

GAPS 2026-2027 3.5%/5% COLA

GAPS Comprehensive Package Proposal, 8/24/26 12:00pm

Offer Expires Friday, 8/28/26, 5:00pm

Package B Proposal

ASSISTANTS 2026-2027 SALARY SCHEDULE - 3.5% COLA / 5% COLA STEP 8

5% COLA PCA AND SEA-COMMUNICATIONS POSITIONS

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8 **
ED ASSISTANT	\$16.39	\$16.88	\$17.39	\$17.92	\$18.45	\$19.00	\$19.57	\$20.45
SEA	\$18.23	\$18.79	\$19.36	\$19.94	\$20.54	\$21.16	\$21.80	\$22.77
LIBRARY ASST	\$18.23	\$18.79	\$19.36	\$19.94	\$20.54	\$21.16	\$21.80	\$22.77
CHILD CARE ASSISTANT1	\$16.39	\$16.88	\$17.39	\$17.92	\$18.45	\$19.00	\$19.57	\$20.45
CHILD CARE SPEC	\$18.69	\$19.25	\$19.83	\$20.43	\$21.04	\$21.67	\$22.32	\$23.32
LEAD CHILD CARE SPEC	\$22.23	\$22.89	\$23.59	\$24.29	\$25.02	\$25.77	\$26.55	\$27.74
PCA**	\$20.77	\$21.39	\$22.04	\$22.70	\$23.37	\$24.08	\$24.80	\$25.55
LEAD SEA AT TLC	\$21.56	\$22.21	\$22.87	\$23.56	\$24.27	\$25.00	\$25.75	\$26.90
CAMP. SUPV. COORD	\$18.52	\$19.06	\$19.64	\$20.22	\$20.83	\$21.47	\$22.11	\$23.10
WORK EXP SPEC	\$26.85	\$27.68	\$28.50	\$29.35	\$30.24	\$31.14	\$32.07	\$33.52
SPEECH LANG PATH ASST	\$28.28	\$29.12	\$29.99	\$30.89	\$31.83	\$32.78	\$33.76	\$35.28
Sign Language Interpreter	\$28.28	\$29.12	\$29.99	\$30.89	\$31.83	\$32.78	\$33.76	\$35.28
AVID Tutor	\$15.76	\$16.24	\$16.73	\$17.22	\$17.74	\$18.28	\$18.83	\$19.67
Behavior Resource Asst	\$20.47	\$21.08	\$21.72	\$22.38	\$23.04	\$23.73	\$24.45	\$25.55
Beh Intervention Coord	\$31.09	\$32.04	\$33.01	\$34.00	\$35.02	\$36.07	\$37.16	\$38.82
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$19.50	\$20.08	\$20.69	\$21.31	\$21.94	\$22.60	\$23.28	\$24.33
LPN	\$33.08	\$34.06	\$35.09	\$36.14	\$37.23	\$38.34	\$39.50	\$41.27
SEA-Communication**	\$20.77	\$21.39	\$22.04	\$22.70	\$23.37	\$24.08	\$24.80	\$25.55

** 5% COLA Increase

***Frozen

2026-2027 BUSINESS OFFICE - 3.5% COLA, 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$18.52	\$19.06	\$19.64	\$20.22	\$20.83	\$21.47	\$22.11	\$23.10
ACCOUNTANT/PAYROLL SPECIALIST	\$34.97	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.64
Bookkeeper I/HR Specialist I	\$22.15	\$22.81	\$23.50	\$24.21	\$24.93	\$25.68	\$26.45	\$27.64
Bookkeeper II/HR Specialist II	\$25.82	\$26.60	\$27.40	\$28.21	\$29.06	\$29.94	\$30.83	\$32.22
Bookkeeper III/HR Specialist III	\$26.85	\$27.68	\$28.50	\$29.35	\$30.24	\$31.14	\$32.07	\$33.52
Bookkeeper IV Hourly	\$27.91	\$28.75	\$29.62	\$30.51	\$31.42	\$32.36	\$33.34	\$34.84
Bookkeeper V/Loss Control Specialist	\$28.70	\$29.56	\$30.45	\$31.36	\$32.31	\$33.28	\$34.28	\$35.82
Facility Use/Loss Cont	\$27.91	\$28.75	\$29.62	\$30.51	\$31.42	\$32.36	\$33.34	\$34.84

2026-2027 CUSTODIAL - 3.5% COLA, 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.37	\$20.98	\$21.61	\$22.26	\$22.93	\$23.62	\$24.32	\$25.42
Head Custodian MS Hourly	\$22.78	\$23.48	\$24.20	\$24.92	\$25.67	\$26.43	\$27.23	\$28.46
Head Cust HS Hourly	\$23.54	\$24.26	\$24.98	\$25.74	\$26.51	\$27.30	\$28.12	\$29.39
Custodial Specialist	\$25.09	\$25.84	\$26.62	\$27.42	\$28.25	\$29.09	\$29.96	\$31.31

2026-2027 FOOD SERVICE - 3.5% COLA, 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.08	\$17.60	\$18.12	\$18.67	\$19.22	\$19.80	\$20.39	\$21.30
VAN DRIVER	\$17.60	\$18.11	\$18.67	\$19.23	\$19.80	\$20.39	\$21.01	\$21.95
SMALL SCH LEAD	\$17.25	\$17.76	\$18.31	\$18.86	\$19.42	\$20.00	\$20.60	\$21.51
FSA BASE KITCHEN	\$17.60	\$18.11	\$18.67	\$19.23	\$19.80	\$20.39	\$21.01	\$21.95
FSA LARGE SCH LEAD/ASST COOK M	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.55
COOK MGR II & III	\$20.62	\$21.24	\$21.88	\$22.53	\$23.20	\$23.91	\$24.62	\$25.73
COOK MANAGER	\$21.24	\$21.88	\$22.53	\$23.20	\$23.90	\$24.62	\$25.36	\$26.50
COOK MANAGER BASE KITCHEN	\$25.22	\$25.98	\$26.75	\$27.56	\$28.38	\$29.24	\$30.12	\$31.47
COOK MGR IIIB	\$23.77	\$24.49	\$25.22	\$25.98	\$26.75	\$27.56	\$28.39	\$29.66

2026-2027 SECRETARIAL - 3.5% COLA, 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.25	\$18.83	\$19.40	\$19.98	\$20.58	\$21.20	\$21.83	\$22.81
CLERICAL SPEC II Hourly	\$19.34	\$19.93	\$20.52	\$21.15	\$21.78	\$22.43	\$23.10	\$24.14
Comm Schools Coord	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.31	\$27.10	\$28.14
COUNSELING SEC/REGISTRAR II Hou	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.37	\$25.47
REGISTRAR III Hourly	\$21.81	\$22.47	\$23.14	\$23.84	\$24.55	\$25.29	\$26.04	\$27.22
SOM I Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SOM II Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SOM III Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SEC I Hourly	\$21.08	\$21.74	\$22.39	\$23.06	\$23.74	\$24.46	\$25.19	\$26.32
SEC II Hourly	\$23.60	\$24.31	\$25.05	\$25.80	\$26.57	\$27.37	\$28.19	\$29.45
SEC III Hourly	\$26.13	\$26.95	\$27.76	\$28.59	\$29.45	\$30.33	\$31.24	\$32.64
BUSINESS TO SCHOOL Hourly	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.37	\$25.47
TRANSLATOR	\$23.70	\$24.42	\$25.15	\$25.91	\$26.68	\$27.48	\$28.31	\$29.58
Translator II	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.30	\$34.79
Bilingual Clerical	\$19.50	\$20.08	\$20.69	\$21.31	\$21.94	\$22.60	\$23.28	\$24.33

2026-2027 TECHNOLOGY - 3.5% COLA - 5% COLA STEP 8

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$28.93	\$29.80	\$30.69	\$31.61	\$32.56	\$33.53	\$34.55	\$36.10
Computer Technician I	\$27.29	\$28.12	\$28.97	\$29.84	\$30.73	\$31.66	\$32.60	\$34.07
Net Tech II	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08	\$37.17	\$38.84
Lead Network Tech III	\$32.49	\$33.49	\$34.50	\$35.53	\$36.60	\$37.69	\$38.82	\$40.56
Student Tech Assistant	\$16.86	\$17.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$34.26	\$35.28	\$36.35	\$37.44	\$38.55	\$39.71	\$40.90	\$42.75

2026-2027 TRANSPORTATION - 3.5% COLA - 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$22.38	\$23.05	\$23.74	\$24.46	\$25.18	\$25.94	\$26.72	\$27.92
SPECIAL NEEDS DRIVER	\$22.83	\$23.52	\$24.22	\$24.94	\$25.70	\$26.46	\$27.26	\$28.49
SPECIAL NEEDS DRIVER W/1%	\$23.06	\$23.75	\$24.46	\$25.19	\$25.96	\$26.73	\$27.53	\$28.78
RELIEF DRIVER	\$23.24	\$23.94	\$24.65	\$25.43	\$26.15	\$26.94	\$27.75	\$28.99
DRIVER TRAINER	\$24.52	\$25.25	\$26.01	\$26.80	\$27.59	\$28.42	\$29.90	\$30.60
ASW HOURLY	\$21.90	\$22.58	\$23.26	\$23.96	\$24.67	\$25.42	\$26.18	\$27.35
MECHANIC II	\$28.10	\$28.95	\$29.82	\$30.72	\$31.64	\$32.58	\$33.57	\$35.07
MECHANIC III	\$29.51	\$30.43	\$31.37	\$32.34	\$33.35	\$34.38	\$35.42	\$37.00
LEAD MECHANIC	\$32.16	\$33.10	\$34.09	\$35.12	\$36.17	\$37.26	\$38.38	\$40.10
TOA	\$21.08	\$21.74	\$22.39	\$23.06	\$23.74	\$24.46	\$25.19	\$26.32
BUS ATTENDANT	\$19.54	\$20.13	\$20.73	\$21.35	\$21.99	\$22.66	\$23.34	\$24.38
BUS ATTENDANT* W/1%	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57	\$24.62
Driver Dev Coord	\$26.09	\$26.90	\$27.71	\$28.53	\$29.39	\$30.27	\$31.18	\$32.59
Dispatch Router	\$24.34	\$25.07	\$25.82	\$26.60	\$27.40	\$28.21	\$29.06	\$30.37
Driver Spec Ed Diff	\$0.46	\$0.47	\$0.48	\$0.50	\$0.51	\$0.53	\$0.54	\$0.56
Attendant SPED Differential	\$0.39	\$0.40	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47
Type 10 Driver	\$20.43	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.48
Type 10 Driver .50 Diff. - Leave Com	\$0.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$23.66	\$24.38	\$25.12	\$25.86	\$26.64	\$27.45	\$28.27	\$29.54

2026-2027 WARE/GROUNDS/MAINTENANCE - 3.5% COLA -5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.13	\$21.78	\$22.43	\$23.10	\$23.79	\$24.51	\$25.24	\$26.38
Courier Hourly	\$22.39	\$23.08	\$23.77	\$24.49	\$25.22	\$25.98	\$26.75	\$27.96
Maintenance Entry Level	\$23.35	\$24.05	\$24.78	\$25.52	\$26.29	\$27.08	\$27.89	\$29.15
Maint 1	\$27.84	\$28.67	\$29.53	\$30.42	\$31.33	\$32.27	\$33.23	\$34.73
Maint 2	\$29.70	\$30.59	\$31.51	\$32.46	\$33.43	\$34.43	\$35.47	\$37.05
Maint 3	\$32.67	\$33.66	\$34.67	\$35.71	\$36.77	\$37.88	\$39.02	\$40.77
Maint 4	\$37.36	\$38.48	\$39.64	\$40.83	\$42.05	\$43.33	\$44.63	\$46.63
Maint 5	\$42.45	\$43.74	\$45.04	\$46.40	\$47.80	\$49.22	\$50.70	\$52.98
Maint 6 / DDC Control Spec.	\$44.53	\$45.86	\$47.24	\$48.66	\$50.11	\$51.63	\$53.17	\$55.56

GAPS 2027-2028 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm
Package B 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	\$16.88	\$17.39	\$17.91	\$18.46	\$19.00	\$19.57	\$20.16	\$21.06
SEA	\$18.78	\$19.35	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45	\$23.45
LIBRARY ASST	\$18.78	\$19.35	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45	\$23.45
CHILD CARE ASSISTANT1	\$16.88	\$17.39	\$17.91	\$18.46	\$19.00	\$19.57	\$20.16	\$21.06
CHILD CARE SPEC	\$19.25	\$19.83	\$20.42	\$21.04	\$21.67	\$22.32	\$22.99	\$24.02
LEAD CHILD CARE SPEC	\$22.90	\$23.58	\$24.30	\$25.02	\$25.77	\$26.54	\$27.35	\$28.57
PCA	\$21.39	\$22.03	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.32
LEAD SEA AT TLC	\$22.21	\$22.88	\$23.56	\$24.27	\$25.00	\$25.75	\$26.52	\$27.71
CAMP. SUPV. COORD	\$19.08	\$19.63	\$20.23	\$20.83	\$21.45	\$22.11	\$22.77	\$23.79
WORK EXP SPEC	\$27.66	\$28.51	\$29.36	\$30.23	\$31.15	\$32.07	\$33.03	\$34.53
Speech Lang Path Asst	\$29.13	\$29.99	\$30.89	\$31.82	\$32.78	\$33.76	\$34.77	\$36.34
Sign Language Interpreter	\$29.13	\$29.99	\$30.89	\$31.82	\$32.78	\$33.76	\$34.77	\$36.34
AVID Tutor	\$16.23	\$16.73	\$17.23	\$17.74	\$18.27	\$18.83	\$19.39	\$20.26
Behavior Resource Asst	\$21.08	\$21.71	\$22.37	\$23.05	\$23.73	\$24.44	\$25.18	\$26.32
Beh Intervention Coord	\$32.02	\$33.00	\$34.00	\$35.02	\$36.07	\$37.15	\$38.27	\$39.98
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.09	\$20.68	\$21.31	\$21.95	\$22.60	\$23.28	\$23.98	\$25.06
LPN	\$34.07	\$35.08	\$36.14	\$37.22	\$38.35	\$39.49	\$40.69	\$42.51
SEA-Communication	\$21.39	\$22.03	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.32

***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	\$19.08	\$19.63	\$20.23	\$20.83	\$21.45	\$22.11	\$22.77	\$23.79
ACCOUNTANT/PAYROLL SPEC	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.01	\$44.95
Bookkeeper I/HR Specialist I	\$22.81	\$23.49	\$24.21	\$24.94	\$25.68	\$26.45	\$27.24	\$28.47
Bookkeeper II/HR Specialist II	\$26.59	\$27.40	\$28.22	\$29.06	\$29.93	\$30.84	\$31.75	\$33.19
Bookkeeper III/HR Specialist III	\$27.66	\$28.51	\$29.36	\$30.23	\$31.15	\$32.07	\$33.03	\$34.53
Bookkeeper IV Hourly	\$28.75	\$29.61	\$30.51	\$31.43	\$32.36	\$33.33	\$34.34	\$35.89
Bookkeeper V/Loss Control Specialist	\$29.56	\$30.45	\$31.36	\$32.30	\$33.28	\$34.28	\$35.31	\$36.89
Facility Use/Loss Cont	\$28.75	\$29.61	\$30.51	\$31.43	\$32.36	\$33.33	\$34.34	\$35.89

2027-2028 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.98	\$21.61	\$22.26	\$22.93	\$23.62	\$24.33	\$25.05	\$26.18
Head Custodian MS Hourly	\$23.46	\$24.18	\$24.93	\$25.67	\$26.44	\$27.22	\$28.05	\$29.31
Head Cust HS Hourly	\$24.25	\$24.99	\$25.73	\$26.51	\$27.31	\$28.12	\$28.96	\$30.27
Custodial Specialist	\$25.84	\$26.62	\$27.42	\$28.24	\$29.10	\$29.96	\$30.86	\$32.25

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	\$17.59	\$18.13	\$18.66	\$19.23	\$19.80	\$20.39	\$21.00	\$21.94
VAN DRIVER	\$18.13	\$18.65	\$19.23	\$19.81	\$20.39	\$21.00	\$21.64	\$22.61
FSA SMALL SCH LEAD	\$17.77	\$18.29	\$18.86	\$19.43	\$20.00	\$20.60	\$21.22	\$22.16
FSA BASE KITCHEN	\$18.13	\$18.65	\$19.23	\$19.81	\$20.39	\$21.00	\$21.64	\$22.61
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.23	\$23.23
COOK MGR II & III	\$21.24	\$21.88	\$22.54	\$23.21	\$23.90	\$24.63	\$25.36	\$26.50
COOK MANAGER	\$21.88	\$22.54	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$27.30
COOK MANAGER BASE KITCHEN	\$25.98	\$26.76	\$27.55	\$28.39	\$29.23	\$30.12	\$31.02	\$32.41
COOK MGR IIIB	\$24.48	\$25.22	\$25.98	\$26.76	\$27.55	\$28.39	\$29.24	\$30.55

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	\$18.80	\$19.39	\$19.98	\$20.58	\$21.20	\$21.84	\$22.48	\$23.49
CLERICAL SPEC II Hourly	\$19.92	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10	\$23.79	\$24.86
m Schools Coord	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.10	\$27.91	\$29.17
COUNSELING SEC/REGISTRAR II Hou	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.10	\$26.23
REGISTRAR III Hourly	\$22.46	\$23.14	\$23.83	\$24.56	\$25.29	\$26.05	\$26.82	\$28.04
SOM I Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SOM II Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SOM III Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SEC I Hourly	\$21.71	\$22.39	\$23.06	\$23.75	\$24.45	\$25.19	\$25.95	\$27.11
SEC II Hourly	\$24.31	\$25.04	\$25.80	\$26.57	\$27.37	\$28.19	\$29.04	\$30.33
SEC III Hourly	\$26.91	\$27.76	\$28.59	\$29.45	\$30.33	\$31.24	\$32.18	\$33.62
BUSINESS TO SCHOOL Hourly	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.10	\$26.23
TRANSLATOR	\$24.41	\$25.15	\$25.90	\$26.69	\$27.48	\$28.30	\$29.16	\$30.47
Translator II	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.30	\$35.83
Bilingual Clerical	\$20.09	\$20.68	\$21.31	\$21.95	\$22.60	\$23.28	\$23.98	\$25.06

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	\$29.80	\$30.69	\$31.61	\$32.56	\$33.54	\$34.54	\$35.59	\$37.18
Computer Technician I	\$28.11	\$28.96	\$29.84	\$30.74	\$31.65	\$32.61	\$33.58	\$35.09
Net Tech II	\$32.05	\$33.02	\$34.01	\$35.03	\$36.08	\$37.16	\$38.29	\$40.01
Lead Network Tech III	\$33.46	\$34.49	\$35.54	\$36.60	\$37.70	\$38.82	\$39.98	\$41.78
Student Tech Assistant	\$17.37	\$17.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$35.29	\$36.34	\$37.44	\$38.56	\$39.71	\$40.90	\$42.13	\$44.03

2027-2028 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.05	\$23.74	\$24.45	\$25.19	\$25.94	\$26.72	\$27.52	\$28.76
SPECIAL NEEDS DRIVER W/1%	\$23.75	\$24.46	\$25.19	\$25.95	\$26.74	\$27.53	\$28.36	\$29.64
RELIEF DRIVER	\$23.94	\$24.66	\$25.39	\$27.22	\$26.93	\$27.75	\$28.58	\$29.86
DRIVER TRAINER	\$25.26	\$26.01	\$26.79	\$27.60	\$28.42	\$29.27	\$30.80	\$31.52
ASW HOURLY	\$22.56	\$23.26	\$23.96	\$24.68	\$25.41	\$26.18	\$26.97	\$28.17
MECHANIC II	\$28.94	\$29.82	\$30.71	\$31.64	\$32.59	\$33.56	\$34.58	\$36.12
MECHANIC III	\$30.40	\$31.34	\$32.31	\$33.31	\$34.35	\$35.41	\$36.48	\$38.11
LEAD MECHANIC	\$33.12	\$34.09	\$35.11	\$36.17	\$37.26	\$38.38	\$39.53	\$41.30
TOA	\$21.71	\$22.39	\$23.06	\$23.75	\$24.45	\$25.19	\$25.95	\$27.11
BUS ATTENDANT* W/1%	\$20.33	\$20.94	\$21.57	\$22.22	\$22.88	\$23.57	\$24.28	\$25.36
Driver Dev Coord	\$26.87	\$27.71	\$28.54	\$29.39	\$30.27	\$31.18	\$32.12	\$33.57
Dispatch Router	\$25.07	\$25.82	\$26.59	\$27.40	\$28.22	\$29.06	\$29.93	\$31.28
Driver Spec Ed Diff	\$0.47	\$0.48	\$0.50	\$0.51	\$0.53	\$0.54	\$0.56	\$0.58
Attendant SPED Differential	\$0.40	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47	\$0.49
Type 10 Driver	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12	\$26.24
Type 10 Driver .50 Diff. Leave Com	\$0.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$24.37	\$25.11	\$25.87	\$26.64	\$27.44	\$28.27	\$29.12	\$30.43

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	\$21.76	\$22.43	\$23.10	\$23.79	\$24.50	\$25.25	\$26.00	\$27.17
Courier Hourly	\$23.06	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.55	\$28.80
Maintenance Entry Level	\$24.05	\$24.77	\$25.52	\$26.29	\$27.08	\$27.89	\$28.73	\$30.02
Maint 1	\$28.68	\$29.53	\$30.42	\$31.33	\$32.27	\$33.24	\$34.23	\$35.25
Maint 2	\$30.59	\$31.51	\$32.46	\$33.43	\$34.43	\$35.46	\$36.53	\$38.16
Maint 3	\$33.65	\$34.67	\$35.71	\$36.78	\$37.87	\$39.02	\$40.19	\$41.99
Maint 4	\$38.48	\$39.63	\$40.83	\$42.05	\$43.31	\$44.63	\$45.97	\$48.03
Maint 5	\$43.72	\$45.05	\$46.39	\$47.79	\$49.23	\$50.70	\$52.22	\$54.57
Maint 6 / DDC Control Spec.	\$45.87	\$47.24	\$48.66	\$50.12	\$51.61	\$53.18	\$54.77	\$57.23

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

Package B 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	\$17.39	\$17.91	\$18.45	\$19.01	\$19.57	\$20.16	\$20.76	\$21.69
SEA	\$19.34	\$19.93	\$20.54	\$21.16	\$21.79	\$22.44	\$23.12	\$24.15
LIBRARY ASST	\$19.34	\$19.93	\$20.54	\$21.16	\$21.79	\$22.44	\$23.12	\$24.15
CHILD CARE ASSISTANT1	\$17.39	\$17.91	\$18.45	\$19.01	\$19.57	\$20.16	\$20.76	\$21.69
CHILD CARE SPEC	\$19.83	\$20.42	\$21.03	\$21.67	\$22.32	\$22.99	\$23.68	\$24.74
LEAD CHILD CARE SPEC	\$23.59	\$24.29	\$25.03	\$25.77	\$26.54	\$27.34	\$28.17	\$29.43
PCA	\$22.03	\$22.69	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.11
LEAD SEA AT TLC	\$22.88	\$23.57	\$24.27	\$25.00	\$25.75	\$26.52	\$27.32	\$28.54
CAMP. SUPV. COORD	\$19.65	\$20.22	\$20.84	\$21.45	\$22.09	\$22.77	\$23.45	\$24.50
WORK EXP SPEC	\$28.49	\$29.37	\$30.24	\$31.14	\$32.08	\$33.03	\$34.02	\$35.57
Speech Lang Path Asst	\$30.00	\$30.89	\$31.82	\$32.77	\$33.76	\$34.77	\$35.81	\$37.43
Sign Language Interpreter	\$30.00	\$30.89	\$31.82	\$32.77	\$33.76	\$34.77	\$35.81	\$37.43
AVID Tutor	\$16.72	\$17.23	\$17.75	\$18.27	\$18.82	\$19.39	\$19.97	\$20.87
Behavior Resource Asst	\$21.71	\$22.36	\$23.04	\$23.74	\$24.44	\$25.17	\$25.94	\$27.11
Beh Intervention Coord	\$32.98	\$33.99	\$35.02	\$36.07	\$37.15	\$38.26	\$39.42	\$41.18
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.69	\$21.30	\$21.95	\$22.61	\$23.28	\$23.98	\$24.70	\$25.81
LPN	\$35.09	\$36.13	\$37.22	\$38.34	\$39.50	\$40.67	\$41.91	\$43.79
SEA-Communication	\$22.03	\$22.69	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.11

***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	\$19.65	\$20.22	\$20.84	\$21.45	\$22.09	\$22.77	\$23.45	\$24.50
ACCOUNTANT/PAYROLL SPEC	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.01	\$44.30	\$46.30
Bookkeeper I/HR Specialist I	\$23.49	\$24.19	\$24.94	\$25.69	\$26.45	\$27.24	\$28.06	\$29.32
Bookkeeper II/HR Specialist II	\$27.39	\$28.22	\$29.07	\$29.93	\$30.83	\$31.77	\$32.70	\$34.19
Bookkeeper III/HR Specialist III	\$28.49	\$29.37	\$30.24	\$31.14	\$32.08	\$33.03	\$34.02	\$35.57
Bookkeeper IV Hourly	\$29.61	\$30.50	\$31.43	\$32.37	\$33.33	\$34.33	\$35.37	\$36.97
Bookkeeper V/Loss Control Specialist	\$30.45	\$31.36	\$32.30	\$33.27	\$34.28	\$35.31	\$36.37	\$38.00
Facility Use/Loss Cont	\$29.61	\$30.50	\$31.43	\$32.37	\$33.33	\$34.33	\$35.37	\$36.97

2028-2029 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.61	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.80	\$26.97
Head Custodian MS Hourly	\$24.16	\$24.91	\$25.68	\$26.44	\$27.23	\$28.04	\$28.89	\$30.19
Head Cust HS Hourly	\$24.98	\$25.74	\$26.50	\$27.31	\$28.13	\$28.96	\$29.83	\$31.18
Custodial Specialist	\$26.62	\$27.42	\$28.24	\$29.09	\$29.97	\$30.86	\$31.79	\$33.22

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	\$18.12	\$18.67	\$19.22	\$19.81	\$20.39	\$21.00	\$21.63	\$22.60
VAN DRIVER	\$18.67	\$19.21	\$19.81	\$20.40	\$21.00	\$21.63	\$22.29	\$23.29
FSA SMALL SCH LEAD	\$18.30	\$18.84	\$19.43	\$20.01	\$20.60	\$21.22	\$21.86	\$22.82
BASE KITCHEN	\$18.67	\$19.21	\$19.81	\$20.40	\$21.00	\$21.63	\$22.29	\$23.29
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.23	\$22.90	\$23.93
COOK MGR II & III	\$21.88	\$22.54	\$23.22	\$23.91	\$24.62	\$25.37	\$26.12	\$27.30
COOK MANAGER	\$22.54	\$23.22	\$23.91	\$24.62	\$25.36	\$26.12	\$26.90	\$28.12
COOK MANAGER BASE KITCHEN	\$26.76	\$27.56	\$28.38	\$29.24	\$30.11	\$31.02	\$31.95	\$33.38
COOK MGR IIIB	\$25.21	\$25.98	\$26.76	\$27.56	\$28.38	\$29.24	\$30.12	\$31.47

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	\$19.36	\$19.97	\$20.58	\$21.20	\$21.84	\$22.50	\$23.15	\$24.19
CLERICAL SPEC II Hourly	\$20.52	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79	\$24.50	\$25.61
Comm Schools Coord	\$24.08	\$24.80	\$25.53	\$26.31	\$27.10	\$27.91	\$28.75	\$30.00
COUNSELING SEC/REGISTRAR II Hourly	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.85	\$27.02
REGISTRAR III Hourly	\$23.13	\$23.83	\$24.54	\$25.30	\$26.05	\$26.83	\$27.62	\$28.88
SOM I Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SOM II Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SOM III Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SEC I Hourly	\$22.36	\$23.06	\$23.75	\$24.46	\$25.18	\$25.95	\$26.73	\$27.92
SEC II Hourly	\$25.04	\$25.79	\$26.57	\$27.37	\$28.19	\$29.04	\$29.91	\$31.24
SEC III Hourly	\$27.72	\$28.59	\$29.45	\$30.33	\$31.24	\$32.18	\$33.15	\$34.63
BUSINESS TO SCHOOL Hourly	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.85	\$27.02
TRANSLATOR	\$25.14	\$25.90	\$26.68	\$27.49	\$28.30	\$29.15	\$30.03	\$31.38
Translator II	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.33	\$36.90
Bilingual Clerical	\$20.69	\$21.30	\$21.95	\$22.61	\$23.28	\$23.98	\$24.70	\$25.81

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	\$30.69	\$31.61	\$32.56	\$33.54	\$34.55	\$35.58	\$36.66	\$38.30
Computer Technician I	\$28.95	\$29.83	\$30.74	\$31.66	\$32.60	\$33.59	\$34.59	\$36.14
Net Tech II	\$33.01	\$34.01	\$35.03	\$36.08	\$37.16	\$38.27	\$39.44	\$41.21
Lead Network Tech III	\$34.46	\$35.52	\$36.61	\$37.70	\$38.83	\$39.98	\$41.18	\$43.03
Student Tech Assistant	\$17.89	\$18.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$36.35	\$37.43	\$38.56	\$39.72	\$40.90	\$42.13	\$43.39	\$45.35

2028-2029 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.74	\$24.45	\$25.18	\$25.95	\$26.72	\$27.52	\$28.35	\$29.62
SPECIAL NEEDS DRIVER W/1%	\$24.46	\$25.19	\$25.95	\$26.73	\$27.54	\$28.36	\$29.21	\$30.53
RELIEF DRIVER	\$24.66	\$25.40	\$26.15	\$28.04	\$27.74	\$28.58	\$29.44	\$30.76
DRIVER TRAINER	\$26.02	\$26.79	\$27.59	\$28.43	\$29.27	\$30.15	\$31.72	\$32.47
ASW HOURLY	\$23.24	\$23.96	\$24.68	\$25.42	\$26.17	\$26.97	\$27.78	\$29.02
MECHANIC II	\$29.81	\$30.71	\$31.63	\$32.59	\$33.57	\$34.57	\$35.62	\$37.20
MECHANIC III	\$31.31	\$32.28	\$33.28	\$34.31	\$35.38	\$36.47	\$37.57	\$39.25
LEAD MECHANIC	\$34.11	\$35.11	\$36.16	\$37.26	\$38.38	\$39.53	\$40.72	\$42.54
TOA	\$22.36	\$23.06	\$23.75	\$24.46	\$25.18	\$25.95	\$26.73	\$27.92
BUS ATTENDANT* W/1%	\$20.94	\$21.57	\$22.22	\$22.89	\$23.57	\$24.28	\$25.01	\$26.12
Driver Dev Coord	\$27.68	\$28.54	\$29.40	\$30.27	\$31.18	\$32.12	\$33.08	\$34.58
Dispatch Router	\$25.82	\$26.59	\$27.39	\$28.22	\$29.07	\$29.93	\$30.83	\$32.22
Driver Spec Ed Diff	\$0.48	\$0.49	\$0.52	\$0.53	\$0.55	\$0.56	\$0.58	\$0.60
Attendant SPED Differential	\$0.41	\$0.42	\$0.43	\$0.44	\$0.46	\$0.47	\$0.48	\$0.50
Type 10 Driver	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12	\$25.87	\$27.03
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	\$25.10	\$25.86	\$26.65	\$27.44	\$28.26	\$29.12	\$29.99	\$31.34

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	\$22.41	\$23.10	\$23.79	\$24.50	\$25.24	\$26.01	\$26.78	\$27.99
Courier Hourly	\$23.75	\$24.48	\$25.21	\$25.98	\$26.76	\$27.56	\$28.38	\$29.66
Maintenance Entry Level	\$24.77	\$25.51	\$26.29	\$27.08	\$27.89	\$28.73	\$29.59	\$30.92
Maint 1	\$29.54	\$30.42	\$31.33	\$32.27	\$33.24	\$34.24	\$35.26	\$36.84
Maint 2	\$31.51	\$32.46	\$33.43	\$34.43	\$35.46	\$36.52	\$37.63	\$39.30
Maint 3	\$34.66	\$35.71	\$36.78	\$37.88	\$39.01	\$40.19	\$41.40	\$43.25
Maint 4	\$39.63	\$40.82	\$42.05	\$43.31	\$44.61	\$45.97	\$47.35	\$49.47
Maint 5	\$45.03	\$46.40	\$47.78	\$49.22	\$50.71	\$52.22	\$53.79	\$56.21
Maint 6 / DDC Control Spec.	\$47.25	\$48.66	\$50.12	\$51.62	\$53.16	\$54.78	\$56.41	\$58.95

