



## THE LAKE AND PENINSULA SCHOOL DISTRICT

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### MEMORANDUM

DATE: March 9, 2026  
TO: LPSD School Board  
FROM: Laura Hylton, Director of Finance *Laura Hylton*  
SUBJECT: Classified Pay Scale July 1, 2026 through June 30, 2030

The Classified Pay Scales are expiring on June 30, 2026 completing the 4-year handbook cycle. The pay scale is updated every four year, the last update was July 1, 2022 to June 30, 2026 the board selected 2% per year increase.

The attached pay scales are updated for a 2% annual increase to the base hourly rate. The increase is consistent with past increases and reflects the board's commitment to LPSD's classified staff.

Approval of the 2% each year for four years to the salary schedule is recommended. Pay scales are attached.

2% increase over 4 years is estimated to be \$127,213.

The question of increasing the starting wage B1 to \$20 is a \$2.29 increase. \$20 is often the starting wage for local entities. An increase to \$20 and the resulting index increase to the scale is estimated at \$122,169 in year 1, the 4-year increase is estimated at \$503,437.

A detailed comparison of the options is attached.

**Comparison:**

Classified Salary increase estimates	All fund estimate					
Levelock removed from FY26 for comparison.						
2% increase	FY26 budget	FY27 Budget	FY28 2% increase	FY29 2% increase	FY23 2% increase	
Object: Custodians Pay - 322	161,458.20	251,292.56	256,318.41	261,444.78	266,673.68	
Object: Aide Pay - 323	760,449.58	682,784.83	696,440.53	710,369.34	724,576.72	
Object: Support Pay - Non-Cert - 324	416,107.00	447,598.54	456,550.51	465,681.52	474,995.15	
Object: Maint Worker Pay - 325	319,095.00	272,422.35	277,870.80	283,428.21	289,096.78	
Object: Cook Pay - 326	145,802.00	174,960.01	178,459.21	182,028.39	185,668.96	
Object: Bus Driver Pay - 327	16,340.55	11,013.00	11,233.26	11,457.93	11,687.08	
Object: Sub/Temp Pay - 329	68,000.00	58,205.00	59,369.10	60,556.48	61,767.61	
	<b>1,887,252.33</b>	<b>1,898,276.29</b>	<b>1,936,241.82</b>	<b>1,974,966.65</b>	<b>2,014,465.99</b>	
					<b>4-year estimate</b>	
	<b>Increase 2%</b>	<b>\$ 11,023.96</b>	<b>\$ 37,965.53</b>	<b>\$ 38,724.84</b>	<b>\$ 39,499.33</b>	<b>\$ 127,213.66</b>
<b>Increase base to \$20, \$2.29 to base</b>						
<b>All other steps &amp; columns indexed</b>	FY27 Budget	FY24 2% increase	FY24 2% increase	FY24 2% increase		
Object: Custodians Pay - 322	284,627.00	290,319.54	296,125.93	302,048.45		
Object: Aide Pay - 323	699,728.00	713,722.56	727,997.01	742,556.95		
Object: Support Pay - Non-Cert - 324	496,344.00	506,270.88	516,396.30	526,724.22		
Object: Maint Worker Pay - 325	272,422.35	277,870.80	283,428.21	289,096.78		
Object: Cook Pay - 326	194,733.00	198,627.66	202,600.21	206,652.22		
Object: Bus Driver Pay - 327	12,196.80	12,440.74	12,689.55	12,943.34		
Object: Sub/Temp Pay - 329	60,370.95	61,578.37	62,809.94	64,066.14		
	<b>2,020,422.10</b>	<b>2,060,830.54</b>	<b>2,102,047.15</b>	<b>2,144,088.10</b>		
					<b>4-year estimate</b>	
	<b>Increase over 2%</b>	<b>\$ 122,145.81</b>	<b>\$ 124,588.73</b>	<b>\$ 127,080.50</b>	<b>\$ 129,622.11</b>	<b>\$ 503,437.15</b>
	<b>Increase over FY26</b>	<b>\$ 133,169.77</b>				