

Salary Schedule

September 1, 2026 - August 31, 2027

Step Number	Entry	Regular	Senior	Senior 1	Senior 2	Senior 3	Senior 4	
Years of Service in Tahoma	1-3	4-7	8-10	11-15	16-20	21-24	25+	Subs

Custodial/Maintenance

Custodian	\$30.04	\$31.31	\$31.57	\$31.65	\$32.00	\$32.36	\$33.42	\$27.03
Day Lead Custodian	\$32.00	\$33.36	\$33.61	\$33.77	\$34.20	\$34.63	\$35.78	\$27.03
Head Custodian	\$36.86	\$38.58	\$38.84	\$39.06	\$39.40	\$39.76	\$41.07	
Night Lead Custodian	\$32.00	\$33.36	\$33.61	\$33.77	\$34.20	\$34.63	\$35.78	\$27.03
Stadium Monitor	\$30.04	\$31.31	\$31.57	\$31.65	\$32.00	\$32.36	\$33.42	\$27.03
Lead Grounds/Maintenance	\$44.59	\$46.50	\$46.75	\$47.08	\$47.63	\$48.23	\$49.82	
Lead Maintenance	\$44.59	\$46.50	\$46.75	\$47.08	\$47.63	\$48.23	\$49.82	
Maintenance/Grounds	\$34.31	\$36.01	\$36.26	\$36.52	\$36.86	\$37.21	\$38.44	
Maintenance Heating/Air Conditioning	\$45.12	\$48.73	\$48.99	\$49.22	\$49.56	\$49.91	\$51.56	
Maintenance Specialist	\$43.63	\$45.49	\$45.74	\$45.85	\$46.18	\$47.37	\$48.93	
Warehouse Delivery	\$34.47	\$34.76	\$35.02	\$35.29	\$35.62	\$35.99	\$37.18	

Educational Support

ASL Interpreter	\$36.76	\$38.15	\$38.41	\$38.52	\$38.87	\$39.21	\$40.50	\$24.58
Assistive Technology Specialist	\$45.71	\$46.49	\$47.26	\$48.03	\$48.81	\$49.58	\$51.22	\$24.58
Braille Interpreter (Certified)	\$37.76	\$39.23	\$39.49	\$39.78	\$40.13	\$40.47	\$41.81	\$24.58
Bus Assistant	\$25.99	\$27.50	\$27.76	\$28.26	\$28.62	\$29.38	\$30.35	\$24.58
ECEAP Family Support Specialist	\$33.19	\$34.94	\$35.20	\$35.49	\$35.86	\$36.27	\$37.47	\$24.58
ECEAP Health Assistant	\$27.08	\$28.43	\$28.69	\$28.95	\$29.29	\$29.64	\$30.62	\$24.58
ECEAP Teacher	\$33.19	\$34.94	\$35.20	\$35.49	\$35.86	\$36.27	\$37.47	\$24.58
ECEAP Teacher Assistant	\$32.56	\$34.26	\$34.52	\$34.85	\$35.20	\$35.62	\$36.80	\$24.58
ISS Monitor	\$27.31	\$28.67	\$28.93	\$29.24	\$29.59	\$29.93	\$30.92	\$24.58
Paraeducator I	\$27.31	\$28.67	\$28.93	\$29.24	\$29.59	\$29.93	\$30.92	\$24.58
Paraeducator II	\$28.24	\$29.60	\$29.86	\$30.17	\$30.53	\$30.88	\$31.90	\$24.58
Playground Assistant	\$23.29	\$23.58	\$23.84	\$24.52	\$25.08	\$26.06	\$26.92	\$20.96
Preschool Teacher	\$33.15	\$34.86	\$35.11	\$35.43	\$35.79	\$36.15	\$37.35	\$24.58
Student Management Assistant	\$27.31	\$28.67	\$28.93	\$29.24	\$29.59	\$29.93	\$30.92	\$24.58
Theme Readers	\$27.31	\$28.67	\$28.93	\$29.24	\$29.59	\$29.93	\$30.92	\$24.58

Nutritional Services

Central Kitchen Assistant Manager	\$26.59	\$27.97	\$28.23	\$28.55	\$28.88	\$29.31	\$30.28	\$21.79
Central Kitchen Cleanup	\$24.21	\$25.41	\$25.67	\$25.96	\$26.30	\$26.72	\$27.60	\$21.79
Central Kitchen Manager	\$28.22	\$29.74	\$30.00	\$30.28	\$30.61	\$30.99	\$32.02	\$21.79
Food Service Assistant/Cashier	\$24.21	\$25.41	\$25.67	\$25.96	\$26.30	\$26.72	\$27.60	\$21.79
Food Service Assisant Manager/HS	\$26.59	\$27.97	\$28.23	\$28.55	\$28.88	\$29.31	\$30.28	\$21.79
Food Service Manager/Elementary	\$25.65	\$26.45	\$26.71	\$27.00	\$27.37	\$27.77	\$28.69	\$21.79
Food Service Manager/MS	\$26.59	\$27.97	\$28.23	\$28.55	\$28.88	\$29.31	\$30.28	\$21.79
Food Service Manager/HS	\$28.22	\$29.74	\$30.00	\$30.28	\$30.61	\$30.99	\$32.02	\$21.79
Food Service Warehouse/Delivery	\$34.47	\$34.76	\$35.02	\$35.29	\$35.62	\$35.99	\$37.18	\$21.79

Health and Safety

Assistant Safety Officer	\$30.03	\$31.83	\$32.09	\$32.69	\$33.14	\$34.03	\$35.15	
COTA	\$40.76	\$42.74	\$43.00	\$43.28	\$43.61	\$44.01	\$45.46	
Health Assistant	\$28.93	\$30.16	\$30.42	\$30.59	\$30.94	\$31.29	\$32.32	\$26.04
High School Safety Officer	\$34.15	\$36.28	\$36.54	\$37.23	\$37.81	\$38.77	\$40.05	
Licensed Practical Nurse (LPN)	\$37.52	\$37.80	\$38.06	\$38.31	\$38.65	\$39.02	\$40.30	\$39.72
Physical Therapist Assistant (PTA)	\$40.76	\$42.74	\$43.00	\$43.28	\$43.61	\$44.01	\$45.46	
Registered Nurse (RN)	\$44.13	\$44.42	\$44.68	\$44.99	\$45.34	\$45.70	\$47.21	\$39.72
Safety Officer	\$33.30	\$35.36	\$35.61	\$36.27	\$36.78	\$37.71	\$38.95	

Secretarial/Clerical

Admin III	\$34.76	\$36.59	\$36.85	\$37.18	\$37.52	\$38.07	\$39.33	\$25.20
Admin II	\$33.05	\$34.64	\$34.90	\$35.36	\$35.81	\$36.59	\$37.80	\$25.20
Admin I	\$31.77	\$33.53	\$33.78	\$34.32	\$34.73	\$35.53	\$36.70	\$25.20
Bookkeeper	\$31.77	\$33.53	\$33.78	\$34.32	\$34.73	\$35.53	\$36.70	\$25.20
Secretary III	\$30.80	\$32.41	\$32.67	\$33.11	\$33.51	\$34.23	\$35.36	\$25.20
Secretary II	\$30.06	\$31.57	\$31.83	\$32.27	\$32.62	\$33.30	\$34.40	\$25.20
Secretary I	\$28.00	\$29.50	\$29.76	\$30.32	\$30.72	\$31.09	\$32.12	\$25.20
Student Data Coordinator	\$35.97	\$37.87	\$38.13	\$38.40	\$38.75	\$39.12	\$40.41	

Support Services

Accounts Payable Specialist	\$30.40	\$32.26	\$32.52	\$33.27	\$33.79	\$34.74	\$35.89	
Assistant Payroll Lead	\$35.46	\$37.72	\$37.98	\$38.71	\$39.29	\$40.28	\$41.61	
Benefits Specialist	\$35.84	\$38.15	\$38.41	\$39.11	\$39.72	\$40.72	\$42.06	
Career Information Coordinator	\$33.97	\$34.26	\$34.52	\$35.19	\$35.70	\$36.64	\$37.85	
Communications Specialist	\$38.27	\$40.29	\$40.55	\$40.86	\$41.20	\$41.56	\$42.93	
District Assessment Coordinator	\$37.24	\$38.67	\$38.92	\$39.24	\$39.59	\$39.93	\$41.25	
Facility Use and Access Coordinator	\$35.84	\$38.15	\$38.41	\$39.11	\$39.72	\$40.72	\$42.06	
Human Resources Tech Specialist	\$36.07	\$37.65	\$37.91	\$39.21	\$40.79	\$42.35	\$43.74	
Human Resources Specialist	\$34.41	\$36.24	\$36.50	\$36.78	\$37.14	\$37.60	\$38.84	
On-line Learning Specialist	\$28.81	\$29.10	\$29.36	\$29.97	\$30.53	\$31.45	\$32.49	
Payroll Lead	\$47.95	\$50.60	\$50.86	\$52.36	\$53.16	\$54.23	\$56.02	
Payroll Specialist	\$28.77	\$30.60	\$30.86	\$31.52	\$31.88	\$32.94	\$34.03	
Print Shop Assistant	\$31.32	\$32.97	\$33.23	\$33.53	\$33.88	\$34.24	\$35.37	
Print Shop Lead	\$34.72	\$35.01	\$35.26	\$35.53	\$35.88	\$36.24	\$37.44	
SPED Data Systems Administrator	\$41.52	\$43.73	\$43.99	\$44.21	\$44.57	\$44.91	\$46.39	
SPED Compliance Specialist	\$34.70	\$36.52	\$36.77	\$37.02	\$37.35	\$37.71	\$38.95	
Student Info/DataSystems Administrator	\$43.11	\$45.40	\$45.66	\$45.94	\$46.28	\$46.66	\$48.20	

Technology

Desktop Support Technician	\$39.33	\$42.21	\$42.47	\$43.46	\$45.50	\$46.75	\$48.29	
Desktop Systems Engineer	\$54.65	\$57.55	\$57.81	\$58.41	\$59.62	\$60.40	\$62.40	
Tech Office Coordinator	\$39.00	\$39.28	\$39.54	\$40.53	\$41.42	\$42.71	\$44.12	
Technology Inventory Controller	\$34.77	\$36.97	\$37.23	\$37.95	\$38.53	\$39.50	\$40.80	
Technology Network Engineer	\$69.97	\$72.88	\$73.14	\$73.36	\$73.71	\$74.05	\$76.50	
Technology Systems Engineer	\$69.97	\$72.88	\$73.14	\$73.36	\$73.71	\$74.05	\$76.50	
Telecommunications Syst Administrator	\$44.30	\$46.65	\$46.90	\$47.20	\$47.53	\$47.89	\$49.47	

Transportation

Bus Monitor	\$25.99	\$27.50	\$27.76	\$28.26	\$28.62	\$29.38	\$30.35	\$23.39
Driver	\$35.41	\$35.70	\$35.96	\$36.44	\$36.80	\$37.60	\$38.84	\$31.87
Head Mechanic	\$46.95	\$47.24	\$47.50	\$47.89	\$48.25	\$48.88	\$50.49	
Mechanic II	\$44.49	\$44.77	\$45.03	\$45.39	\$45.74	\$46.20	\$47.72	
Mechanic I	\$41.18	\$41.46	\$41.72	\$42.07	\$42.42	\$42.84	\$44.25	
Night Lead Mechanic	\$46.53	\$46.83	\$47.08	\$47.49	\$47.84	\$48.42	\$50.02	
Service Technician	\$37.54	\$37.82	\$38.08	\$38.42	\$38.76	\$39.25	\$40.55	
Transp Specialist/Driver Trainer	\$39.00	\$39.28	\$39.54	\$40.53	\$41.42	\$42.71	\$44.12	
Transp Specialist/Payroll & AP	\$39.00	\$39.28	\$39.54	\$40.53	\$41.42	\$42.71	\$44.12	
Transp Specialist/Router	\$39.00	\$39.28	\$39.54	\$40.53	\$41.42	\$42.71	\$44.12	

8/26/2026