

2025-2026 SY

North Thurston Paraeducators Association Salary Schedule B				
Years	State Standard Not Met	State Standard Met (State Test or 72 credits)	AA or Standard +35 credits (350 Clock hours) **	AA +30, BA, MA, or Standard +110 (1100 Clock hours) ***
1-2	\$24.19	\$26.42	\$27.15	\$28.19
3-4	\$24.19	\$26.96	\$27.69	\$28.74
5-6	\$24.72	\$27.25	\$27.99	\$29.03
7-8	\$24.72	\$27.41	\$28.14	\$29.19
9-10	\$24.72	\$27.59	\$28.32	\$29.36
11-15	\$25.23	\$27.80	\$28.53	\$29.57
16-20	\$25.74	\$28.34	\$29.07	\$30.12
21+	\$26.29	\$28.86	\$29.59	\$30.64
25+****	\$27.22	\$29.41	\$30.14	\$31.18

Sub Rate (90%)

\$23.78

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

North Thurston Paraeducators Association Salary Schedule A		
Years	SLPA/COTA/ Behavior Associate/ LPN/Homeless Liaison	SUBSTITUTE RATE
1-5	\$34.71	\$31.24
6-10	\$35.40	
11-15	\$36.13	
16-20	\$36.84	
21-25	\$37.58	
26+	\$38.35	

\*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.

*Schedule A	BASE 1-5	6-10 YEAR	11-15 YEAR	16-20 YEAR	21-25 YEAR	26+ YEAR
Career Center Specialist	\$28.09	\$28.61	\$29.21	\$29.78	\$30.39	\$30.96
Student Navigators	\$28.72	\$29.28	\$29.56	\$30.47	\$31.07	\$31.64
Braillist	\$29.30	\$29.91	\$30.51	\$31.13	\$31.83	\$32.41