

**APPENDIX A**

Pendleton School District 16R  
2026-2027

**Classified Employees Wage Schedule**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Paraprofessional</b>	<b>18.15</b>	<b>19.05</b>	<b>20.00</b>	<b>21.01</b>	<b>22.06</b>	<b>23.16</b>	<b>24.32</b>	<b>25.54</b>	<b>26.81</b>	<b>28.15</b>
<b>Office Assistant Library Assistant</b>	<b>18.57</b>	<b>19.49</b>	<b>20.47</b>	<b>21.50</b>	<b>22.57</b>	<b>23.70</b>	<b>24.89</b>	<b>26.13</b>	<b>27.43</b>	<b>28.80</b>
<b>Secretary II</b>	<b>21.21</b>	<b>22.27</b>	<b>23.38</b>	<b>24.55</b>	<b>25.78</b>	<b>27.07</b>	<b>28.42</b>	<b>29.84</b>	<b>31.33</b>	<b>32.90</b>
<b>Secretary III Bookkeeper I</b>	<b>22.29</b>	<b>23.40</b>	<b>24.58</b>	<b>25.81</b>	<b>27.09</b>	<b>28.45</b>	<b>29.87</b>	<b>31.37</b>	<b>32.93</b>	<b>34.58</b>
<b>Custodian I</b>	<b>21.26</b>	<b>22.32</b>	<b>23.45</b>	<b>24.61</b>	<b>25.84</b>	<b>27.14</b>	<b>28.49</b>	<b>29.92</b>	<b>31.42</b>	<b>32.99</b>
<b>Maintenance I</b>	<b>22.11</b>	<b>23.22</b>	<b>24.38</b>	<b>25.60</b>	<b>26.88</b>	<b>28.23</b>	<b>29.64</b>	<b>31.12</b>	<b>32.67</b>	<b>34.30</b>
<b>Maintenance II</b>	<b>26.89</b>	<b>28.24</b>	<b>29.65</b>	<b>31.13</b>	<b>32.69</b>	<b>34.32</b>	<b>36.04</b>	<b>37.84</b>	<b>39.74</b>	<b>41.73</b>

**Longevity:**

- 10th Year of Employment = \$75
- 15th Year of Employment = \$100
- 20th Year of Employment = \$150
- 25th Year of Employment = \$250
- 30th Year of Employment = \$350

**Delegated Nursing Care: See Article 13.5.A.i**