

2026-27																	
2027-28																	
Traditional Pay		26-27	27-28	26-27	27-28	26-27	27-28	26-27	27-28	26-27	27-28	26-27	27-28	26-27	27-28	26-27	27-28
Code	Position	Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6	Step 7	Step 7	Step 8	Step 8
B	Media Assistant	\$16.64	\$16.97	\$17.08	\$17.42	\$17.24	\$17.58	\$18.13	\$18.49	\$18.51	\$18.88	\$18.95	\$19.33	\$19.54	\$19.93	\$19.90	\$20.30
C	Volunteer Coordinator/Family Outreach	\$16.48	\$16.81	\$16.96	\$17.30	\$17.07	\$17.41	\$17.96	\$18.32	\$18.34	\$18.70	\$18.83	\$19.20	\$19.37	\$19.76	\$19.75	\$20.14
D	Attendance Secretary	\$17.71	\$18.06	\$18.20	\$18.56	\$18.30	\$18.67	\$19.20	\$19.59	\$19.58	\$19.97	\$20.07	\$20.47	\$20.61	\$21.02	\$20.97	\$21.39
F	Title IA / ESL & Educational Assistant/Operational Assistant	\$16.13	\$16.46	\$16.61	\$16.94	\$16.73	\$17.06	\$17.63	\$17.98	\$18.00	\$18.36	\$18.46	\$18.83	\$19.02	\$19.40	\$19.40	\$19.79
G	Child Nutrition Assistant	\$16.60	\$16.93	\$17.08	\$17.42	\$17.25	\$17.59	\$18.13	\$18.50	\$18.54	\$18.91	\$19.02	\$19.40	\$19.59	\$19.99	\$19.98	\$20.38
H	Custodial/Grounds	\$17.71	\$18.06	\$18.20	\$18.56	\$18.30	\$18.67	\$19.20	\$19.59	\$19.58	\$19.97	\$20.07	\$20.47	\$20.61	\$21.02	\$20.97	\$21.39
I	Maintenance	\$18.99	\$19.37	\$19.44	\$19.83	\$19.90	\$20.30	\$20.46	\$20.87	\$20.82	\$21.24	\$21.24	\$21.66	\$21.66	\$22.09	\$22.09	\$22.54
J	Kitchen Coordinator	\$18.20	\$18.57	\$18.68	\$19.06	\$19.16	\$19.54	\$19.74	\$20.13	\$20.13	\$20.53	\$20.62	\$21.03	\$20.80	\$21.21	\$21.58	\$22.01
K	Head Grounds	\$17.81	\$18.17	\$18.26	\$18.63	\$18.73	\$19.10	\$19.27	\$19.66	\$19.62	\$20.01	\$20.10	\$20.50	\$20.66	\$21.07	\$21.01	\$21.43
L	Specialty Secretary	\$19.44	\$19.83	\$19.90	\$20.30	\$20.37	\$20.78	\$20.93	\$21.35	\$21.27	\$21.70	\$21.74	\$22.17	\$22.31	\$22.76	\$22.64	\$23.09
M	Data Specialist/Office Manager	\$22.23	\$22.67	\$22.76	\$23.21	\$23.28	\$23.75	\$23.92	\$24.40	\$24.33	\$24.82	\$24.84	\$25.34	\$25.50	\$26.01	\$25.86	\$26.38
N	Help Desk/Power School Lead	\$27.99	\$28.55	\$28.55	\$29.12	\$29.14	\$29.72	\$29.85	\$30.45	\$30.30	\$30.91	\$30.90	\$31.52	\$31.68	\$32.32	\$32.16	\$32.80
<p>Longevity Bonus: After completion of 12, 16, 20, 25, 30 and 35 years of service to the District, the employee may opt to receive an additional \$0.25/hour or a 3% contribution by the District to an TSA/403b in lieu of the 1% minimum district contribution. In no situation will the district pay more than a combined total of 3% into the employee's TSA/403b.</p>																	
<p>Health and Wellness Stipend: Staff (flat rate and traditional pay) providing health and wellness services required by an IEP or 504 are eligible for the Health and Wellness stipend of \$80 per month as approved by supervisor. This differential pay is not to be interpreted as part of the regular salary and the employee may be moved to a non-differential pay assignment at any time and thus loses the differential pay.</p>																	
<p>Bilingual Stipend: Staff demonstrating proficiency in reading/listening/speaking and writing on a district administered standardized assessment will receive a \$500/year stipend. Staff receiving the stipend must remain available during work hours to assist with translation needs.</p>																	
<p>Residency Bonus: The Board encourages all employees to live in the boundaries of our district and to participate in our community. A bonus of 1% of the employee's annual salary shall be paid in the June balance of contract payment to any employee who maintains his/her primary residence within the boundaries of the Umatilla School District for the entire period beginning with the preceding September 1 and ending May 1. Pro-rating is not available. An employee must submit his/her proof of primary residency (passport or driver's license along with property tax statement or utility statements for each month) on or before May 15th to be awarded the bonus in the June balance of contract payment.</p>																	
<p>Retention Bonus: Upon completion of the 5th, 10th, 15th, 20th, 25th, 30th, 35th, or 40th, full school years as a contracted employee with the Umatilla School District, on the November paycheck of the following year a 1% of annual salary retention bonus will be paid provided the employee remains employed. will be paid during the 2026-27 and 2027-28 school years.</p>																	
		26-27	27-28														
ALL	All Positions, All Steps	\$22.71	\$23.17														
<p>Flat Rate Pay is not eligible for Longevity Pay or Longevity Bonus</p>																	