**PSE - Schedule A ~ Hourly Wage Including Vacation**
**Stanwood-Camano School District**
**September 1, 2026 - August 31, 2027**

| MATRIX CODE | CLASSIFICATION | STEP 1 (0-1 YRS) 26-27 (Avg Low) | STEP 2 (2-7 YRS) 26-27 | STEP 3 (8-14 YRS) 26-27 (Avg High) | STEP 4 (15-19 YRS) 26-27 $1.75 Longevity | STEP 5 (20-24 YRS) 26-27 $2.25 Longevity | STEP 6 (25+ YRS) 26-27 $3.25 Longevity |
|---|---|---|---|---|---|---|---|
| | **CUSTODIAL** | | | | | | |
| PSE00 | Custodians | $31.46 | $34.99 | $35.09 | $36.84 | $37.34 | $38.34 |
| PSE58 | Custodians (Appr) | $31.96 | $35.49 | $35.59 | $37.34 | $37.84 | $38.84 |
| PSE01 | Lead Custodian | $34.15 | $36.65 | $36.75 | $38.50 | $39.00 | $40.00 |
| PSE53 | Lead Custodian (Appr) | $34.65 | $37.15 | $37.25 | $39.00 | $39.50 | $40.50 |
| PSE02 | Middle School Lead Custodian | $34.51 | $36.87 | $36.97 | $38.72 | $39.22 | $40.22 |
| PSE56 | Middle School Lead Custodian (Appr) | $35.01 | $37.37 | $37.47 | $39.22 | $39.72 | $40.72 |
| PSE03 | High School Lead Custodian | $35.01 | $38.22 | $38.32 | $40.07 | $40.57 | $41.57 |
| PSE57 | High School Lead Custodian (Appr) | $35.51 | $38.72 | $38.82 | $40.57 | $41.07 | $42.07 |
| | **MAINTENANCE/GROUNDS** | | | | | | |
| PSE04 | Maintenance/Grounds | $39.66 | $41.93 | $42.03 | $43.78 | $44.28 | $45.28 |
| PSE05 | Maintenance/Grounds (Appr) | $40.16 | $42.43 | $42.53 | $44.28 | $44.78 | $45.78 |
| PSE06 | Maintenance/HVAC | $48.14 | $53.46 | $53.56 | $55.31 | $55.81 | $56.81 |
| PSE07 | Maintenance/HVAC (Appr) | $48.64 | $53.96 | $54.06 | $55.81 | $56.31 | $57.31 |
| PSE08 | Lead Groundskeeper | $41.65 | $46.78 | $46.88 | $48.63 | $49.13 | $50.13 |
| PSE09 | Lead Groundskeeper (Appr) | $42.15 | $47.28 | $47.38 | $49.13 | $49.63 | $50.63 |
| | **TRANSPORTATION** | | | | | | |
| PSE10 | Bus Drivers | $34.56 | $39.38 | $40.24 | $42.74 | $43.63 | $44.71 |
| PSE11 | Mechanics | $39.39 | $45.72 | $45.82 | $47.57 | $48.07 | $49.07 |
| PSE71 | Mechanics (Appr) | $39.89 | $46.22 | $46.32 | $48.07 | $48.57 | $49.57 |
| PSE12 | Lead Mechanic | $44.60 | $49.07 | $49.17 | $50.92 | $51.42 | $52.42 |
| PSE13 | Service Technician | $32.73 | $36.81 | $37.62 | $40.08 | $40.94 | $42.03 |
| PSE62 | Dispatcher/Driver Trainer | $38.62 | $43.66 | $44.60 | $47.17 | $48.09 | $49.17 |
| PSE72 | Dispatch/Router | $36.61 | $41.54 | $42.44 | $44.97 | $45.88 | $46.96 |
| PSE70* | Motor Pool Driver* | $33.01 | $35.83 | $36.62 | $39.06 | $39.92 | $41.00 |
| | **PROFESSIONAL/TECHNICAL** | | | | | | |
| PSE14 | Technology Specialist | $46.78 | $51.51 | $51.61 | $53.36 | $53.86 | $54.86 |
| PSE15 | Systems Infrastructure Specialist | $50.63 | $55.70 | $55.80 | $57.55 | $58.05 | $59.05 |
| PSE64 | Technology Support | $35.37 | $39.70 | $39.80 | $41.55 | $42.05 | $43.05 |
| PSE69 | Infrastructure/Network Lead | $62.43 | $66.73 | $66.83 | $68.58 | $69.08 | $70.08 |
| PSE18 | Non-certificated Reg Nurse | $50.38 | $58.16 | $59.38 | $62.17 | $63.22 | $64.30 |
| PSE19 | LPN | $37.92 | $44.93 | $45.90 | $48.48 | $49.42 | $50.50 |
| PSE 67 | Health Room Assistant | $30.99 | $37.08 | $37.89 | $40.35 | $41.22 | $42.31 |
| PSE63 | Family Liaison | $34.18 | $38.06 | $38.89 | $41.37 | $42.25 | $43.33 |
| PSE20 | **SECURITY** | $34.68 | $39.38 | $40.24 | $42.74 | $43.63 | $44.71 |
| | **SECRETARIAL** | | | | | | |
| PSE22 | Office Manager | $36.11 | $40.88 | $41.77 | $44.29 | $45.19 | $46.27 |
| PSE23 | Office Manager (Appr) | $36.63 | $41.40 | $42.30 | $44.83 | $45.73 | $46.82 |
| PSE24 | Secretary II | $33.11 | $37.76 | $38.58 | $41.06 | $41.93 | $43.02 |
| PSE25 | Secretary II (Appr) | $33.63 | $38.28 | $39.11 | $41.59 | $42.47 | $43.56 |
| PSE26 | Secretary I | $31.39 | $35.41 | $36.19 | $38.63 | $39.48 | $40.57 |
| PSE27 | Secretary I (Appr) | $31.91 | $35.93 | $36.72 | $39.16 | $40.02 | $41.11 |
| PSE28 | Clerical | $30.69 | $34.82 | $35.59 | $38.01 | $38.86 | $39.95 |
| PSE61 | Clerical (Appr) | $31.21 | $35.34 | $36.12 | $38.55 | $39.41 | $40.49 |
| | **PARA EDUCATORS** | | | | | | |
| PSE30 | Para Educator I | $29.24 | $33.01 | $33.74 | $36.14 | $36.97 | $38.06 |
| PSE55 | Para Educator II | $30.99 | $34.20 | $34.96 | $37.38 | $38.22 | $39.31 |
| PSE32 | Para Educator III | $34.55 | $40.15 | $41.02 | $43.53 | $44.43 | $45.51 |

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| CLASSIFICATION | | STEP 1 (0-1 YRS) 26-27 | STEP 2 (2-7 YRS) 26-27 | STEP 3 (8-14 YRS) 26-27 | STEP 4 15-19 YRS 26-27 | STEP 5 20-24 YRS 26-27 | STEP 6 (25+ YRS) 26-27 |
|---|---|---|---|---|---|---|---|
| | **FOOD SERVICE** | | | | | | |
| PSE34 | **Food Service Assistant** | $24.85 | $28.32 | $28.97 | $31.29 | $32.09 | $33.17 |
| PSE35 | **Food Service Assistant (Appr)** | $25.37 | $28.84 | $29.50 | $31.83 | $32.63 | $33.71 |
| PSE38 | **Food Service Manager Elem/Sec** | $29.08 | $32.57 | $33.30 | $35.69 | $36.53 | $37.61 |
| PSE39 | **Food Service Manager Elem/Sec (Appr)** | $29.60 | $33.09 | $33.83 | $36.23 | $37.07 | $38.15 |
| PSE41 | **Food Service Manager Elem/Sec (Appr+3)** | $30.12 | $33.61 | $34.36 | $36.77 | $37.61 | $38.69 |
| PSE65 | **HS/CK Manager (Lead Cook)** | $30.46 | $34.26 | $35.02 | $37.43 | $38.28 | $39.36 |
| PSE66 | **HS/CK Manager (Lead Cook Appr)** | $30.98 | $34.78 | $35.55 | $37.97 | $38.82 | $39.91 |
| PSE68 | **HS/CK Manager (Lead Cook Appr+3)** | $31.50 | $35.30 | $36.08 | $38.51 | $39.36 | $40.45 |
| PSE42 | **Food Service High School Cook** | $28.88 | $32.26 | $32.98 | $35.37 | $36.20 | $37.28 |
| PSE43 | **Food Service High School Cook (Appr)** | $29.40 | $32.78 | $33.51 | $35.91 | $36.74 | $37.83 |
| PSE73 | **Food Service Delivery Assistant** | $27.74 | $31.44 | $32.15 | $34.52 | $35.35 | $36.43 |
| PSE50 | **Mail/Food Delivery** | $32.23 | $35.93 | $36.72 | $39.16 | $40.02 | $41.11 |
| PSE51 | **Mail/Food Delivery (Appr)** | $32.75 | $36.45 | $37.25 | $39.70 | $40.56 | $41.65 |

*Appr --Enrollees in the program shall receive the appropriate rate of pay for their positions, as specified on Schedule A. Upon successful completeion of the Washinton Public School Classified Employees Joint Apprenticeship and Training Committee (WPSCEJATC) or any apprenticeship program that meets State and/or local requirements, including the School Nutrition Association (SNA), employees shall be eligible to receive the increase in their hourly rate of pay as specified on Schedule A.

**When called upon for the purpose of being a driver's trainer, an employee will receive $1.50 per hour increase in the rate of pay during the training period. (Management retains the right to train drivers per past practice and doing so is not subject to grievance.)

**certification shall receive an additional twenty-five (25) cents for each step. Documentation for all steps must be submitted by October 1st of each school year.**