261	A	Paraprofessional Instructional Assistant	\$15.15 - \$17.12	194
I	English Language Learner Testing Specialist	\$16.00 - \$19.20	194	L	Paraprofessional Lead Assistant	\$16.50 - \$19.80	194
P	Facilities Manager	\$16.74 - \$20.09	261	L	Paraprofessional NBA Assistant	\$16.50 - \$19.80	194
F	Family Resource Center Liaison	\$15.76 - \$18.92	261	C	Paraprofessional Title I Assistant	\$15.15 - \$18.00	194
Z	Field Technician	\$18.60 - \$22.32	261	C	Paraprofessional Title IV Assistant	\$15.15 - \$18.00	194
J	Field Trip Coordinator	\$16.32 - \$19.59	261	A	Parent Liaison	\$15.15 - \$17.12	227
O	Finance Analyst	\$16.67 - \$20.01	261	HH	Payroll Analyst	\$21.92 - \$26.31	261
J	Fleet Maintenance Coordinator	\$16.32 - \$19.59	261	A	Personal Care Provider	\$15.15 - \$17.12	194
G	Food Service Clerk	\$15.85 - \$19.02	199	H	Pressman	\$15.96 - \$19.16	261
A	Food Service Helper	\$15.15 - \$17.12	199	RR	Property Control Manager	\$29.68 - \$35.62	261
U	Food Service Manager	\$18.07 - \$21.69	211	O	Purchasing Specialist	\$16.67 - \$20.01	261
AA	Food Service Office Manager	\$19.48 - \$23.38	261	A	Receptionist-Office Technician	\$15.15 - \$17.12	261
JJ	Food Service Purchasing Agent	\$23.42 - \$28.11	261	A	Refugee Parent School Liaison	\$15.15 - \$17.12	261
K	Food Service Unit Leader	\$16.38 - \$19.66	199	AA	Register Nurse 1 ON 1	\$19.48 - \$23.38	211
HH	Graphic Specialist	\$21.92 - \$26.31	261	F	Resource Center Liaison	\$15.76 - \$18.92	261
EE	Head Start Mentoring Health Safety	\$20.37 - \$24.45	261	B	Roving Night Custodian	\$15.15 - \$17.12	261
L	Head Start Support Instructor	\$16.50 - \$19.80	211	OO	Senior Field Technician	\$24.93 - \$29.92	261
Q	Health Service Technician	\$17.00 - \$20.40	211	P	Senior Materials Technician	\$16.74 - \$20.09	261
Y	Help Desk Technician	\$18.51 - \$22.22	261	O	Senior Payroll Specialist	\$16.67 - \$20.01	261
T	Human Resource Office Specialist II	\$17.98 - \$21.58	261	O	Senior Translator - 227	\$16.67 - \$20.01	227
O	Human Resource Specialist-Benefits	\$16.67 - \$20.01	261	O	Senior Translator - 261	\$16.67 - \$20.01	261
O	Human Resources Technician	\$16.67 - \$20.01	261	F	Sign Language Interpreter	\$15.76 - \$18.92	194
A	Instructional Assistant	\$15.15 - \$17.12	194	E	Special Education Transportation Specialist	\$15.45 - \$18.54	261
A	Instructional Assistant Headstart	\$15.15 - \$17.12	194	A	Special Services Office Technician	\$15.15 - \$17.12	261
L	Instructional Assistant Preschool	\$16.50 - \$19.80	194	A	Special Services Record Technician	\$15.15 - \$17.12	261
A	KidSpace Assistant	\$15.15 - \$17.12	194	A	Special Services Technician Search-To-Serve	\$15.15 - \$17.12	261
MM	KidSpace Program Manager 208	\$23.78 - \$28.54	211	HH	Student Data Analyst	\$21.92 - \$26.31	261
O	KidSpace Program Specialist	\$16.67 - \$20.01	261	E	Student Data Specialist – 227	\$15.45 - \$18.54	227
R	KidSpace Site Coordinator - 199	\$17.00 - \$20.40	199	E	Student Data Specialist - 261	\$15.45 - \$18.54	261
R	KidSpace Site Coordinator - 261	\$17.00 - \$20.40	261	T	Student Records Specialist	\$17.98 - \$21.58	261
N	KidSpace Support Instructor	\$16.65 - \$19.98	199	O	Substitute Service Coordinator	\$16.67 - \$20.01	261

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D	Lead Driver	\$15.15 - \$18.18	261	A	Support Instructor	\$15.15 - \$17.12	199
X	Lead Library and Media Specialist	\$18.40 - \$22.08	261	X	Trade Plumber I	\$18.40 - \$22.08	261
II	Lead Mechanic	\$22.44 - \$26.93	261	FF	Trade Plumber II	\$20.40 - \$24.48	261
I	Lead Print Shop Technician	\$16.00 - \$19.20	261	X	Trade Specialist Electrician I	\$18.40 - \$22.08	261
HH	Lead Training Specialist	\$21.92 - \$26.31	261	FF	Trade Specialist Electrician II	\$20.40 - \$24.48	261
M	Library And Media Specialist	\$16.50 - \$19.80	201	P	Trade Specialist Engine I	\$16.74 - \$20.09	261
AA	Licensed Practical Nurse 1 on 1	\$19.48 - \$23.38	211	X	Trade Specialist Engine II	\$18.40 - \$22.08	261
J	Lube Technician	\$16.32 - \$19.59	261	P	Trade Specialist Grounds	\$16.74 - \$20.09	261
FF	Maintenance Supervisor I	\$20.40 - \$24.48	261	X	Trade Specialist HVAC I	\$18.40 - \$22.08	261
II	Maintenance Supervisor II	\$22.44 - \$26.93	261	FF	Trade Specialist HVAC II	\$20.40 - \$24.48	261
FF	Materials Supervisor	\$20.40 - \$24.48	261	X	Trade Specialist II	\$18.40 - \$22.08	261
D	Materials Tech II	\$15.15 - \$18.18	261	X	Trade Specialist Irrigation I	\$18.40 - \$22.08	261
B	Materials Technician	\$15.15 - \$17.12	261	FF	Trade Specialist Irrigation II	\$20.40 - \$24.48	261
B	Materials Technician Facilities Support	\$15.15 - \$17.12	261	X	Trade Specialist Locksmith	\$18.40 - \$22.08	261
KK	McKinney-Vento Case Liaison	\$23.43 - \$28.12	227	P	Trade Specialist Painter	\$16.74 - \$20.09	261
X	Mechanic I	\$18.40 - \$22.08	261	FF	Trade Specialist Pesticide II	\$20.40 - \$24.48	261
FF	Mechanic II	\$20.40 - \$24.48	261	P	Trade Specialist Structure	\$16.74 - \$20.09	261
NN	MIS Purchasing Analyst	\$24.92 - \$29.91	261	FF	Trade Specialist Welder II	\$20.40 - \$24.48	261
A	Monitor Playground-Cafeteria	\$15.15 - \$17.12	194	S	Training Specialist	\$17.34 - \$20.81	261
A	Monitor RTC	\$15.15 - \$17.12	194	F	Transportation Behavior Support Advocate	\$15.76 - \$18.92	227
QQ	Network Administrator	\$25.89 - \$31.07	261	J	Transportation Router	\$16.32 - \$19.59	261
A	Night Custodian - 199	\$15.15 - \$17.12	199	S	Transportation Router II	\$17.34 - \$20.81	261
A	Night Custodian - 261	\$15.15 - \$17.12	261	O	Transportation Specialist McKinney-Vento	\$16.67 - \$20.01	227
P	Night Custodian Supervisor	\$16.74 - \$20.09	261	J	Transportation Specialist Support System	\$16.32 - \$19.59	261
P	Night Maintenance Worker	\$16.74 - \$20.09	261	RR	Web Programmer Analyst	\$29.68 - \$35.62	261

Above is representative of an initial salary placement using the below guidelines, and is intended to be used as a guide only. Please contact Human Resources for additional information.

Incentives:

1. Classified Benefits

- a. Full Time employees (.75 FTE and above) receive benefits including but not limited to health, dental, life, and short-term disability insurance.

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