



Puyallup School District 2024-25 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	<b>2</b>	25.17204	25.92720	26.70502	27.50617	28.05629	28.75629	29.05629	29.35629	29.55629
Alternative Programs Support Paraeducator	190/191	30	25.77204	26.52720	27.30502	28.10617	28.65629	29.35629	29.65629	29.95629	30.15629
Bus Riding Support*	190/191	72	26.27204	27.02720	27.80502	28.60617	29.15629	29.85629	30.15629	30.45629	30.65629
CTE Paraeducator	190/191	AA	26.52204	27.27720	28.05502	28.85617	29.40629	30.10629	30.40629	30.70629	30.90629
Elementary Music Paraeducator	190/191	BA	26.67204	27.42720	28.20502	29.00617	29.55629	30.25629	30.55629	30.85629	31.05629
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										
		<b>1</b>	23.97337	24.69257	25.43335	26.19635	26.72028	27.42028	27.72028	28.02028	28.22028
		30	24.57337	25.29257	26.03335	26.79635	27.32028	28.02028	28.32028	28.62028	28.82028
		72	25.07337	25.79257	26.53335	27.29635	27.82028	28.52028	28.82028	29.12028	29.32028
		AA	25.32337	26.04257	26.78335	27.54635	28.07028	28.77028	29.07028	29.37028	29.57028
		BA	25.47337	26.19257	26.93335	27.69635	28.22028	28.92028	29.22028	29.52028	29.72028
<b>Credits, Tests and Degrees:</b>						<b>Longevity:</b>					
• 30 credits/Minimum State Requirements = \$0.60/hour						• AA Degree = \$1.35/hour					
• 72 credits = \$1.10/hour						• BA Degree = \$1.50/hour					
						• 10 years - \$.70					
						• 15 years - \$1.30					
						• 12 years - \$1.00					
						• 20 years - \$1.50					
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.											
Substitute Interpreter Tutors shall be compensated at an hourly rate equal to Level 7, Step 1. Substitute Paraeducators shall be compensated at an hourly rate equal to Level 2, Step 1.											
<b>Paraeducator Clock Hours and Credits:</b>											
10 Clock hours = 1 Quarter 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.											
<b>Paraeducator Certifications- Only Instructional Paraeducators are eligible. * indicates Non-Instructional positions</b>											
<ul style="list-style-type: none"> <li>• English Language Learner Subject Matter Paraeducator Certificate - \$.25/hr</li> <li>• Special Education Subject Matter Paraeducator Certificate - \$.25/hr</li> <li>• Advanced Paraeducator Certificate - \$.50/hr</li> </ul>											
Paraeducator certifications will be paid beginning the month following certificate submission to HR.											
<b>Interpreter Certifications: See Section 9.12.3</b>											
All Interpreters holding the following certifications or high performance score on the EIPA, shall receive 1.0% in addition to their cell (certifications are not compounded, but may be compounded with degrees and coordinator stipends):											
<ul style="list-style-type: none"> <li>• Educational Interpreter Performance Assessment (EIPA), minimum level 4.6 - 5.0 (Available to Level 7 &amp; 8 only)</li> <li>• National Interpreter Certification (NIC)</li> <li>• Certificated Deaf Interpreter (CDI)</li> </ul>											
^ Employees who are in process of obtaining a minimum EIPA score of 4.0 will be subject to a 7.5% wage reduction, per Section 9.12.3.											
LPN's may use continuing education units (CEU's), credits, or clock hours that satisfy the continuing education requirements for their state professional health license, for Washington and any other state, as in-service credits.											
Interpreter ADA Extra Hourly Rate (per Section 14.10.1.2): \$70/hour											
<b>Deaf Blind Interpreter</b> pay will be a differential added to the Salary schedule, equal to 5% above the Interpreter Tutor's wage (level 7)											