

**Federal Way Public Schools
Public School Employees Salary Schedule
2024-25 School Year**

Paraeducators	Year 1		Year 5		Year 10		Year 15		Year 20		Year 25	
01 Paraeducators	\$25.19		\$25.69		\$26.19		\$26.72		\$27.25		\$27.79	
02 FCP & ETP & APE Programs	\$27.15		\$27.69		\$28.24		\$28.81		\$29.38		\$29.97	
Nutrition Services		w/Cert SNA		w/ Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA
01/11 Cashier - Kitchen Assistant	\$22.01	\$22.51	\$22.45	\$22.95	\$22.90	\$23.40	\$23.35	\$23.85	\$23.82	\$24.32	\$24.30	\$24.80
02/12 Assistant - Central Kitchen	\$22.55	\$23.05	\$23.01	\$23.51	\$23.47	\$23.97	\$23.93	\$24.43	\$24.41	\$24.91	\$24.90	\$25.40
03/13 Elementary KM	\$24.36	\$24.86	\$24.86	\$25.36	\$25.35	\$25.85	\$25.86	\$26.36	\$26.38	\$26.88	\$26.92	\$27.42
04/14 Secondary KM	\$25.63	\$26.13	\$26.14	\$26.64	\$26.66	\$27.16	\$27.20	\$27.70	\$27.74	\$28.24	\$28.29	\$28.79
05/15 Lead Cook/Lead HACCP/Catering	\$29.55	\$30.05	\$30.14	\$30.64	\$30.75	\$31.25	\$31.37	\$31.87	\$32.00	\$32.50	\$32.63	\$33.13
06 Central Kitchen Truck Driver	\$31.56		\$32.18		\$32.82		\$33.47		\$34.15		\$34.83	
07/17 Pot/Pan - Central Kitchen	\$24.29	\$24.79	\$24.77	\$25.27	\$25.27	\$25.77	\$25.79	\$26.29	\$26.31	\$26.81	\$26.83	\$27.33
08 Warehouse Lead	\$36.40	\$36.90	\$37.12	\$37.62	\$37.86	\$38.36	\$38.62	\$39.12	\$39.40	\$39.90	\$40.18	\$40.68
Transportation												
01 Bus Assistants	\$24.47		\$24.96		\$25.46		\$25.97		\$26.50		\$27.02	
03 Bus Drivers	\$31.56		\$32.18		\$32.82		\$33.47		\$34.15		\$34.83	
07 Driver Trainers	\$34.78		\$35.48		\$36.18		\$36.91		\$37.64		\$38.39	
04 Shop Mechanic Helper	\$32.87		\$33.54		\$34.21		\$34.90		\$35.59		\$36.31	
06 Shop Journey Mechanic	\$39.79		\$40.59		\$41.40		\$42.23		\$43.07		\$43.93	
16 Lead Journey Mechanic	\$40.96		\$41.78		\$42.61		\$43.47		\$44.34		\$45.23	
Distribution Center												
02 Operations Support	\$32.72		\$33.36		\$34.02		\$34.71		\$35.40		\$36.11	
09 Science Kit Assistant	\$22.55		\$23.01		\$23.47		\$23.93		\$24.41		\$24.90	

Notes:

2022-23: Differentiated

Three \$500 retention incentive payments over the course of the 2022-23 school year (Total of \$1500 during 2022-23)

All steps set to equal 2% increase

2023-24: IPD + 1%

2024-25: IPD

School Nutrition Association (SNA) Certification = .50 cents per compensated hour