

BELLINGHAM PUBLIC SCHOOLS
2026-27 BASE Salary Schedule

Paraeducator Classification							
Step/Years	AA	A	B	C	D	E	*Specialist
1 (New Hire & Substitutes)	\$32.02	\$30.49	\$29.04	\$27.67	\$26.34	\$25.08	\$32.99
2 (1-2)	\$33.62	\$32.01	\$30.49	\$29.04	\$27.67	\$26.34	\$34.51
3 (3-4)	\$34.47	\$32.82	\$31.25	\$29.77	\$28.35	\$27.00	\$35.32
4 (5-6)	\$35.99	\$34.27	\$32.63	\$31.08	\$29.61	\$28.19	\$36.77
5 (7-9)	\$37.80	\$36.00	\$34.28	\$32.64	\$31.08	\$29.61	\$38.50
6 (10-14)	\$40.42	\$38.49	\$36.66	\$34.90	\$33.27	\$31.67	\$40.99
7 (15-19)	\$44.43	\$42.31	\$40.30	\$38.38	\$36.54	\$34.82	\$44.81
8 (20+)	\$46.65	\$44.42	\$42.32	\$40.29	\$38.37	\$36.55	\$46.92

*BASE Specialists include School Support Lead, Brailist, Educational Interpreter/Tutor and LPN/RN.

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Administrative Assistant Classification						
Step/Years	AA	A	B	C	D	Specialist
1 (New Hire & Substitutes)	\$32.45	\$30.90	\$29.44	\$28.04	\$26.70	\$33.40
2 (1-2)	\$34.07	\$32.44	\$30.90	\$29.44	\$28.04	\$34.94
3 (3-4)	\$34.93	\$33.26	\$31.67	\$30.18	\$28.74	\$35.76
4 (5-6)	\$36.48	\$34.74	\$33.08	\$31.51	\$30.01	\$37.24
5 (7-9)	\$38.32	\$36.49	\$34.75	\$33.09	\$31.51	\$38.99
6 (10-14)	\$40.98	\$39.02	\$37.16	\$35.38	\$33.72	\$41.52
7 (15-19)	\$45.03	\$42.88	\$40.85	\$38.90	\$37.04	\$45.38
8 (20+)	\$47.29	\$45.03	\$42.89	\$40.84	\$38.89	\$47.53

**BELLINGHAM PUBLIC SCHOOLS
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Business / Accounting Classification						
Step/Years	AA	A	B	C	D	Specialist
1 (New Hire & Substitutes)	\$34.01	\$32.39	\$30.85	\$29.39	\$27.99	\$34.89
2 (1-2)	\$35.70	\$34.00	\$32.39	\$30.85	\$29.39	\$36.50
3 (3-4)	\$36.61	\$34.86	\$33.20	\$31.63	\$30.12	\$37.36
4 (5-6)	\$38.24	\$36.41	\$34.67	\$33.02	\$31.45	\$38.91
5 (7-9)	\$40.16	\$38.24	\$36.42	\$34.68	\$33.02	\$40.74
6 (10-14)	\$42.94	\$40.89	\$38.95	\$37.08	\$35.34	\$43.39
7 (15-19)	\$47.20	\$44.95	\$42.81	\$40.77	\$38.82	\$47.45
8 (20+)	\$49.55	\$47.19	\$44.96	\$42.80	\$40.76	\$49.69

BASE Title and Level Classification Chart

Level	Paraeducator	Code	Administrative Assistant	Code	Business/Accounting	Code
Level AA		341+	DTL Technician	341+		341+
Level A	School Support Lead*	295-340	Teaching and Learning Admin Assist.	295-340	Accounting Technician Payroll Technician	295-340
Level B	Job Coach School Support Theatre Technician Campus Monitor OT/PT Assistant Deaf/Blind Student Support Brailist*	274-294	Career and College Coordinator Health Service Assistant Print Shop Operator High School Registrar Operations Administrative Assistant Special Education Program Compliance Public Records Administrative Assistant High School Activities & Athletics Principal Administrative Assistant	274-294	ASB Bookkeeper	274-294
Level C	Library Media Technician Student Support Early Learning Childcare Site Supervisor Enrichment LPN/RN*	253-273	Facility Use and Access Admin Assistant Middle School Registrar & Student Services Counseling Admin Assistant Assistant Principal Admin Assistant	253-273		253-273
Level D		232-252	Print Shop Assistant Special Education Program Community Transitions Traffic Safety District Office Receptionist Elementary Office Assistant Special Education High School Middle School Athletics Middle School	173-252		173-252
Level E	Skills Support Childcare Lead Multilingual Learner Educational Interpreter/Tutor* Supervision	173-231				

* Indicates positions that are paid at the specialist rate.

Updated 09/15/2026