

GAPS 2026-2027 4% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

ASSISTANTS 2026-2027 SALARY SCHEDULE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$16.47	\$16.96	\$17.47	\$18.00	\$18.54	\$19.09	\$19.67	\$20.26
SEA	\$18.31	\$18.88	\$19.46	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56
LIBRARY ASST	\$18.31	\$18.88	\$19.46	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56
CHILD CARE ASSISTANT1	\$16.47	\$16.96	\$17.47	\$18.00	\$18.54	\$19.09	\$19.67	\$20.26
CHILD CARE SPEC	\$18.78	\$19.34	\$19.93	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10
LEAD CHILD CARE SPEC	\$22.34	\$23.00	\$23.70	\$24.41	\$25.14	\$25.90	\$26.68	\$27.48
PCA	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30
LEAD SEA AT TLC	\$21.66	\$22.32	\$22.98	\$23.67	\$24.39	\$25.12	\$25.88	\$26.64
CAMP. SUPV. COORD	\$18.61	\$19.16	\$19.74	\$20.32	\$20.94	\$21.57	\$22.21	\$22.88
WORK EXP SPEC	\$26.98	\$27.81	\$28.64	\$29.49	\$30.39	\$31.29	\$32.23	\$33.20
Speech Lang Path Asst	\$28.41	\$29.27	\$30.14	\$31.04	\$31.98	\$32.94	\$33.92	\$34.94
Sign Language Interpreter	\$28.41	\$29.27	\$30.14	\$31.04	\$31.98	\$32.94	\$33.92	\$34.94
AVID Tutor	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.37	\$18.92	\$19.48
Behavior Resource Asst	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30
Beh Intervention Coord	\$31.24	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.34	\$38.45
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.10
LPN	\$33.24	\$34.23	\$35.26	\$36.32	\$37.41	\$38.52	\$39.69	\$40.87
SEA-Communication	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30

***Frozen

2026-2027 BUSINESS OFFICE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$18.61	\$19.16	\$19.74	\$20.32	\$20.94	\$21.57	\$22.21	\$22.88
ACCOUNTANT/PAYROLL SPEC	\$35.14	\$36.19	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22
Bookkeeper I/HR Specialist I	\$22.26	\$22.92	\$23.62	\$24.33	\$25.05	\$25.80	\$26.58	\$27.37
Bookkeeper II/HR Specialist II	\$25.95	\$26.73	\$27.53	\$28.35	\$29.20	\$30.09	\$30.98	\$31.92
Bookkeeper III/HR Specialist III	\$26.98	\$27.81	\$28.64	\$29.49	\$30.39	\$31.29	\$32.23	\$33.20
Bookkeeper IV Hourly	\$28.05	\$28.89	\$29.76	\$30.66	\$31.57	\$32.52	\$33.50	\$34.51
Bookkeeper V/Loss Control Spec	\$28.84	\$29.70	\$30.60	\$31.51	\$32.47	\$33.44	\$34.44	\$35.47
Facility Use/Loss Cont	\$28.05	\$28.89	\$29.76	\$30.66	\$31.57	\$32.52	\$33.50	\$34.51

2026-2027 CUSTODIAL - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.47	\$21.08	\$21.72	\$22.37	\$23.04	\$23.73	\$24.44	\$25.18
Head Custodian MS Hourly	\$22.89	\$23.60	\$24.32	\$25.04	\$25.79	\$26.56	\$27.36	\$28.18
Head Cust HS Hourly	\$23.65	\$24.38	\$25.11	\$25.86	\$26.63	\$27.44	\$28.26	\$29.11
Custodial Specialist	\$25.21	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01

2026-2027 FOOD SERVICE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.16	\$17.68	\$18.21	\$18.76	\$19.31	\$19.90	\$20.49	\$21.10
VAN DRIVER	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74
FSA SMALL SCH LEAD	\$17.34	\$17.85	\$18.40	\$18.95	\$19.51	\$20.09	\$20.70	\$21.31
FSA BASE KITCHEN	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74
MS SCH LEAD/ASST COOK MGR BASE K	\$18.16	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.34
COOK MGR II & III	\$20.72	\$21.34	\$21.99	\$22.64	\$23.32	\$24.02	\$24.74	\$25.48
COOK MANAGER	\$21.34	\$21.99	\$22.64	\$23.32	\$24.01	\$24.74	\$25.48	\$26.25
COOK MANAGER BASE KITCHEN	\$25.34	\$26.10	\$26.88	\$27.70	\$28.52	\$29.38	\$30.26	\$31.17
COOK MGR IIIB	\$23.39	\$24.61	\$25.34	\$26.10	\$26.88	\$27.70	\$28.53	\$29.38

2026-2027 SECRETARIAL - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.34	\$18.92	\$19.49	\$20.07	\$20.68	\$21.30	\$21.93	\$22.59
CLERICAL SPEC II Hourly	\$19.44	\$20.03	\$20.62	\$21.25	\$21.88	\$22.54	\$23.21	\$23.91
Comm Schools Coord	\$22.81	\$23.49	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05
COUNSELING SEC/REGISTRAR II Hrly	\$20.52	\$21.13	\$21.77	\$22.42	\$23.09	\$23.78	\$24.49	\$25.23
REGISTRAR III Hourly	\$21.91	\$22.58	\$23.25	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96
SOM I Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SOM II Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SOM III Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SEC I Hourly	\$21.18	\$21.84	\$22.50	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07
SEC II Hourly	\$23.71	\$24.43	\$25.17	\$25.93	\$26.70	\$27.50	\$28.33	\$29.17
SEC III Hourly	\$26.26	\$27.08	\$27.89	\$28.72	\$29.59	\$30.47	\$31.39	\$32.33
BUSINESS TO SCHOOL Hourly	\$20.52	\$21.13	\$21.77	\$22.42	\$23.09	\$23.78	\$24.49	\$25.23
TRANSLATOR	\$23.82	\$24.53	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.30
Translator II	\$28.02	\$28.86	\$29.72	\$30.62	\$31.53	\$32.48	\$33.46	\$34.46
Bilingual Clerical	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.10

2026-2027 TECHNOLOGY - 4% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$29.07	\$29.94	\$30.84	\$31.76	\$32.72	\$33.70	\$34.72	\$35.76
Computer Technician I	\$27.42	\$28.26	\$29.11	\$29.98	\$30.88	\$31.81	\$32.76	\$33.75
Net Tech II	\$31.27	\$32.22	\$33.18	\$34.17	\$35.20	\$36.25	\$37.35	\$38.47
Lead Network Tech III	\$32.65	\$33.65	\$34.66	\$35.70	\$36.77	\$37.88	\$39.01	\$40.18
Student Tech Assistant	\$16.94	\$17.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$34.42	\$35.45	\$36.52	\$37.62	\$38.74	\$39.90	\$41.10	\$42.34

2026-2027 TRANSPORTATION - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$22.48	\$23.16	\$23.86	\$24.58	\$25.30	\$26.06	\$26.85	\$27.66
SPECIAL NEEDS DRIVER	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.60	\$27.39	\$28.22
SPECIAL NEEDS DRIVER W/1%	\$23.17	\$23.87	\$24.58	\$25.31	\$26.08	\$26.86	\$27.67	\$28.50
RELIEF DRIVER	\$23.35	\$24.06	\$24.77	\$26.56	\$26.28	\$27.07	\$27.88	\$28.71
DRIVER TRAINER	\$24.64	\$25.38	\$26.14	\$26.93	\$27.73	\$28.56	\$30.05	\$30.31
ASW HOURLY	\$22.01	\$22.69	\$23.37	\$24.08	\$24.79	\$25.54	\$26.30	\$27.09
MECHANIC II	\$28.24	\$29.09	\$29.96	\$30.87	\$31.79	\$32.74	\$33.73	\$34.74
MECHANIC III	\$29.65	\$30.58	\$31.52	\$32.50	\$33.51	\$34.55	\$35.59	\$36.65
LEAD MECHANIC	\$32.31	\$33.26	\$34.26	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72
TOA	\$21.18	\$21.84	\$22.50	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07
BUS ATTENDANT	\$19.64	\$20.23	\$20.83	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15
BUS ATTENDANT* W/1%	\$19.83	\$20.43	\$21.04	\$21.67	\$22.32	\$22.99	\$23.69	\$24.39
Driver Dev Coord	\$26.22	\$27.03	\$27.84	\$28.67	\$29.54	\$30.42	\$31.34	\$32.28
Dispatch Router	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.35	\$29.20	\$30.08
Driver Spec Ed Diff	\$0.46	\$0.47	\$0.49	\$0.50	\$0.52	\$0.53	\$0.55	\$0.56
Attendant SPED Differential	\$0.39	\$0.40	\$0.41	\$0.42	\$0.44	\$0.45	\$0.46	\$0.48
Type 10 Driver	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10	\$23.80	\$24.51	\$25.24
Type 10 Driver .50 Diff. Leave Comp	\$0.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$23.77	\$24.50	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.26

2026-2027 WARE/GROUNDS/MAINTENANCE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.24	\$21.88	\$22.54	\$23.21	\$23.91	\$24.63	\$25.37	\$26.12
Courier Hourly	\$22.50	\$23.19	\$23.89	\$24.61	\$25.34	\$26.10	\$26.88	\$27.70
Maintenance Entry Level	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87
Maint 1	\$27.98	\$28.81	\$29.67	\$30.57	\$31.48	\$32.43	\$33.39	\$34.40
Maint 2	\$29.85	\$30.74	\$31.66	\$32.61	\$33.59	\$34.60	\$35.64	\$36.70
Maint 3	\$32.83	\$33.82	\$34.84	\$35.88	\$36.95	\$38.06	\$39.21	\$40.38
Maint 4	\$37.54	\$38.67	\$39.83	\$41.03	\$42.26	\$43.53	\$44.84	\$46.19
Maint 5	\$42.65	\$43.95	\$45.26	\$46.62	\$48.03	\$49.46	\$50.95	\$52.48
Maint 6 / DDC Control Spec.	\$44.74	\$46.08	\$47.47	\$48.89	\$50.36	\$51.88	\$53.42	\$55.03

GAPS 2027-2028 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2027-2028 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$16.96	\$17.47	\$17.99	\$18.54	\$19.10	\$19.66	\$20.26	\$20.87
SEA	\$18.86	\$19.45	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24
LIBRARY ASST	\$18.86	\$19.45	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24
CHILD CARE ASSISTANT1	\$16.96	\$17.47	\$17.99	\$18.54	\$19.10	\$19.66	\$20.26	\$20.87
CHILD CARE SPEC	\$19.34	\$19.92	\$20.53	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79
LEAD CHILD CARE SPEC	\$23.01	\$23.69	\$24.41	\$25.14	\$25.89	\$26.68	\$27.48	\$28.30
PCA	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06
LEAD SEA AT TLC	\$22.31	\$22.99	\$23.67	\$24.38	\$25.12	\$25.87	\$26.66	\$27.44
CAMP. SUPV. COORD	\$19.17	\$19.73	\$20.33	\$20.93	\$21.57	\$22.22	\$22.88	\$23.57
WORK EXP SPEC	\$27.79	\$28.64	\$29.50	\$30.37	\$31.30	\$32.23	\$33.20	\$34.20
Speech Lang Path Asst	\$29.26	\$30.15	\$31.04	\$31.97	\$32.94	\$33.93	\$34.94	\$35.99
Sign Language Interpreter	\$29.26	\$30.15	\$31.04	\$31.97	\$32.94	\$33.93	\$34.94	\$35.99
AVID Tutor	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.49	\$20.06
Behavior Resource Asst	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06
Beh Intervention Coord	\$32.18	\$33.17	\$34.17	\$35.18	\$36.25	\$37.33	\$38.46	\$39.60
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.82
LPN	\$34.24	\$35.26	\$36.32	\$37.41	\$38.53	\$39.68	\$40.88	\$42.10
SEA-Communication	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06

***Frozen

2027-2028 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.17	\$19.73	\$20.33	\$20.93	\$21.57	\$22.22	\$22.88	\$23.57
ACCOUNTANT/PAYROLL SPEC	\$36.19	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22	\$44.52
Bookkeeper I/HR Specialist I	\$22.93	\$23.61	\$24.33	\$25.06	\$25.80	\$26.57	\$27.38	\$28.19
Bookkeeper II/HR Specialist II	\$26.73	\$27.53	\$28.36	\$29.20	\$30.08	\$30.99	\$31.91	\$32.88
Bookkeeper III/HR Specialist III	\$27.79	\$28.64	\$29.50	\$30.37	\$31.30	\$32.23	\$33.20	\$34.20
Bookkeeper IV Hourly	\$28.89	\$29.76	\$30.65	\$31.58	\$32.52	\$33.50	\$34.51	\$35.55
Bookkeeper V/Loss Control Spec	\$29.71	\$30.59	\$31.52	\$32.46	\$33.44	\$34.44	\$35.47	\$36.53
Facility Use/Loss Cont	\$28.89	\$29.76	\$30.65	\$31.58	\$32.52	\$33.50	\$34.51	\$35.55

2027-2028 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.08	\$21.71	\$22.37	\$23.04	\$23.73	\$24.44	\$25.17	\$25.94
Head Custodian MS Hourly	\$23.58	\$24.31	\$25.05	\$25.79	\$26.56	\$27.36	\$28.18	\$29.03
Head Cust HS Hourly	\$24.36	\$25.11	\$25.86	\$26.64	\$27.43	\$28.26	\$29.11	\$29.98
Custodial Specialist	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94

2027-2028 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.67	\$18.21	\$18.76	\$19.32	\$19.89	\$20.50	\$21.10	\$21.73
VAN DRIVER	\$18.21	\$18.75	\$19.32	\$19.90	\$20.50	\$21.10	\$21.74	\$22.39
FSA SMALL SCH LEAD	\$17.86	\$18.39	\$18.95	\$19.52	\$20.10	\$20.69	\$21.32	\$21.95
FSA BASE KITCHEN	\$18.21	\$18.75	\$19.32	\$19.90	\$20.50	\$21.10	\$21.74	\$22.39
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.33	\$23.01
COOK MGR II & III	\$21.34	\$21.98	\$22.65	\$23.32	\$24.02	\$24.74	\$25.48	\$26.24
COOK MANAGER	\$21.98	\$22.65	\$23.32	\$24.02	\$24.73	\$25.48	\$26.24	\$27.04
COOK MANAGER BASE KITCHEN	\$26.10	\$26.88	\$27.69	\$28.53	\$29.38	\$30.26	\$31.17	\$32.11
COOK MGR IIIB	\$24.09	\$25.35	\$26.10	\$26.88	\$27.69	\$28.53	\$29.39	\$30.26

2027-2028 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.89	\$19.49	\$20.07	\$20.67	\$21.30	\$21.94	\$22.59	\$23.27
CLERICAL SPEC II Hourly	\$20.02	\$20.63	\$21.24	\$21.89	\$22.54	\$23.22	\$23.91	\$24.63
High Schools Coord	\$23.49	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89
COUNSELING SEC/REGISTRAR II Hrly	\$21.14	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49	\$25.22	\$25.99
REGISTRAR III Hourly	\$22.57	\$23.26	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77
SOM I Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SOM II Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SOM III Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SEC I Hourly	\$21.82	\$22.50	\$23.18	\$23.87	\$24.58	\$25.32	\$26.07	\$26.85
SEC II Hourly	\$24.42	\$25.16	\$25.93	\$26.71	\$27.50	\$28.33	\$29.18	\$30.05
SEC III Hourly	\$27.05	\$27.89	\$28.73	\$29.58	\$30.48	\$31.38	\$32.33	\$33.30
BUSINESS TO SCHOOL Hourly	\$21.14	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49	\$25.22	\$25.99
TRANSLATOR	\$24.53	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	\$30.18
Translator II	\$28.86	\$29.73	\$30.61	\$31.54	\$32.48	\$33.45	\$34.46	\$35.49
Bilingual Clerical	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.82

2027-2028 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$29.94	\$30.84	\$31.77	\$32.71	\$33.70	\$34.71	\$35.76	\$36.83
Computer Technician I	\$28.24	\$29.11	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.76
Net Tech II	\$32.21	\$33.19	\$34.18	\$35.20	\$36.26	\$37.34	\$38.47	\$39.62
Lead Network Tech III	\$33.63	\$34.66	\$35.70	\$36.77	\$37.87	\$39.02	\$40.18	\$41.39
Student Tech Assistant	\$17.45	\$17.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$35.45	\$36.51	\$37.62	\$38.75	\$39.90	\$41.10	\$42.33	\$43.61

2027-2028 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.15	\$23.86	\$24.57	\$25.32	\$26.06	\$26.84	\$27.66	\$28.48
SPECIAL NEEDS DRIVER W/1%	\$23.87	\$24.58	\$25.32	\$26.07	\$26.86	\$27.67	\$28.50	\$29.35
RELIEF DRIVER	\$24.05	\$24.78	\$25.52	\$27.36	\$27.07	\$27.88	\$28.72	\$29.57
DRIVER TRAINER	\$25.38	\$26.14	\$26.92	\$27.74	\$28.56	\$29.42	\$30.95	\$31.22
ASW HOURLY	\$22.67	\$23.37	\$24.07	\$24.80	\$25.53	\$26.31	\$27.09	\$27.91
MECHANIC II	\$29.09	\$29.97	\$30.86	\$31.80	\$32.74	\$33.73	\$34.74	\$35.78
MECHANIC III	\$30.54	\$31.50	\$32.46	\$33.47	\$34.52	\$35.59	\$36.65	\$37.75
LEAD MECHANIC	\$33.28	\$34.26	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72	\$40.91
TOA	\$21.82	\$22.50	\$23.18	\$23.87	\$24.58	\$25.32	\$26.07	\$26.85
BUS ATTENDANT* W/1%	\$20.42	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.40	\$25.12
Driver Dev Coord	\$27.01	\$27.84	\$28.68	\$29.53	\$30.43	\$31.33	\$32.28	\$33.25
Dispatch Router	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.20	\$30.08	\$30.98
Driver Spec Ed Diff	\$0.47	\$0.49	\$0.50	\$0.52	\$0.53	\$0.55	\$0.56	\$0.58
Attendant SPED Differential	\$0.40	\$0.41	\$0.42	\$0.44	\$0.45	\$0.46	\$0.48	\$0.49
Type 10 Driver	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79	\$24.51	\$25.25	\$26.00
Type 10 Driver .50 Diff. Leave Comp	\$0.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$24.49	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.26	\$30.13

2027-2028 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.88	\$22.54	\$23.22	\$23.91	\$24.63	\$25.37	\$26.13	\$26.90
Courier Hourly	\$23.18	\$23.89	\$24.61	\$25.35	\$26.10	\$26.88	\$27.69	\$28.53
Maintenance Entry Level	\$24.16	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.71
Maint 1	\$28.82	\$29.67	\$30.56	\$31.49	\$32.42	\$33.40	\$34.39	\$35.40
Maint 2	\$30.75	\$31.66	\$32.61	\$33.59	\$34.60	\$35.64	\$36.71	\$37.80
Maint 3	\$33.81	\$34.83	\$35.89	\$36.96	\$38.06	\$39.20	\$40.39	\$41.59
Maint 4	\$38.67	\$39.83	\$41.02	\$42.26	\$43.53	\$44.84	\$46.19	\$47.58
Maint 5	\$43.93	\$45.27	\$46.62	\$48.02	\$49.47	\$50.94	\$52.48	\$54.05
Maint 6 / DDC Control Spec.	\$46.08	\$47.46	\$48.89	\$50.36	\$51.87	\$53.44	\$55.02	\$56.68

GAPS 2028-2029 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2028-2029 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$17.47	\$17.99	\$18.53	\$19.10	\$19.67	\$20.25	\$20.87	\$21.50
SEA	\$19.43	\$20.03	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24	\$23.94
LIBRARY ASST	\$19.43	\$20.03	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24	\$23.94
CHILD CARE ASSISTANT1	\$17.47	\$17.99	\$18.53	\$19.10	\$19.67	\$20.25	\$20.87	\$21.50
CHILD CARE SPEC	\$19.92	\$20.52	\$21.15	\$21.78	\$22.42	\$23.10	\$23.79	\$24.50
LEAD CHILD CARE SPEC	\$23.70	\$24.40	\$25.14	\$25.89	\$26.67	\$27.48	\$28.30	\$29.15
PCA	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84
LEAD SEA AT TLC	\$22.98	\$23.68	\$24.38	\$25.11	\$25.87	\$26.65	\$27.46	\$28.26
CAMP. SUPV. COORD	\$19.75	\$20.32	\$20.94	\$21.56	\$22.22	\$22.89	\$23.57	\$24.28
WORK EXP SPEC	\$28.62	\$29.50	\$30.39	\$31.28	\$32.24	\$33.20	\$34.20	\$35.23
Speech Lang Path Asst	\$30.14	\$31.05	\$31.97	\$32.93	\$33.93	\$34.95	\$35.99	\$37.07
Sign Language Interpreter	\$30.14	\$31.05	\$31.97	\$32.93	\$33.93	\$34.95	\$35.99	\$37.07
AVID Tutor	\$16.81	\$17.31	\$17.83	\$18.36	\$18.91	\$19.49	\$20.07	\$20.66
Behavior Resource Asst	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84
Beh Intervention Coord	\$33.15	\$34.17	\$35.20	\$36.24	\$37.34	\$38.45	\$39.61	\$40.79
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.81	\$25.56
LPN	\$35.27	\$36.32	\$37.41	\$38.53	\$39.69	\$40.87	\$42.11	\$43.36
SEA-Communication	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84

***Frozen

2028-2029 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.75	\$20.32	\$20.94	\$21.56	\$22.22	\$22.89	\$23.57	\$24.28
ACCOUNTANT/PAYROLL SPEC	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22	\$44.52	\$45.86
Bookkeeper I/HR Specialist I	\$23.62	\$24.32	\$25.06	\$25.81	\$26.57	\$27.37	\$28.20	\$29.04
Bookkeeper II/HR Specialist II	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.92	\$32.87	\$33.87
Bookkeeper III/HR Specialist III	\$28.62	\$29.50	\$30.39	\$31.28	\$32.24	\$33.20	\$34.20	\$35.23
Bookkeeper IV Hourly	\$29.76	\$30.65	\$31.57	\$32.53	\$33.50	\$34.51	\$35.55	\$36.62
Bookkeeper V/Loss Control Spec	\$30.60	\$31.51	\$32.47	\$33.43	\$34.44	\$35.47	\$36.53	\$37.63
Facility Use/Loss Cont	\$29.76	\$30.65	\$31.57	\$32.53	\$33.50	\$34.51	\$35.55	\$36.62

2028-2029 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.71	\$22.36	\$23.04	\$23.73	\$24.44	\$25.17	\$25.93	\$26.72
Head Custodian MS Hourly	\$24.29	\$25.04	\$25.80	\$26.56	\$27.36	\$28.18	\$29.03	\$29.90
Head Cust HS Hourly	\$25.09	\$25.86	\$26.64	\$27.44	\$28.25	\$29.11	\$29.98	\$30.88
Custodial Specialist	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90

2028-2029 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.12	\$21.73	\$22.38
VAN DRIVER	\$18.76	\$19.31	\$19.90	\$20.50	\$21.12	\$21.73	\$22.39	\$23.06
FSA SMALL SCH LEAD	\$18.40	\$18.94	\$19.52	\$20.11	\$20.70	\$21.31	\$21.96	\$22.61
BASE KITCHEN	\$18.76	\$19.31	\$19.90	\$20.50	\$21.12	\$21.73	\$22.39	\$23.06
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.33	\$23.00	\$23.70
COOK MGR II & III	\$21.98	\$22.64	\$23.33	\$24.02	\$24.74	\$25.48	\$26.24	\$27.03
COOK MANAGER	\$22.64	\$23.33	\$24.02	\$24.74	\$25.47	\$26.24	\$27.03	\$27.85
COOK MANAGER BASE KITCHEN	\$26.88	\$27.69	\$28.52	\$29.39	\$30.26	\$31.17	\$32.11	\$33.07
COOK MGR IIIB	\$24.81	\$26.11	\$26.88	\$27.69	\$28.52	\$29.39	\$30.27	\$31.17

2028-2029 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$19.46	\$20.07	\$20.67	\$21.29	\$21.94	\$22.60	\$23.27	\$23.97
CLERICAL SPEC II Hourly	\$20.62	\$21.25	\$21.88	\$22.55	\$23.22	\$23.92	\$24.63	\$25.37
Comm Schools Coord	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89	\$29.74
COUNSELING SEC/REGISTRAR II Hrly	\$21.77	\$22.41	\$23.09	\$23.78	\$24.49	\$25.22	\$25.98	\$26.77
REGISTRAR III Hourly	\$23.25	\$23.96	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77	\$28.60
SOM I Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SOM II Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SOM III Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SEC I Hourly	\$22.47	\$23.18	\$23.88	\$24.59	\$25.32	\$26.08	\$26.85	\$27.66
SEC II Hourly	\$25.15	\$25.91	\$26.71	\$27.51	\$28.33	\$29.18	\$30.06	\$30.95
SEC III Hourly	\$27.86	\$28.73	\$29.59	\$30.47	\$31.39	\$32.32	\$33.30	\$34.30
BUSINESS TO SCHOOL Hourly	\$21.77	\$22.41	\$23.09	\$23.78	\$24.49	\$25.22	\$25.98	\$26.77
TRANSLATOR	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	\$30.17	\$31.09
Translator II	\$29.73	\$30.62	\$31.53	\$32.49	\$33.45	\$34.45	\$35.49	\$36.55
Bilingual Clerical	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.81	\$25.56

2028-2029 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$30.84	\$31.77	\$32.72	\$33.69	\$34.71	\$35.75	\$36.83	\$37.93
Computer Technician I	\$29.09	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.75	\$35.80
Net Tech II	\$33.18	\$34.19	\$35.21	\$36.26	\$37.35	\$38.46	\$39.62	\$40.81
Lead Network Tech III	\$34.64	\$35.70	\$36.77	\$37.87	\$39.01	\$40.19	\$41.39	\$42.63
Student Tech Assistant	\$17.97	\$18.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$36.51	\$37.61	\$38.75	\$39.91	\$41.10	\$42.33	\$43.60	\$44.92

2028-2029 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.84	\$24.58	\$25.31	\$26.08	\$26.84	\$27.65	\$28.49	\$29.33
SPECIAL NEEDS DRIVER W/1%	\$24.59	\$25.32	\$26.08	\$26.85	\$27.67	\$28.50	\$29.36	\$30.23
RELIEF DRIVER	\$24.77	\$25.52	\$26.29	\$28.18	\$27.88	\$28.72	\$29.58	\$30.46
DRIVER TRAINER	\$26.14	\$26.92	\$27.73	\$28.57	\$29.42	\$30.30	\$31.88	\$32.16
ASW HOURLY	\$23.35	\$24.07	\$24.79	\$25.54	\$26.30	\$27.10	\$27.90	\$28.75
MECHANIC II	\$29.96	\$30.87	\$31.79	\$32.75	\$33.72	\$34.74	\$35.78	\$36.85
MECHANIC III	\$31.46	\$32.45	\$33.43	\$34.47	\$35.56	\$36.66	\$37.75	\$38.88
LEAD MECHANIC	\$34.28	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72	\$40.91	\$42.14
TOA	\$22.47	\$23.18	\$23.88	\$24.59	\$25.32	\$26.08	\$26.85	\$27.66
BUS ATTENDANT* W/1%	\$21.03	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.13	\$25.87
Driver Dev Coord	\$27.82	\$28.68	\$29.54	\$30.42	\$31.34	\$32.27	\$33.25	\$34.25
Dispatch Router	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.91
Driver Spec Ed Diff	\$0.48	\$0.50	\$0.52	\$0.54	\$0.55	\$0.57	\$0.58	\$0.60
Attendant SPED Differential	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47	\$0.49	\$0.50
Type 10 Driver	\$21.78	\$22.42	\$23.10	\$23.79	\$24.50	\$25.25	\$26.01	\$26.78
Type 10 Driver .50 Diff. Leave Comp	\$0.59	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$25.22	\$26.00	\$26.77	\$27.57	\$28.41	\$29.25	\$30.14	\$31.03

2028-2029 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$22.54	\$23.22	\$23.92	\$24.63	\$25.37	\$26.13	\$26.91	\$27.71
Courier Hourly	\$23.88	\$24.61	\$25.35	\$26.11	\$26.88	\$27.69	\$28.52	\$29.39
Maintenance Entry Level	\$24.88	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Maint 1	\$29.68	\$30.56	\$31.48	\$32.43	\$33.39	\$34.40	\$35.42	\$36.49
Maint 2	\$31.67	\$32.61	\$33.59	\$34.60	\$35.64	\$36.71	\$37.81	\$38.93
Maint 3	\$34.82	\$35.87	\$36.97	\$38.07	\$39.20	\$40.38	\$41.60	\$42.84
Maint 4	\$39.83	\$41.02	\$42.25	\$43.53	\$44.84	\$46.19	\$47.58	\$49.01
Maint 5	\$45.25	\$46.63	\$48.02	\$49.46	\$50.95	\$52.47	\$54.05	\$55.67
Maint 6 / DDC Control Spec.	\$47.46	\$48.88	\$50.36	\$51.87	\$53.43	\$55.04	\$56.67	\$58.38

