

Puyallup School District 2023-24 PESPA Salary Schedule		Hourly Rate						Longevity				
		*Days	Level	Step 1	Step 2	Step 3	Step 4	Step 5	10 years	12 years	15 years	20 years
			9	42.48720	43.76182	45.07467	46.42691	47.35545	48.05545	48.35545	48.65545	48.85545
			30	43.08720	44.36182	45.67467	47.02691	47.95545	48.65545	48.95545	49.25545	49.45545
			72	43.58720	44.86182	46.17467	47.52691	48.45545	49.15545	49.45545	49.75545	49.95545
			AA	43.83720	45.11182	46.42467	47.77691	48.70545	49.40545	49.70545	50.00545	50.20545
			BA	43.98720	45.26182	46.57467	47.92691	48.85545	49.55545	49.85545	50.15545	50.35545
			8	40.46400	41.67792	42.92826	44.21610	45.10043	45.80043	46.10043	46.40043	46.60043
			30	41.06400	42.27792	43.52826	44.81610	45.70043	46.40043	46.70043	47.00043	47.20043
			72	41.56400	42.77792	44.02826	45.31610	46.20043	46.90043	47.20043	47.50043	47.70043
			AA	41.81400	43.02792	44.27826	45.56610	46.45043	47.15043	47.45043	47.75043	47.95043
			BA	41.96400	43.17792	44.42826	45.71610	46.60043	47.30043	47.60043	47.90043	48.10043
Interpreter Tutor Coordinator	191		7	38.53714	39.69326	40.88405	42.11058	42.95279	43.65279	43.95279	44.25279	44.45279
			w/cert	41.42743	42.67025	43.95036	45.26887	46.17425	46.87425	47.17425	47.47425	47.67425
			30	39.13714	40.29326	41.48405	42.71058	43.55279	44.25279	44.55279	44.85279	45.05279
			30 w/cert	42.07243	43.31525	44.59536	45.91387	46.81925	47.51925	47.81925	48.11925	48.31925
			72	39.63714	40.79326	41.98405	43.21058	44.05279	44.75279	45.05279	45.35279	45.55279
			72 w/cert	42.60993	43.85275	45.13286	46.45137	47.35675	48.05675	48.35675	48.65675	48.85675
			AA	39.88714	41.04326	42.23405	43.46058	44.30279	45.00279	45.30279	45.60279	45.80279
			AA w/cert	42.87868	44.12150	45.40161	46.72012	47.62550	48.32550	48.62550	48.92550	49.12550
			BA	40.03714	41.19326	42.38405	43.61058	44.45279	45.15279	45.45279	45.75279	45.95279
			BA w/cert	43.03993	44.28275	45.56286	46.88137	47.78675	48.48675	48.78675	49.08675	49.28675
Interpreter	191		6	36.70204	37.80310	38.93719	40.10531	40.90742	41.60742	41.90742	42.20742	42.40742
Interpreter Tutor	191		w/cert	39.45469	40.63833	41.85748	43.11321	43.97547	44.67547	44.97547	45.27547	45.47547
Licensed Practical Nurse	190/191		30	37.30204	38.40310	39.53719	40.70531	41.50742	42.20742	42.50742	42.80742	43.00742
			30 w/cert	40.09969	41.28333	42.50248	43.75821	44.62047	45.32047	45.62047	45.92047	46.12047
			72	37.80204	38.90310	40.03719	41.20531	42.00742	42.70742	43.00742	43.30742	43.50742
			72 w/cert	40.63719	41.82083	43.03998	44.29571	45.15797	45.85797	46.15797	46.45797	46.65797
			AA	38.05204	39.15310	40.28719	41.45531	42.25742	42.95742	43.25742	43.55742	43.75742
			AA w/cert	40.90594	42.08958	43.30873	44.56446	45.42672	46.12672	46.42672	46.72672	46.92672
			BA	38.20204	39.30310	40.43719	41.60531	42.40742	43.10742	43.40742	43.70742	43.90742
			BA w/cert	41.06719	42.25083	43.46998	44.72571	45.58797	46.28797	46.58797	46.88797	47.08797
			5	27.83169	28.66664	29.52664	30.41244	31.02069	31.72069	32.02069	32.32069	32.52069
			30	28.43169	29.26664	30.12664	31.01244	31.62069	32.32069	32.62069	32.92069	33.12069
			72	28.93169	29.76664	30.62664	31.51244	32.12069	32.82069	33.12069	33.42069	33.62069
			AA	29.18169	30.01664	30.87664	31.76244	32.37069	33.07069	33.37069	33.67069	33.87069
			BA	29.33169	30.16664	31.02664	31.91244	32.52069	33.22069	33.52069	33.82069	34.02069
Science Lab Technician	197		4	26.50637	27.30156	28.12061	28.96423	29.54351	30.24351	30.54351	30.84351	31.04351
			30	27.10637	27.90156	28.72061	29.56423	30.14351	30.84351	31.14351	31.44351	31.64351
			72	27.60637	28.40156	29.22061	30.06423	30.64351	31.34351	31.64351	31.94351	32.14351
			AA	27.85637	28.65156	29.47061	30.31423	30.89351	31.59351	31.89351	32.19351	32.39351
			BA	28.00637	28.80156	29.62061	30.46423	31.04351	31.74351	32.04351	32.34351	32.54351
ADA Paraeducator - Level 3	190/191		3	25.24416	26.00149	26.78153	27.58498	28.13668	28.83668	29.13668	29.43668	29.63668
ELL Paraeducator	190/191		30	25.84416	26.60149	27.38153	28.18498	28.73668	29.43668	29.73668	30.03668	30.23668
General Paraeducator - Level 3	190/191		72	26.34416	27.10149	27.88153	28.68498	29.23668	29.93668	30.23668	30.53668	30.73668
Health Assistant	190/191		AA	26.59416	27.35149	28.13153	28.93498	29.48668	30.18668	30.48668	30.78668	30.98668
Special Ed - Advance Paraeducator	190/191		BA	26.74416	27.50149	28.28153	29.08498	29.63668	30.33668	30.63668	30.93668	31.13668
Special Ed - Developmental Kindergarten Para/ Kindergarten Academy	190/191											
Special Ed - Excel Paraeducator	190/191											
Special Ed - Kite Paraeducator	190/191											
Special Ed - Preschool Paraeducator	190/191											
Special Ed - Resource Paraeducator	190/191											
Special Ed - Summit Paraeducator	190/191											
Special Ed - Support Center Paraeducator	190/191											
Special Ed - WRAP Paraeducator	190/191											
Technology Library Paraeducator	190/191											

Puyallup School District 2023-24 PESPA Salary Schedule	*Days	Hourly Rate					Longevity				
		Level	Step 1	Step 2	Step 3	Step 4	Step 5	10 years	12 years	15 years	20 years
ADA Paraeducator - Level 2	190/191	2	24.04206	24.76332	25.50622	26.27141	26.79684	27.49684	27.79684	28.09684	28.29684
Alternative Programs Support Paraeducator	190/191	30	24.64206	25.36332	26.10622	26.87141	27.39684	28.09684	28.39684	28.69684	28.89684
Bus Riding Support	190/191	72	25.14206	25.86332	26.60622	27.37141	27.89684	28.59684	28.89684	29.19684	29.39684
CTE Paraeducator	190/191	AA	25.39206	26.11332	26.85622	27.62141	28.14684	28.84684	29.14684	29.44684	29.64684
Elementary Music Paraeducator	190/191	BA	25.54206	26.26332	27.00622	27.77141	28.29684	28.99684	29.29684	29.59684	29.79684
Elementary Overload Paraeducator	190/191										
General Paraeducator - Level 2	190/191										
Highly Capable Paraeducator	190/191										
Intervention Paraeducator	190/191										
LAP Paraeducator	190/191										
School and Family Support Liaison	190/191										
School Support Paraeducator:	190/191										
Building Duty Paraeducator	190/191										
Walking School Bus Paraeducator	190/191										
Bus/Crossing Guard Duty Paraeducator	190/191										
Playground Paraeducator	190/191										
Title I Paraeducator	190/191										
		1	22.89720	23.58412	24.29164	25.02039	25.52080	26.22080	26.52080	26.82080	27.02080
		30	23.49720	24.18412	24.89164	25.62039	26.12080	26.82080	27.12080	27.42080	27.62080
		72	23.99720	24.68412	25.39164	26.12039	26.62080	27.32080	27.62080	27.92080	28.12080
		AA	24.24720	24.93412	25.64164	26.37039	27.72039	28.42039	28.72039	29.02039	29.22039
		BA	24.39720	25.08412	25.79164	26.52039	28.02039	28.72039	29.02039	29.32039	29.52039
Credits, Tests and Degrees:											
<ul style="list-style-type: none"> • 30 credits/Minimum State Requirements = \$0.60/hour • 72 credits = \$1.10/hour • AA Degree = \$1.35/hour • BA Degree = \$1.50/hour 											
Longevity:											
<ul style="list-style-type: none"> •10 years - \$.70 •12 years - \$1.00 •15 years - \$1.30 •20 years - \$1.50 											
Substitute Interpreters shall be compensated at an hourly rate equal to Level 6, Step 1.											
Substitute Paraeducators shall be compensated at an hourly rate equal to Level 1, Step 1.											
Employees shall receive incremental and longevity increases effective on the first working day of each school year unless the State Legislature specifically prohibits increments be paid.											
Paraeducator Clock Hours and Credits: 10 Clock Hours = 1 Credit											
Upon hire, previously completed college or university credits or clock hours supported by original transcripts shall apply to new employees, provided the credits apply to education or are related to Paraeducator responsibilities. Credits and clock hours must be received by Human Resources within 60 calendar days of the date of hire to be implemented for that year's salary schedule. New employees will be placed on the Salary Schedule appropriate to their training level at the discretion of the Director of Human Resources.											
Classes or course work taken by existing employees must be from an accredited organization identified by OSPI, or approved in advance by Human Resources. Clock hours must be earned from an OSPI approved provider, or approved in advance by Human Resources. Classes, clock hours or course work must be related to the employee's assignment. Credits and clock hours must be completed by August 31 and paperwork must be received by Human Resources by September 30 to be implemented for that year's salary schedule. Salary for September and October will be adjusted for documented credits and clock hours.											
Interpreter Certifications:											
Interpreters holding the following certifications shall receive 7.5% in addition to their cell (may be compounded with degrees and coordinator stipends): <ul style="list-style-type: none"> • Educational Interpreter Performance Assessment (EIPA), minimum level 4.0 • National Interpreter Certification (NIC) • Certificated Deaf Interpreter (CDI) • Certificate of Interpretation (CI) • Certificate of Transliteration (CT) • National Association of the Deaf (NAD), minimum level IV 											
Paraeducator Certifications (all PESPA employees eligible):											
<ul style="list-style-type: none"> • English Language Learner Subject Matter Paraeducator Certificate - \$.25/hr • Special Education Subject Matter Paraeducator Certificate - \$.25/hr • Advanced Paraeducator Certificate - \$.50/hr 											
Paraeducator certifications will be paid beginning the month following certificate submission to HR.											
Interpreter ADA Extra Hourly Rate (per Section 14.10.1.2): \$60/hour											