

**FINAL 2024-2025**

<b>North Thurston Paraeducators Association</b>				
<b>Salary Schedule B</b>				
<b>Years</b>	<b>State Standard Not Met</b>	<b>State Standard Met (State Test Only)</b>	<b>AA or Standard +35 (350 Clock hours) **</b>	<b>AA +30, BA, MA, or Standard +110 (1100 Clock hours) ***</b>
1-2	\$23.15	\$25.28	\$25.98	\$26.98
3-4	\$23.15	\$25.80	\$26.50	\$27.50
5-6	\$23.66	\$26.08	\$26.78	\$27.78
7-8	\$23.66	\$26.23	\$26.93	\$27.93
9-10	\$23.66	\$26.40	\$27.10	\$28.10
11-15	\$24.14	\$26.60	\$27.30	\$28.30
16-20	\$24.63	\$27.12	\$27.82	\$28.82
21+	\$25.16	\$27.62	\$28.32	\$29.32

**Sub Rate**

**(90%)**

**\$22.75**

\*\* Standard +35 rate equals State Standard Met rate plus \$0.70.

\*\*\* AA +30, BA, MA, or Standard +110 rate equals Standard +35 rate plus \$1.00.

\*\*\*\*Only Schedule B paraeducators with 25 years at time of ratification.

<b>North Thurston Paraeducators Association Salary</b>		
<b>Schedule A</b>		
<b>Years</b>	<b>SLPA/COTA/ Behavior Associate/ LPN/Homeless Liaison</b>	<b>SUBSTITUTE RATE</b>
1-5	\$33.22	\$29.89
6-10	\$33.88	
11-15	\$34.57	
16-20	\$35.25	
21-25	\$35.96	
26+	\$36.70	

**\*All Paraeducators currently on Schedule A at the time of ratification will remain on Schedule A for the remainder of their employment. Newly hired Career Center Specialists, Braillists, and Home Visitors will be placed on salary schedule B.**

<b>*Schedule A</b>	<b>BASE 1-5</b>	<b>6-10 YEAR</b>	<b>11-15 YEAR</b>	<b>16-20 YEAR</b>	<b>21-25 YEAR</b>	<b>26+ YEAR</b>
Career Center Specialist	\$26.88	\$27.38	\$27.95	\$28.50	\$29.08	\$29.63
Home Visitors	\$27.48	\$28.02	\$28.29	\$29.16	\$29.73	\$30.28
Braillist	\$28.04	\$28.62	\$29.20	\$29.79	\$30.46	\$31.01