

Puyallup School District 2025-26 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	25.80134	26.57538	27.37264	28.19382	28.75769	29.45769	29.75769	30.05769	30.25769
Alternative Programs Support Paraeducator	190/191	30	26.40134	27.17538	27.97264	28.79382	29.35769	30.05769	30.35769	30.65769	30.85769
Bus Riding Support*	190/191	72	26.90134	27.67538	28.47264	29.29382	29.85769	30.55769	30.85769	31.15769	31.35769
CTE Paraeducator	190/191	AA	27.15134	27.92538	28.72264	29.54382	30.10769	30.80769	31.10769	31.40769	31.60769
Elementary Music Paraeducator	190/191	BA	27.30134	28.07538	28.87264	29.69382	30.25769	30.95769	31.25769	31.55769	31.75769
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	24.57270	25.30988	26.06918	26.85125	27.38828	28.08828	28.38828	28.68828	28.88828
		30	25.17270	25.90988	26.66918	27.45125	27.98828	28.68828	28.98828	29.28828	29.48828
		72	25.67270	26.40988	27.16918	27.95125	28.48828	29.18828	29.48828	29.78828	29.98828
		AA	25.92270	26.65988	27.41918	28.20125	28.73828	29.43828	29.73828	30.03828	30.23828
		BA	26.07270	26.80988	27.56918	28.35125	28.88828	29.58828	29.88828	30.18828	30.38828
Credits, Tests and Degrees:						Longevity:					
• 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.											
Paraeducator Clock Hours and Credits:											
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.											
Paraeducator Certifications- Only Instructional Paraeducators are eligible. * indicates Non-Instructional positions											
• 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 Certifications: See Section 9.12.3											
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):											
• Educational Interpreter Performance Assessment (EIPA), minimum level 4.6 - 5.0 (Available to Level 7 & 8 only)											
• National Interpreter Certification (NIC)											
• Certificated Deaf Interpreter (CDI)											
^ 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											
Deaf Blind Interpreter pay will be a differential added to the Salary schedule, equal to 5% above the Interpreter Tutor's wage (level 7)											