

RENTON SCHOOL DISTRICT NO.403

AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE

Effective: September 1, 2025

260-Day Employee

260-Day Employee	Step 1 0-2.99 Years	Step 2 3-5.99 Years	Step 3 6-9.99 Years	Step 4 10-12.99 Years	Step 5 13-15.99 Years	Step 6 16-24.99 Years	Step 7 25+ Years
Warehouse Driver: Supply Truck, Food Delivery/Mail Delivery	\$36.89	\$37.16	\$37.80	\$38.45	\$38.72	\$39.46	\$39.94
Structural Maintenance: Carpenter, Glazier, Facilities Maintenance Tech, Painter	\$44.50	\$44.81	\$45.59	\$46.15	\$46.46	\$47.60	\$48.18
Mid-Level Maintenance: Preventative Maintenance Mechanic, Locksmith	\$46.83	\$47.17	\$47.98	\$48.56	\$48.91	\$50.10	\$50.71
Mechanic Maintenance: Boiler Technician, Electrician, Low Voltage Electrician, Plumber, HVAC Technician	\$49.06	\$49.41	\$50.27	\$50.87	\$51.23	\$52.47	\$53.11
Transportation Dispatcher	\$43.28	\$43.58	\$44.34	\$44.87	\$45.19	\$46.29	\$46.85
Transportation Mechanical Technician	\$45.21	\$45.54	\$46.33	\$46.89	\$47.22	\$48.37	\$48.95
Preventative Maintenance Assistant*	\$32.78	\$33.02	\$33.59	\$33.99	\$34.24	\$35.07	\$35.50

*Preventative Assistant rates are 70% of Maintenance position hourly rate

Stipends:

Mechanic Lead Stipend (per year)	\$4,500
Warehouse Lead Stipend	\$4,500
Driver Trainer Stipend (per hour)	\$2.50

Substitutes:

Substitute Driver Rate	\$35.21 Per Hour
Substitute Nutrition Services Rate	\$23.52 Per Hour

*Substitute Rates are based on 96% of the Bus Driver rate and 96% of the Nutrition Services Assistant rate

RENTON SCHOOL DISTRICT NO.403**AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE****Effective: September 1, 2025****Less Than 260-Day Employee**

<u>Less than 260 Day Employee</u>	Step 1 0-2.99 years	Step 2 3-4.99 Years	Step 3 5-5.99 Years	Step 4 6-8.99 Years	Step 5 9-9.99 Years	Step 6 10-12.99 Years	Step 7 13-14.99 Years	Step 8 15-15.99 Years	Step 9 16-24.99 Years	Step 10 25+ Years
Bus Drivers	\$36.68	\$36.95	\$37.74	\$38.01	\$39.03	\$39.31	\$39.60	\$40.09	\$40.46	\$40.95
Nutrition Services Assistant	\$24.50	\$24.68	\$25.18	\$25.36	\$25.89	\$26.08	\$26.26	\$26.78	\$27.04	\$27.36
Cooks/Bakers	\$28.05	\$28.25	\$28.85	\$29.06	\$29.62	\$29.83	\$30.04	\$30.62	\$30.90	\$31.27
Elementary Kitchen Manager	\$28.68	\$28.88	\$29.46	\$29.67	\$30.33	\$30.55	\$30.76	\$31.34	\$31.64	\$32.02
Alternative Program Manager	\$31.93	\$32.16	\$32.82	\$33.80	\$33.77	\$34.01	\$34.26	\$34.92	\$35.25	\$35.67
Nutrition Services Floater	\$28.68	\$28.88	\$29.46	\$29.67	\$30.33	\$30.55	\$30.76	\$31.34	\$31.64	\$32.02
Secondary/MCELC Kitchen Manager	\$31.93	\$32.16	\$32.82	\$33.06	\$33.77	\$34.01	\$34.26	\$34.92	\$35.25	\$35.67
Central Kitchen/Catering Manager	\$33.35	\$33.60	\$34.27	\$34.51	\$35.22	\$35.47	\$35.72	\$36.45	\$36.80	\$37.24

Notes:

1. Salary increase 2.5% IPD from 2024-2025.
2. Completed qualified work experience will be calculated as of the first day of school and used for salary placement in the given year (AFT CBA 20.4)
3. 260- day employees have longevity now built into steps; new step structure for both less than 260's and 260-day employee. Increases are based on years of experience.