

January 1, 2026
HOURLY SALARY SCHEDULE

Description	SAP Title	Job Code	Pay Scale	Grade	Step	Minimum Wage & Rates Eff 1/1/2024	Minimum Wage & Rates Eff 1/1/2025	Minimum Wage & Rates Eff 1/1/2026
						6.85%	3.96%	2.60%
Minimum Wage	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Catalog Assistant	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
ChildCare-Evenings	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Hourly Student School Board Member	Other Hourly	15007350	HR1	400	7	\$19.97	\$20.76	\$21.30
Interviewer	Other Hourly	15007350	HR1	400	9	\$19.97	\$20.76	\$21.30
KNHC Evening/Weekends	Other Hourly	15007350	HR1	400	10	\$19.97	\$20.76	\$21.30
Legal/Research Assistant	Other Hourly	15007350	HR1	400	12	\$19.97	\$20.76	\$21.30
Hourly Lifeguard	Other Hourly	15007350	HR1	400	15	\$19.97	\$20.76	\$21.30
Other Hourly								
ASB Hourly	ASB Hourly	15007355	HR1	300	1	\$19.97	\$20.76	\$21.30
Playground/Lunch Supv - Hourly	Playground/Lunch Supv - Hourly	15007356	HR1	400	3	\$19.97	\$20.76	\$21.30
Appeals Board Assistant	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Middle College Parent Assistant	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Office Helper - Hourly	Office Helper - Hourly	15007358	HR1	400	4	\$19.97	\$20.76	\$21.30
Students								
Hourly-SSD Students	Students	15007796	HR1	200	1	\$19.97	\$20.76	\$21.30
Athletic Helper-SPS Student	Athletic Helper-SPS Student	15007794	HR1	200	1	\$19.97	\$20.76	\$21.30
STW SPS Students	STW Enrollee - SPS HS Student	15007500	HR1	200	1	\$19.97	\$20.76	\$21.30
STW Enrollee-College	STW Enrollee - College Student	15007501	HR1	200	2	\$19.97	\$20.76	\$21.30
High School Technology Students	Other Hourly	15007798	HR1	200	8	\$19.97	\$20.76	\$21.30
STW Enrollee-Academy Intern	STW Enrollee - Academy Intern	15007502	HR1	200	9	\$19.97	\$20.76	\$21.30
College Student								
Undergraduate	College Student Undergraduate	15007795	HR1	200	6	\$19.97	\$20.76	\$21.30
Graduate	College Student Graduate	15007795	HR1	200	7	\$20.57	\$21.36	\$21.92

January 1, 2026
HOURLY SALARY SCHEDULE

Description	SAP Title	Job Code	Pay Scale	Grade	Step	Minimum Wage & Rates Eff 1/1/2024	Minimum Wage & Rates Eff 1/1/2025	Minimum Wage & Rates Eff 1/1/2026
Athletic Department								
Hourly Coaches - Classified	Hourly Coaches - Classified	15007351	HR1	300	1	\$19.97	\$20.76	\$21.30
Athletic Helper - Adults	Athletic Helper - Adults	15007372	HR1	300	2	\$19.97	\$20.76	\$21.30
Assistant Event Manager	Assistant Event Manager	15007371	HR1	300	3	\$19.97	\$20.76	\$21.30
Event Manager - Hourly	Event Manager - Hourly	15007373	HR1	300	5	\$20.57	\$21.36	\$21.92
Computer Support Specialist S.P.S.		<i>*advance through levels with each year of service</i>						
Computer Support Specialist Hourly < 630	Computer Support Specialist Hourly < 630	15007799	HR1	700	4/5	\$25.99	\$26.28	\$26.93
Computer Support Specialist Hourly > 630	Computer Support Specialist Hourly > 630	15024527	HR1	700	4/5	\$25.99	\$26.28	\$26.93
Tutors/Testers								
Hourly Tutors - Classified	Hourly Tutors - Classified	15007352	HR1	400	1	\$19.97	\$20.76	\$21.30
Sound Partners Tutor	Sound Partners Tutor	15007362	HR1	400	1	\$19.97	\$20.76	\$21.30
Team Read Tutors	Team Read Tutors	15007797	HR1	200	1	\$19.97	\$20.76	\$21.30
Coordinator of Volunteers/Tutors/Parents	Volunteer/Tutor/Parent Coordinator	15007357	HR1	400	2	\$19.97	\$20.76	\$21.30
Testers (all offices)	Other Hourly	15007350	HR1	400	13	\$19.97	\$20.76	\$21.30
Hourly Tutor SPU APIG	Hourly Tutor SPU APIG	15020782	HR1	400	20	\$19.97	\$20.76	\$21.30
Theme Reader - Hourly	Theme Reader - Hourly	15007359	HR1	800	1	\$20.57	\$21.36	\$21.92
Preschool Tutor	Preschool Tutor	15024105	HR1	300	4	\$20.57	\$21.36	\$21.92
Hrly Early Learning PlayLearn Facilitatr	Hrly Early Learning PlayLearn Facilitatr	15023252	HR1	400	19	\$20.57	\$21.36	\$21.92
SES Tutor	SES Tutor	15020701	HR1	400	19	\$20.57	\$21.36	\$21.92
Student Mentor	Student Mentor	15024380	HR1	400	6	\$20.57	\$21.36	\$21.92
Transportation								
Hourly Crossing Guard	Hourly Crossing Guard	15020753	HR1	400	17	\$19.97	\$20.76	\$21.30
Hrly-Bus Asst I for HeadStart	Hrly-Bus Asst I for HeadStart	15007363	HR1	400	17	\$19.97	\$20.76	\$21.30
Hourly Bus Supervisor Spec Ed	Hourly Bus Supervisor Spec Ed	15020604	HR1	500	7	\$27.02	\$28.02	\$28.72
Transportation Control Center								
Hourly Control Center Support I	Hourly Control Center Support I	15020584	HR1	900	1			
Hourly Control Center Support II	Hourly Control Center Support II	15020585	HR1	900	2	\$19.97	\$20.76	\$21.30
Hourly Control Center Support III	Hourly Control Center Support III	15020586	HR1	900	3	\$21.88	\$21.88	\$21.92

January 1, 2026
HOURLY SALARY SCHEDULE

Description	SAP Title	Job Code	Pay Scale	Grade	Step	Minimum Wage & Rates Eff 1/1/2024	Minimum Wage & Rates Eff 1/1/2025	Minimum Wage & Rates Eff 1/1/2026
Specialty Areas								
Special Education Feeder	Special Education Feeder	15024180	HR1	400	8	\$19.97	\$20.76	\$21.30
Hourly Move Coordinator	Hourly Move Coordinator	15020552	HR1	400	18	\$19.97	\$20.76	\$21.30
Hourly Relocation Assistant	Hourly Relocation Assistant	15020553	HR1	400	16	\$26.21	\$27.18	\$27.86
Coordinator of Team Read Tutors	Coordinator of Team Read Tutors	15024177	HR1	200b	2	\$29.12	\$29.12	\$29.85
Other Hourly Specialty Area	* with Class/Comp approval only	15024179	HR1	400	5	\$23.15	\$24.00	\$24.60
Certificated Hourly as of 9/1/2019			<i>CH4 rates linked to Cert Extra Time Rates</i>					
Administrative Intern (Certificated)	Educational Leadership Internship (Cert)	15023108	CH4	999	1	\$0.00		
New Teacher Orientation (Certificated)	Hourly-Certificated	15002800	CH4	200	1	\$29.12	\$29.12	\$29.12
After School Activity Program Hourly (Certificated)	Hourly-Certificated	15002800	CH4	200	1	\$29.12	\$29.12	\$29.12
Jump Start Hourly-Certificated	Jump Start Hourly - Certificated	15024061	CH4	200	1	\$29.12	\$29.12	\$29.12
Hourly - Summer School Teacher	(6/30-8/31 unless otherwise approved)	15002801	CH4	100	1	\$62.84	66.06*	68.28*
	* average effective with October payroll							
Summer School (6/30-8/31 unless otherwise approved)								
Summer School-Office Assistant	Summer School-Office Assistant	15024552	HR1	500	11	\$22.66	\$23.50	\$24.09
Summer School-Secretary	Summer School-Secretary	15024553	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Library Assistant	Summer School-Library Assistant	15024555	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Hourly Tutor	Summer School-Hourly Tutor	15024556	HR1	400	1	\$19.97	\$20.76	\$21.30
Summer School-8 Hour Tutor	Summer School-8 Hour Tutor	15007353	HR1	500	4	\$24.01	\$24.90	\$25.52
Summer School-Youth Services Assistant	Summer School-Youth Services Assistant	15024557	HR1	500	1	\$25.47	\$26.41	\$27.07
Summer School-Instructional Assistant	Summer School-Instructional Assistant	15024558	HR1	500	3	\$29.11	\$30.19	\$30.94
Summer School-SpEd Instruct Asst	Summer School-SpEd Instruct Assistant	15024559	HR1	500	2	\$30.86	\$32.00	\$32.80
Summer School-Bilingual Instruct Asst	Summer School-Bilingual Instruct Asst	15024560	HR1	500	2	\$30.86	\$32.00	\$32.80
Summer School-Correction Education Associate	Summer School-Correction Education Associate	15024561	HR1	500	8	\$30.34	\$31.46	\$32.25
Summer School-Data Registration Assist	Summer School-Data Registration Assist	15024562	HR1	500	10	\$30.34	\$31.46	\$32.25
Summer School-HS Registration Specialist	Summer School-HS Registration Specialist	15024563	HR1	500	9	\$30.34	\$31.46	\$32.25
Summer School-School Security Specialist	Summer School-School Security Specialist	15024564	HR1	500	6	\$29.15	\$30.52	\$31.28

* Teachers with expired certifications will be compensated at the max step of the SpEd IA pay range

January 1, 2026
HOURLY SALARY SCHEDULE

Description	SAP Title	Job Code	Pay Scale	Grade	Step	Minimum Wage & Rates Eff 1/1/2024	Minimum Wage & Rates Eff 1/1/2025	Minimum Wage & Rates Eff 1/1/2026
Hourly - Management (Non-FTE)								
Hourly Management - Clerical	Hourly Management Clerical	15024110	HR1	100	1	\$19.97	\$20.76	\$21.30
Hourly Management - Administrative 0	Hourly Management Adm 0	15024111	HR1	100b	1	\$22.97	\$23.82	\$24.42
Hourly Management - Administrative 1	Hourly Management Adm 1	15024112	HR1	200a	1	\$28.64	\$29.70	\$30.44
Hourly Management - Administrative 2	Hourly Management Adm 2	15024107	HR1	200a	2	\$34.31	\$35.58	\$36.47
Hourly Management - Administrative 3	Hourly Management Adm 3	15024108	HR1	200a	3	\$39.97	\$41.45	\$42.49
Hourly Management - Administrative 4	Hourly Management Adm 4	15024109	HR1	200a	4	\$45.64	\$47.32	\$48.51
Hourly Management filling an FTE position	* with Class/Comp approval only	Step 1 of appropriate Non-Rep salary grade						
Hourly Administrators								
Replacement Asst Principal Certificated	Hourly Assistant Principal	15020426	CH4	500a	1	\$60.42	\$62.67	\$64.22
Replacement Principal Certificated		15020427	CH4	500a	2	\$68.12	\$70.64	\$72.41
TV Studio Video Technicians		*advance through levels with additional education/experience requirements						
Level I	TV Studio Video Technician	15024178	HR1	600	1			
Level I	TV Studio Video Technician	15024178	HR1	600	2	\$19.97	\$20.76	\$21.30
Level II	TV Studio Video Technician	15024178	HR1	600	3	\$22.37	\$22.37	\$22.93
Level III	TV Studio Video Technician	15024178	HR1	600	4	\$25.38	\$25.38	\$26.01
Level IV	TV Studio Video Technician	15024178	HR1	600	5	\$31.19	\$31.19	\$31.97
Level V	TV Studio Video Technician	15024178	HR1	600	6	\$40.06	\$41.54	\$42.58
Theater Technicians								
Technician	Theater Technician	15024181	HR1	600	7	\$24.77	\$24.77	\$25.39
Senior Technician	Theater Technician	15024181	HR1	600	8	\$30.93	\$30.93	\$31.70
Other								
Family Literacy Connector	Family Connector-Ben Elig	15024427	HR1	200c	1	\$27.26	\$27.26	\$27.94
Classified Mentor*	Classified Mentor	15024329	HR1	200b	3	\$33.08	\$33.08	\$33.91
Classified Mentor Coordinator*	Classified Mentor Coordinator	15024330	HR1	200b	3	\$33.08	\$33.08	\$33.91

* these are extra time roles by selection only-eff 5/1/21

Hourly Management Rates may be adjusted at the Compensation Committee's discretion.

January 1, 2026 Hourly Rates

NOTES: 302 Lunchroom Substitute and Coaching Stipends are impacted by Minimum Wage

HOURLY ROLES AT SEATTLE PUBLIC SCHOOLS

Description	SAP Title	Job Duties/Role Definitions
Minimum Wage	Other Hourly	Minimum Wage
Interviewer	Other Hourly	An interviewer participates in a structured conversation where one participant asks questions, and the other provides answers; conducts one-on-one conversations with interviewees; asks questions to which the interviewee responds, usually so information is offered by the interviewee to interviewer and that information may be used or provided to other audiences.
Legal/Research Assistant	Other Hourly	Research assistants provide support to professionals who are conducting experiments or gathering and analyzing information and data
Hourly Lifeguard	Other Hourly	A lifeguard is a rescuer who supervises the safety and rescue of swimmers, surfers, and other water sports participants
Catalog Assistant	Other Hourly	Perform work as a Library services assistant or on a similar cataloging project
ChildCare-Evenings	Other Hourly	Perform childcare duties during the evenings
KNHC Evening/Weekends	Other Hourly	Assist the KNHC radio station on the evenings and weekends
Other Hourly		
School Board Member	HOURLY - School Board Member	Hourly rate for School Board Members
Playground/Lunch Supv - Hourly	Playground/Lunch Supv - Hourly	Supervise playground activities or lunch periods
Middle College Parent Assistant	Office Helper - Hourly	Assist parents of Middle College High School students
ASB Hourly	ASB Hourly	Performing work for the Associated Student Body (ASB)
Office Helper - Hourly	Office Helper - Hourly	Work in an office environment performing filing, copying, customer service, etc.
Students		
Hourly-SSD Students	Students	Seattle School District Students
Athletic Helper-SPS Student	Athletic Helper-SPS Student	Students acting as an Athletic Helper for the Athletics Department
High School Technology Students	H.S. Technology Students	Students specializing in Technology assisting with technological needs
STW SPS Students	STW Enrollee - SPS HS Student	School to Work HS student working for SPS under the S2W program
STW Enrollee-College	STW Enrollee - College Student	School to Work College student working for SPS under the S2W program
STW Enrollee-Academy Intern	STW Enrollee - Academy Intern	School to Work Academy Intern working for SPS under the S2W program
College Student		
Entering College-Observer	College Student	College students hired by SPS are paid different rates depending on year
1st year College	College Student	College students hired by SPS are paid different rates depending on year
2nd year College	College Student	College students hired by SPS are paid different rates depending on year
3rd year College	College Student	College students hired by SPS are paid different rates depending on year
4th year College	College Student	College students hired by SPS are paid different rates depending on year
5th year College	College Student	College students hired by SPS are paid different rates depending on year
Athletic Department		
Hourly Coaches - Classified	Hourly Coaches - Classified	Perform a coaching role with the Athletics department
Assistant Event Manager	Assistant Event Manager	Assist the Event Manager with coordination of Athletics Events
Athletic Helper - Adults	Athletic Helper - Adults	Adult Athletic Helpers assisting the Athletics department in various capacities
Event Manager - Hourly	Event Manager - Hourly	Handle and manage Athletics Events
Computer Support Specialist S.P.S.		
Computer Support Specialist 1st year SPS	Computer Support Specialist	These roles are assigned to the Department of Technology Services
Computer Support Specialist 2nd year SPS	Computer Support Specialist	
Computer Support Specialist 3rd year SPS	Computer Support Specialist	
Computer Support Specialist 4th year SPS	Computer Support Specialist	
Computer Support Specialist 5th year SPS	Computer Support Specialist	
		*advance through levels with each year of service
Tutors/Testers		
Hourly Tutors - Classified	Hourly Tutors - Classified	Regular tutor role or tutor assisting with a web-based testing platform (Testwise), enabling schools to administer and report on tests, online assessments, and surveys.

HOURLY ROLES AT SEATTLE PUBLIC SCHOOLS

Description	SAP Title	Job Duties/Role Definitions
Sound Partners Tutor	Sound Partners Tutor	Sound Partners is a phonics-based tutoring program that provides supplemental reading instruction to elementary students in grades K-3. The program is used by tutors who administer scripted lessons.
Team Read Tutors	Team Read Tutors	Team Read is an after school and summer reading tutoring program that partners with Seattle Public Schools to accelerate reading achievement of underperforming second and third grade students and to provide middle and high school students with opportunities to develop work, leadership and life skills through tutoring identified students in the Team Read program
Coordinator of Volunteers/Tutors/Parents	Volunteer/Tutor/Parent Coordinator	Coordinator of volunteers, tutors and/or parents
Testers (all offices)	Other Hourly	Hourly role administering tests
Hourly Tutor SPU APIG	Hourly Tutor SPU APIG	College/university students who are hired by elementary, middle, and high schools to provide 1-on-1 or small group tutoring.
Theme Reader - Hourly	Theme Reader - Hourly	Tutor assists students in the analysis of theme including citing specific, relevant text evidence to support the theme; composing a coherent response using clear, precise, and objective language; and producing clear and coherent writing using a logical structure, as well as using proper spelling and grammar.
Preschool Tutor	Preschool Tutor	Tutor preschool students, providing assistance or tutelage to one or more preschoolers on certain subject areas or skills.
Hrly Early Learning PlayLearn Facilitatr	Hrly Early Learning PlayLearn Facilitatr	Play and Learn groups are organized to reach Family, Friend, and Neighbor caregivers and the children in their care, to learn and practice the skills necessary for kindergarten readiness.
SES Tutor	SES Tutor	Tutors for supplemental education services (music, media, etc.)
Coordinator of Team Read Tutors	Coordinator of Team Read Tutors	Coordinate Team Read tutors through scheduling and meeting the needs of stakeholders
Transportation		
Hourly Crossing Guard	Hourly Crossing Guard	Adult School Crossing Guards help elementary school aged children who walk to school safely cross dangerous roads and intersections.
Hrly-Bus Asst I for HeadStart	Hrly-Bus Asst I for HeadStart	Under the general supervision of the Transportation Supervisor and in cooperation with the school bus driver, this position's responsibility is to ensure that pre-school students are transported safely to and from school
Hourly Bus Supervisor Spec Ed	Hourly Bus Supervisor Spec Ed	Implements District standards for safe and orderly conduct of transported students. This position works with SpEd students with extreme behavioral problems and involves assisting students into and out of the bus. May be called upon to move quickly in tight quarters, on a moving school bus, to intervene during incidents.
Transportation Control Center		
Hourly Control Center Support I	Hourly Control Center Support I	Provide assistance in the Transportation Control Center related to pupil transportation.
Hourly Control Center Support II	Hourly Control Center Support II	
Hourly Control Center Support III	Hourly Control Center Support III	
Specialty Areas		
Special Education Feeder	Special Education Feeder	Responsible for feeding students with special needs
Hrly Early Learning PlayLearn Facilitatr	Hrly Early Learning PlayLearn Facilitatr	Plan and guide developmentally appropriate, intentional learning experiences for each Plan & Learn group based on the provided curriculum, and model play and positive adult/child interactions that caregivers can readily and affordably implement at home.
Hourly Move Coordinator	Hourly Move Coordinator	Hourly role to assist with office or moves between schools. May work with the Relocation Planning Assistant.
Hourly Relocation Assistant	Hourly Relocation Assistant	Assist in the relocation of schools and offices displaced by construction projects, building renovations and general program placement changes.
Legal /Parent Assistant	Legal Officer/Parent Assistant	The Legal Officer is responsible for monitoring all legal and/or compliance matters within their organization. They handle both internal and external legal concerns.
Other Hourly Specialty Area	* with Class/Comp approval only	

HOURLY ROLES AT SEATTLE PUBLIC SCHOOLS

Description	SAP Title	Job Duties/Role Definitions
Certificated Hourly as of 9/1/2019		
Administrative Intern (Certificated)	Educational Leadership Internship (Cert)	CH4 rates linked to Cert Extra Time Rates
New Teacher Orientation (Certificated)	Hourly-Certificated	
After School Activity Program Hourly (Certificated)	Hourly-Certificated	
Jump Start Hourly-Certificated	Jump Start Hourly - Certificated	
Hourly - Summer School Teacher	(6/30-8/31 unless otherwise approved)	
Summer School (6/30-8/31 unless otherwise approved)		
Summer School-General Office Assistant	Hourly - Summer School	Summer School with rates linked to SAEOP and PARA roles
Summer School-Secretary I	Hourly - Summer School	
Summer School-Library Assistant	Hourly - Summer School	
Summer School-8 Hour Tutor	Hourly - Summer School	
Summer School-Youth Services Assistant	Hourly - Summer School	
Summer School-Secretary II	Hourly - Summer School	
Summer School-Regular Instructional Assistant	Hourly - Summer School	
Summer School-Correction Education Associate	Hourly - Summer School	
Summer School-Data Registration Assistant	Hourly - Summer School	
Summer School-H.S. Registration Specialist	Hourly - Summer School	
Summer School-SpEd IA/Bilingual IA	Hourly - Summer School	
Summer School-School Security Specialist	Hourly - Summer School	
Hourly - Management (Non-FTE)		
Hourly Management - Clerical	Hourly Management Clerical	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management - Administrative 0	Hourly Management Adm 0	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management - Administrative 1	Hourly Management Adm 1	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management - Administrative 2	Hourly Management Adm 2	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management - Administrative 3	Hourly Management Adm 3	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management - Administrative 4	Hourly Management Adm 4	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Management filling an FTE position	* Class/Comp approval needed	The Hourly Management Administrative roles and levels vary by department needs.
Hourly Administrators		
Hourly Assistant Principal	Hourly Assistant Principal	temporary hire
Replacement Asst Principal Certificated	Replacement Asst Principal Certificated	leave replacement
Hourly Certificated Principal	Hourly Certificated Principal	temporary hire
Replacement Principal Certificated	Replacement Principal Certificated	leave replacement
TV Studio Video Technicians		Video technicians are responsible for the installation, operation, maintenance, and repair of video and projection equipment; this may include media servers, digital video cameras, projectors, screens, and the grip kit. A video technician should have a firm understanding of electricity and lighting and some experience in troubleshooting and repairing electrical equipment.
Level I	TV Studio Video Technician	
Level II	TV Studio Video Technician	
Level III	TV Studio Video Technician	
Level IV	TV Studio Video Technician	
Level V	TV Studio Video Technician	
Level VI	TV Studio Video Technician	
	*advance through levels with additional education	
Theater Technicians		A theatrical technician, is a person who operates technical equipment and systems in the performing arts and entertainment industry. In contrast to performers, this role is responsible for the logistic and production-related aspects of a performance including designers, operators, and supervisors.
Technician	Theater Technician	
Senior Technician	Theater Technician	