

APPENDIX A-1

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA1 and PA4) 260/8
2025-26 effective 9/1/2025

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 22.73	\$ 23.53	\$ 24.41	\$ 25.41	\$ 26.38	\$ 27.49	\$ 28.63	\$ 29.73	\$ 30.91
	Monthly	\$ 3,939.87	\$ 4,078.53	\$ 4,231.07	\$ 4,404.40	\$ 4,572.53	\$ 4,764.93	\$ 4,962.53	\$ 5,153.20	\$ 5,357.73
	Annual	\$ 47,278	\$ 48,942	\$ 50,773	\$ 52,853	\$ 54,870	\$ 57,179	\$ 59,550	\$ 61,838	\$ 64,293
16	Hourly	\$ 24.09	\$ 24.94	\$ 25.90	\$ 26.98	\$ 28.02	\$ 29.11	\$ 30.30	\$ 31.54	\$ 32.80
	Monthly	\$ 4,175.60	\$ 4,322.93	\$ 4,489.33	\$ 4,676.53	\$ 4,856.80	\$ 5,045.73	\$ 5,252.00	\$ 5,466.93	\$ 5,685.33
	Annual	\$ 50,107	\$ 51,875	\$ 53,872	\$ 56,118	\$ 58,282	\$ 60,549	\$ 63,024	\$ 65,603	\$ 68,224
17	Hourly	\$ 25.52	\$ 26.38	\$ 27.47	\$ 28.55	\$ 29.69	\$ 30.87	\$ 32.12	\$ 33.42	\$ 34.71
	Monthly	\$ 4,423.47	\$ 4,572.53	\$ 4,761.47	\$ 4,948.67	\$ 5,146.27	\$ 5,350.80	\$ 5,567.47	\$ 5,792.80	\$ 6,016.40
	Annual	\$ 53,082	\$ 54,870	\$ 57,138	\$ 59,384	\$ 61,755	\$ 64,210	\$ 66,810	\$ 69,514	\$ 72,197
18	Hourly	\$ 27.07	\$ 28.02	\$ 29.11	\$ 30.27	\$ 31.49	\$ 32.77	\$ 34.02	\$ 35.41	\$ 36.82
	Monthly	\$ 4,692.13	\$ 4,856.80	\$ 5,045.73	\$ 5,246.80	\$ 5,458.27	\$ 5,680.13	\$ 5,896.80	\$ 6,137.73	\$ 6,382.13
	Annual	\$ 56,306	\$ 58,282	\$ 60,549	\$ 62,962	\$ 65,499	\$ 68,162	\$ 70,762	\$ 73,653	\$ 76,586
19	Hourly	\$ 28.72	\$ 29.71	\$ 30.87	\$ 32.11	\$ 33.35	\$ 34.68	\$ 36.11	\$ 37.56	\$ 39.02
	Monthly	\$ 4,978.13	\$ 5,149.73	\$ 5,350.80	\$ 5,565.73	\$ 5,780.67	\$ 6,011.20	\$ 6,259.07	\$ 6,510.40	\$ 6,763.47
	Annual	\$ 59,738	\$ 61,797	\$ 64,210	\$ 66,789	\$ 69,368	\$ 72,134	\$ 75,109	\$ 78,125	\$ 81,162
20	Hourly	\$ 30.40	\$ 31.49	\$ 32.76	\$ 33.99	\$ 35.33	\$ 36.78	\$ 38.30	\$ 39.76	\$ 41.40
	Monthly	\$ 5,269.33	\$ 5,458.27	\$ 5,678.40	\$ 5,891.60	\$ 6,123.87	\$ 6,375.20	\$ 6,638.67	\$ 6,891.73	\$ 7,176.00
	Annual	\$ 63,232	\$ 65,499	\$ 68,141	\$ 70,699	\$ 73,486	\$ 76,502	\$ 79,664	\$ 82,701	\$ 86,112
21	Hourly	\$ 32.25	\$ 33.35	\$ 34.67	\$ 36.09	\$ 37.53	\$ 38.99	\$ 40.54	\$ 42.21	\$ 43.90
	Monthly	\$ 5,590.00	\$ 5,780.67	\$ 6,009.47	\$ 6,255.60	\$ 6,505.20	\$ 6,758.27	\$ 7,026.93	\$ 7,316.40	\$ 7,609.33
	Annual	\$ 67,080	\$ 69,368	\$ 72,114	\$ 75,067	\$ 78,062	\$ 81,099	\$ 84,323	\$ 87,797	\$ 91,312
22	Hourly	\$ 34.25	\$ 35.59	\$ 36.98	\$ 38.47	\$ 39.98	\$ 41.50	\$ 43.13	\$ 44.84	\$ 46.59
	Monthly	\$ 5,936.67	\$ 6,168.93	\$ 6,409.87	\$ 6,668.13	\$ 6,929.87	\$ 7,193.33	\$ 7,475.87	\$ 7,772.27	\$ 8,075.60
	Annual	\$ 71,240	\$ 74,027	\$ 76,918	\$ 80,018	\$ 83,158	\$ 86,320	\$ 89,710	\$ 93,267	\$ 96,907

For Salary Administration Plans SA1 and PA4 (260-8)
2025-26 with a 2.5% increase (260 days/2080 hours)
Effective 9/1/2025

APPENDIX A-2

SAEOP AND PARAPROFESSIONAL
Salary Schedule (SA2 and PA1) 203/8
2025-26 effective 9/1/2025

Step 1			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 22.73	\$ 23.54	\$ 24.41	\$ 25.41	\$ 26.38	\$ 27.49	\$ 28.63	\$ 29.73	\$ 30.91
	Monthly	\$ 3,691.35	\$ 3,822.90	\$ 3,964.18	\$ 4,126.58	\$ 4,284.11	\$ 4,464.38	\$ 4,649.51	\$ 4,828.15	\$ 5,019.78
	Annual	\$ 36,914	\$ 38,229	\$ 39,642	\$ 41,266	\$ 42,841	\$ 44,644	\$ 46,495	\$ 48,282	\$ 50,198
016	Hourly	\$ 24.09	\$ 24.94	\$ 25.90	\$ 26.98	\$ 28.02	\$ 29.11	\$ 30.30	\$ 31.54	\$ 32.80
	Monthly	\$ 3,912.22	\$ 4,050.26	\$ 4,206.16	\$ 4,381.55	\$ 4,550.45	\$ 4,727.46	\$ 4,920.72	\$ 5,122.10	\$ 5,326.72
	Annual	\$ 39,122	\$ 40,503	\$ 42,062	\$ 43,816	\$ 45,504	\$ 47,275	\$ 49,207	\$ 51,221	\$ 53,267
017	Hourly	\$ 25.52	\$ 26.38	\$ 27.47	\$ 28.55	\$ 29.69	\$ 30.87	\$ 32.12	\$ 33.42	\$ 34.71
	Monthly	\$ 4,144.45	\$ 4,284.11	\$ 4,461.13	\$ 4,636.52	\$ 4,821.66	\$ 5,013.29	\$ 5,216.29	\$ 5,427.41	\$ 5,636.90
	Annual	\$ 41,444	\$ 42,841	\$ 44,611	\$ 46,365	\$ 48,217	\$ 50,133	\$ 52,163	\$ 54,274	\$ 56,369
018	Hourly	\$ 27.07	\$ 28.02	\$ 29.11	\$ 30.27	\$ 31.49	\$ 32.77	\$ 34.02	\$ 35.41	\$ 36.82
	Monthly	\$ 4,396.17	\$ 4,550.45	\$ 4,727.46	\$ 4,915.85	\$ 5,113.98	\$ 5,321.85	\$ 5,524.85	\$ 5,750.58	\$ 5,979.57
	Annual	\$ 43,962	\$ 45,504	\$ 47,275	\$ 49,158	\$ 51,140	\$ 53,218	\$ 55,248	\$ 57,506	\$ 59,796
019	Hourly	\$ 28.72	\$ 29.71	\$ 30.87	\$ 32.11	\$ 33.35	\$ 34.68	\$ 36.11	\$ 37.56	\$ 39.02
	Monthly	\$ 4,664.13	\$ 4,824.90	\$ 5,013.29	\$ 5,214.66	\$ 5,416.04	\$ 5,632.03	\$ 5,864.26	\$ 6,099.74	\$ 6,336.85
	Annual	\$ 46,641	\$ 48,249	\$ 50,133	\$ 52,147	\$ 54,160	\$ 56,320	\$ 58,643	\$ 60,997	\$ 63,368
020	Hourly	\$ 30.40	\$ 31.49	\$ 32.76	\$ 33.99	\$ 35.33	\$ 36.78	\$ 38.30	\$ 39.76	\$ 41.40
	Monthly	\$ 4,936.96	\$ 5,113.98	\$ 5,320.22	\$ 5,519.98	\$ 5,737.59	\$ 5,973.07	\$ 6,219.92	\$ 6,457.02	\$ 6,723.36
	Annual	\$ 49,370	\$ 51,140	\$ 53,202	\$ 55,200	\$ 57,376	\$ 59,731	\$ 62,199	\$ 64,570	\$ 67,234
021	Hourly	\$ 32.25	\$ 33.35	\$ 34.67	\$ 36.09	\$ 37.53	\$ 38.99	\$ 40.54	\$ 42.21	\$ 43.90
	Monthly	\$ 5,237.40	\$ 5,416.04	\$ 5,630.41	\$ 5,861.02	\$ 6,094.87	\$ 6,331.98	\$ 6,583.70	\$ 6,854.90	\$ 7,129.36
	Annual	\$ 52,374	\$ 54,160	\$ 56,304	\$ 58,610	\$ 60,949	\$ 63,320	\$ 65,837	\$ 68,549	\$ 71,294
022	Hourly	\$ 34.25	\$ 35.59	\$ 36.98	\$ 38.47	\$ 39.98	\$ 41.50	\$ 43.13	\$ 44.84	\$ 46.59
	Monthly	\$ 5,562.20	\$ 5,779.82	\$ 6,005.55	\$ 6,247.53	\$ 6,492.75	\$ 6,739.60	\$ 7,004.31	\$ 7,282.02	\$ 7,566.22
	Annual	\$ 55,622	\$ 57,798	\$ 60,056	\$ 62,475	\$ 64,928	\$ 67,396	\$ 70,043	\$ 72,820	\$ 75,662

For Salary Administration Plans SA2 and PA1, 203 days/1624 hours
Monthly amount reflects a 10-month work year (annual/10)
2025-26 includes a 2.5% increase, effective 9/1/2025

APPENDIX A-3

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2025-26 effective 9/1/2025

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 22.73	\$ 23.54	\$ 24.41	\$ 25.41	\$ 26.38	\$ 27.49	\$ 28.63	\$ 29.73	\$ 30.91
	Monthly	\$ 4,036.85	\$ 4,180.70	\$ 4,335.22	\$ 4,512.82	\$ 4,685.09	\$ 4,882.22	\$ 5,084.69	\$ 5,280.05	\$ 5,489.62
	Annual	\$ 40,368	\$ 41,807	\$ 43,352	\$ 45,128	\$ 46,851	\$ 48,822	\$ 50,847	\$ 52,800	\$ 54,896
16	Hourly	\$ 24.09	\$ 24.94	\$ 25.90	\$ 26.98	\$ 28.02	\$ 29.11	\$ 30.30	\$ 31.54	\$ 32.80
	Monthly	\$ 4,278.38	\$ 4,429.34	\$ 4,599.84	\$ 4,791.65	\$ 4,976.35	\$ 5,169.94	\$ 5,381.28	\$ 5,601.50	\$ 5,825.28
	Annual	\$ 42,784	\$ 44,293	\$ 45,998	\$ 47,916	\$ 49,764	\$ 51,699	\$ 53,813	\$ 56,015	\$ 58,253
17	Hourly	\$ 25.52	\$ 26.38	\$ 27.47	\$ 28.55	\$ 29.69	\$ 30.87	\$ 32.12	\$ 33.42	\$ 34.71
	Monthly	\$ 4,532.35	\$ 4,685.09	\$ 4,878.67	\$ 5,070.48	\$ 5,272.94	\$ 5,482.51	\$ 5,704.51	\$ 5,935.39	\$ 6,164.50
	Annual	\$ 45,324	\$ 46,851	\$ 48,787	\$ 50,705	\$ 52,729	\$ 54,825	\$ 57,045	\$ 59,354	\$ 61,645
18	Hourly	\$ 27.07	\$ 28.02	\$ 29.11	\$ 30.27	\$ 31.49	\$ 32.77	\$ 34.02	\$ 35.41	\$ 36.82
	Monthly	\$ 4,807.63	\$ 4,976.35	\$ 5,169.94	\$ 5,375.95	\$ 5,592.62	\$ 5,819.95	\$ 6,041.95	\$ 6,288.82	\$ 6,539.23
	Annual	\$ 48,076	\$ 49,764	\$ 51,699	\$ 53,760	\$ 55,926	\$ 58,200	\$ 60,420	\$ 62,888	\$ 65,392
19	Hourly	\$ 28.72	\$ 29.71	\$ 30.87	\$ 32.11	\$ 33.35	\$ 34.68	\$ 36.11	\$ 37.56	\$ 39.02
	Monthly	\$ 5,100.67	\$ 5,276.50	\$ 5,482.51	\$ 5,702.74	\$ 5,922.96	\$ 6,159.17	\$ 6,413.14	\$ 6,670.66	\$ 6,929.95
	Annual	\$ 51,007	\$ 52,765	\$ 54,825	\$ 57,027	\$ 59,230	\$ 61,592	\$ 64,131	\$ 66,707	\$ 69,300
20	Hourly	\$ 30.40	\$ 31.49	\$ 32.76	\$ 33.99	\$ 35.33	\$ 36.78	\$ 38.30	\$ 39.76	\$ 41.40
	Monthly	\$ 5,399.04	\$ 5,592.62	\$ 5,818.18	\$ 6,036.62	\$ 6,274.61	\$ 6,532.13	\$ 6,802.08	\$ 7,061.38	\$ 7,352.64
	Annual	\$ 53,990	\$ 55,926	\$ 58,182	\$ 60,366	\$ 62,746	\$ 65,321	\$ 68,021	\$ 70,614	\$ 73,526
21	Hourly	\$ 32.25	\$ 33.35	\$ 34.67	\$ 36.09	\$ 37.53	\$ 38.99	\$ 40.54	\$ 42.21	\$ 43.90
	Monthly	\$ 5,727.60	\$ 5,922.96	\$ 6,157.39	\$ 6,409.58	\$ 6,665.33	\$ 6,924.62	\$ 7,199.90	\$ 7,496.50	\$ 7,796.64
	Annual	\$ 57,276	\$ 59,230	\$ 61,574	\$ 64,096	\$ 66,653	\$ 69,246	\$ 71,999	\$ 74,965	\$ 77,966
22	Hourly	\$ 34.25	\$ 35.59	\$ 36.98	\$ 38.47	\$ 39.98	\$ 41.50	\$ 43.13	\$ 44.84	\$ 46.59
	Monthly	\$ 6,082.80	\$ 6,320.78	\$ 6,567.65	\$ 6,832.27	\$ 7,100.45	\$ 7,370.40	\$ 7,659.89	\$ 7,963.58	\$ 8,274.38
	Annual	\$ 60,828	\$ 63,208	\$ 65,676	\$ 68,323	\$ 71,004	\$ 73,704	\$ 76,599	\$ 79,636	\$ 82,744
23	Hourly	\$ -	\$ -							
	Hourly	\$ 34.81	\$ 36.02	\$ 37.40	\$ 38.96	\$ 40.53	\$ 42.11	\$ 43.75	\$ 45.57	\$ 47.37
	Monthly	\$ 6,182.26	\$ 6,397.15	\$ 6,642.24	\$ 6,919.30	\$ 7,198.13	\$ 7,478.74	\$ 7,770.00	\$ 8,093.23	\$ 8,412.91
	Annual	\$ 61,823	\$ 63,972	\$ 66,422	\$ 69,193	\$ 71,981	\$ 74,787	\$ 77,700	\$ 80,932	\$ 84,129

For Salary Administration Plans SA3 and PA2, 222 days/1776 hours
2025-26 with a 2.5% increase, effective 9/1/2025
Monthly amount reflects a 10-month work year (annual/10)

2025-26 Combined Substitute Salary Schedule

CERTIFICATED**CERTIFICATED SUBSTITUTES - TEACHING**

Salary Schedule	Step	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$39.35	\$275.45
CH1	2	30 - 59.9 days	At least 210 hours worked	\$41.15	\$288.05
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$42.96	\$300.72
CH1	4	90 or more	At least 630 hours worked	\$45.73	\$320.11
CH1	5	Senior Subs	Senior Subs	\$47.16	\$330.11

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$58.56	\$409.92

CLASSIFIED**PARAPROFESSIONAL SUBSTITUTES**

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU1	1	1-59 Days	\$X	\$218.75
SU1	2	60-90 Days	\$X*1.05	\$229.60
SU1	3	91-120 Days	\$X*1.10	\$240.52
SU1	4	121+ Days	\$X*1.15	\$251.58
SU1	5	Senior Subs	Senior Subs	\$261.58

CLERICAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU2	1	1-59 Days	\$X	\$218.96
SU2	2	60-90 Days	\$X*1.05	\$229.84
SU2	3	91-120 Days	\$X*1.10	\$240.80
SU2	4	121+ Days	\$X*1.15	\$251.92
SU2	5	Senior Subs	Senior Subs	\$261.92

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
SU3	1	Classified Nurse Substitutes	\$41.39	\$331.12

2025-2026 rates effective 9/1/2025 with a 2.5% increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10 to daily rate

APPENDIX A-5**SAEOP JOB TITLES BY PAY GRADE**

A	Accounting Specialist II	19
A	Accounting Specialist III	20
A	Accounts Payable Accounting Specialist	19
S	Administrative Secretary Alternative	21
S	Administrative Secretary Alternative Secondary	21
S	Administrative Secretary Elementary	21
S	Administrative Secretary High School	21
S	Administrative Secretary Middle School	21
A	Administrative Secretary Student Health Services	21
S	Assistant Secretary Alternative School	18
S	Assistant Secretary High School	18
S	Assistant Secretary Middle School	18
S	Attendance Specialist High School	19
S	Attendance Specialist Middle School	18
A	Capital Programs Project Assistant	21
A	Capital Projects Account Specialist	20
A	Capital Proj Acctg Contract & Inv Control Spec	20
S	Cash Office Coordinator	21
S	Counseling Secretary	17
S	Data Registrar	21
S	Elementary School Assistant	18
A	Enrollment Technician Enrollment Services	21
A	Facilities Operations Payroll Specialist	21
S	Fiscal Clerk Elementary	17
S	Fiscal Specialist Alternative	19
S	Fiscal Specialist High School	21
S	Fiscal Specialist Middle School	19
S	High School Data Registration Specialist	21
A	HRIS Specialist	22
S	Interagency Student Records Specialist	21
A	Lead Transportation Control Center Representative	18
S	Library Assistant II	18
A	Mail Clerk II	17
A	Nutrition Services Office Specialist	18
A	Office Specialist I	16
A	Office Specialist II	17
A	Office Specialist III	19
A	Operations Specialist-Transportation	21
A	ORCA Coordinator	16
A	Personnel Records Assistant	17
A	Secretary II	19
A	Senior Budget Technician	20
A	Senior Customer Service Representative	21
A	Senior Payroll Specialist	21
A	Senior Personnel Specialist	21
A	Senior Special Education Compliance Specialist	21
A	Special Education Compliance Specialist	19
A	SPED Administrative Data Specialist	20
A	SPED Preschool Assignment Facilitator	20
A	SPED Records Room Technician	20
A	Substitute Office Coordinator	21
A	Transportation Control Center Representative	16
A	Transportation Specialist	21

A =Administrative

S = Schools

**SEATTLE PUBLIC SCHOOLS
SAEOP Collective Bargaining Unit**

ACTIVE JOB TITLES	
Accounting Specialist II	Fiscal Specialist Middle School
Accounting Specialist III	High School Data Registration Specialist
Accounts Payable Accounting Specialist	HRIS Specialist
Administrative Secretary Alternative	Interagency Student Records Specialist
Administrative Secretary Alt Secondary	Lead Transportation Control Center Rep
Administrative Secretary Elementary	Library Assistant II
Administrative Secretary High School	Mail Clerk II
Administrative Secretary Middle School	Office Specialist I
Administrative Secretary Student Health Services	Office Specialist II
Assistant Secretary Alternative School	Office Specialist III
Assistant Secretary High School	Operations Specialist-Transportation
Assistant Secretary Middle School	ORCA Coordinator
Attendance Specialist High School	Personnel Records Assistant
Attendance Specialist Middle School	Secretary II
Capital Proj Acctg Contract & Inv Control Spec	Senior Budget Technician
Capital Programs Project Assistant	Senior Customer Service Representative
Capital Projects Account Specialist	Senior Payroll Specialist
Cash Office Coordinator	Senior Personnel Specialist
Counseling Secretary	Senior Special Education Compliance Specialist
Data Registrar	Special Education Compliance Specialist
Elementary School Assistant	SPED Administrative Data Specialist
Enrollment Technician Enrollment Services	SPED Preschool Assignment Facilitator
Fiscal Clerk Elementary	SPED Records Room Technician
Fiscal Specialist Alternative	Substitute Office Coordinator
Fiscal Specialist High School	Transportation Control Center Representative
	Transportation Specialist
INACTIVE JOB TITLES	
Accounting Records Specialist	Lead Mail Clerk
Accounting Specialist I	Library Assistant
Audio-Visual Technician	Library Technician
Computer Operator I	Mail Clerk I
Computer Operator II	Microfilm Operator
Computer Operator III	Office Assistant
Computer Operator IV	Payroll Technician
Computer Typesetter	Personnel Specialist
Data Controller/Tape Librarian	Professional Learning Center Program Specialist
Data Entry Coordinator	Receptionist/Switchboard Operator
Data Entry Operator II	Science Materials Center Assistant
DP Equipment Operator	Secretary I
Duplicating Specialist	Substitute Services Coordinator
Fiscal Stockroom Clerk	Summer Semester Support Coordinator
Lead Data Control Specialist	Testing Support Specialist
Lead Duplicating Specialist	User Trainer

Job Title status as of 9/1/22