

Bellevue Board of Education
ADMINISTRATIVE/ SUPPLEMENTAL SALARY SCHEDULE 2025-2026
Positions shall first be paid according to the approved Certified Salary Schedule. Additional employment days shall be calculated using a daily rate computed on this salary. They shall, in addition, be paid a supplement for accepting responsibilities according to the following schedule:

	<i>Administrators</i>	<i>Total Days</i>	<i>Index</i>
	Assistant Superintendent/ Chief Academic Officer	240 days	1.5
	Director of Special Populations	223 days	1.3
	Director of District Support Services	223 days	1.3
	Director of Finance (when certified)	243 days	1.2
	Director of SPF	220 days	1.2
	High School Principal	238 days	1.4
	Elementary School Principal	228 days	1.3
	High School Assistant Principal	228 days	1.3
	Elementary School Assistant Principal	218 days	1.2
	BMHS School Counselor	213 days	1.2
	GES School Counselor	200 days	1.1
	Curriculum Specialist	215 Days	1.1
	<i>Supplemental Service</i>	<i>Total Days</i>	<i>Supplemental Service Pay, As Applicable</i>
	District Wide Media Specialist	195 Days	
	Band Director	195 Days	
	Transition Coordinator	205 Days	
	Mental Health Specialist	195 Days	
	SPF Lead Epidemiologist	220 Days	
	SPF Prevention Specialist	195 Days	
	Gifted/Talented Coordinator		\$6,000 per year
	National Board		\$2,000 per year
	3C's Speech Certification		\$2,000 per year

Conferences and student activities shall be approved by the Superintendent in advance.
The salary index is applied to the base teacher salary schedule.

Bellevue Board of Education
BUS DRIVER
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	Hourly Rate
0	18.05
1	18.32
2	18.60
3	18.87
4	19.15
5	19.44
6	19.68
7	19.92
8	20.17
9	20.41
10	20.66
11	20.99
12	21.32
13	21.65
14	21.98
15	22.31
16	22.64
17	22.97
18	23.30
19	23.63
20	23.93
21	24.30
22	24.67
23	25.04
24	25.41
25	25.75
26	26.07
27	26.39
28	26.71

BASED ON 179 DAYS EMPLOYMENT AT 4 HOURS PER DAY

**** Sub Drivers will be paid at their step experience hourly rate.**

Bellevue Board of Education
Certified Salary Schedule 2025-2026 185 Days

Step	25-26 Rank III	25-26 Rank II	25-26 Rank I
0	45,265	48,935	53,735
1	45,943	49,670	54,541
2	46,633	50,414	55,359
3	47,333	51,171	56,189
4	48,042	51,939	57,032
5	48,763	52,717	57,888
6	49,495	53,509	58,755
7	50,237	54,311	59,638
8	50,990	55,126	60,531
9	51,755	55,952	61,440
10	52,531	56,792	62,361
11	53,320	57,643	63,297
12	54,120	58,508	64,246
13	54,932	59,386	65,209
14	55,755	60,277	66,188
15	57,284	62,177	67,181
16	58,212	63,112	68,189
17	59,140	64,046	69,211
18	60,068	64,981	70,250
19	60,996	65,915	71,303
20	61,924	66,850	72,373
21	62,852	67,784	73,459
22	63,780	68,719	74,560
23	64,708	69,653	75,679
24	65,636	70,588	76,814
25	66,566	71,522	77,967
26	66,662	72,068	79,135
27	67,662	73,149	80,322
28	68,676	74,247	81,528
29	69,707	75,360	82,750
30	70,753	76,491	83,991

RANK IV 35,638
RANK V 30,643

Bellevue Board of Education
CUSTODIAN
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	Hourly Rate
0	14.24
1	14.48
2	14.72
3	14.95
4	15.18
5	15.45
6	15.87
7	16.29
8	16.72
9	17.14
10	17.58
11	17.90
12	18.22
13	18.53
14	18.85
15	19.17
16	19.49
17	19.81
18	20.13
19	20.45
20	20.76
21	21.02
22	21.29
23	21.56
24	21.83
25	22.09
26	22.36
27	22.63
28	22.90

BASED ON 258 DAYS EMPLOYMENT AT 8 HOURS PER DAY

**Bellevue Board of Education
DIRECTOR OF FINANCE
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	HOURLY RATE
0	29.76
1	30.27
2	30.79
3	31.30
4	31.82
5	32.32
6	32.90
7	33.48
8	34.05
9	34.63
10	35.23
11	35.71
12	36.18
13	36.66
14	37.13
15	37.61
16	38.08
17	38.55
18	39.03
19	39.50
20	40.08
21	40.59
22	41.11
23	41.62
24	42.14
25	42.66
26	43.18
27	43.69
28	44.21

BASED ON 243 DAYS EMPLOYMENT AT 8 HOURS PER DAY

Bellevue Board of Education
DISTRICT FOOD SERVICE DIRECTOR
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	HOURLY RATE
0	26.70
1	27.16
2	27.62
3	28.07
4	28.53
5	28.97
6	29.36
7	29.74
8	30.12
9	30.50
10	30.88
11	31.03
12	31.18
13	31.33
14	31.48
15	31.63
16	31.77
17	31.92
18	32.07
19	32.22
20	32.39
21	32.61
22	32.84
23	33.06
24	33.28
25	33.50
26	33.73
27	33.95
28	34.17

BASED ON 243 DAYS EMPLOYMENT AT 8 HOURS PER DAY

**Bellevue Board of Education
SCHOOL FOOD SERVICE
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	FOOD SERVICE MANAGER I HOURLY RATE	FOOD SERVICE ASST HOURLY RATE
0	17.02	14.36
1	17.38	14.62
2	17.75	14.88
3	18.12	15.14
4	18.48	15.40
5	18.79	15.67
6	19.07	15.93
7	19.36	16.19
8	19.65	16.45
9	19.95	16.71
10	20.21	16.97
11	20.64	17.24
12	21.08	17.51
13	21.50	17.78
14	21.95	18.05
15	22.40	18.34
16	22.86	18.62
17	23.31	18.90
18	23.77	19.18
19	24.22	19.46
20	24.65	19.74
21	25.05	20.02
22	25.46	20.30
23	25.79	20.58
24	26.27	20.86
25	26.67	21.15
26	27.41	21.71
27	28.16	22.27
28	28.93	22.84
COOK - ASSIGNED BY FS DIRECTOR		
MANAGERS - 8 HOURS		
COOK - 182 DAYS		
MANAGERS - 185 DAYS		

Bellevue Board of Education
FRY/YSC Coordinators & FRY/YSC Assistant
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

<u>STEP</u>	<u>FRYSC Coord.</u>	<u>FRYSC ASST.</u>
0	22.76	13.79
1	23.21	14.02
2	23.67	14.23
3	24.12	14.46
4	24.58	14.69
5	25.06	14.95
6	25.63	15.21
7	26.20	15.48
8	26.78	15.75
9	27.35	16.01
10	27.93	16.29
11	28.29	16.47
12	28.65	16.63
13	29.02	16.81
14	29.38	16.97
15	29.74	17.14
16	30.10	17.31
17	30.46	17.48
18	30.82	17.65
19	31.18	17.82
20	31.52	18.03
21	31.86	18.25
22	32.20	18.47
23	32.54	18.69
24	32.88	18.91
25	33.22	19.15
26	33.56	19.37
27	33.90	19.59
28	34.24	19.82

BASED ON 240 DAYS EMPLOYMENT AT 7 HOURS PER DAY
FRYSC ASSISTANT BASED ON 104 DAYS AT 8 HOURS PER DAY

**Bellevue Board of Education
INSTRUCTIONAL ASSISTANT
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	Hourly Rate
0	14.82
1	15.08
2	15.34
3	15.60
4	15.86
5	16.14
6	16.46
7	16.78
8	17.10
9	17.42
10	17.75
11	18.08
12	18.41
13	18.74
14	19.07
15	19.41
16	19.72
17	20.03
18	20.34
19	20.65
20	20.96
21	21.28
22	21.60
23	21.92
24	22.24
25	22.56
26	22.86
27	23.16
28	24.04

BASED ON 182 DAYS EMPLOYMENT AT 7 HOURS PER DAY

Bellevue Board of Education
LEAD MAINTENANCE WORKER & MAINTENANCE WORKER I
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	MAINTENAN	MAINTENANCE WORKER I
0	23.59	20.40
1	23.99	20.81
2	24.39	21.21
3	24.79	21.61
4	25.18	22.00
5	25.57	22.39
6	26.04	22.86
7	26.49	23.31
8	26.94	23.76
9	27.40	24.22
10	27.86	24.68
11	28.20	25.02
12	28.54	25.36
13	28.88	25.70
14	29.22	26.04
15	29.56	26.38
16	29.90	26.72
17	30.24	27.06
18	30.57	27.39
19	30.91	27.73
20	31.30	28.12
21	31.70	28.52
22	32.08	28.90
23	32.47	29.28
24	32.85	29.66
25	33.29	30.11
26	33.67	30.49
27	34.05	30.87
28	34.43	31.25

BASED ON 258 DAYS EMPLOYMENT AT 8 HOURS PER DAY

Bellevue Board of Education
MENTAL HEALTH
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	HOURLY RATE
0	41.49
1	42.12
2	42.75
3	43.39
4	44.04
5	44.70
6	45.37
7	46.05
8	46.74
9	47.44
10	48.16
11	48.88
12	49.61
13	50.35
14	51.11
15	51.88
16	52.66
17	53.45
18	54.25
19	55.06
20	55.89
21	56.72
22	57.58
23	58.44
24	59.32
25	60.21
26	61.11
27	62.02
28	62.96
29	63.90
30	64.86

BASED ON 195 DAYS EMPLOYMENT AT 7 HOURS PER DAY

Bellevue Board of Education
NURSE: RN & LPN
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	RN	LPN
0	27.89	22.22
1	28.42	22.75
2	28.95	23.28
3	29.48	23.81
4	30.01	24.34
5	30.53	24.86
6	31.10	25.43
7	31.66	25.99
8	32.22	26.55
9	32.78	27.11
10	33.32	27.65
11	33.78	28.11
12	34.24	28.57
13	34.69	29.02
14	35.14	29.47
15	35.61	29.94
16	36.06	30.39
17	36.51	30.84
18	36.98	31.31
19	37.43	31.76
20	37.91	32.24
21	38.50	32.83
22	39.09	33.42
23	39.67	34.00
24	40.25	34.58
25	40.81	35.14
26	41.34	35.67
27	41.87	36.20
28	42.41	36.74

BASED ON 195 DAYS EMPLOYMENT AT 7 HOURS PER DAY

**** Sub Nurses will be paid at their step experience hourly rate.**

**Bellevue Board of Education
DISTRICT OPERATIONS/SAFETY COORDINATOR
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	HOURLY RATE
0	23.09
1	23.49
2	23.91
3	24.31
4	24.71
5	25.13
6	25.54
7	25.96
8	26.38
9	26.79
10	27.20
11	27.58
12	27.96
13	28.35
14	28.73
15	29.11
16	29.49
17	29.87
18	30.26
19	30.64
20	31.03
21	31.52
22	32.01
23	32.43
24	32.92
25	33.29
26	33.76
27	34.25
28	34.70

BASED ON 215 DAYS EMPLOYMENT AT 8 HOURS PER DAY

Bellevue Board of Education
PAYROLL AND HR/BENEFITS COORDINATOR
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	HOURLY RATE
0	25.32
1	25.99
2	26.22
3	26.45
4	26.67
5	26.91
6	27.11
7	27.34
8	27.61
9	27.86
10	28.09
11	28.32
12	28.55
13	28.78
14	29.03
15	29.26
16	29.49
17	29.73
18	29.99
19	30.21
20	30.43
21	30.65
22	30.86
23	31.09
24	31.31
25	31.57
26	31.77
27	31.98
28	32.19

BASED ON 240 DAYS EMPLOYMENT AT 8 HOURS PER DAY

Bellevue Board of Education
PUBLIC INFORMATION OFFICER/COMMUNICATIONS ENGAGEMENT COORDINATOR
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	HOURLY RATE
0	22.38
1	22.76
2	23.14
3	23.54
4	23.92
5	24.33
6	24.74
7	25.15
8	25.56
9	25.98
10	26.39
11	26.71
12	27.02
13	27.34
14	27.66
15	27.97
16	28.29
17	28.61
18	28.93
19	29.25
20	29.56
21	29.89
22	30.20
23	30.52
24	30.84
25	31.20
26	31.52
27	31.84
28	32.16

BASED ON 215 DAYS EMPLOYMENT AT 8 HOURS PER DAY

**Bellevue Board of Education
SCHOOL SECRETARY
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	HOURLY RATE
0	15.71
1	16.14
2	16.57
3	17.00
4	17.43
5	17.89
6	18.23
7	18.57
8	18.91
9	19.25
10	19.59
11	19.93
12	20.27
13	20.61
14	20.95
15	21.31
16	21.62
17	21.93
18	22.24
19	22.55
20	22.86
21	23.17
22	23.48
23	23.79
24	24.10
25	24.47
26	24.81
27	25.15
28	25.51

SECRETARY: BASED ON 205 DAYS EMPLOYMENT AT 8 HOURS PER DAY

****SUB SECRETARY WILL BE PAID AT THEIR STEP EXPERIENCE HOURLY RATE**

**Bellevue Board of Education
SPECIAL EDUCATION ADMIN ASSISTANT
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	HOURLY RATE
0	15.55
1	15.90
2	16.25
3	16.60
4	16.95
5	17.28
6	17.71
7	18.13
8	18.55
9	18.98
10	19.41
11	19.64
12	19.87
13	20.11
14	20.34
15	20.57
16	20.81
17	21.03
18	21.27
19	21.51
20	21.67
21	21.94
22	22.21
23	22.47
24	22.73
25	22.99
26	23.26
27	23.53
28	23.78

SPECIAL EDUCATION ADMIN ASSISTANT: BASED ON 223 DAYS EMPLOYMENT AT 8 HOURS PER DAY

**Bellevue Board of Education
SPF Prevention Specialist
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026**

STEP	HOURLY RATE
0	30.58
1	31.04
2	31.51
3	31.98
4	32.46
5	32.95
6	33.44
7	33.94
8	34.45
9	34.97
10	35.49
11	36.03
12	36.57
13	37.12
14	37.67
15	38.24
16	38.81
17	39.39
18	39.98
19	40.58
20	41.19
21	41.81
22	42.44
23	43.07
24	43.72
25	44.38
26	45.04
27	45.72
28	46.40

**BASED ON 195 DAYS EMPLOYMENT AT 8 HOURS PER DAY
WITHOUT A DEGREE**

Bellevue Board of Education
Certified Salary Schedule

Substitute Teacher
2025-2026

Salary Per Day
\$135.00

Any substitute teacher employed for the same teacher for 20 or more consecutive school days shall be paid \$145.00 per day retroactive to the first day.

BELLEVUE INDEPEDENT SCHOOLS
CLASSIFIED SUBSTITUTE SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

SUBSTITUTE COOK	\$13.00 / HOUR
SUBSTITUTE INSTRUCTIONAL ASSISTANT	\$13.00 / HOUR
SUBSTITUTE CUSTODIAN	\$13.00 / HOUR

Bellevue Board of Education
SUPERINTENDENT ADMINISTRATIVE ASSISTANT
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

STEP	HOURLY RATE
0	20.18
1	20.66
2	21.13
3	21.61
4	22.09
5	22.55
6	23.10
7	23.64
8	24.18
9	24.72
10	25.28
11	25.71
12	26.13
13	26.55
14	26.98
15	27.40
16	27.83
17	28.24
18	28.68
19	29.10
20	29.49
21	29.90
22	30.30
23	30.70
24	31.11
25	31.52
26	31.86
27	32.20
28	32.54

BASED ON 243 DAYS EMPLOYMENT AT 8 HOURS PER DAY

Bellevue Board of Education
DISTRICT TECH COORDINATOR & COMPUTER TECHNICIAN
SALARY SCHEDULE FOR FISCAL YEAR 2025-2026

<u>STEP</u>	<u>Computer Technician</u>	<u>District Technology Coordinator</u>
0	21.05	36.02
1	21.65	36.55
2	22.26	37.08
3	22.87	37.61
4	23.46	38.14
5	24.05	38.68
6	24.49	39.19
7	24.95	39.70
8	25.39	40.21
9	25.83	40.72
10	26.64	41.21
11	26.94	41.85
12	27.25	42.50
13	27.56	43.15
14	27.87	43.79
15	28.18	44.44
16	28.49	45.09
17	28.79	45.74
18	29.10	46.38
19	29.41	47.03
20	29.71	47.68
21	30.03	48.25
22	30.36	48.82
23	30.69	49.40
24	31.02	49.97
25	31.36	50.55
26	31.72	51.12
27	32.09	51.70
28	32.47	52.27

District Desktop Technician 238 Days 8 Hours Per Day

District Technology Coordinator 258 Days 8 Hours Per Day