

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SCHEDULE

Effective: September 1, 2025

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 0 BASE	\$63,371	\$64,955	\$66,741	\$68,745	\$75,520	\$80,206	\$84,235
STATE PD DAYS	\$1,056	\$1,082	\$1,112	\$1,145	\$1,258	\$1,337	\$1,404
ENRICHMENT DAYS	\$704	\$721	\$741	\$763	\$839	\$891	\$935
PPL/PL/BLI HOURS	\$3,822	\$3,918	\$4,025	\$4,146	\$4,555	\$4,838	\$5,081
TOTAL	\$68,953	\$70,676	\$70,619	\$74,799	\$82,172	\$87,272	\$91,655
STEP 1 BASE	\$64,955	\$66,580	\$68,410	\$70,463	\$76,393	\$81,114	\$85,180
STATE PD DAYS	\$1,082	\$1,109	\$1,140	\$1,174	\$1,273	\$1,352	\$1,419
ENRICHMENT DAYS	\$721	\$739	\$760	\$782	\$848	\$901	\$946
PPL/PL/BLI HOURS	\$3,918	\$4,016	\$4,126	\$4,250	\$4,608	\$4,892	\$5,138
TOTAL	\$70,676	\$72,444	\$74,436	\$76,669	\$83,122	\$88,259	\$92,683
STEP 2 BASE	\$66,580	\$68,245	\$70,121	\$72,225	\$77,188	\$81,936	\$85,729
STATE PD DAYS	\$1,109	\$1,137	\$1,168	\$1,203	\$1,286	\$1,365	\$1,429
ENRICHMENT DAYS	\$739	\$758	\$779	\$802	\$857	\$910	\$952
PPL/PL/BLI HOURS	\$4,016	\$4,116	\$4,229	\$4,356	\$4,655	\$4,942	\$5,171
TOTAL	\$72,444	\$74,256	\$76,297	\$78,586	\$83,986	\$89,153	\$93,281
STEP 3 BASE	\$68,410	\$70,121	\$72,049	\$74,210	\$79,113	\$83,007	\$86,844
STATE PD DAYS	\$1,140	\$1,168	\$1,201	\$1,237	\$1,318	\$1,383	\$1,447
ENRICHMENT DAYS	\$760	\$779	\$800	\$824	\$878	\$922	\$964
PPL/PL/BLI HOURS	\$4,126	\$4,229	\$4,346	\$4,476	\$4,772	\$5,006	\$5,238
TOTAL	\$74,436	\$76,297	\$78,396	\$80,747	\$86,081	\$90,318	\$94,493
STEP 4 BASE	\$70,292	\$72,049	\$74,031	\$76,252	\$81,289	\$84,894	\$89,057
STATE PD DAYS	\$1,171	\$1,201	\$1,234	\$1,271	\$1,355	\$1,415	\$1,484
ENRICHMENT DAYS	\$780	\$800	\$822	\$847	\$903	\$943	\$989
PPL/PL/BLI HOURS	\$4,240	\$4,346	\$4,465	\$4,599	\$4,903	\$5,120	\$5,371
TOTAL	\$76,483	\$78,396	\$80,552	\$82,969	\$88,450	\$92,372	\$96,901
STEP 5 BASE	\$72,225	\$74,031	\$76,066	\$78,349	\$83,524	\$86,657	\$90,339
STATE PD DAYS	\$1,203	\$1,234	\$1,268	\$1,306	\$1,392	\$1,444	\$1,505
ENRICHMENT DAYS	\$802	\$822	\$845	\$870	\$927	\$962	\$1,003
PPL/PL/BLI HOURS	\$4,356	\$4,465	\$4,588	\$4,726	\$5,038	\$5,227	\$5,449
TOTAL	\$78,586	\$80,552	\$82,767	\$85,251	\$90,881	\$94,290	\$98,296
STEP 6 BASE	\$73,842	\$76,066	\$78,159	\$80,504	\$85,821	\$89,039	\$92,824
STATE PD DAYS	\$1,230	\$1,268	\$1,302	\$1,342	\$1,430	\$1,484	\$1,547
ENRICHMENT DAYS	\$820	\$845	\$868	\$894	\$953	\$989	\$1,031
PPL/PL/BLI HOURS	\$4,454	\$4,588	\$4,714	\$4,856	\$5,176	\$5,370	\$5,599
TOTAL	\$80,346	\$82,767	\$85,043	\$87,596	\$93,380	\$96,882	\$101,001
STEP 7 BASE	76,438	\$78,349	\$80,504	\$82,917	\$88,395	\$91,711	\$95,608
STATE PD DAYS	\$1,274	\$1,306	\$1,342	\$1,382	\$1,473	\$1,528	\$1,593
ENRICHMENT DAYS	\$849	\$870	\$894	\$921	\$982	\$1,018	\$1,062
PPL/PL/BLI HOURS	\$4,610	\$4,726	\$4,856	\$5,001	\$5,331	\$5,532	\$5,767
TOTAL	\$83,171	\$85,251	\$87,596	\$90,221	\$96,181	\$99,789	\$104,030
STEP 8 BASE		\$80,699	\$82,918	\$85,407	\$91,049	\$94,464	\$98,479
STATE PD DAYS		\$1,345	\$1,382	\$1,423	\$1,517	\$1,574	\$1,641
ENRICHMENT DAYS		\$896	\$921	\$948	\$1,011	\$1,049	\$1,094
PPL/PL/BLI HOURS		\$4,867	\$5,001	\$5,151	\$5,492	\$5,698	\$5,940
TOTAL		\$87,807	\$90,222	\$92,929	\$99,069	\$102,785	\$107,154
STEP 9 BASE			\$85,406	\$87,968	\$93,778	\$97,296	\$101,431
STATE PD DAYS			\$1,423	\$1,466	\$1,563	\$1,621	\$1,690
ENRICHMENT DAYS			\$948	\$977	\$1,041	\$1,080	\$1,126
PPL/PL/BLI HOURS			\$5,151	\$5,306	\$5,656	\$5,868	\$6,118
TOTAL			\$92,928	\$95,717	\$102,038	\$105,865	\$110,365
STEP 10 BASE				\$90,607	\$96,592	\$100,214	\$104,474
STATE PD DAYS				\$1,510	\$1,610	\$1,670	\$1,741
ENRICHMENT DAYS				\$1,006	\$1,073	\$1,113	\$1,160
PPL/PL/BLI HOURS				\$5,465	\$5,826	\$6,044	\$6,301
TOTAL				\$98,588	\$105,101	\$109,041	\$113,676

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 11 BASE				\$93,326	\$99,491	\$103,222	\$107,609
STATE PD DAYS				\$1,555	\$1,658	\$1,720	\$1,793
ENRICHMENT DAYS				\$1,036	\$1,105	\$1,146	\$1,195
PPL/PL/BLI HOURS				\$5,629	\$6,001	\$6,226	\$6,490
TOTAL				\$101,546	\$108,255	\$112,314	\$117,087
STEP 12 BASE					\$103,470	\$107,349	\$111,913
STATE PD DAYS					\$1,724	\$1,789	\$1,865
ENRICHMENT DAYS					\$1,149	\$1,192	\$1,243
PPL/PL/BLI HOURS					\$6,241	\$6,475	\$6,750
TOTAL					\$112,584	\$116,805	\$121,771
STEP 13 BASE					\$107,609	\$111,644	\$116,389
STATE PD DAYS					\$1,793	\$1,861	\$1,940
ENRICHMENT DAYS					\$1,195	\$1,240	\$1,293
PPL/PL/BLI HOURS					\$6,490	\$6,734	\$7,020
TOTAL					\$117,087	\$121,479	\$126,642
STEP 14 BASE					\$111,914	\$116,110	\$121,043
STATE PD DAYS					\$1,865	\$1,935	\$2,017
ENRICHMENT DAYS					\$1,243	\$1,289	\$1,344
PPL/PL/BLI HOURS					\$6,750	\$7,003	\$7,301
TOTAL					\$121,772	\$126,337	\$131,705
STEP 15 BASE					\$116,389	\$120,753	\$125,886
STATE PD DAYS					\$1,940	\$2,012	\$2,098
ENRICHMENT DAYS					\$1,293	\$1,341	\$1,398
PPL/PL/BLI HOURS					\$7,020	\$7,283	\$7,593
TOTAL					\$126,642	\$131,389	\$136,975
LONGEVITY STIPENDS							
MAXIMUM BASE PLACEMENT	BA+0 STEP 7	BA+15 STEP 8	BA+30 STEP 9	BA+45 STEP 11	BA+90/MA+0 STEP15	MA+45 STEP15	MA+90 STEP15
16-20 YEARS OF EXPERIENCE-1.5%	\$1,146	\$1,210	\$1,281	\$1,399	\$1,745	\$1,811	\$1,888
21-25 YEARS OF EXPERIENCE-2.0%	\$1,528	\$1,613	\$1,708	\$1,866	\$2,327	\$2,415	\$2,517
26+ YEARS OF EXPERIENCE-2.5%	\$1,910	\$2,017	\$2,135	\$2,333	\$2,909	\$3,018	\$3,147

Certificated Substitutes			
Work Days	Daily (7 hours)	Half-Day (3.5 hours)	Hourly
Monday and Friday	\$275.59	\$137.80	\$39.37
RSD Retiree Monday and Friday	\$289.59	\$144.80	\$41.37
Tuesday, Wednesday, Thursday	\$248.07	\$124.04	\$35.44
RSD Retiree Tuesday, Wednesday, Thursday	\$262.42	\$131.04	\$37.44
20+ days in a continuous assignment	Contract Rate (depending on education and years of experience)		

Notes:

- 2.5% base salary increase from 2024-2025.
- PPL Hours listed on same assignment line as PL/BLI Hours. Total of 76 hours for 1.0 FTE
- Placement on the salary schedule is based on receipt of acceptable documentation as outlined in REA CBA Appendix L.
- State PD Days are paid on roster/timesheet.
- Longevity stipend for eligible employees who have completed their 16th year of experience (excluding retired/rehired employees) who are otherwise not eligible for column or increment movement. Longevity stipend shall be spread monthly starting with the school year after completing the 16th year of experience. (REA CBA 13.4)
 - Employees who have between 16 and 20 years of completed experience shall receive an annual longevity stipend of 1.5%
 - Employees who have between 21 and 25 years of completed experience shall receive an annual longevity stipend of 2%
 - Employees who have between 26 years or more of completed experience shall receive an annual longevity stipend of 2.5%
- 2026-2027 base salary increase is the state funded authorized increase (Appendix A).

Board Approved: 6/25/2025

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2025

Type of Pay	Description	Hours	Work Days	Documentation of Hours Completed	Reflected on Pay Warrant	Impact of going on leave
Base	From REA Salary Schedule	1260 for 1.0 FTE*	See REA Work Calendar	n/a	REA BASE	Pay will be reduced if in unpaid status.
Supplemental Pay Items						
State PD Days (13.2.4.1)	State Professional Development Days Building/District Directed	21	August 21, 22, 25, 2025	Sign in roster at school/site location for payment	STATE P.D.	N/A – Days paid for attendance.
Enrichment Days (13.2.4.2) (13.2.4.4) (13.2.3.3)	One-half (1/2) Asynchronous day that is building/District directed	3.5	On or before October 10, 2025	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One-half (1/2) day PLC work	3.5	March 16, 2025	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One (1) day separated into five (5) building hours and two (2) PLC hours	7	Secondary: November 10, 2025 Elementary: December 1, 2025	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
PPL/PL/BLI Hours (13.2.2) (13.2.1) (13.2.3)	Personalized Professional Learning hours	21*	Flexible, completed during the REA calendar	Electronic form	PPL/PL/BLI HOURS	Pay will be reduced if hours are not completed and/or not documented prior to going on leave
	Professional Learning hours and	21*				
	Building Learning Improvement hours	34*				
General Pay Information						
<ul style="list-style-type: none"> * Items are prorated based on contract FTE State PD Days are paid as earned, on roster/timesheet. Base, Enrichment and PPL/PL/BLI hours pay is defaulted to spread over 12 months, September to August. Employees who start after September 10th, and are contracted for the school year, will have pay spread from the start of their assignment through August. 				<ul style="list-style-type: none"> Employees who start after the start of the year are eligible for supplemental pay days if they are on contract when the day occurs. Short term assignments are spread for the duration of the assignment. Exhaustion of paid time off will result in leave without pay. This will reduce pay. 		